

For information

**Legislative Council Panel on Public Service
Follow-up to the Meeting on 17 January 2011**

**An Overview of the Civil Service:
Establishment, Strength, Retirement, Resignation and Age Profile**

This note provides supplementary information in response to the questions raised by Members at the meeting on 17 January 2011.

Major recruitment exercises planned for the near future

2. According to information available as at 1 May 2011, civil service open recruitment exercises involving a target intake of 50 or above planned to be launched during the period from 1 June 2011 to 31 March 2012 are provided in **Annex A**.

Filling of posts in promotion ranks

3. Vacancies at basic ranks are filled by recruitment. Vacancies at promotion ranks are normally filled by promotion but may be filled by recruitment if suitable candidates from the lower ranks of the same grade cannot be identified. A total of 12 068 candidates were appointed to the promotion ranks during the 3-year period from 1 January 2008 to 31 December 2010. Of these 12 068 candidates, 11 698 (or 97%) were appointed through promotion exercises whereas 370 (or 3%) were through recruitment. A breakdown by departments is in **Annex B**.

Age profile, retirement and resignation position and projected retirement of directorate civil servants

4. The age profile of directorate civil servants from 1985-86 to 2009-10 is illustrated in **Annex C**.

5. The yearly retirement and resignation position of directorate civil servants from 1996-97¹ to 2009-10 is shown in **Annex D**. Briefly, except for a sharp rise in the number of retirements in 1997-98, the number of directorate civil servants retiring has remained steady at 4-6% of strength. The number of resignees also remained below 1% throughout the years.

6. A breakdown of the age of directorate civil servants at the time of retirement from 1996-97¹ to 2009-10 is provided in **Annex E**. Briefly, directorate civil servants retiring before the age of 55 has decreased from the peak of about 54% of the total number of directorate retirees in 1997-98 to about 10% in 2005-06, and less than 3% in 2009-10.

7. The projected retirement in the civil service in the next 25 years as provided in the Panel paper LC Paper No. CB(1) 1001/10-11(03) is based on the age distribution of the civil service as a whole. As directorate posts are normally filled by promotion, and as it is not possible to forecast the career progression of officers who may reach the directorate ranks, we are unable to provide a projection of future retirement of directorate officers, or indeed for any individual promotion ranks.

Civil Service Bureau
May 2011

¹ Breakdown by directorate and non-directorate civil servants in respect of retirement and resignation before 1996-97 is not available.

Major Civil Service Open Recruitment Exercises
to be Launched During the Period from 1 June 2011 to 31 March 2012 ^{Note}

Bureau/Department	Recruitment rank	Estimated number of vacancies to be filled
Hong Kong Police Force	Police Constable	750
Hong Kong Police Force	Inspector of Police	170
Civil Service Bureau	Executive Officer II	120
Correctional Services Department	Assistant Officer II	100
Leisure and Cultural Services Department	Cultural Services Assistant II	90
Radio Television Hong Kong	Assistant Programme Officer	80
Fire Services Department	Ambulanceman	70
Food and Environmental Hygiene Department	Foreman	60
Hongkong Post	Postman	60

^{Note} Recruitment exercises involving a target intake over 50 planned to be launched, according to information available as at 1 May 2011.

Number of Appointees to Promotion Ranks
from 1 January 2008 to 31 December 2010^{Note}

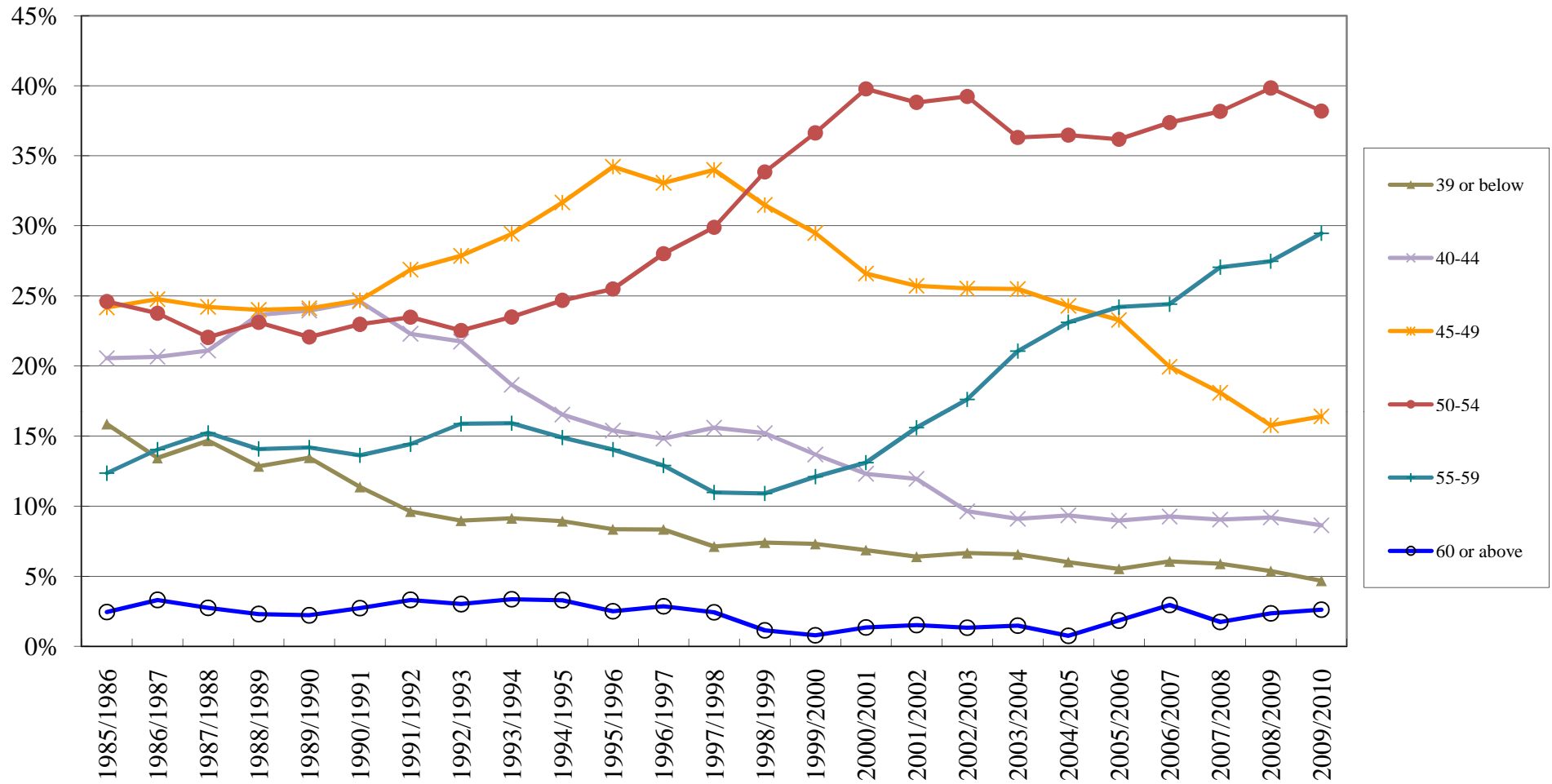
Bureau/ Department	Number of candidates appointed through	
	Promotion	Recruitment
Agriculture, Fisheries and Conservation Department	121	0
Auxiliary Medical Service	1	0
Architectural Services Department	148	0
Audit Commission	31	0
Buildings Department	76	0
Customs and Excise Department	542	0
Census and Statistics Department	46	0
Civil Aviation Department	76	0
Civil Aid Service	3	0
Civil Engineering and Development Department	182	0
Chief Executive's Office	0	5
Commerce and Economic Development Bureau	167	0
Companies Registry	11	0
Civil Service Bureau	1 513	15
Correctional Services Department	516	2
Chief Secretary for Administration's Office	6	4
Department of Justice	75	2
Development Bureau	6	0
Department of Health	148	32
Education Bureau	312	26
Electrical and Mechanical Services Department	343	0
Environmental Protection Department	32	0
Efficiency Unit	19	0

^{Note} Promotion/recruitment exercises conducted in 2010 but not yet completed are excluded.

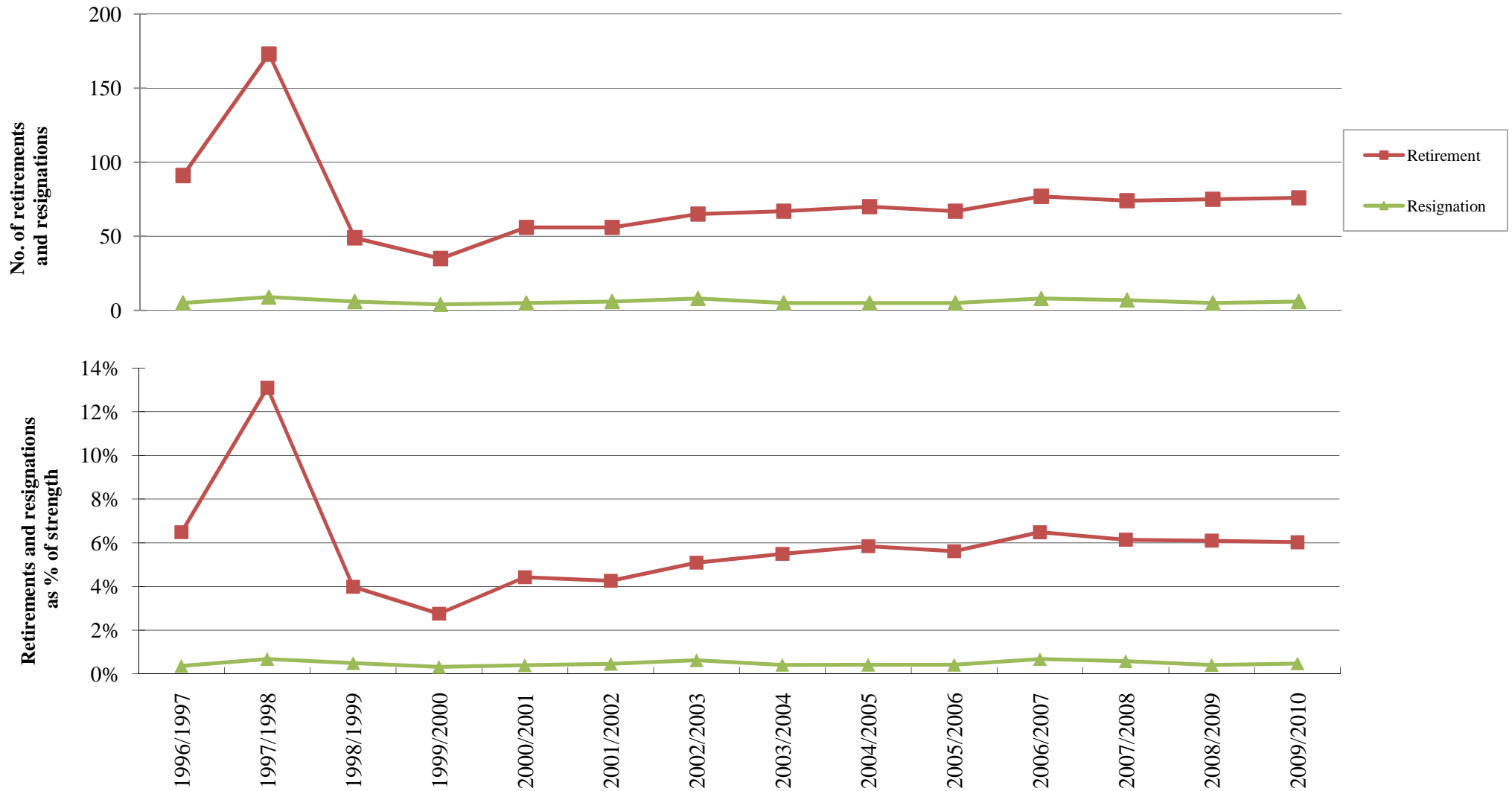
Bureau/ Department	Number of candidates appointed through	
	Promotion	Recruitment
Food and Environmental Hygiene Department	469	0
Fire Services Department	1 003	0
Financial Services and the Treasury Bureau	14	0
Government Flying Service	18	0
Government Laboratory	7	0
Government Logistics Department	96	0
Home Affairs Department	65	0
Hong Kong Observatory	15	0
Hong Kong Police Force	1 844	4
Hong Kong Post	373	0
Housing Department	842	60
Highways Department	174	0
Immigration Department	434	0
Intellectual Property Department	9	4
Inland Revenue Department	153	0
Information Services Department	80	6
Judiciary	70	0
Labour Department	177	0
Legal Aid Department	22	0
Lands Department	292	174
Leisure and Cultural Services Department	308	0
Land Registry	2	0
Marine Department	107	7
Office of The Telecommunications Authority	12	0
Official Receiver's Office	26	0

Bureau/ Department	Number of candidates appointed through	
	Promotion	Recruitment
Planning Department	31	0
Rating and Valuation Department	0	20
Radio Television Hong Kong	48	0
Social Welfare Department	281	0
Transport Department	70	9
Television and Entertainment Licensing Authority	9	0
Transport and Housing Bureau	1	0
Treasury	43	0
Water Supplies Department	229	0
Total :	11 698 (97%)	370 (3%)

Directorate Civil Servants by Age Groups from 1985-86 to 2009-10

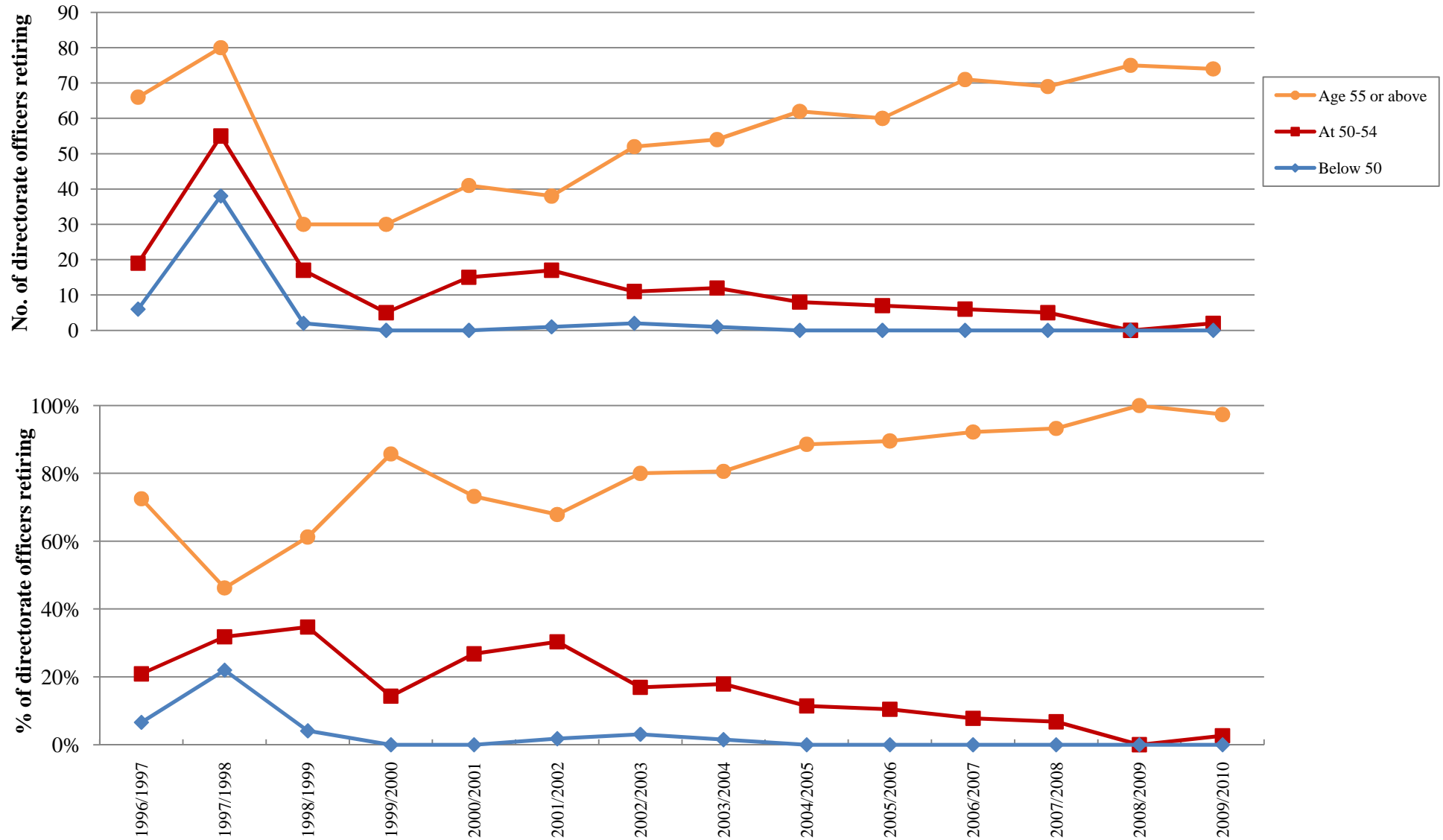


Retirement and Resignation Position of Directorate Civil Servants from 1996-97 to 2009-10



Note: "Retirement" in this chart refers to normal and early retirement.

Age of Directorate Civil Servants on Retirement from 1996-97 to 2009-10



Note: "Retirement" in this chart refers to normal and early retirement.