

For information

Legislative Council Panel on Public Service

**The Administration's Responses to the Issues Raised
at the Meetings held on 21 February, 16 May and 20 June 2011**

At the meetings of the Legislative Council (LegCo) Panel on Public Service ("the Panel") on 21 February, 16 May and 20 June 2011, the Administration was requested to -

- (a) provide information on candidates, in particular Project Yi Jin (PYJ) graduates, who were selected for appointment in the past year to civil service ranks requiring five passes in the Hong Kong Certificate of Education Examination (HKCEE) not including Mathematics;
- (b) review the arrangement for accepting attainments and qualifications under the new senior secondary academic structure for the purpose of civil service appointments after its implementation for a certain period, and report back on the review outcome to the Panel;
- (c) provide information on why more civil servants with disabilities served in disciplined services departments than in other departments as presented in Annex A to the Administration's reply to the LegCo question raised at the Council meeting on 5 January 2011 on employment of people with disabilities in government; and

- (d) consider providing complaint figures on unfair denial of appointment to the civil service or promotion to higher ranks because of racial discrimination.

Our responses are set out in the ensuing paragraphs.

(A) Appointment of Project Yi Jin graduates

2. The number of candidates selected for appointment in 2010 (including candidates who are PYJ graduates), to civil service ranks requiring five HKCEE passes including Chinese and English Languages but not Mathematics is at **Annex**.

(B) Acceptance of qualifications under the new academic structure for senior secondary education for civil service appointments

3. Following consultation with the Panel and other concerned stakeholders, we promulgated on 28 June 2011 the new arrangements for accepting attainments and qualifications under the new academic structure for the purpose of civil service appointments. We intend to conduct a review of the arrangements about three years after implementation and will submit a report to the Panel.

(C) Civil servants with disabilities in disciplined services departments

4. As at 31 March 2011, the number of civil servants with disabilities serving in six disciplined services departments (namely the Correctional Services Department, Customs and Excise Department, Fire

Services Department, Government Flying Service Department, Hong Kong Police Force and Immigration Department) was 1 115, representing 1.8% of their total strength of 60 718. This is broadly similar to the corresponding figure for the entire civil service in the same period, where there were 3 317 civil servants with disabilities or 2.1% of the total strength of 156 857.

(D) Complaint figures on unfair denial of recruitment to or advancement within the civil service due to racial discrimination

5. According to our records, between 1 April 2006 to 31 March 2011, the Administration received a total of eight complaints which alleged that there was unfair denial of or barrier in recruitment to the civil service or advancement to higher ranks due to racial discrimination. Of these complaints, two were related to recruitment to the civil service, and the remaining six were about advancement to higher ranks. All of them had been followed up by the relevant bureaux and departments accordingly.

Civil Service Bureau

October 2011

**Appointment to Civil Service Ranks Requiring Five Passes in the Hong Kong Certificate of Education Examination
(not including Mathematics)
during the period from 1 January 2010 to 31 December 2010**

Bureau / Department	Rank	Total no. of candidates	Total no. of selected candidates during the survey period	No. of selected candidates meeting only the minimum academic requirement	
				Total No.	No. of Project Yi Jin Graduates
Agriculture, Fisheries and Conservation Department	Field Assistant (Conservation and Country Parks)	2 368	4	0	0
Civil Aid Service	Operations and Training Officer	538	2	0	0
Correctional Services Department	Assistant Officer II	6 623	232	91	67
Department of Health	Dental Surgery Assistant	3 506	3	3	0
Department of Health	Foreman	4 828	46	6	0
Department of Health	Senior Foreman	3 095	9	0	0

Bureau / Department	Rank	Total no. of candidates	Total no. of selected candidates during the survey period	No. of selected candidates meeting only the minimum academic requirement	
				Total No.	No. of Project Yi Jin Graduates
Department of Health	Overseer	6 949	6	0	0
Fire Services Department	Ambulanceman/ Ambulancewoman	13 100	348	297	107
Fire Services Department	Fireman/Firewoman (Operational/Marine)	6 889	177	92	77
Food and Environmental Hygiene Department	Assistant Hawker Control Officer	7 976	83	3	2
Food and Environmental Hygiene Department	Foreman	6 397	95	10	0
Government Logistics Department	Foreman	145	5	0	0
Government Logistics Department	Senior Foreman	39	1	0	0

Bureau / Department	Rank	Total no. of candidates	Total no. of selected candidates during the survey period	No. of selected candidates meeting only the minimum academic requirement	
				Total No.	No. of Project Yi Jin Graduates
Housing Department	Foreman	119	7	1	0
Hong Kong Post	Postal Officer	19 937	125	7	0
Hong Kong Police Force	Police Constable	11 793	910	291	181
Immigration Department	Immigration Assistant	16 051	23	5	0
Inland Revenue Department	Tax Inspector II	2 831	11	0	0
Social Welfare Department	Social Security Assistant	19 288	132	14	0
Transport Department	Transport Controller II	278	2	2	0
	TOTAL	132 750	2 221	822	434