

**The Administration's Response to the Issues Raised at the Meeting of the
Legislative Council Panel on Public Service held on 18 April 2011**

**Statistics on the Recruitment and Retention of
Specific Non-Directorate Civilian Grades**

At the meeting held on 18 April 2011, the Panel requested for statistics on the recruitment and retention of the following non-directorate civilian grades over the past five years –

- (a) the Environmental Protection Inspector grade;
- (b) the part of the Artisan and Senior Artisan grades performing lifeguard duties at beaches, swimming pools and water sports centres; and
- (c) the Leisure Services Manager grade.

The requested statistics are at **Annex**.

The Environmental Protection Inspector (EPI) Grade

2. Two recruitment exercises were conducted to fill 68 vacancies in the EPI grade over the past five years. A total of over 3 700 applications were received; and all the vacancies were filled. In the past five years, there were only a total of four resignations from the EPI grade. On average, less than five officers transferred from the EPI grade to other civil service grades every year.

The Part of the Artisan and Senior Artisan Grades Performing Lifeguard Duties

3. Lifeguards in the civil service belong to either the beach/swimming pool (B/SP) stream or the water sports centre (WSC) stream of the Artisan and Senior Artisan grades.

4. Two recruitment exercises were conducted to fill 445 vacancies

(including projected vacancies up to 31 March 2012) in the B/SP stream of the Artisan grade over the past five years. Enough qualified candidates have been identified to fill all the vacancies. As at 31 March 2011, 376 vacancies were filled, and the remaining vacancies will be filled as and when they arise. One recruitment exercise was conducted to fill 20 vacancies in the B/SP stream of the Senior Artisan grade over the past five years. A total of 149 applications were received; and all the vacancies were filled. One recruitment exercise was conducted to fill two vacancies in the WSC stream of the Artisan grade over the past five years. A total of 160 applications were received; and both vacancies were filled. No recruitment exercise was conducted for the WSC stream of the Senior Artisan grade in the past five years.

5. There were only a total of two resignations in the B/SP and WSC streams of the Artisan and Senior Artisan grades in the past five years. On average, less than six officers transferred from these two streams of the Artisan and Senior Artisan grades to other civil service grades every year.

The Leisure Services Manager (LSM) Grade

6. Two recruitment exercises were conducted to fill 213 vacancies in the LSM grade over the past five years. A total of over 3 200 applications were received; and all the vacancies were filled. In the past five years, there were less than four resignations per year from the LSM grade. On average, less than three officers transferred from the LSM grade to other civil service grades every year.

Civil Service Bureau
August 2011

**Statistics on the Recruitment and Retention of
Specific Non-Directorate Civilian Grades**

The EPI Grade

(a) Recruitment

Year	Vacancies	Applications received	Offers made & accepted
2010-11	13	3 382	13
2009-10	28		38
2008-09	10		-
2007-08	4	349	17
2006-07	13		-
Total	68	3 731	68

(b) Retention

Resignations

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
EPI	0	1	1	0	1
Senior EPI	0	0	0	1	0
Chief EPI	0	0	0	0	0
Total	0 (0%)	1 (0.14%)	1 (0.14%)	1 (0.14%)	1 (0.13%)

Figures in () are the percentages of resignees to the establishment of the EPI grade.

Transfers to other civil service grades

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
EPI	2	4	8	4	4
Senior EPI	0	0	0	1	1
Chief EPI	0	0	0	0	0
Total	2 (0.28%)	4 (0.55%)	8 (1.10%)	5 (0.68%)	5 (0.67%)

Figures in () are the percentages of in-service transferees to the establishment of the EPI grade.

The B/SP and WSC Streams of the Artisan and Senior Artisan Grades

(a) Recruitment

(i) B/SP Stream of the Artisan Grade

Year	Vacancies	Applications received	Offers made & accepted
2010-11	146*	1 216	71
2009-10			17
2008-09	299	1 323	288
2007-08			-
2006-07	-	-	-
Total	445	2 539	376

* Including projected vacancies up to 31 March 2012

(ii) B/SP Stream of the Senior Artisan Grade

Year	Vacancies	Applications received	Offers made & accepted
2010-11	-	-	-
2009-10	-	-	-
2008-09	-	-	-
2007-08	-	-	-
2006-07	20	149	20
Total	20	149	20

(iii) WSC Stream of the Artisan Grade

Year	Vacancies	Applications received	Offers made & accepted
2010-11	2	160	2
2009-10	-	-	-
2008-09	-	-	-
2007-08	-	-	-
2006-07	-	-	-
Total	2	160	2

(iv) *WSC Stream of the Senior Artisan Grade*

- No recruitment exercise was conducted in the past five years.

(b) Retention

Resignations

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
Artisan (B/SP Stream)	0	0	1	0	1
Senior Artisan (B/SP Stream)	0	0	0	0	0
Artisan (WSC Stream)	0	0	0	0	0
Senior Artisan (WSC Stream)	0	0	0	0	0
Total	0	0	1 (0.15%)	0	1 (0.12%)

Figures in () are the percentages of resignees to the total establishment of the B/SP and WSC streams of the Artisan and Senior Artisan grades.

Transfers to other civil service grades

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
Artisan (B/SP Stream)	0	0	2	1	1
Senior Artisan (B/SP Stream)	1	2	4	11	5
Artisan (WSC Stream)	0	0	0	0	0
Senior Artisan (WSC Stream)	0	0	0	0	0
Total	1 (0.16%)	2 (0.32%)	6 (0.92%)	12 (1.44%)	6 (0.72%)

Figures in () are the percentage of in-service transferees to the total establishment of the B/SP and WSC streams of the Artisan and Senior Artisan grades.

The LSM Grade

(a) Recruitment

Year	Vacancies	Applications received	Offers made & accepted
2010-11	39	1 740	39
2009-10	4		4
2008-09	23		23
2007-08	107		107
2006-07	40	1 503	40
Total	213	3 243	213

(b) Retention

Resignations

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
Assistant LSM II	1	3	7	3	4
Assistant LSM I	0	0	0	0	0
LSM	0	0	0	0	0
Senior LSM	0	0	0	0	1
Chief LSM	0	0	0	0	0
Total	1 (0.20%)	3 (0.59%)	7 (1.11%)	3 (0.47%)	5 (0.78%)

Figures in () are the percentages of resignees to the establishment of the LSM grade.

Transfers to other civil service grades

Rank	2006-07	2007-08	2008-09	2009-10	2010-11
Assistant LSM II	2	2	3	4	1
Assistant LSM I	0	0	0	0	0
LSM	0	0	0	0	0
Senior LSM	0	0	0	0	0
Chief LSM	0	0	0	0	0
Total	2 (0.40%)	2 (0.39%)	3 (0.48%)	4 (0.63%)	1 (0.16%)

Figures in () are the percentage of in-service transferees to the establishment of the LSM grade.