

**For discussion
on 9 January 2012**

**Legislative Council Panel on
Information Technology and Broadcasting**

**Promotion and Recruitment Exercises
for the Programme Officer Grade
in Radio Television Hong Kong**

Purpose

This paper updates Members on the progress of promotion and recruitment exercises for the Programme Officer (PO) grade in Radio Television Hong Kong (RTHK).

Background

2. At the Panel Meeting held on 14 March 2011, we briefed Members on the manpower arrangements of RTHK, in particular the time frame for proceeding with the promotion and recruitment exercises to fill some 80 civil service vacancies in PO grade of RTHK¹. In response to Members' request at the meeting, we undertook to brief the Panel in due course on the progress of the promotion and recruitment exercises.

Progress of promotion and recruitment exercises

Promotion exercises

3. Between March and December 2011, RTHK launched a total of 32 promotion exercises for vacancies of specific work types at various promotion ranks. In accordance with established procedures, promotion

¹ The PO grade has six non-directorate ranks and four directorate ranks. Non-directorate ranks comprise Chief Programme Officer (CPO), Principal Programme Officer (PPO), Senior Programme Officer (SPO), Programme Officer (PO), Assistant Programme Officer (APO) and Programme Assistant (PA). Directorate ranks comprise Director of Broadcasting, Deputy Director of Broadcasting, Assistant Director of Broadcasting, and Controller (Broadcasting Services).

boards were formed to consider eligible officers. As a result of these promotion exercises, 70 PO grade officers were recommended for promotion or acting appointment including the promotion to the rank of Deputy Director of Broadcasting.

4. RTHK plans to launch two more promotion exercises for up to four vacancies in January 2012 to complete this round of promotion exercises for all known vacancies at promotion ranks, including the ranks of Assistant Director of Broadcasting and Controller (Broadcasting Services).

Recruitment exercises

5. Between March and December 2011, RTHK launched a total of 16 recruitment exercises for 76 vacancies in the following work types, including Set Design, Video Editing, Library/Archive, Chinese News, Chinese Radio Programmes, TV and New Media Programmes, Media Management, Cameraman, Lightingman, Soundman, Animation and Graphic Design, English News, English Radio Programmes, Make-up and Costume.

6. As at 30 December 2011, over 13 000 applications have been received. Two out of the 16 recruitment exercises have been completed. The remaining 14 exercises are expected to be completed in the coming months.

7. For positions with anticipated recruitment difficulties, RTHK has stated in the recruitment advertisements that it would be prepared to offer Incremental Credit for Experience (ICE) to candidates possessing relevant experience. Actual offers if any would be subject to the prevailing government policy and procedures governing the grant of ICE and the circumstances of each recruitment exercise.

8. RTHK plans to launch seven more recruitment exercises² before March 2012 with a view to filling around 10 remaining known vacancies.

² Including posts at the following work types: Studio Services and Outside Broadcasting; English News; Scenic; Subtitling; Library/Archive; and Electronic Field Production & Photography.

Direct recruitment to promotion ranks

9. As no suitable officers could be identified from internal promotion, RTHK has so far launched open recruitment for two promotion rank posts, i.e. two SPOs responsible for English Radio Programmes and English News and Current Affairs respectively. RTHK management stands ready to consider open recruitment to fill vacancies at promotion ranks where justified.

NCSC positions

10. When we last reported to the Panel in March 2011, there were some 270 NCSC positions pegged to PO grade and 368 civil service posts in the PO grade as at 1 January 2011. With the successful completion of two recruitment exercises involving 10 vacancies, we expect the number of NCSC positions to drop by about the corresponding amount. We also plan to create about 20 civil service positions in 2012-13 to absorb corresponding NCSC positions which have established a long term need. Whilst all recruitment exercises must adhere to the principle of fair play and consider appointments based on individual merits, RTHK management will monitor the potential impact of the coming series of recruitment exercises on incumbent NCSC staff.

Way forward

11. RTHK will complete the current round of promotion and recruitment exercises as soon as possible. RTHK will continue to fill vacancies arising from natural wastage and organizational developments through recruitment and promotion in the normal manner. RTHK will keep the manpower arrangements under review to ensure that valuable human resources are developed and managed to suit organizational needs. The management will also continue to liaise closely with staff to understand and address their concerns.

**Commerce and Economic Development Bureau/
Radio Television Hong Kong
December 2011**