

For information

## **Legislative Council Panel on Public Service**

### **The Administration's Response to Issues Raised by the Panel**

At the meeting of the Legislative Council Panel on Public Service on 15 April 2013, the Administration was requested to provide the following information regarding the appointment of Non-ethnic Chinese (NECs) in the Police Force and the Correctional Services Department (CSD) in the past few years –

- (a) number of vacancies offered in each recruitment exercise together with respective numbers of applications received from NECs and other persons; and
- (b) success rate and reasons for non-appointment of NEC applicants.

#### **The Administration's response**

2. At the Panel meeting on 15 April 2013, the Administration briefed Members on the measures to facilitate the employment of ethnic minorities in the Civil Service, including the adjustments to the recruitment selection process of Police Constable in the Police Force and Assistant Officer II in CSD in 2011. The relevant statistics regarding the recruitment of these two grades in the financial years of 2010-11, 2011-12 and 2012-13 are set out at Annex. It is noted that since the implementation of these adjustments, there has been an increase in the number of applications from NECs<sup>1</sup>. In addition, the average success rate of NECs was higher than that of other applicants. Regarding NEC applicants not appointed, as advised by the relevant departments, the major reasons include applicants not meeting the minimum entry requirements, failing the physical fitness test, and not being found suitable at the interview stage.

Civil Service Bureau  
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<sup>1</sup> Applicants are not required to declare their ethnic origins in the recruitment selection process. The number of NEC applicants quoted is based on the information available to the relevant departments through such means as face-to-face contacts with candidates during interviews.

## Recruitment Statistics of Police Constable in the Police Force

Financial Year	Total number of applications received	Number of applications from NECs <sup>Note</sup>	Number of NECs <sup>Note</sup> appointed (Success rate)	Number of applications other than from NECs	Number of appointees other than NECs (Success rate)
2010-11	10 797	3	1 (33.3%)	10 794	1 081 (10.0%)
2011-12	8 806	32	6 (18.8%)	8 774	744 (8.5%)
2012-13	9 359	23	3 (13.0%)  <i>[Excluding 3 applications that are being processed]</i>	9 336	894 (9.6%)
<b>Total</b>	28 962	58	10 (17.2%)  <i>[Excluding 3 applications that are being processed]</i>	28 904	2 719 (9.4%)

Note: Applicants are not required to declare their ethnic origins in the recruitment selection process. The number of NEC applicants quoted is based on the information available to the relevant departments through such means as face-to-face contacts with candidates during interviews.

**Recruitment Statistics of Assistant Officer II in CSD**

<b>Financial Year</b>	<b>Total number of applications received</b>	<b>Number of applications from NECs <sup>Note</sup></b>	<b>Number of NECs <sup>Note</sup> appointed (Success rate)</b>	<b>Number of applications other than from NECs</b>	<b>Number of appointees other than NECs (Success rate)</b>
2010-11	10 367	8	1 (12.5%)	10 359	269 (2.6%)
2011-12	9 731	21	0 (0%)	9 710	231 (2.4%)
2012-13	10 109	51	6 (11.8%)	10 058	237 (2.4%)
<b>Total</b>	30 207	80	7 (8.8%)	30 127	737 (2.4%)

Note: Applicants are not required to declare their ethnic origins in the recruitment selection process. The number of NEC applicants quoted is based on the information available to the relevant departments through such means as face-to-face contacts with candidates during interviews.