



中華人民共和國香港特別行政區政府總部教育局
Education Bureau
Government Secretariat, The Government of the Hong Kong Special Administrative Region
The People's Republic of China

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30 May 2014

Miss Mary So
Clerk,
Public Accounts Committee
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Miss So,

Public Accounts Committee
Consideration of Chapter 8 of the Director of Audit's Report No.62
Recruitment of Staff

Thank you for your letter of 23 May 2014.

On your paragraph 1(a), the required information of the seven open recruitment exercises conducted by the Education Bureau (EDB) between 2010-11 and 2012-13 is appended in the following table –

Recruitment exercise	No. of applications received	Percentage of applications <u>not</u> meeting the entry requirements
S(ES) II ¹ (2010)	129	96.90%
AEO(A) ² (2010)	2 134	56.23%
AI(G) ³ (2010)	4 394	81.13%
S(ES) I ⁴ (2011)	29	75.86%
AEO ⁵ (2011)	3 620	35.33%

¹ Specialist (Education Services) II

² Assistant Education Officer (Administration)

³ Assistant Inspector (Graduate)

⁴ Specialist (Education Services) I

⁵ Assistant Education Officer

Recruitment exercise	No. of applications received	Percentage of applications <u>not</u> meeting the entry requirements
S(ES) I (2012)	30	66.67%
AEO(A) (2012)	2 271	53.28%

As regards your paragraph 1(b), it has been the practice of EDB to spell out clearly the entry requirements in the recruitment advertisements. To reduce the number of unqualified applications, we note that the Civil Service Bureau (CSB) has implemented an improvement measure since 2013 by revising the standard application form for civil service jobs and enhancing the online job application system to add built-in reminders for applicants to confirm that they meet the entry requirements of the jobs selected. In this regard, we notice that in three recent recruitments, namely AEO in 2013 and AI(G) and AEO(A) in 2014, the percentages of unqualified applications decreased to 19.2%, 55.3% and 38.9% respectively, representing a significant drop when compared to similar exercises in paragraph 2 above. We will continue to monitor the situation and work with the CSB on further improvement measures as appropriate.

Yours sincerely



(Ms Kitty AU-YEUNG)
for Secretary for Education

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