

For Information

Legislative Council Panel on Public Service

**The Government's Response to the Issues
Raised by the Panel at the Meeting on 17 May 2021**

At the meeting held on 17 May 2021, the Panel on Public Service requested the Government to provide the vacancy rate and resignation rate of the civil service, and the departments with the highest rates as at 31 March 2021.

The Government's Response

2. As at 31 March 2021, the vacancy rate of the civil service was 7.5%, while the resignation rate for 2020-21 was 1.05%.

3. As regards individual departments, in view of the difference in the establishment and the civil service grades/ranks involved in various departments, e.g. for departments with a relatively small establishment, slight personnel changes would result in high vacancy rate and/or resignation rate, and that there are civil servants of general grades or other centrally managed civil service grades deployed to work in different departments, the vacancy rate and resignation rate may not truly reflect the manpower situation of individual departments, and it is not appropriate to compare the rates of different departments.

4. In the light of the above, this Bureau considers it more appropriate to provide the numbers of vacancies and resignations for Members' reference. In this regard, as at 31 March 2021, the Hong Kong Police Force (HKPF) had the highest number of civil service vacancies of 5 671, and the vacancy rate was 15%. It should be noted that HKPF is the government department with the largest civil service establishment of more than 37 000. For 2020-21, HKPF also had the highest number of resignations of 301, and the resignation rate was 0.91%.

Civil Service Bureau
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