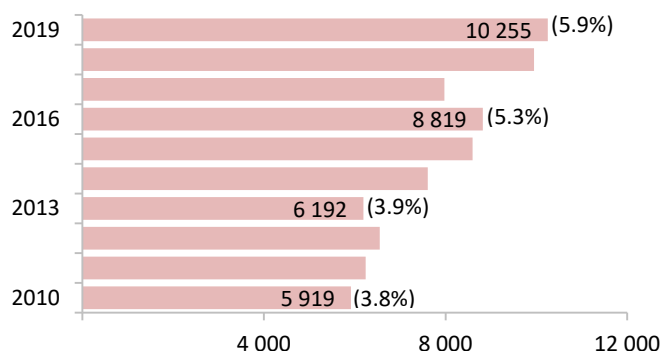




Recruitment and turnover of civil servants

Figure 1 – Number of civil service vacancies^{(1), (2)}



Notes: (1) Excluding posts pending deletion and posts held by temporary staff or reserved for other staff. Data for 2019 is as at June while the rest as at year end.
(2) Figures in () show vacancies as % of the strength of civil service.

Figure 2 – Resignation rate of civil servants

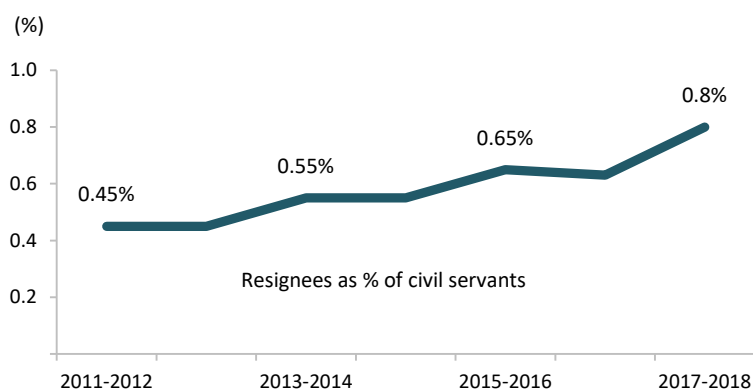


Figure 3 – Top five bureaux or departments ("B&D") in terms of resignation in 2017-2018

Department	Resignation Rate (%) ⁽¹⁾	No. of resignees
1 Department of Health	1.45	87
2 Government Secretariat: Education Bureau	1.19	60
3 Leisure and Cultural Services Department	1.11	99
4 Hong Kong Police Force	0.90	300
5 Food and Environmental Hygiene Department	0.74	74
.....
.....
Overall (all B&D)	0.80	1 333

Note: (1) Resignees as % of the strength of the bureau/department.

Highlights

- The Government is the largest employer in Hong Kong. As at end-June 2019, the number of civil servants reached 175 000, accounting for about 4.4% of the labour force in Hong Kong. Due mainly to increased retirement and creation of new posts in recent years, the number of civil service vacancies has kept rising to 10 255 as at June 2019 (**Figure 1**), representing an increase of 73% compared to 2010 and being the highest since 1990. By contrast, job vacancies in the private sector only climbed 53% over the period of 2010-2019.
- While new post creation and retirement are the primary factors contributing to rise in civil service vacancies, there has been an uptick in the number of resignations from the sector. More than 1 300 civil servants resigned in 2017-2018. This represented a resignation rate of 0.8%, which was markedly up from 0.45% in 2011-2012 (**Figure 2**). According to the Government, over 60% of the resignees in 2017-2018 were in their probation period.
- Analyzed by bureaux or departments, the Department of Health had the highest resignation rate, which amounted to 1.45% of its workforce in 2017-2018 (**Figure 3**). This was followed by the Education Bureau and the Leisure and Cultural Services Department, both of which had the resignation rates higher than the overall average of 0.8%. The Hong Kong Police Force saw the most number of resignations at 300, accounting for 23% of 1 333 resignations. Based on the government information, of the 300 resignees, 238 were Junior Police Officers.

Recruitment and turnover of civil servants (cont'd)

Figure 4 – Reasons for declining civil service offers

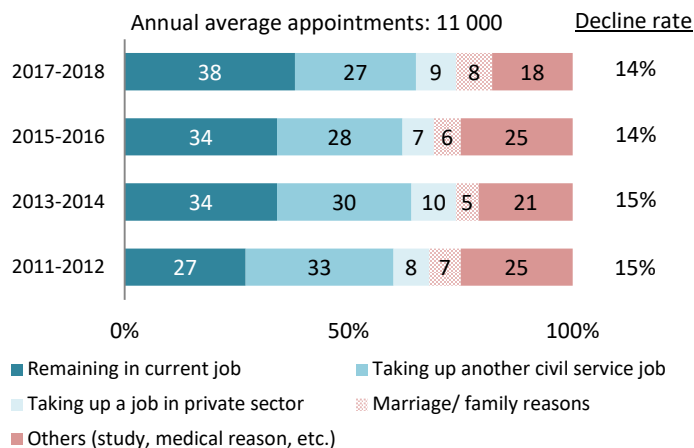
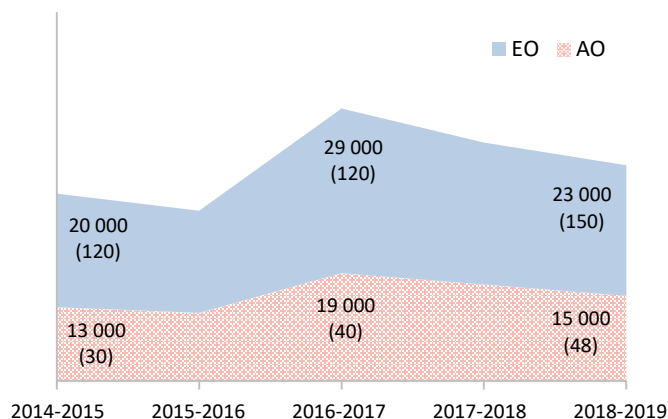
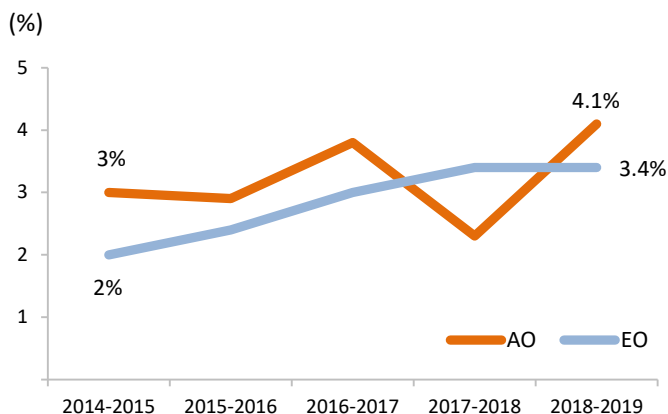


Figure 5 – Applications for AO and EO grades



Note: Figures in () indicate recruitment target for that year.

Figure 6 – Percentage of AO and EO grades leaving the service



Highlights

- Recruitment is another indicator of the attractiveness of civil service jobs. Between 2011-2012 and 2017-2018, some 11 000 appointments were offered every year and the job decline rate remained stable at about 14%-15%. Remaining in the current job was the most cited reason of declining job offer by suitable candidates, with its share increasing from 27% in 2011-2012 to 38% in 2017-2018 (Figure 4). Meanwhile, the proportion of those declining offer due to taking up another civil service job has contracted to 27%. The observations might somewhat indicate increased consideration of candidates when being offered a civil service job.
- Administrative Officers ("AOs") and Executive Officers ("EOs") are, respectively, professional administrators and managers who play a key role in the Government. While the Civil Service Bureau has attached importance to the hiring of AOs and EOs through an annual recruitment exercise, the number of applicants for both grades has fallen noticeably since 2016-2017 (Figure 5). Whether the trend will continue into 2019-2020 remains to be seen.
- In 2018-2019, the percentage of AO grade leaving the service surged to 4.1% and that of EO grade also exhibited a mild growth (Figure 6). According to the Government, 37% of AOs' departures in 2018-2019 were due to retirement, while 63% left their job owing to reasons such as resignation and completion of agreement. The rather high proportion of AOs leaving the job for non-retirement reason may give rise to the concern over talent retention.

Data sources: Latest figures from the Civil Service Bureau and the Census and Statistics Department.

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