

For information

LegCo Panel on Public Service

**Follow-up to meeting held on 20 April 2006
Resumption of open recruitment for selected grades included
in the Second Voluntary Retirement Scheme (VR II Scheme)**

Purpose

This paper provides additional information requested by Members at the meeting held on 20 April 2006.

Supplementary information

Re-employment of VR takers by government bureaux / departments on non-civil service contract (NCSC) terms

2. Given the nature of the NCSC Scheme and the need to maintain its flexibility, the Civil Service Bureau, as a matter of policy, is not involved in departments' employment of NCSC staff. In line with this policy, the Civil Service Bureau does not centrally keep detailed information on the employment of NCSC staff in individual departments. As for bureaux / departments, while they keep information on the NCSC staff employed for human resources management purpose, they are not able to readily identify from the record the number of NCSC staff who were VR takers. This notwithstanding, we have approached several bureaux / departments (which engage a sizeable number of NCSC staff) for the information sought by Members. After a preliminary search, these bureaux/departments advised that as at 31 December 2005, out of some 9 000 full-time NCSC staff they engaged, 17 (0.19%) were VR takers but none were employed to do their previous job. Members may also wish to note that, as a general rule, VR takers who are employed as NCSC staff will have their monthly pension suspended if they work for more than 24 hours a week for more than three months. This in practice is a disincentive for VR takers to work as full-time NCSC staff.

List of 30 VR grades the entry ranks of which were not included in the VR II Scheme

3. The list of VR grades concerned is at **Annex A**. Under the moderated arrangements, their entry ranks will be subject to the general civil service recruitment freeze and applications for conducting open recruitment at these ranks will be considered by a Panel co-chaired by the Chief Secretary and the Financial Secretary, as with the arrangement for non-VR grades.

4. The list provided is compiled by way of a mechanical search of the 229 grades included in the VR II Scheme. Many of them are unlikely to apply for exemption from recruitment freeze because they either have not recruited any new staff at the entry ranks for more than five years, or belong to common grades (i.e. grades that are employed in different departments and are under the control of individual Heads of Department) where it is possible to recruit new staff through in-service recruitment.

Establishment and strength of the civil service as at 31 March 2006

5. A table showing the establishment and strength of the civil service as at 31 March 2006 of all bureaux and departments is at **Annex B**.

Civil Service Bureau
May 2006

**VR grades the entry ranks of which were not included in
the VR II Scheme**

1. Agricultural Officer
2. Air Traffic Flight Services Officer
3. Amenities Assistant
4. Building Services Engineer
5. Building Surveyor
6. Cartographer
7. Electrical and Mechanical Engineer
8. Electrical Inspector
9. Engineer
10. Estate Surveyor
11. Fisheries Supervisor
12. Force Welfare Officer
13. Foreman
14. Geotechnical Engineer
15. Intellectual Property Examiner
16. Land Surveyor
17. Landscape Architect
18. Maintenance Surveyor
19. Occupational Hygienist
20. Occupational Therapist
21. Photographer
22. Physiotherapist
23. Planning Officer
24. Quantity Surveyor
25. Specialist (Education Services)
26. Structural Engineer
27. Telecommunications Engineer
28. Town Planner
29. Valuation Surveyor
30. Workshop Instructor

Establishment and strength of the civil service as at 31 March 2006

Government Bureaux/ Departments/ Offices	Establishment (Number of posts)	Strength
Constitutional Affairs Bureau	45	42
Commerce, Industry and Technology Bureau	163	156
Civil Service Bureau		
<i>For the workforce in the bureau</i>	603	583
<i>Operational and central reserves#</i>	1 193	985
Economic Development and Labour Bureau (Economic Development Branch)	128	130
Education and Manpower Bureau	5 916	5 674
Environment, Transport and Works Bureau (Transport Branch and Works Branch)	307	305
Financial Services and the Treasury Bureau	328	320
Home Affairs Bureau	183	184
Housing, Planning and Lands Bureau (Planning and Lands Branch)	95	92
Health, Welfare and Food Bureau	148	145
Security Bureau	170	167
Beijing Office	16	16
Innovation and Technology Commission	171	161
Agriculture, Fisheries and Conservation Department	1 883	1 800
Architectural Services Department	1 813	1 710
Audit Commission	180	177
Auxiliary Medical Service	95	93
Buildings Department	855	836
Census and Statistics Department	1 254	1 191
Chief Executive's Office	96	93
Civil Aid Service	112	113
Civil Aviation Department	706	650
Civil Engineering and Development Department	1 714	1 656
Correctional Services Department	6 645	6 491
Customs and Excise Department	4 892	4 819
Department of Health	4 878	4 716
Department of Justice	1 043	994
Drainage Services Department	1 881	1 820
Electrical and Mechanical Services Department	326	315
Environmental Protection Department	1 620	1 604
Fire Services Department	9 185	9 102
Food and Environmental Hygiene Department	11 008	10 300
Government Flying Service	225	209
Government Laboratory	361	355
Government Logistics Department	728	674
Government Property Agency	216	209
Highways Department	1 925	1 880
Home Affairs Department	1 733	1 611
Hong Kong Economic and Trade Offices	145	141
Hong Kong Observatory	287	283
Hong Kong Police Force	32 237	31 521
Immigration Department	6 111	5 897
Independent Commission Against Corruption	1 334	1 172
Independent Police Complaints Council	22	25
Information Services Department	424	391
Inland Revenue Department	2 874	2 762

Government Bureaux/ Departments/ Offices	Establishment (Number of posts)	Strength
Intellectual Property Department	84	74
Invest Hong Kong	35	34
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	27	15
Judiciary	1 589	1 441
Labour Department	1 722	1 646
Lands Department	3 310	3 247
Legal Aid Department	533	522
Leisure and Cultural Services Department	7 396	6 893
Marine Department	1 438	1 372
Office of the Government Chief Information Officer	596	562
Offices of the Chief Secretary for Administration and the Financial Secretary	496	485
Official Receiver's Office	227	222
Planning Department	752	741
Public Service Commission	27	28
Radio Television Hong Kong	560	494
Rating and Valuation Department	861	835
Registration and Electoral Office	113	108
Social Welfare Department	4 899	4 680
Student Financial Assistance Agency	198	194
Television and Entertainment Licensing Authority	156	150
Trade and Industry Department	516	493
Transport Department	1 237	1 180
Treasury	519	494
University Grants Committee	48	47
Water Supplies Department	4 656	4 424
Subtotal:	140 269	134 951
Other public bodies		
Companies Registry	293	288
Electrical and Mechanical Services Trading Fund	3 737	3 526
Hong Kong Monetary Authority	51	37
Hospital Authority	3 553	3 553
Housing Authority	8 291	8 012
Land Registry	470	460
Legal Aid Services Council	6	6
Office of The Ombudsman	0	0
Office of the Telecommunications Authority	223	220
Post Office	5 483	5 320
Vocational Training Council	61	61
Hong Kong Council for Academic Accreditation	2	2
Subtotal:	22 170	21 485
Total :	162 439	156 436

#Operational reserves are staff in the administrative, executive, secretarial and clerical grades who are required by departments to replace officers on leave or full-time training or for handover purposes and for staff required to undertake special and ad hoc projects. Central reserves are for redeploying clerical and secretarial staff under the central clearing house mechanism to the Immigration Department to assist in the replacement of Hong Kong Identity Cards, and to other departments to take on time-limited projects.