

For Information

## **Legislative Council Panel on Security**

### **Manpower Deployment by the Immigration Department**

As requested by Members at the Panel meeting held on 8 May 2007, this paper provides further information on the manpower deployment by the Immigration Department (ImmD) and related matters.

#### **Manpower Deployment**

2. Our earlier paper (LC Paper No. CB(2)1736/06-07(06)) gave details of ImmD's efforts to manage its manpower situation. Such efforts include the use of technologies such as e-Channels, streamlining of immigration clearance processes and addition of staff. In the last connection, between 2002 and 2006 ImmD's uniformed staff increased by 10.3% from 4,137 to 4,565. During the same period, the civil service as a whole was reduced from some 181,000 to some 162,000. In 2007-08, ImmD aims to recruit about 500 uniformed staff, or an increase of 11% over 2006-07.

3. We will continue to monitor ImmD's manpower situation and consider further adjustments as necessary. It is not the Administration's general practice to plan for manpower requirements on the basis of peak volume of work, as it would lead to over-staffing during non-peak periods. Rather, Departments cope with peak demands through the use of overtime (OT) and temporary deployment of staff from less time-critical areas of work. Along this line, ImmD has coped with peaks in demand through measures such as adjusting staff's shift pattern, OT and reinforcing control points by headquarters' staff. These measures have been effective in ensuring all control points meet the respective performance targets, namely clearing 92% of air passengers within 15-minute waiting time (land/sea passengers within 30-minute waiting time). At the same time, ImmD ensures that front-line staff are given reasonable rest and leave.

4. In manpower planning, the Administration will take into account all foreseeable developments. As for any “unforeseeable” developments like the upsurge in the number of torture claimants, ImmD will address the immediate manpower needs through redeployment of staff and re-prioritization of tasks, like the case of other Departments. Any recurrent needs will be factored into the Department’s manpower plan.

5. The Government considers that the granting of leave should be covered by acting or doubling arrangements and/or flexible staff deployment. Front-line staff in ImmD are given an annual roster leave of one to four weeks. No rank and file staff have forfeited their leave (between 14 to 40.5 days). As requested by Members, we have enclosed information on the leave balances of ImmD and other disciplined services at **Annex**. With the addition of some 500 staff in 2007-08, there should be more opportunities for staff to reduce their accumulated leave.

### **Working Environment at Control Points**

6. The Government is mindful of the need to strike a balance between maintaining a reasonable working environment and ensuring efficient use of energy. ImmD has been working closely with the Kowloon-Canton Railway Corporation, the Electrical and Mechanical Services Department, Architectural Services Department and Marine Department on the replacement and possible improvements to the air-conditioning systems and ventilation at control points. Other measures taken include installing electric fans and air curtains, plus affixing sun-screen films to glass walls. Furthermore, the commissioning of two new control points in mid-2007 will relieve the pressure at the existing ones, thereby help improve the environment there for passengers and staff alike.

7. ImmD has consulted the staff unions as well as sought the advice of experts in ergonomics in designing the clearance counters at control points. At present, 233 of the overall 581 counters are of the older design and ImmD plans to replace or modify them within two years.

8. Manning the control points is an inherent duty of ImmD staff. Most control points are served by public transport. Furthermore, ImmD provides departmental transport to convey staff between various control points (such as

Sha Tau Kok, Lok Ma Chau and Man Kam To) and designated pick-up points. The designated pick-up point for Sha Tau Kok, Lok Ma Chau and Man Kam To is very close to the Sheung Shui railway station. The presence of an extensive public transport network, coupled with financial considerations, renders it unjustifiable to extend departmental transport to urban areas.

### **Statutory Powers of ImmD Staff**

9. Under section 19 of the Immigration Service Ordinance (Cap 331), any person who assaults, resists or obstructs any ImmD staff acting in the execution of his duty, or aids or incites any person to do so, shall be guilty of an offence and be liable on summary conviction to a fine at level 1 (\$2,000) and to imprisonment for six months. This provides an effective measure to tackle persons obstructing ImmD staff's execution of duties.

**Security Bureau**  
**June 2007**

## Annex

### Accumulated Leave for Staff of Five Disciplined Services

#### (I) Officers

Dept	Strength	100% of AL		90-99% of AL		80-89% of AL		Below 80% of AL	
		No. of staff	%	No. of staff	%	No. of staff	%	No. of staff	%
C&ED	816	27	3.3%	250	30.6%	121	14.8%	418	51.2%
CSD	1,097	22	2.0%	406	37.0%	158	14.4%	511	46.6%
FSD	1,033	15	1.5%	193	18.7%	138	13.4%	687	66.5%
ImmD	1,478	44	3.0%	1,002	67.8%	174	11.8%	258	17.5%
Police	2,271	80	3.5%	766	33.7%	411	18.1%	1,014	44.6%

#### (II) Rank & File

Dept	Strength	100% of AL		90-99% of AL		80-89% of AL		Below 80% of AL	
		No. of staff	%	No. of staff	%	No. of staff	%	No. of staff	%
C&ED	3,397	31	0.9%	606	17.8%	231	6.8%	2,529	74.4%
CSD	4,670	13	0.3%	1,603	34.3%	542	11.6%	2,512	53.8%
FSD	7,628	24	0.3%	466	6.1%	516	6.8%	6,622	86.8%
ImmD	2,981	7	0.2%	1,337	44.9%	285	9.6%	1,352	45.4%
Police	24,598	250	1.0%	5,089	20.7%	4,813	19.6%	14,446	58.7%

Note:

- AL denotes "accumulated leave". C&ED denotes the Customs and Excise Department. CSD denotes the Correctional Services Department. FSD denotes the Fire Services Department. ImmD denotes the Immigration Department.
- The figures show the position as at April 2007 save that figures of C&ED and CSD show the position in June 2007 and ImmD's the position in September 2006.
- Overseas terms staff of the Police are not included as the leave terms of their contracts are different from the terms of the local ones.