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Ms Shirley CHAN
Clerk to Panel on Economic Development
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong

21 December 2018

Dear Ms CHAN,

**Follow-up actions arising from the meeting on 26 November 2018 of
the Legislative Council Panel on Economic Development**

Thank you for your letter of 27 November 2018 to the Secretary for Transport and Housing. Regarding the follow-up actions arising from the agenda item “Proposed Retention of One Supernumerary Post of Administrative Officer Staff Grade B in the Civil Aviation Department (“CAD”)” of the meeting on 26 November 2018 of the Legislative Council Panel on Economic Development, the supplementary information provided by the Government is set out as follows.

According to the information, the wastage rates (including resignation and retirement, etc.) of air traffic control officers (“ATCOs”) of the CAD in the financial years 2016-17 and 2017-18 were 4.0% and 5.3% respectively, which are comparable to the overall wastage rates¹ (4.7% and 5.1% respectively) of the civil service in those two financial years.

¹ For the details of the wastage statistics in the civil service, please refer to the website of the Civil Service Bureau (<https://www.csb.gov.hk/english/stat/annually/552.html>).

In addition, the CAD has learned about the wastage rates due to resignation of ATCOs of two organisations providing air traffic control services to two busy airports, with comparable flight movements of the Hong Kong International Airport. According to the statistics provided by the two organisations, the wastage rates due to resignation of ATCOs of the CAD are comparable to or even lower than those of the overseas counterparts. The relevant details are as follows:

Organisations	Hong Kong CAD	An air navigation service provider in Asia	An air navigation service provider in Europe
2017	1.7%	3%	1.7%
2018 (As at 30 November)	1.3%	2%	1.4%

Although the current wastage of ATCOs of the CAD is not serious, the CAD will continue to review the manpower arrangement of the air traffic control services and increase the manpower required through different means in the light of actual needs in order to cope with the continuous growth in air traffic volume.

Yours sincerely,

(Ms Joyce CHAN)
for Secretary for Transport and Housing

c.c. Director-General of Civil Aviation
(Attn.: Chief Executive Officer (Management Review))