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本署檔號 OUR REF: (2) in L/M (3) to LCS 1/HQ 802/15
來函檔號 YOUR REF:

7 March 2019

Clerk to the Panel on Public Service
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn: Miss Maggie CHUNG)

Dear Miss CHUNG,

**Issue relating to Lifeguard Grade of
the Leisure and Cultural Services Department**

Thank you for your letter dated 31 January 2019, attaching a letter from the Hon Jeremy TAM requesting the Administration to provide relevant information on lifeguard grade. Our reply to the issues is as follows:

Training Structure and Arrangements

The Leisure and Cultural Services Department (LCSD) has a dedicated Training Section, headed by a Chief Training Officer and supported by officers across different grades and ranks, including Leisure Services Managers and Amenities Assistants, etc.

LCSD has been working in co-operation with professional departments and institutions, including the Department of Health, the Hospital Authority, the Auxiliary Medical Service and the Hong Kong Life Saving Society, etc., in designing lifeguard training. Their professional expertise, skills, equipment and recognised status, etc. are conducive to the provision of suitable training to the lifeguards. LCSD will build on the well-established and sound foundation to enhance collaboration and communication with the partners to ensure that the contents, design and standards of lifeguard training courses can keep abreast of time. The Training Section will also continue to maintain dialogue with the

staff sides on the contents, arrangements and planning of lifeguard training courses and listen to the views of the colleagues concerned.

As for the provision of lifeguard training, the Training Section of LCSD will normally arrange for lifeguards to receive training in winter every year to meet the operational needs. All instructors possess rich working experience in aquatic venues and relevant coaching qualifications. Besides, LCSD has all along been encouraging and providing assistance for lifeguards in obtaining coaching qualifications in lifesaving. At present, more than 30 serving lifeguards and senior lifeguards or officers who had served as lifeguards and senior lifeguards possess coaching qualifications in lifesaving. They will be arranged by the Training Section to assist in the teaching of lifeguard training programmes in winter.

LCSD will continue providing enhanced vocational training for lifeguards to improve their lifesaving skills and professionalism and conducting reviews of the training arrangement. Last year, LCSD reviewed the design and arrangements of the induction programme for lifeguards with a view to considering enabling newly recruited lifeguards to complete the induction training programme as soon as possible and decided that, starting from 2019, newly appointed civil service lifeguards and Non-Civil Service Contract (NCSC) lifeguards on long-term employment will be arranged to complete part of the induction programme before assuming duties, which include, introductory practical training, general training and courses on advanced skills of skin diving rescue.

Career Development

Serving lifeguards seeking career development in LCSD may consider applying for the posts of senior lifeguard or Amenities Assistant III. In fact, over the past five years, a total of 66 civil service lifeguards were appointed as senior civil service lifeguards, and 14 senior civil service lifeguards and 13 civil service lifeguards were appointed as Amenities Assistant IIIs.

Amenities Assistant

The management of public swimming pools and beaches of LCSD is undertaken by a team consisting of Leisure Services Managers and Amenities Assistants. As the environment and facilities vary in each beach and swimming pool, supervision on day-to-day management of beaches and swimming pools and support are provided by Leisure Services Managers and Amenities Assistants across different ranks (including Amenities Assistant IIIs) through a team approach depending on different operational needs. As at 1 February 2019, there are 130 Amenities Assistant IIIs responsible for management of aquatic venues (including swimming pools and beaches) of LCSD. Over the past three

years, 6 Amenities Assistant IIIs left the service within the first year after being deployed to work at aquatic venues (including swimming pools and beaches), and a total of 18 newly recruited Amenities Assistant IIIs left the service within the first year upon employment. Officers in the Amenities Assistant Grade will be deployed to work at different venues (including aquatic venues) to accumulate working and management experience in different types of venues of LCSD, regardless of whether they were transferred from the lifeguard grade or not. The Training Section of LCSD has all along been providing course on management of aquatic venues for Amenities Assistants, including courses on management of swimming pools and beaches and integrated course on lifesaving skills so as to familiarise them with the management of aquatic venues.

Should you have any queries regarding this letter, please contact the undersigned on 2601 8083 or Mr PANG Tak-chiu on 2601 8873.

Yours sincerely,



(WONG Ying-ming)

for Director of Leisure and Cultural Services

c.c. Civil Service Bureau (Attn : Principal Executive Officer (Civil Service)
Management)
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