

## Index Page

### Replies to initial questions raised by Legislative Council Members in examining the Estimates of Expenditure 2024-25

Director of Bureau : Secretary for Civil Service

Session No. : 1

Consolidated e-file name: CSB-1-e1.docx

| Reply Serial No.       | Question Serial No. | Name of Member              | Head | Programme                                  |
|------------------------|---------------------|-----------------------------|------|--|
| <a href="#">CSB001</a> | 3022                | CHAN Chun-ying              | 143  | (4) Civil Service Training and Development |
| <a href="#">CSB002</a> | 2285                | CHAN Man-ki, Maggie         | 143  | (2) Human Resource Management              |
| <a href="#">CSB003</a> | 2286                | CHAN Man-ki, Maggie         | 143  | (2) Human Resource Management              |
| <a href="#">CSB004</a> | 2408                | CHAN Siu-hung               | 143  | (2) Human Resource Management              |
| <a href="#">CSB005</a> | 1847                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB006</a> | 1848                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB007</a> | 1849                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB008</a> | 1850                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB009</a> | 1851                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB010</a> | 1852                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB011</a> | 1853                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB012</a> | 1854                | CHAU Siu-chung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB013</a> | 2085                | KAN Wai-mun, Carmen         | 143  | (2) Human Resource Management              |
| <a href="#">CSB014</a> | 2591                | KONG Yuk-foon, Doreen       | 143  | (2) Human Resource Management              |
| <a href="#">CSB015</a> | 2244                | KOON Ho-ming, Peter Douglas | 143  | (2) Human Resource Management              |
| <a href="#">CSB016</a> | 1301                | KWOK Wai-keung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB017</a> | 1304                | KWOK Wai-keung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB018</a> | 1309                | KWOK Wai-keung              | 143  | (2) Human Resource Management              |
| <a href="#">CSB019</a> | 0116                | LAI Tung-kwok               | 143  | (2) Human Resource Management              |

| <b>Reply Serial No.</b> | <b>Question Serial No.</b> | <b>Name of Member</b> | <b>Head</b> | <b>Programme</b>  |
|-------------------------|----------------------------|-----------------------|-------------|---|
| <a href="#">CSB020</a>  | 0119                       | LAI Tung-kwok         | 143         | (2) Human Resource Management   |
| <a href="#">CSB021</a>  | 0133                       | LAI Tung-kwok         | 143         | (2) Human Resource Management   |
| <a href="#">CSB022</a>  | 0147                       | LAI Tung-kwok         | 143         | (2) Human Resource Management   |
| <a href="#">CSB023</a>  | 1809                       | LAM Chun-sing         | 143         | (2) Human Resource Management   |
| <a href="#">CSB024</a>  | 1810                       | LAM Chun-sing         | 143         | (2) Human Resource Management   |
| <a href="#">CSB025</a>  | 1811                       | LAM Chun-sing         | 143         | (4) Civil Service Training and Development                                |
| <a href="#">CSB026</a>  | 1812                       | LAM Chun-sing         | 143         | (4) Civil Service Training and Development                                |
| <a href="#">CSB027</a>  | 0543                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB028</a>  | 0544                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB029</a>  | 0545                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB030</a>  | 0546                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB031</a>  | 0547                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB032</a>  | 0548                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB033</a>  | 0549                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB034</a>  | 0550                       | LAM Lam, Nixie        | 143         | (3) Translation and Interpretation Services and Use of Official Languages |
| <a href="#">CSB035</a>  | 0551                       | LAM Lam, Nixie        | 143         | (4) Civil Service Training and Development                                |
| <a href="#">CSB036</a>  | 0552                       | LAM Lam, Nixie        | 143         | (4) Civil Service Training and Development                                |
| <a href="#">CSB037</a>  | 0553                       | LAM Lam, Nixie        | 143         | (4) Civil Service Training and Development                                |
| <a href="#">CSB038</a>  | 0555                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB039</a>  | 0557                       | LAM Lam, Nixie        | 143         | (2) Human Resource Management   |
| <a href="#">CSB040</a>  | 2710                       | LAM San-keung         | 143         | (2) Human Resource Management   |
| <a href="#">CSB041</a>  | 0593                       | LAM Siu-lo, Andrew    | 143         | (4) Civil Service Training and Development                                |

| <b>Reply Serial No.</b> | <b>Question Serial No.</b> | <b>Name of Member</b>    | <b>Head</b> | <b>Programme</b>                           |
|-------------------------|----------------------------|--------------------------|-------------|--|
| <a href="#">CSB042</a>  | 0308                       | LAU Ip-keung, Kenneth    | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB043</a>  | 1129                       | LEE Wai-king, Starry     | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB044</a>  | 2430                       | LEUNG Hei, Edward        | 143         | (2) Human Resource Management              |
| <a href="#">CSB045</a>  | 2431                       | LEUNG Hei, Edward        | 143         | (2) Human Resource Management              |
| <a href="#">CSB046</a>  | 2187                       | LEUNG Man-kwong          | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB047</a>  | 0214                       | LEUNG Mei-fun, Priscilla | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB048</a>  | 0215                       | LEUNG Mei-fun, Priscilla | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB049</a>  | 2984                       | LEUNG Tsz-wing, Dennis   | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB050</a>  | 2986                       | LEUNG Tsz-wing, Dennis   | 143         | (4) Civil Service Training and Development |
| <a href="#">CSB051</a>  | 2987                       | LEUNG Tsz-wing, Dennis   | 143         | (2) Human Resource Management              |
| <a href="#">CSB052</a>  | 3082                       | LEUNG Tsz-wing, Dennis   | 143         | (2) Human Resource Management              |
| <a href="#">CSB053</a>  | 0172                       | LO Wai-kwok              | 143         | (2) Human Resource Management              |
| <a href="#">CSB054</a>  | 0707                       | NGAN Man-yu              | 143         | (2) Human Resource Management              |
| <a href="#">CSB055</a>  | 0719                       | NGAN Man-yu              | 143         | (2) Human Resource Management              |
| <a href="#">CSB056</a>  | 1338                       | QUAT Elizabeth           | 143         | (2) Human Resource Management              |
| <a href="#">CSB057</a>  | 1339                       | QUAT Elizabeth           | 143         | (2) Human Resource Management              |
| <a href="#">CSB058</a>  | 2354                       | SHANG Hailong            | 143         | (2) Human Resource Management              |
| <a href="#">CSB059</a>  | 0151                       | SO Cheung-wing           | 143         | (2) Human Resource Management              |
| <a href="#">CSB060</a>  | 0755                       | TSE Wai-chuen, Tony      | 143         | (2) Human Resource Management              |
| <a href="#">CSB061</a>  | 3056                       | TSE Wai-chuen, Tony      | 143         | (2) Human Resource Management              |
| <a href="#">CSB062</a>  | 1230                       | TSE Wai-chun, Paul       | 143         | (2) Human Resource Management              |
| <a href="#">CSB063</a>  | 1252                       | TSE Wai-chun, Paul       | 143         | (2) Human Resource Management              |
| <a href="#">CSB064</a>  | 0459                       | LAM Kin-fung, Jeffrey    | 46          | General Expenses of the Civil Service      |

| <b>Reply Serial No.</b> | <b>Question Serial No.</b> | <b>Name of Member</b> | <b>Head</b> | <b>Programme</b>                                    |
|-------------------------|----------------------------|-----------------------|-------------|---|
| <a href="#">CSB065</a>  | 0554                       | LAM Lam, Nixie        | 46          | General Expenses of the Civil Service               |
| <a href="#">CSB066</a>  | 0556                       | LAM Lam, Nixie        | 46          | General Expenses of the Civil Service               |
| <a href="#">CSB067</a>  | 2568                       | LEE Tsz-king, Dominic | 46          | General Expenses of the Civil Service               |
| <a href="#">CSB068</a>  | 2569                       | LEE Tsz-king, Dominic | 46          | General Expenses of the Civil Service               |
| <a href="#">CSB069</a>  | 0705                       | NGAN Man-yu           | 46          | General Expenses of the Civil Service               |
| <a href="#">CSB070</a>  | 2582                       | LAU Ip-keung, Kenneth | 120         | (1) Public and Judicial Service Pension Benefits    |
| <a href="#">CSB071</a>  | 1846                       | CHAU Siu-chung        | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB072</a>  | 0114                       | LAI Tung-kwok         | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB073</a>  | 0115                       | LAI Tung-kwok         | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB074</a>  | 2174                       | LEUNG Man-kwong       | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB075</a>  | 2356                       | SHANG Hailong         | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB076</a>  | 2077                       | TANG Ka-piu           | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB077</a>  | 1530                       | WONG Kwok, Kingsley   | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB078</a>  | 1531                       | WONG Kwok, Kingsley   | 37          | (7) Medical and Dental Treatment for Civil Servants |
| <a href="#">CSB079</a>  | 2207                       | YANG Wing-kit         | 37          | (7) Medical and Dental Treatment for Civil Servants |

**CONTROLLING OFFICER'S REPLY**

**CSB001**

**(Question Serial No. 3022)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

During 2024-25, the Civil Service Bureau will take forward the various initiatives as set out in the 2023 Policy Address to enhance training for the civil service, particularly to nurture their patriotism and sense of national identity. What are the estimated number of trainees and the estimate for training expenses?

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 35)

Reply:

In the 2023 Policy Address, the Chief Executive set forth that the Government would continue to enhance training for all civil servants to nurture their patriotism and sense of national security. This will help civil servants to be more conscious of the importance of safeguarding our country's sovereignty, national security and development interests, particularly in view of the complex external environment. To this end, the Civil Service College under the Civil Service Bureau adopts a multi-pronged approach comprising Mainland programmes, visits and exchanges, local training, thematic seminars and e-learning, and aligns its national studies programme offerings with the training needs of civil servants at different levels, so as to ensure their accurate understanding of the constitutional order of the HKSAR, national security and the country's policy objectives, thereby strengthening their sense of national identity and patriotism.

In 2024, for national studies training programmes (including training on the Constitution, the Basic Law and national security), the estimated number of trainees and the trainee-days are 21 900 and 37 500 respectively. In 2024-25, the estimated expenditure on national studies training programmes (including training on the Constitution, the Basic Law and national security) is \$42.1 million, which mainly covers speaker fees for local programmes, tuition fees for Mainland programmes, expenses for participants' travelling between Hong Kong and the Mainland and their accommodation, study grants, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB002**

**(Question Serial No. 2285)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Mainland Education Award Scheme for Children of Civil Servants, will the Government inform this Committee of:

1. details of the above scheme in the past 5 years, including the numbers of applicants, the amounts of subsidies granted and the list of eligible schools;
2. the staff establishment and expenditure for the Civil Service Bureau to monitor the above scheme; and
3. any further expansion of the scheme by the Government in the future to attract more young people to integrate into the overall national development?

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 23)

Reply:

1. To dovetail with the Government's policy of integrating into the overall national development and encourage more children of civil servants to study in the Mainland, the Civil Service Bureau set up the Mainland Education Award Scheme for Children of Civil Servants (referred to as "the MEAS" hereunder) in 2024 for civil servants appointed on new terms, providing education awards for their eligible children who receive primary or secondary education in the Mainland. The MEAS will be awarded under four groups, namely junior primary, senior primary, junior secondary and senior secondary. Each eligible child of a civil servant will be granted a maximum of one award under each group. The award amounts are HK\$30,000 for each award under the junior and senior primary groups, and HK\$50,000 for each award under the junior and senior secondary groups. There will be a quota of 100 awards in each school year.

The first round of the MEAS is applicable to eligible children of civil servants who completed a whole school year of full-time primary or secondary education in the Mainland in the 2022/23 school year. Since all applicants are required to submit their application forms to their respective bureaux/departments (B/Ds) by end-March 2024

and we are still collecting applications submitted via B/Ds, relevant data are not available yet.

Regarding the eligible schools, the schools in the Mainland attended by the applicants' children must be recognised by the Ministry of Education or relevant authorities in the Mainland. A mechanism has been in place for applicants to enquire whether the schools concerned are considered eligible schools under the MEAS.

2. All B/Ds will handle MEAS-related matters using existing resources. As the officers concerned are responsible not only for one single area of work, it would be difficult to separately account for the manpower and expenditure for handling MEAS-related matters.
3. The MEAS has just been launched in 2024. We will keep in view its implementation and the relevant scheme details.

- End

**CONTROLLING OFFICER'S REPLY**

**CSB003**

**(Question Serial No. 2286)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

As mentioned in Programme (2), the Civil Service Bureau (CSB) will continue to initiate enhancement measures to improve the efficiency and effectiveness of handling disciplinary cases, and supervise and assist bureaux/departments (B/Ds) to make good use of the civil service disciplinary mechanism. In this connection, will the Government inform this Committee of the following:

1. the types and numbers of disciplinary cases in the civil service, and how the CSB handled disciplinary issues of civil servants in the past 5 years;
2. the establishment and expenditures of the CSB involved in handling disciplinary cases in the past 5 years; and
3. the enhancement measures to be implemented by the Government to improve the efficiency and effectiveness of handling disciplinary cases, and supervise and assist B/Ds to make good use of the civil service disciplinary mechanism.

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 24)

Reply:

1. The Government attaches great importance to the conduct and integrity of the civil service and takes a zero-tolerance approach towards officers who have breached the law or misconducted themselves. There are two types of disciplinary action, namely summary disciplinary action and formal disciplinary action. Summary disciplinary action is taken for misconduct of minor nature and handled by bureaux/departments (“B/Ds”) of the officers concerned directly. Where allegations of such misconduct are substantiated after investigation by B/D, a verbal or written warning will be issued against the officer. For a civil servant who has committed serious misconduct, or who has been convicted of criminal offences by the court, formal disciplinary action will be taken against him/her. The Secretariat on Civil Service Discipline (“SCSD”) under the Civil Service Bureau (“CSB”) is responsible for handling all formal disciplinary action at the central level in respect of all civilian grades and senior-ranking civil servants of the disciplined services grades <sup>(Note)</sup> whereas heads of the disciplined services



departments will take formal disciplinary action in respect of middle- and junior-ranking civil servants of the disciplined services grades.

Note: These refer generally to civil servants at a rank equivalent to superintendent/assistant superintendent and above of the Correctional Services Department, Customs and Excise Department, Fire Services Department, Government Flying Service, Hong Kong Police Force and Immigration Department.

In the past 5 financial years (2018-19 to 2022-23), a total of 1 995 civil servants were punished with summary disciplinary action. The major types of misconduct in descending order are: breach of government or departmental rules or regulations, negligence of duty, improper acts in office/insubordination, etc.

In the above 5 financial years, a total of 1 124 civil servants were punished with formal disciplinary action. Amongst them, 524 cases involved serious misconduct, the major types of which in descending order are: breach of government or departmental rules or regulations, negligence of duty and furnishing false information/document, etc. In addition, 600 cases involved criminal convictions necessitating formal disciplinary actions, most of which involved breach of the Road Traffic Ordinance. Other cases included theft and deception/fraud/forgery, etc.

2. Handling of disciplinary cases constitutes part of the overall operation of CSB which involves staff from different units. Hence, it would be difficult to list out the manpower and expenses involved.
3. Since 2023, CSB has been implementing a number of measures to enhance the disciplinary mechanism, including:
  - (i) The Pilot Scheme on strengthening departments' monitoring of summary disciplinary action against officers on probationary or trial terms was launched in four departments (i.e. Food and Environmental Hygiene Department, Leisure and Cultural Services Department, Department of Health and Fire Services Department) on 1 April 2023. The Pilot Scheme aims to ensure that for officers on probationary or trial terms, their minor misconduct can be appropriately handled in time by the corresponding summary disciplinary action before they are confirmed to the permanent establishment. We will review the effectiveness of the Pilot Scheme after its one-year implementation;
  - (ii) With effect from 28 July 2023, CSB required all officers to report to their Heads of Departments ("HoDs") if they are arrested by any law enforcement agency no later than seven calendar days. The new requirement allows HoDs to be informed as soon as possible when officers under their purview have been arrested for alleged criminal offences; and to closely monitor such cases and take timely follow-up actions when necessary. The prevailing requirement for officers to report criminal proceedings being instituted against them remains applicable;
  - (iii) In 2023, we have enhanced the workshops for departmental managers so as to strengthen the capacity building in departmental investigation and handling of misconduct cases. This year, we will continue to organise such workshops; and

- (iv) We introduced a new monitoring scheme in January 2024 that requires B/Ds to provide the senior departmental management and SCSD with half-yearly returns on progress updates of their disciplinary cases. The scheme aims at reminding senior departmental management of stepping up the monitoring of the processing time of the disciplinary cases under their purview and the appropriateness of the level of punishment imposed in terms of strictness and leniency, which allows the senior management to closely monitor the progress of disciplinary cases and give steer whenever necessary. Besides, SCSD will have a better grasp of the case progress handled by each B/D and offer advice and assistance to B/Ds timely.

CSB will implement and review the enhanced measures on an on-going basis and provide appropriate guidance and assistance to help B/Ds to make good use of the civil service disciplinary mechanism.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB004**

**(Question Serial No. 2408)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (2) Human Resource Management  
Programme: (-) Not Specified  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

As mentioned in paragraph 212 of the Budget Speech, in 2024-25, the Government will maintain its target of zero growth in the civil service establishment. Departments will enhance their effectiveness and efficiency through reprioritisation, internal redeployment and streamlining of work processes in taking forward different new policies and initiatives of the Government. It is expected that there will be about 194 000 posts in the civil service establishment as at end-March 2025. In this connection, will the Government inform this Committee of the following:

1. the numbers of supernumerary posts of various government departments in the past 3 financial years. Please provide the numbers of supernumerary posts of various government departments and the payroll costs involved, broken down respectively by grade; and

| Government Department | Supernumerary Post | Grade | Number | Payroll Cost |
|-----------------------|--------------------|-------|--------|--------------|
|                       |                    |       |        |              |
|                       |                    |       |        |              |
|                       |                    |       |        |              |

2. the civil service establishment (i.e. Directorate and Non-directorate civil servants), the payroll costs and the expenditures on benefits in the past 3 financial years.

Asked by: Hon CHAN Siu-hung (LegCo internal reference no.: 24)

Reply:

1. The numbers of time-limited supernumerary directorate civil service posts<sup>(Note)</sup> (i.e. time-limited posts) in various government departments in the past 3 financial years are set out at **Annex**. The notional annual salary cost at mid-point of the time-limited directorate civil service posts in the past 3 financial years amounts to approximately \$237 million (2023-24), \$199 million (2022-23) and \$222 million (2021-22).

As regards time-limited non-directorate posts, to meet their staffing needs flexibly, B/Ds may, with regard to their operational needs, create time-limited posts in non-directorate ranks provided that their respective establishment and provision ceilings in their Controlling Officer's Reports are not exceeded. The Civil Service Bureau does not maintain records on non-directorate time-limited posts created in B/Ds in the past 3 financial years (i.e. from 2021-22 to 2023-24).

Note: The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as "supernumerary directorate posts", which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment.

2. In the past 3 financial years (i.e. from 2021-22 to 2023-24), the number of posts in the civil service establishment is tabulated as below -

| Posts                 | Establishment (Note)                 |                                      |                                      |
|-----------------------|--------------------------------------|--------------------------------------|--------------------------------------|
|                       | Revised Estimate as at 31 March 2022 | Revised Estimate as at 31 March 2023 | Revised Estimate as at 31 March 2024 |
| Directorate Posts     | 1 576                                | 1 582                                | 1 602                                |
| Non-directorate posts | 194 066                              | 193 812                              | 193 514                              |

Note: Civil service establishment does not include Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of overseas Economic and Trade Offices.

Expenditure items of personal emoluments and various fringe benefits of government paid staff in the government establishment in the past 3 financial years (i.e. from 2021-22 to 2023-24) are tabulated as follows (Note 1) -

| Item  | Actual expenditure for 2021-22 | Actual expenditure for 2022-23 | Revised estimate for 2023-24 |
|---|--------------------------------|--------------------------------|------------------------------|
|   | (\$ million)                   | (\$ million)                   | (\$ million)                 |
| (i) Personal Emoluments   | 88,041                         | 90,895                         | 95,155                       |
| (ii) Public and Judicial Service Pensions under Head 120 (Note 2) | 42,243                         | 44,111                         | 46,757                       |

| Item   | Actual expenditure for 2021-22 | Actual expenditure for 2022-23 | Revised estimate for 2023-24 |
|--|--------------------------------|--------------------------------|------------------------------|
|  | (\$ million)                   | (\$ million)                   | (\$ million)                 |
| (iii) Mandatory Provident Fund/Civil Service Provident Fund contribution | 6,731                          | 7,538                          | 8,412                        |
| (iv) Housing Allowances under Head 46                                    | 3,632                          | 4,021                          | 4,391                        |
| (v) Medical and Dental Services under Head 37 (Note 3)                   | 1,940                          | 2,140                          | 2,360                        |
| (vi) Education Allowances under Head 46                                  | 357                            | 360                            | 315                          |
| (vii) Passages under Head 46   | 85                             | 119                            | 175                          |

Note 1: Item figures include Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of overseas Economic and Trade Offices (who are all non-civil servants).

Note 2: We do not maintain a breakdown of the item exclusively for civil service pensions under Head 120.

Note 3: Head 37 includes provision for families clinic services, dental services and payment/reimbursement of medical expenses.

**Establishment of Time-limited Directorate Civil Service Posts<sup>@</sup>**

<sup>@</sup> Civil service establishment excludes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

\* The name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

# The name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

| Bureau/Department/Office  | Establishment as at              |                                  |                                  |
|---|----------------------------------|----------------------------------|----------------------------------|
|   | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate |
| Architectural Services Department   | 2                                | 2                                | 2                                |
| Buildings Department  | 1                                | 1                                | 1                                |
| Chief Secretary and Financial Secretary's Offices   | 2                                | -                                | 1                                |
| Civil Aviation Department   | 2                                | 2                                | 2                                |
| Civil Engineering and Development Department  | 13                               | 13                               | 14                               |
| Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)*         | 3                                |                                  |                                  |
| Commerce and Economic Development Bureau (Communications and Creative Industries Branch)* | 2                                |                                  |                                  |
| Commerce and Economic Development Bureau#   |                                  | 4                                | 3                                |
| Constitutional and Mainland Affairs Bureau  | 2                                | 2                                | 2                                |
| Culture, Sports and Tourism Bureau#   |                                  | 4                                | 7                                |
| Department of Health  | 1                                | 1                                | 1                                |
| Department of Justice   | 3                                | 3                                | 3                                |
| Development Bureau (Planning and Lands Branch)  | 2                                | 2                                | 5                                |
| Development Bureau (Works Branch)   | 2                                | 2                                | 2                                |
| Drainage Services Department  | 1                                | 1                                | 1                                |
| Education Bureau  | 6                                | 5                                | 5                                |
| Electrical and Mechanical Services Department   | 3                                | 3                                | 3                                |
| Environment Bureau*   | 1                                |                                  |                                  |

| Bureau/Department/Office   | Establishment as at              |                                  |                                  |
|--|----------------------------------|----------------------------------|----------------------------------|
|  | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate |
| Environment and Ecology Bureau (Food Branch)#                          |                                  | 1                                | 1                                |
| Environmental Protection Department                                    | 7                                | 2                                | 2                                |
| Financial Services and the Treasury Bureau (Financial Services Branch) | 3                                | 3                                | 3                                |
| Fire Services Department   | 1                                | 2                                | 2                                |
| Food and Environmental Hygiene Department                              | 4                                | 4                                | 4                                |
| Food and Health Bureau (Food Branch)*                                  | 1                                |                                  |                                  |
| Food and Health Bureau (Health Branch)*                                | 1                                |                                  |                                  |
| Government Property Agency   | 1                                | 1                                | 1                                |
| Health Bureau#   |                                  | 1                                | -                                |
| Highways Department  | 7                                | 6                                | 9                                |
| Home Affairs Bureau*   | 5                                |                                  |                                  |
| Home and Youth Affairs Bureau#   |                                  | 1                                | 1                                |
| Home Affairs Department  | 1                                | 1                                | 1                                |
| Hong Kong Police Force   | 1                                | 1                                | 1                                |
| Housing Authority  | 1                                | 1                                | 3                                |
| Immigration Department   | 1                                | 1                                | 1                                |
| Judiciary<br>(excluding Judges and Judicial Officers)                  | 2                                | 2                                | 2                                |
| Labour and Welfare Bureau  | -                                | -                                | 3                                |
| Labour Department  | 2                                | 2                                | 1                                |
| Lands Department   | 2                                | 2                                | 2                                |
| Planning Department  | 2                                | 2                                | 2                                |
| Registration and Electoral Office                                      | -                                | -                                | 2                                |
| Security Bureau  | 1                                | -                                | -                                |
| Social Welfare Department  | 1                                | 1                                | 1                                |
| Transport and Housing Bureau<br>(Transport Branch)*                    | 4                                |                                  |                                  |
| Transport and Logistics Bureau#  |                                  | 4                                | 4                                |
| Transport Department   | 3                                | 4                                | 4                                |
| <b>Total</b>   | <b>97</b>                        | <b>87</b>                        | <b>102</b>                       |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB005**

**(Question Serial No. 1847)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the implementation of the civil service disciplinary mechanism, will the Government inform this Committee of:

- (1) the cases where civil servants were punished by dismissal subsequent to the disciplinary proceedings under the Public Service (Administration) Order (PS(A)O) or disciplined services legislation in the past 5 years, broken down by the rank of the officers concerned and the nature of their misconducts or criminal offences;
- (2) the general processing times of cases handled according to PS(A)O requiring and not requiring the conduct of disciplinary hearings respectively in the past 5 years;
- (3) the length of time to be shortened in processing cases mentioned in item (2) under the measures to enhance the disciplinary mechanism;
- (4) the numbers and details of cases where civil servants who were aggrieved by the decision of formal disciplinary punishment (i) made a representation to the Chief Executive under section 20 of PS(A)O, (ii) lodged an appeal under the relevant disciplined service ordinance, and (iii) applied to the court for a judicial review in the past 5 years; and
- (5) It is learnt that the Civil Service Bureau will strengthen education and publicity of the Civil Service Code in 2024-25, what are the manpower and expenditure involved?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 2)



Reply:

- (1) The Government attaches great importance to the conduct and integrity of the civil service and takes a zero-tolerance approach towards officers who have breached the law or misconducted themselves. In the past 5 financial years (i.e. 2018-19 to 2022-23), a total of 1 124 civil servants were punished with formal disciplinary action due to serious misconducts or criminal convictions, amongst which **124 were dismissed from the service**. The breakdowns of dismissal cases by officer's rank and the nature of misconduct/criminal offences are set out below.

|  | <b>Rank</b>                                      | <b>Number of dismissal cases</b> |
|--|--|----------------------------------|
| Public Service (Administration) Order ("PS(A)O") | Directorate or equivalent                        | 0                                |
|  | MPS Pt. 14 to 49 or equivalent <sup>(Note)</sup> | 16                               |
|  | Below MPS Pt. 14 or equivalent                   | 46                               |
|  | <i>Sub-total</i>                                 | <b>62</b>                        |
| Disciplined services legislation ("DSL")         | Civil servants at inspectorate ranks             | 6                                |
|  | Rank and file civil servants                     | 56                               |
|  | <i>Sub-total</i>                                 | <b>62</b>                        |
| <b>Total</b>                                     |  | <b>124</b>                       |

Note : Including senior-ranking civil servants of the disciplined services grades

| <b>Nature of misconduct/criminal offence</b> |  | <b>Number of dismissal cases</b> |
|--|--|----------------------------------|
| Misconduct                                   | Non-compliance of vaccine pass requirement   | 21                               |
|  | Unauthorised absence/Unpunctuality   | 20                               |
|  | Misconduct bringing disrepute to the Government (e.g. abusing official power, etc.)  | 4                                |
|  | Breach of government or departmental rules or regulations  | 2                                |
|  | Others (e.g. improper acts in office, etc.)  | 3                                |
|  | <i>Sub-total</i>   | <b>50</b>                        |
| Criminal offence                             | Shoplifting/Theft  | 18                               |
|  | Sex-related offences   | 14                               |
|  | Deception/fraud/forgery  | 7                                |
|  | Offences against Public Order Ordinance/Behaving in a disorderly manner or committing nuisance in a public place/Obstructing a public officer/resisting arrest | 6                                |
|  | Offences related to poison/dangerous drugs   | 6                                |
|  | Offences against Prevention of Bribery Ordinance   | 5                                |
|  | Misconduct in Public Office  | 5                                |
|  | Assault/Wounding/Fighting  | 3                                |
|  | Others (e.g. illegal gambling, perverting the course of public justice, computer-related offences, murder, etc.)   | 10                               |
|  | <i>Sub-total</i>   | <b>74</b>                        |
| <b>Total</b>                                 |  | <b>124</b>                       |

- (2) & (3) The time required to process a disciplinary case is subject to a host of factors including the circumstances and complexity of the case concerned, criminal investigation and court proceedings involved, etc. In the past 5 financial years (i.e. 2018-19 to 2022-23), for cases requiring disciplinary hearing under PS(A)O, on average about 74% of the cases could be processed by Civil Service Bureau (“CSB”) within nine months, i.e. from the point of notifying the officer on the ordering of hearing to that of seeking advice from the Public Service Commission (“PSC”) on the recommended punishment. For cases of unauthorized absence or criminal conviction for which no disciplinary hearing was required under PS(A)O, on average about 95% of the cases could be processed by CSB within three months, i.e. from the point of receiving the requisite information or inviting the officer’s representations to that of seeking advice from PSC on the recommended punishment.

In recent years, the Government endeavours to improve the efficiency and effectiveness of the civil service disciplinary mechanism. We will continue to organise workshops for departmental managers so as to strengthen the efficiency of investigation work and handling of disciplinary cases of bureaux/departments (“B/Ds”). In addition, we introduced a new monitoring scheme in January 2024 that requires B/Ds to provide the senior departmental management (at Deputy Head of Department level) and the Secretariat on Civil Service Discipline with half-yearly returns on progress updates of their processing of the disciplinary cases, and the appropriateness of the level of punishment imposed in terms of strictness and leniency. The scheme allows the senior management to closely monitor the progress of disciplinary cases under processing and give steer whenever necessary, so that the cases can be suitably handled in a reasonable time. Besides, CSB will offer assistance and guidance to help B/Ds timely handle disciplinary cases.

- (4) A civil servant who is aggrieved by a disciplinary decision may make representations to the Chief Executive (“CE”) under section 20 of PS(A)O or lodge a statutory appeal under the relevant DSL, as appropriate. A civil servant may also seek redress through the court by applying for a judicial review (“JR”) against the decision. In the past 5 financial years (i.e. 2018-19 to 2022-23), the number of representations, statutory appeal or JR made by civil servants are as follows:
- (i) six officers made representations to CE under section 20 of PS(A)O. All cases had been concluded with representations dismissed;
  - (ii) 27 officers lodged statutory appeals under the relevant DSL. Among them, 24 cases were dismissed, two were allowed or being arranged to have the disciplinary case reheard, and the remaining one is being processed; and
  - (iii) six officers applied for JR. Among them, four were dismissed, one was upheld with the case remitted to the department concerned for re-consideration and the remaining one is being processed.

- (5) To deepen civil servants' understanding on the updated Civil Service Code ("the Code"), the CSB will commence training and publicity works by phases after the promulgation of the updated Code. These include inviting heads of departments to conduct briefing sessions in individual B/Ds for officers at different ranks, conducting roving exhibitions at various government offices, including the content of the Code in the induction training for new recruits, distributing souvenirs to civil servants and producing publicity videos, with a view to ensuring civil servants accurately understand the constitutional basis and order of the Hong Kong Special Administrative Region, the constitutional roles and responsibilities of civil servants, and the core values and standards of conduct that present-day civil servants should uphold. The CSB has reserved \$970,000 for conducting publicity. Such work does not require additional manpower.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB006**

**(Question Serial No. 1848)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is learnt that the Government will continue to promote occupational safety and health (OSH) among civil servants. Regarding OSH of government employees, will the Government inform this Committee of:

- (1) the number of cases involving work-related injuries, occupational diseases or deaths of government officers (including civil servants and non-civil service contract (NCSC) staff) in the past 4 years, with a breakdown by (i) department, (ii) grade or work type, and (iii) type of accident;
- (2) the breaches of relevant occupational safety regulations (including but not limited to the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance) by government officers and the penalties imposed in the past 4 years; and
- (3) the actions taken by the Government to enhance the awareness of occupational safety and its promotion among government officers since the passage of the Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Bill 2023 and the manpower and expenditure involved?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 3)

Reply:

- (1) The number of occupational injuries reported by government departments in the past 4 calendar years (i.e. from 2020 to the first 3 quarters of 2023), with breakdown by department and type of accident, are at **Annex A** and **Annex B** respectively. We do not keep statistics with breakdowns by grade or work type.

In the 4 calendar years from 2020 to 2023, the occupational diseases listed in the Second Schedule of the Employees' Compensation Ordinance (Cap. 282) from which civil servants were confirmed to be suffering were all inflammation of the tendon sheaths of the hand or forearm. The number of cases, the departments of the civil servants concerned and their occupations are at **Annex C**. We do not keep statistics on cases of NCSC staff confirmed to be suffering from occupational diseases or their breakdowns.

- (2) We do not keep the records concerned.
- (3) Promoting Occupational Safety and Health (OSH) in the civil service is an on-going commitment of the Government. To strengthen government employees' understanding of OSH, the Government has organised various educational and promotional activities. Bureaux/Departments (B/Ds) have been encouraged to, having regard to their specific operational needs and circumstances as well as OSH risks, put in place effective safety management systems and safety measures, including provision of protective equipment and safety training to their staff, organising OSH promotional activities, etc., with a view to providing a safer and healthier work environment for their staff.

Since the Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Ordinance 2023 (Amendments Ordinance) (the Ordinance) came into force, the Labour Department (LD) has launched comprehensive publicity work, including the release of a newly-produced TV Announcements in the Public (API), radio APIs and posters, so as to enhance promotion of the new penalties. Meanwhile, the LD has also, among others, issued press releases, provided the latest information on the new penalties at the LD's website and the Work Safety Alerts mobile application, organised talks with industries, and briefed duty-holders concerned on the Ordinance through emails, with a view to informing the industries and the public, including government officers, of the new penalties for OSH offences.

The Civil Service Bureau has explained the key points and the penalties under the Ordinance to government officers of various grades in OSH promotional and educational activities, including seminars and training courses, in a bid to strengthen their understanding of the Ordinance and awareness of OSH.

As these promotional and educational activities are part of the Government's on-going work and implemented with existing resources of B/Ds, no additional manpower or expenditure is involved.

**Number of Occupational Injuries  
Reported by Government Departments (Breakdown by Department)  
in 2020, 2021, 2022 and the First 3 Quarters of 2023**

| <b>Bureau/Department</b>                           | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>First 3 Quarters of 2023</b> |
|--|-------------|-------------|-------------|---------------------------------|
| Agriculture, Fisheries and Conservation Department | 34          | 51          | 36          | 38(2)                           |
| Architectural Services Department                  | 2           | 4           | 2           | 1                               |
| Audit Commission                                   | -           | 1           | 2           | -                               |
| Auxiliary Medical Service                          | 4           | 4           | 5           | 4                               |
| Buildings Department                               | 3           | 2           | 3           | 7                               |
| Census and Statistics Department                   | 4           | 9           | 4           | 3                               |
| Chief Executive's Office                           | 3           | 2           | -           | -                               |
| Chief Secretary and Financial Secretary's Offices  | 1           | -           | 4           | 1                               |
| Civil Aid Service                                  | 10          | 2           | 16          | 6                               |
| Civil Aviation Department                          | 1           | 3           | -           | -                               |
| Civil Engineering and Development Department       | 5           | 5           | 4           | 4                               |
| Civil Service Bureau                               | 3           | -           | 1           | 1                               |
| Correctional Services Department                   | 37          | 54          | 44          | 26                              |
| Customs and Excise Department                      | 15(3)       | 20          | 23          | 7                               |
| Department of Health                               | 68(1)       | 60          | 53          | 50                              |
| Department of Justice                              | 2           | 6           | 2           | 3                               |
| Development Bureau                                 | 1           | 2           | -           | 1                               |
| Drainage Services Department                       | 4           | 5           | 12          | 5                               |
| Education Bureau                                   | 37          | 64          | 51          | 52                              |
| Efficiency Office                                  | -           | 2           | 2           | -                               |
| Electrical and Mechanical Services Department      | 19          | 17          | 16          | 13                              |
| Environmental Protection Department                | 4           | 6           | 6           | 3                               |
| Financial Services and the Treasury Bureau         | -           | -           | -           | 1                               |
| Fire Services Department                           | 119         | 158         | 186         | 108                             |
| Food and Environmental Hygiene Department          | 256         | 266(1)      | 199(2)      | 123                             |
| Food and Health Bureau                             | -           | 1           | -           | -                               |
| Government Flying Service                          | -           | 2           | 2           | 4                               |
| Government Laboratory                              | 1           | 2           | -           | -                               |

| <b>Bureau/Department</b>                                   | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>First 3 Quarters of 2023</b> |
|--|-------------|-------------|-------------|---------------------------------|
| Government Logistics Department                            | 3           | 4           | 3           | 1                               |
| Government Property Agency                                 | 1           | 2           | -           | -                               |
| Highways Department  | 2           | 3           | 3           | 4                               |
| Home and Youth Affairs Bureau (former Home Affairs Bureau) | 1           | 3           | 3           | 1                               |
| Home Affairs Department                                    | 5           | 7           | 52          | 7                               |
| Hong Kong Observatory                                      | 1           | -           | -           | 1                               |
| Hong Kong Police Force                                     | 249(1)      | 223(1)      | 169(1)      | 140                             |
| Hospital Authority   | 13          | 13          | 3           | 5                               |
| Housing Department   | 16          | 16          | 23          | 21                              |
| Immigration Department                                     | 22          | 29          | 27          | 21                              |
| Independent Commission Against Corruption                  | 5           | 5           | 6           | 6                               |
| Information Services Department                            | 2           | -           | 1           | -                               |
| Inland Revenue Department                                  | 4           | 3           | 9           | 6                               |
| Innovation and Technology Commission                       | -           | 1           | 1           | -                               |
| Invest Hong Kong   | 1           | -           | -           | -                               |
| Judiciary  | 5           | 5           | 7           | 1                               |
| Labour and Welfare Bureau                                  | -           | -           | -           | 1                               |
| Labour Department  | 2           | 13          | 10          | 6                               |
| Lands Department   | 19          | 19          | 18          | 8                               |
| Legal Aid Department                                       | -           | 2           | 1           | 4                               |
| Leisure and Cultural Services Department                   | 117(1)      | 168(2)      | 136(1)      | 116                             |
| Marine Department  | 10          | 9           | 9           | 6                               |
| Office of the Communications Authority                     | 1           | -           | -           | -                               |
| Office of the Government Chief Information Officer         | 3           | -           | -           | -                               |
| Planning Department  | 1           | 1           | 1           | -                               |
| Post Office  | 163         | 151(1)      | 110         | 117                             |
| Radio Television Hong Kong                                 | 4           | 3           | 5           | -                               |
| Rating and Valuation Department                            | -           | 1           | -           | 1                               |
| Registration and Electoral Office                          | 4           | 5           | 4           | 5                               |
| Security Bureau  | -           | -           | 18          | 2                               |
| Social Welfare Department                                  | 25          | 35(1)       | 45          | 29                              |
| Transport Department                                       | 3           | 12          | 8           | 5                               |
| Treasury   | 1           | 1           | 1           | 1                               |
| Water Supplies Department                                  | 28          | 20          | 24          | 27                              |

| <b>Bureau/Department</b>                               | <b>2020</b>     | <b>2021</b>     | <b>2022</b>     | <b>First 3 Quarters of 2023</b> |
|--|-----------------|-----------------|-----------------|---------------------------------|
| Working Family and Student Financial Assistance Agency | 5               | 2               | 3               | 3                               |
| Transport and Housing Bureau                           | 1               | -               | -               | -                               |
| Transport and Logistics Bureau                         | -               | -               | -               | 1                               |
| Official Receiver's Office                             | -               | 1               | -               | -                               |
| Companies Registry                                     | 1               | -               | 1               | -                               |
| Culture, Sports and Tourism Bureau                     | -               | -               | 1               | 2                               |
| Health Bureau  | -               | -               | -               | 1                               |
| <b>Total</b>   | <b>1 351(6)</b> | <b>1 505(6)</b> | <b>1 375(4)</b> | <b>1 010(2)</b>                 |

Remarks: Figures in brackets denote the number of fatalities which has also been included in the number of injuries, but the causes of death might not be work-related.

Notes:

1. Occupational injuries (including industrial accidents) refer to injury cases in workplaces reported under the Employees' Compensation Ordinance (Cap. 282), resulting in fatalities or incapacity for work of over 3 days.
2. The numbers of occupational injuries reported by government departments cover civil servants, Independent Commission Against Corruption officers, judges, judicial officers and non-civil service contract staff.
3. B/Ds which are not featured in the above table have not recorded occupational injuries between 2020 and the first 3 quarters of 2023.
4. The Transport and Housing Bureau has been split into the Transport and Logistics Bureau and the Housing Bureau since 1 July 2022.
5. The latest available statistics are up to the first 3 quarters of 2023.



**Number of Occupational Injuries  
Reported by Government Departments (Breakdown by Type of Accident)  
in 2020, 2021, 2022 and the First 3 Quarters of 2023**

| Type of Accident                                       | 2020            | 2021            | 2022            | First 3<br>Quarters<br>of 2023 |
|--|-----------------|-----------------|-----------------|--------------------------------|
| Trapped in or between objects                          | 22              | 34              | 29              | 32                             |
| Injured whilst lifting or carrying                     | 200             | 223             | 199             | 141                            |
| Slip, trip or fall on same level                       | 459             | 535             | 490             | 378                            |
| Fall of person from height                             | 21              | 17(1)           | 19              | 13                             |
| Striking against fixed or stationary object            | 95              | 88              | 74              | 77                             |
| Striking against or struck by moving object            | 104             | 94              | 88              | 70                             |
| Stepping on object                                     | 9               | 32              | 14              | 4                              |
| Exposure to or contact with harmful substance          | 2               | 8               | 4               | 2                              |
| Contact with electricity or electric discharge         | -               | 1               | 1               | 2                              |
| Trapped by collapsing or overturning object            | -               | 1               | -               | 1                              |
| Struck by falling object                               | 19              | 39              | 17              | 15                             |
| Struck by moving vehicle                               | 81              | 74              | 110             | 74                             |
| Contact with moving machinery or object being machined | 6               | 8               | 4               | 6                              |
| Drowning   | 3(3)            | -               | -               | -                              |
| Exposure to fire                                       | 2               | -               | -               | 1                              |
| Exposure to explosion                                  | -               | -               | 1               | -                              |
| Injured by hand tool                                   | 23              | 21              | 16              | 16                             |
| Contact with hot surface or substance                  | 9               | 15              | 10              | 13                             |
| Injured by animal                                      | 49              | 42              | 42              | 33(1)                          |
| Injured in workplace violence                          | 92              | 85              | 72              | 61                             |
| Others   | 155(3)          | 188(5)          | 185(4)          | 71(1)                          |
| <b>Total</b>   | <b>1 351(6)</b> | <b>1 505(6)</b> | <b>1 375(4)</b> | <b>1 010(2)</b>                |

Remarks: Figures in brackets denote the number of fatalities which has also been included in the number of injuries, but the causes of death might not be work-related.

Notes:

1. Occupational injuries (including industrial accidents) refer to injury cases in workplaces reported under the Employees' Compensation Ordinance (Cap. 282), resulting in fatalities or incapacity for work of over 3 days.
2. The numbers of occupational injuries reported by government departments cover civil servants, Independent Commission Against Corruption officers, judges, judicial officers and non-civil service contract staff.
3. The latest available statistics are up to the first 3 quarters of 2023.

**Cases of Civil Servants Confirmed  
to be Suffering from Occupational Diseases  
in 2020, 2021, 2022 and 2023**

|                           | <b>2020</b>                            | <b>2021</b>   | <b>2022</b>   | <b>2023</b>  |
|---------------------------|--|---|---|--|
| Number of Case            | 1                                      | 5   | 5   | 3  |
| Department and Occupation | 1. Lands Department / Office Assistant | 1. Department of Health / Registered Nurse<br>2. Food and Environmental Hygiene Department / Workman<br>3. Hongkong Post / Postal Officer<br>4. Working Family and Student Financial Assistance Agency / Clerical Officer<br>5. Government Logistics Department / Printing Technician I | 1. Department of Health / Senior Dental Surgery Assistant<br>2. Hongkong Post / Postman<br>3. Hong Kong Police Force / Office Assistant<br>4. Food and Environmental Hygiene Department / Field Assistant<br>5. Food and Environmental Hygiene Department / Field Assistant | 1. Department of Health / Dental Surgery Assistant<br>2. Department of Health / Nurse<br>3. Social Welfare Department / Clerical Assistant |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB007**

**(Question Serial No. 1849)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding overtime and performance of extraneous duties by civil servants, will the Government inform this Committee of the following:

- (1) the number of civil servants who were granted time off in lieu (TOIL) for overtime in the past 5 years, with a breakdown by (i) department, (ii) grade and (iii) pay band;
- (2) the number of civil servants who were eligible for overtime allowance as a result of not being able to take TOIL within 1 month after undertaking overtime work, and the expenditure arising therefrom in the past 5 years, with a breakdown by department and grade;
- (3) the number of civil servants who were granted Stand-by Duty Allowance and On-call Duty Allowance, and the expenditure arising therefrom in the past 5 years, with a breakdown by department and grade; and
- (4) the number of civil servants who were granted Job-related Allowances (including Extraneous Duties Allowance, Extra Duties Allowance for Disciplined Services, Hardship Allowance, Shift Duty Allowance, Typhoon/Rainstorm Black Warning Allowance, Special Allowance as well as Uniform and Kit Allowance), and the expenditure arising therefrom in the past 5 years, with a breakdown by department and grade.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 4)

Reply:

- (1) and (2) According to the Civil Service Regulations, overtime is work undertaken over and beyond a civil servant's conditioned hours. Overtime should normally be compensated by TOIL. Where this is, or is likely to be, impracticable within one month of the date on which overtime is worked, overtime allowance may be paid to eligible officers. According to the information provided by the Treasury, the expenditure on overtime allowance from 2019-20 to 2023-24 financial year is set out in the table below -

|                    | 2019-20                        | 2020-21                        | 2021-22                        | 2022-23                        | 2023-24*                       |
|--------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
|                    | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) |
| Overtime Allowance | 3,180.81                       | 2,164.47                       | 1,275.48                       | 1,347.20                       | 1,014.74                       |

\* The data reflects the expenditure from 1 April 2023 to 29 February 2024.

The Civil Service Bureau does not keep information on TOIL or overtime allowance granted by individual bureaux and departments to civil servants.

- (3) According to the information provided by the Treasury, the expenditure on Stand-by Duty Allowance and On-call Duty Allowance from 2019-20 to 2023-24 financial year is set out below -

|                            | 2019-20                        | 2020-21                        | 2021-22                        | 2022-23                        | 2023-24*                       |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Allowance                  | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) |
| 1.Standy-by Duty Allowance | 71.26                          | 65.49                          | 66.21                          | 89.19                          | 61.51                          |
| 2.On-call Duty Allowance   | 11.74                          | 12.19                          | 12.02                          | 13.59                          | 11.97                          |
| Total                      | 83.00                          | 77.68                          | 78.23                          | 102.78                         | 73.48                          |

\* The data reflects the expenditure from 1 April 2023 to 29 February 2024.

The Civil Service Bureau does not keep information on Stand-by Duty Allowance and On-call Duty Allowance granted by individual bureaux and departments to civil servants.

- (4) According to the information provided by the Treasury, the expenditure on job-related allowances from 2019-20 to 2023-24 financial year is set out below -

| Allowance   | 2019-20                        | 2020-21                        | 2021-22                        | 2022-23                        | 2023-24*                       |
|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
|   | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) | Actual Expenditure (\$million) |
| <b>Granted to Civilian Grades</b>                         |                                |                                |                                |                                |                                |
| 1.Extraneous Duties Allowances                            | 4.09                           | 3.94                           | 16.18                          | 4.48                           | 3.96                           |
| 2.Hardship Allowances                                     | 58.24                          | 137.08                         | 154.18                         | 156.07                         | 88.29                          |
| 3.Shift Duty Allowance                                    | 114.21                         | 99.72                          | 117.10                         | 120.59                         | 114.14                         |
| 4.Typhoon Allowance and Rainstorm Black Warning Allowance | 4.84                           | 12.24                          | 19.74                          | 23.59                          | 40.82                          |
| <b>Granted to Disciplined Services Grades</b>             |                                |                                |                                |                                |                                |
| 5.Extra Duties Allowances                                 | 119.19                         | 122.80                         | 129.94                         | 140.14                         | 137.43                         |
| 6.Special Allowances                                      | 233.86                         | 267.35                         | 363.64                         | 508.89                         | 687.55                         |
| 7.Uniform (and Kit) Allowance@                            | 0.40                           | 0.34                           | 0.34                           | 0.37                           | 0.35                           |
| <b>Total</b>  | <b>534.83</b>                  | <b>643.47</b>                  | <b>801.12</b>                  | <b>954.13</b>                  | <b>1,072.54</b>                |

\* The data reflects the expenditure from 1 April 2023 to 29 February 2024.

@ Applicable to staff of the Hong Kong Police Force only

The Civil Service Bureau does not keep information on job-related allowances granted by individual bureaux and departments to civil servants.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB008**

**(Question Serial No. 1850)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

To openly recognise meritorious and exemplary civil servants, the Civil Service Bureau announced results of the inaugural Chief Executive's Award for Exemplary Performance in 2023-24 and will continue with "The Secretary for the Civil Service's Commendation Award Scheme". Regarding the above commendation measures, will the Government inform this Committee of the following:

- (1) the revised estimates in 2023-24 and the estimated expenditure for 2024-25 for each of the commendation measures;
- (2) the estimated (i) production costs, (ii) publicity expenses, and (iii) number of broadcast frequencies/views (if applicable) of the publicity plan for "publicising good stories of civil servants to the community" and the related publicity (including printed publicity materials, television and radio advertisements, video clips and television specials) in the coming year;
- (3) the number of commendation letters issued to civil servants in the past 2 years broken down by department, grade and years of service;
- (4) the number of recipients of The Secretary for the Civil Service's Commendation Award Scheme in the past 2 years broken down by grade and years of service; and
- (5) as there are views that some civilian civil servants seldom come into contact with the public due to the nature of their work, and it is more difficult for their efforts to be recognised by the public, whether the Government has considered introducing a special commendation item for civilian civil servants in the future, so as to boost the morale of the service; if yes, of the details; if not, the reasons for that?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 5)

Reply:

- (1) Regarding the 4 commendation schemes listed below, the revised estimate for 2023-24 and the estimated expenditure for 2024-25 are as follows:

|   | 2023-24<br>Revised Estimate<br>(\$ million) | 2024-25<br>Estimate<br>(\$ million) |
|---|---|-------------------------------------|
| Chief Executive's Award for Exemplary Performance               | 1.4   | 2.2                                 |
| The Secretary for the Civil Service's Commendation Award Scheme | 6.56  | 7.24                                |
| Long and Meritorious Service Travel Award Scheme [Note 1]       | 172.88                                      | 105.40                              |
| Civil Service Outstanding Service Award Scheme [Note 2]         | -   | 0.40                                |

[Note 1] In view of the COVID-19 epidemic, the special arrangements implemented since July 2021 under which eligible officers in 2020-21 to 2022-23 are allowed to claim reimbursement of the award amount for the local spending on items comparable to those travel-related expenses incurred outside Hong Kong in any of the years concerned, will lapse on 1 April 2024. Therefore, the amount of reimbursement claims from the awardees is expected to decrease in 2024-25.

[Note 2] The Civil Service Outstanding Service Award Scheme is organised every 3 years, with a new round to be conducted in 2025. Provisions will be earmarked starting from 2024-25.

- (2) The Civil Service Bureau (CSB) will continue its efforts to publicise the good stories of civil servants. Through different publicity channels, including dedicated TV programmes, media interviews and social media posts, the CSB will publicise good stories of award-winning civil servants of various commendation schemes such as the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme and the newly-launched Civil Service Volunteer Commendation Scheme, to enable the public to better understand the nature of civil servants' work and to learn about their challenges at work and their contribution to society.

In addition, the CSB's online social media platforms often publicised the work of civil servants from various grades, international awards received by departments, good stories of civil servants giving a helping hand to people in need, etc., enabling the public to understand the work and contribution of civil servants from different perspectives. As at February 2024, the total number of followers of the CSB's social media pages (including Weibo, Facebook and Instagram) exceeded 110 000.

The CSB has earmarked provisions through internal redeployment to take forward the above work. We will monitor the number of views and publicity effect of different media and deploy our internal resources to implement publicity strategies having regard to the operational needs, with a view to achieving good publicity.

- (3) The number of recipients of commendation letters in 2022 and 2023 (calendar years), broken down by department, is at **Annex**. The CSB does not compile breakdowns by grade or years of service.
- (4) The distribution of the number of recipients of the SCS’s Commendation Award Scheme in the 2 calendar years of 2022 and 2023 broken down by grades and years of service is as follows:

| <b>Grade</b>                         | <b>2022</b> | <b>2023</b> |
|--------------------------------------|-------------|-------------|
| Professional and Departmental Grades | 45          | 47          |
| Disciplined Services                 | 36          | 33          |
| General Grades                       | 18          | 17          |
| Model Scale 1 Grades                 | 1           | 3           |
| <b>Total</b>                         | <b>100</b>  | <b>100</b>  |

| <b>Years of Service</b> | <b>2022</b> | <b>2023</b> |
|-------------------------|-------------|-------------|
| 5-15 years              | 8           | 12          |
| 16-25 years             | 13          | 9           |
| 26-35 years             | 55          | 51          |
| 36 years or more        | 24          | 28          |
| <b>Total</b>            | <b>100</b>  | <b>100</b>  |

- (5) Officers from civilian services and disciplined services are given equal considerations, regardless of the nature of their work, so long as they have outstanding performance and meet the conditions and criteria of the award schemes. Civilian staff made up about 70% of the awardees of the SCS’s Commendation Award Scheme in the past 2 years.



**Number of Recipients of Commendation Letters in 2022 and 2023  
(Broken down by Department)**

| <b>Name of Bureau/Department<br/>(by alphabetical order)</b> | <b>2022</b>   | <b>2023[Note 1]</b> |
|--|---------------|---------------------|
| Agriculture, Fisheries and Conservation Department           | 4             | 50                  |
| Architectural Services Department                            | 37            | 31                  |
| Auxiliary Medical Service                                    | 2             | 16                  |
| Buildings Department   | -             | 29                  |
| Census and Statistics Department                             | -             | 224                 |
| Civil Engineering and Development Department                 | 36            | 64                  |
| Civil Service Bureau   | 1             | 1                   |
| Correctional Services Department                             | 14            | 8                   |
| Customs and Excise Department                                | 434           | 510                 |
| Department of Health   | 29            | -                   |
| Drainage Services Department                                 | 115           | 3                   |
| Education Bureau   | 39            | 9                   |
| Electrical and Mechanical Services Department [Note 2]       | 633           | 2 296               |
| Fire Services Department                                     | 10            | 100                 |
| Food and Environmental Hygiene Department                    | 405           | 407                 |
| Government Flying Service                                    | 15            | 33                  |
| Government Logistics Department                              | 2             | 6                   |
| Home Affairs Department                                      | 96            | 15                  |
| Hong Kong Observatory  | 117           | 153                 |
| Hong Kong Police Force                                       | 3 924         | 3 439               |
| Housing Department [Note 3]                                  | 5 628         | -                   |
| Immigration Department                                       | 216           | 51                  |
| Information Services Department                              | -             | 1                   |
| Inland Revenue Department                                    | 52            | 57                  |
| Innovation and Technology Commission                         | 3             | 1                   |
| Legal Aid Department   | -             | 1                   |
| Leisure and Cultural Services Department                     | -             | 68                  |
| Marine Department  | 40            | 22                  |
| Communications Authority                                     | 59            | 43                  |
| Office of the Government Chief Information Officer           | 224           | 114                 |
| Planning Department  | 6             | 3                   |
| Post Office  | 91            | 83                  |
| Rating and Valuation Department                              | 2             | -                   |
| Social Welfare Department                                    | 15            | 18                  |
| Trade and Industry Department                                | 9             | -                   |
| Treasury   | 14            | 9                   |
| <b>Total Number of Recipients of Commendation Letters</b>    | <b>12 272</b> | <b>7 865</b>        |

[Note 1] The actual statistics are to be confirmed as some departments are still processing the nominations for bureau/departmental commendation letters of 2023.

[Note 2] In 2023, many officers from the Electrical and Mechanical Services Department received commendation letters for providing emergency services while Super Typhoon Saola and the massive rainstorm of extreme weather hit Hong Kong.

[Note 3] In 2022, many officers from the Housing Department received commendation letters for participating in anti-epidemic work.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB009**

**(Question Serial No. 1851)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Civil Service Pay Level Survey, will the Government inform this Committee of the following:

whether the Civil Service Bureau has consulted the Labour and Welfare Bureau or the Financial Secretary's Office on the assessment of the labour market and economic environment before commencing this pay level survey; if yes, the details; and if no, the reasons.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 6)

Reply:

In accordance with the mechanism, the Government invited the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) in December 2019 to conduct a new round of Pay Level Survey (PLS). The Standing Commission is an independent advisory body appointed by the Chief Executive (CE) to advise the CE on the salaries and conditions of service of the non-directorate civilian grades in the civil service. Having considered the impact of the COVID-19 pandemic on the local society and global circumstances, and to ensure the reliability and accuracy of the PLS, the Standing Commission decided that a two-stage approach should be adopted for the current PLS. Following the completion of Stage 1 of the PLS in end 2023 and after considering all the relevant factors, the Standing Commission submitted its recommendation of not proceeding with Stage 2 of the PLS to the Government.

The adoption of a two-stage approach and the recommendation of not proceeding with Stage 2 of the current PLS were the independent decisions made by the Standing Commission after thorough consideration of all relevant factors, labour market-related information, economic data, the professional advice provided by its appointed consultant, as well as the views of the staff side upon consultation.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB010**

**(Question Serial No. 1852)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Mainland Education Award Scheme for Children of Civil Servants (referred to as "the MEAS" hereunder), will the Government inform this Committee of the following:

- (1) What are the estimated number of applicants, the current number of applicants, as well as the manpower and estimated expenditure required for implementation?
- (2) There are views that the MEAS is different from the Mainland Education Allowance for civil servants under the old system because there are only 100 award quotas and the applicants' eligible children have to obtain recommendation from the principal of the school they attend. There are also concerns about the high threshold, which may lower the incentive of civil servants appointed on new terms to participate. Will the Government consider increasing the award quotas of the MEAS and further relaxing the application requirements? If yes, what are the details; if no, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 7)

Reply:

- (1) To dovetail with the Government's policy of integrating into the overall national development and encourage more children of civil servants to study in the Mainland, the Civil Service Bureau set up the Mainland Education Award Scheme for Children of Civil Servants (referred to as "the MEAS" hereunder) in 2024 for civil servants appointed on new terms, providing education awards for their eligible children who receive primary or secondary education in the Mainland. The MEAS will be awarded under four groups, namely junior primary, senior primary, junior secondary and senior secondary. Each eligible child of a civil servant will be granted a maximum of one award under each group. The award amounts are HK\$30,000 for each award under the junior and senior primary groups, and HK\$50,000 for each award under the junior and senior secondary groups. There will be a quota of 100 awards in each school year.

The first round of the MEAS is applicable to eligible children of civil servants who completed a whole school year of full-time primary or secondary education in the

Mainland in the 2022/23 school year. Since all applicants are required to submit their application forms to their respective bureaux/departments (B/Ds) by end-March 2024 and we are still collecting applications submitted via B/Ds, relevant data are not available yet.

All B/Ds will handle MEAS-related matters using existing resources. As the officers concerned are responsible not only for one single area of work, it would be difficult to separately account for the manpower and expenditure for handling MEAS-related matters.

- (2) The MEAS provides an education award as an incentive to encourage more children of civil servants to study in the Mainland. Unlike the Mainland and Local Education Allowance, the MEAS is not a condition of service for civil servants. When determining the award quota and eligibility for application, various factors have been considered, including the policy objectives and financial commitment of the Government, the information and documentation required during the approval process, etc. The MEAS has just been launched in 2024. We will keep in view its implementation and the relevant scheme details.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB011**

**(Question Serial No. 1853)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding civil service establishment and departmental expenses, will the Government inform this Committee of the following:

- (1) In the 2024-25 financial year, the estimated provision for human resource management of the Civil Service Bureau is 10.8% higher than the estimate for the 2023-24 financial year due to an increase in general departmental expenses. What are the reasons for the increase in general expenses?
- (2) The Government estimates that there will be 193 969 posts in the civil service establishment by end-March 2025, which is about 2% fewer than the original estimate of 197 056 posts by end-March this year. What are the reasons for the greater year-on-year fluctuation?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 8)

Reply:

- (1) The 2024-25 Draft Estimate of Head 143 Programme (2) is higher than the 2023-24 Original Estimate by 10.8%. The increase is mainly attributed to the estimated increase in general departmental expenses, personal emoluments<sup>Note</sup>, training expenses and contributions for the Mandatory Provident Fund and Civil Service Provident Fund for officers appointed on new terms. General departmental expenses mainly include expenses for replacement and procurement of information technology system and payment of the related maintenance cost; some of the provision will be used for the implementation of new initiatives/services, for example, stepping up publicity efforts on recruitment, launching the Mainland Education Award Scheme for Children of Civil Servants as well as stepping up education and publicity on the core values and standards of conduct set out in the updated Civil Service Code.

Note: The increase in personal emoluments has only taken into account the increased expenditure arising from increments granted to civil servants. Possible changes in expenditure arising from the annual pay adjustment have not been included since there is not yet a final decision on the adjustment.

- (2) In order to maintain the sustainability of our public finances, the Government has strictly controlled the civil service establishment since 2021-22. The Government will continue to implement this initiative, and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward. Besides, B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB012**

**(Question Serial No. 1854)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Given that the coming few years will be the peak construction period of infrastructure projects, the Government should have enough technical grade staff to support the daily work of planning, design and construction professionals. Regarding the establishment of technical grade staff in departments under the Development Bureau and the Housing Bureau in 2023-24 and 2024-25, will the Government inform this Committee of:

- (1) (i) the establishments and their changes; (ii) the strength; (iii) the wastage rates; (iv) the numbers of staff having opted for extension of service; and (v) the numbers of staff reaching retirement age of various technical grades by rank, department and grade;
- (2) the following information on non-civil service contract (NCSC) staff in technical grades in each of the past 3 years by department and grade: (i) the target number of recruits; (ii) the number of applications received; (iii) the number of applicants invited to attend selection interviews; (iv) the number of appointment letters issued; (v) the number of applicants who reported for duty; and
- (3) the proportion of non-local staff in NCSCs in the technical grades mentioned in (2).

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 9)

Reply:

- (1) According to the information provided by the Development Bureau (DEVB), the Housing Bureau (HB) and the relevant departments under their purview <sup>(Note 1)</sup>, the estimated total establishment of the technical grades relevant to planning, design and construction professionals <sup>(Note 2)</sup> (hereinafter “relevant technical grades”) in 2023-24 and 2024-25 with breakdown by rank is set out at **Annex A**. The breakdown of establishment by individual grades in bureaux/departments (B/Ds) is set out at **Annex B**.



The strength of the relevant technical grades with breakdown by rank as at 31 January 2024 is set out at **Annex C**. The breakdown of strength by individual grades in B/Ds is set out at **Annex D**.

Note 1: Including Architectural Services Department, Buildings Department, Civil Engineering and Development Department, Drainage Services Department, Electrical and Mechanical Services Department, Housing Department, Lands Department, Planning Department and Water Supplies Department.

Note 2: The relevant technical grades refer to Air-Conditioning Inspector, Artisan, Building Services Inspector, Chainman, Clerk of Works, Consumer Services Inspector, Drain Chargeman, Electrical Inspector, Electronics Inspector, Engineering Laboratory Technician, Field Officer, Foreman, Inspector of Works, Laboratory Attendant, Leading Sewerman, Mechanical Inspector, Radio Mechanic, Science Laboratory Technician, Senior Artisan, Survey Officer, Technical Officer, Waterworks Inspector and Works Supervisor.

Retirement has been the primary reason for departure of civil servants. The estimated numbers of technical grade staff reaching retirement age in the Development Bureau, the Housing Bureau and the relevant departments under their purview in 2023-24 and 2024-25 are set out at **Annex E**. The estimated numbers of technical grade staff reaching normal retirement age in 2023-24 and 2024-25 are 540 and 470 respectively, representing a wastage rate (arising from retirement) of about 4% and 3.5% of the grade strength as at 31 March 2023 and 31 January 2024 respectively.

Separately, in July 2018, the Government launched the option for serving civil servants who joined the Government between 1 June 2000 and 31 May 2015 (hereafter referred to as “Eligible Civil Servants”) to choose to retire at the age of 65 (for civilian grades) or 60 (for disciplined services grades, regardless of ranks) (hereafter referred to as “the Option”). Among those who had taken the Option, the overall statistics of the Development Bureau and relevant departments are set out at **Annex F**.

- (2) and (3) The Non-Civil Service Contract (NCSC) Staff Scheme aims at providing B/Ds with a flexible means of manpower deployment to promptly cope with the service or operational needs. B/Ds may, having regard to their service or operational needs, decide on the employment and related matters of NCSC staff, and conduct recruitment exercises. Civil Service Bureau does not collect information relating to the recruitment of NCSC staff by B/Ds.

As at 30 June 2023, Development Bureau and the relevant departments under its purview employed a total of 51 full-time<sup>(Note 3)</sup> NCSC staff with level of responsibilities comparable to those of relevant civil service technical grades. The breakdown by departments and grades of the number of the full-time NCSC staff is set out at **Annex G**. Housing Bureau and the department under its purview did not employ any NCSC staff of the relevant technical grades.

People employed as NCSC staff in government departments must be Hong Kong permanent residents. Hence, there are no non-local staff among them.

Note 3: “Full-time” employment means employment under a “continuous contract” as defined by the Employment Ordinance. According to the Ordinance, an employee is regarded as being employed under a continuous contract if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

**Number of posts in the relevant technical grades in Development Bureau,  
Housing Bureau and the relevant departments under their purview**

| Bureau / Department                                  | 2023-24         |                  |                 | 2024-25         |                  |                 |
|--|-----------------|------------------|-----------------|-----------------|------------------|-----------------|
|  | Upper<br>(Note) | Middle<br>(Note) | Lower<br>(Note) | Upper<br>(Note) | Middle<br>(Note) | Lower<br>(Note) |
| Development Bureau<br>(Planning and Lands<br>Branch) | -               | 8                | 2               | -               | 6                | 2               |
| Development Bureau<br>(Works Branch)                 | -               | 25               | 12              | -               | 25               | 12              |
| Architectural Services<br>Department                 | 81              | 607              | 347             | 82              | 606              | 345             |
| Buildings Department                                 | 4               | 199              | 570             | 4               | 202              | 579             |
| Civil Engineering and<br>Development Department      | 21              | 298              | 470             | 21              | 299              | 472             |
| Drainage Services<br>Department                      | 59              | 484              | 695             | 59              | 485              | 686             |
| Electrical and<br>Mechanical Services<br>Department  | 158             | 1 621            | 1 394           | 159             | 1 630            | 1 393           |
| Lands Department                                     | 12              | 417              | 997             | 12              | 415              | 990             |
| Planning Department                                  | 2               | 103              | 276             | 2               | 104              | 273             |
| Water Supplies<br>Department                         | 95              | 916              | 1 872           | 95              | 920              | 1 873           |
| Housing Authority                                    | 184             | 2 303            | 1 483           | 184             | 2 274            | 1 489           |
| <b>Total</b>   | <b>616</b>      | <b>6 981</b>     | <b>8 118</b>    | <b>618</b>      | <b>6 966</b>     | <b>8 114</b>    |

Note: Upper : Above Master Pay Scale (MPS) Point 33 or equivalent;  
Middle : From MPS 10 to 33 or equivalent;  
Lower : Below MPS 10 or equivalent.

**Number of posts in the relevant technical grades in Development Bureau,  
Housing Bureau and the relevant departments under their purview**

**Breakdown by grades**

**Air-Conditioning Inspector**

| <b>Bureau / Department</b>                    | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Electrical and Mechanical Services Department | 17             | 95            | -            | 17             | 99            | -            |
| <b>Total</b>                                  | <b>17</b>      | <b>95</b>     | <b>-</b>     | <b>17</b>      | <b>99</b>     | <b>-</b>     |

**Artisan**

| <b>Bureau / Department</b>                    | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Civil Engineering and Development Department  | -              | -             | 27           | -              | -             | 27           |
| Drainage Services Department                  | -              | -             | 73           | -              | -             | 73           |
| Electrical and Mechanical Services Department | -              | -             | 114          | -              | -             | 114          |
| Lands Department                              | -              | -             | 40           | -              | -             | 40           |
| Water Supplies Department                     | -              | -             | 788          | -              | -             | 788          |
| Housing Authority                             | -              | -             | 260          | -              | -             | 257          |
| <b>Total</b>                                  | <b>-</b>       | <b>-</b>      | <b>1 302</b> | <b>-</b>       | <b>-</b>      | <b>1 299</b> |

**Building Services Inspector**

| Bureau / Department                           | 2023-24    |            |          | 2024-25    |            |          |
|---|------------|------------|----------|------------|------------|----------|
|   | Upper      | Middle     | Lower    | Upper      | Middle     | Lower    |
| Development Bureau (Works Branch)             | -          | 1          | -        | -          | 1          | -        |
| Architectural Services Department             | 13         | 40         | -        | 13         | 39         | -        |
| Electrical and Mechanical Services Department | 24         | 196        | -        | 24         | 197        | -        |
| Lands Department                              | -          | 1          | -        | -          | 1          | -        |
| Housing Authority                             | 65         | 396        | -        | 65         | 396        | -        |
| <b>Total</b>                                  | <b>102</b> | <b>634</b> | <b>-</b> | <b>102</b> | <b>634</b> | <b>-</b> |

**Chainman**

| Bureau / Department                          | 2023-24  |          |            | 2024-25  |          |            |
|--|----------|----------|------------|----------|----------|------------|
|  | Upper    | Middle   | Lower      | Upper    | Middle   | Lower      |
| Development Bureau (Works Branch)            | -        | -        | 2          | -        | -        | 2          |
| Civil Engineering and Development Department | -        | -        | 46         | -        | -        | 46         |
| Drainage Services Department                 | -        | -        | 21         | -        | -        | 21         |
| Lands Department                             | -        | -        | 217        | -        | -        | 217        |
| Water Supplies Department                    | -        | -        | 28         | -        | -        | 25         |
| Housing Authority                            | -        | -        | 19         | -        | -        | 19         |
| <b>Total</b>                                 | <b>-</b> | <b>-</b> | <b>333</b> | <b>-</b> | <b>-</b> | <b>330</b> |

**Clerk of Works**

| <b>Bureau / Department</b>           | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|--------------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                                      | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Development Bureau<br>(Works Branch) | -              | 3             | -            | -              | 3             | -            |
| Architectural Services<br>Department | 60             | 323           | -            | 61             | 324           | -            |
| Housing Authority                    | 81             | 720           | -            | 81             | 725           | -            |
| <b>Total</b>                         | <b>141</b>     | <b>1 046</b>  | <b>-</b>     | <b>142</b>     | <b>1 052</b>  | <b>-</b>     |

**Consumer Services Inspector**

| <b>Bureau / Department</b>   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                              | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Water Supplies<br>Department | -              | -             | 126          | -              | -             | 126          |
| <b>Total</b>                 | <b>-</b>       | <b>-</b>      | <b>126</b>   | <b>-</b>       | <b>-</b>      | <b>126</b>   |

**Drain Chargeman**

| <b>Bureau / Department</b>      | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                                 | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Drainage Services<br>Department | -              | -             | 20           | -              | -             | 14           |
| <b>Total</b>                    | <b>-</b>       | <b>-</b>      | <b>20</b>    | <b>-</b>       | <b>-</b>      | <b>14</b>    |

**Electrical Inspector**

| <b>Bureau / Department</b>                    | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Architectural Services Department             | 1              | 1             | -            | 1              | 1             | -            |
| Drainage Services Department                  | 16             | 43            | -            | 16             | 43            | -            |
| Electrical and Mechanical Services Department | 49             | 251           | -            | 49             | 251           | -            |
| <b>Total</b>                                  | <b>66</b>      | <b>295</b>    | <b>-</b>     | <b>66</b>      | <b>295</b>    | <b>-</b>     |

**Electronics Inspector**

| <b>Bureau / Department</b>                    | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Drainage Services Department                  | 4              | 18            | -            | 4              | 18            | -            |
| Electrical and Mechanical Services Department | 27             | 308           | -            | 28             | 309           | -            |
| <b>Total</b>                                  | <b>31</b>      | <b>326</b>    | <b>-</b>     | <b>32</b>      | <b>327</b>    | <b>-</b>     |

**Engineering Laboratory Technician**

| <b>Bureau / Department</b>   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                              | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Drainage Services Department | -              | 17            | 33           | -              | 17            | 33           |
| Water Supplies Department    | -              | 26            | 62           | -              | 26            | 62           |
| <b>Total</b>                 | <b>-</b>       | <b>43</b>     | <b>95</b>    | <b>-</b>       | <b>43</b>     | <b>95</b>    |

**Field Officer**

| <b>Bureau / Department</b>                      | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Development Bureau<br>(Works Branch)            | -              | 10            | 2            | -              | 10            | 2            |
| Architectural Services<br>Department            | -              | 5             | -            | -              | 5             | -            |
| Civil Engineering and<br>Development Department | -              | 8             | 2            | -              | 8             | 2            |
| Drainage Services<br>Department                 | -              | 2             | 1            | -              | 2             | 1            |
| Lands Department                                | -              | 6             | -            | -              | 7             | -            |
| Planning Department                             | -              | 3             | 1            | -              | 3             | 1            |
| Water Supplies<br>Department                    | -              | 2             | -            | -              | 2             | -            |
| <b>Total</b>                                    | <b>-</b>       | <b>36</b>     | <b>6</b>     | <b>-</b>       | <b>37</b>     | <b>6</b>     |

**Foreman**

| <b>Bureau / Department</b> | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|----------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                            | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Lands Department           | -              | -             | 7            | -              | -             | 7            |
| Housing Authority          | -              | 17            | 96           | -              | 17            | 96           |
| <b>Total</b>               | <b>-</b>       | <b>17</b>     | <b>103</b>   | <b>-</b>       | <b>17</b>     | <b>103</b>   |



**Inspector of Works**

| <b>Bureau / Department</b>                   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|--|----------------|---------------|--------------|----------------|---------------|--------------|
|  | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Civil Engineering and Development Department | 17             | 66            | -            | 17             | 66            | -            |
| Drainage Services Department                 | 15             | 142           | -            | 15             | 143           | -            |
| Lands Department                             | 1              | 8             | -            | 1              | 8             | -            |
| Housing Authority                            | 23             | 175           | -            | 23             | 175           | -            |
| <b>Total</b>                                 | <b>56</b>      | <b>391</b>    | <b>-</b>     | <b>56</b>      | <b>392</b>    | <b>-</b>     |

**Laboratory Attendant**

| <b>Bureau / Department</b>                   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|--|----------------|---------------|--------------|----------------|---------------|--------------|
|  | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Civil Engineering and Development Department | -              | -             | 16           | -              | -             | 16           |
| Drainage Services Department                 | -              | -             | 9            | -              | -             | 8            |
| Water Supplies Department                    | -              | -             | 22           | -              | -             | 22           |
| <b>Total</b>                                 | <b>-</b>       | <b>-</b>      | <b>47</b>    | <b>-</b>       | <b>-</b>      | <b>46</b>    |

**Leading Sewerman**

| <b>Bureau / Department</b>   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                              | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Drainage Services Department | -              | -             | 39           | -              | -             | 36           |
| <b>Total</b>                 | <b>-</b>       | <b>-</b>      | <b>39</b>    | <b>-</b>       | <b>-</b>      | <b>36</b>    |

**Mechanical Inspector**

| <b>Bureau / Department</b>                    | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Architectural Services Department             | 1              | 1             | -            | 1              | 1             | -            |
| Drainage Services Department                  | 24             | 47            | -            | 24             | 47            | -            |
| Electrical and Mechanical Services Department | 39             | 186           | -            | 39             | 187           | -            |
| <b>Total</b>                                  | <b>64</b>      | <b>234</b>    | <b>-</b>     | <b>64</b>      | <b>235</b>    | <b>-</b>     |

**Radio Mechanic**

| <b>Bureau / Department</b>                    | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Drainage Services Department                  | -              | 10            | -            | -              | 10            | -            |
| Electrical and Mechanical Services Department | -              | 126           | -            | -              | 126           | -            |
| <b>Total</b>                                  | <b>-</b>       | <b>136</b>    | <b>-</b>     | <b>-</b>       | <b>136</b>    | <b>-</b>     |

**Science Laboratory Technician**

| <b>Bureau / Department</b>                   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|--|----------------|---------------|--------------|----------------|---------------|--------------|
|  | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Civil Engineering and Development Department | -              | 1             | 3            | -              | 1             | 3            |
| <b>Total</b>                                 | <b>-</b>       | <b>1</b>      | <b>3</b>     | <b>-</b>       | <b>1</b>      | <b>3</b>     |

**Senior Artisan**

| Bureau / Department                           | 2023-24 |        |            | 2024-25 |        |            |
|---|---------|--------|------------|---------|--------|------------|
|   | Upper   | Middle | Lower      | Upper   | Middle | Lower      |
| Civil Engineering and Development Department  | -       | -      | 4          | -       | -      | 4          |
| Drainage Services Department                  | -       | -      | 96         | -       | -      | 96         |
| Electrical and Mechanical Services Department | -       | -      | 497        | -       | -      | 497        |
| Water Supplies Department                     | -       | -      | 6          | -       | -      | 6          |
| Housing Authority                             | -       | -      | 24         | -       | -      | 24         |
| <b>Total</b>                                  | -       | -      | <b>627</b> | -       | -      | <b>627</b> |

**Survey Officer**

| Bureau / Department                            | 2023-24   |            |              | 2024-25   |            |              |
|--|-----------|------------|--------------|-----------|------------|--------------|
|  | Upper     | Middle     | Lower        | Upper     | Middle     | Lower        |
| Development Bureau (Planning and Lands Branch) | -         | 4          | -            | -         | 3          | -            |
| Development Bureau (Works Branch)              | -         | 2          | 2            | -         | 2          | 2            |
| Architectural Services Department              | 1         | 44         | 87           | 1         | 44         | 86           |
| Buildings Department                           | 3         | 133        | 359          | 3         | 134        | 364          |
| Civil Engineering and Development Department   | 1         | 43         | 73           | 1         | 43         | 73           |
| Drainage Services Department                   | -         | 15         | 55           | -         | 15         | 55           |
| Lands Department                               | 8         | 285        | 463          | 8         | 282        | 458          |
| Planning Department                            | 1         | 58         | 155          | 1         | 59         | 154          |
| Water Supplies Department                      | -         | 11         | 39           | -         | 11         | 39           |
| Housing Authority                              | 1         | 77         | 206          | 1         | 77         | 206          |
| <b>Total</b>                                   | <b>15</b> | <b>672</b> | <b>1 439</b> | <b>15</b> | <b>670</b> | <b>1 437</b> |

**Technical Officer**

| <b>Bureau / Department</b>                           | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|--|----------------|---------------|--------------|----------------|---------------|--------------|
|  | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Development Bureau<br>(Planning and Lands<br>Branch) | -              | 4             | 2            | -              | 3             | 2            |
| Development Bureau<br>(Works Branch)                 | -              | 5             | 6            | -              | 5             | 6            |
| Architectural Services<br>Department                 | 5              | 121           | 172          | 5              | 120           | 171          |
| Buildings Department                                 | 1              | 66            | 211          | 1              | 68            | 215          |
| Civil Engineering and<br>Development Department      | 3              | 104           | 239          | 3              | 105           | 241          |
| Drainage Services<br>Department                      | -              | 29            | 70           | -              | 29            | 70           |
| Electrical and<br>Mechanical Services<br>Department  | 2              | 37            | 40           | 2              | 36            | 39           |
| Lands Department                                     | 3              | 109           | 252          | 3              | 109           | 250          |
| Planning Department                                  | 1              | 42            | 120          | 1              | 42            | 118          |
| Water Supplies<br>Department                         | 21             | 73            | 175          | 21             | 73            | 179          |
| Housing Authority                                    | 14             | 414           | 719          | 14             | 413           | 716          |
| <b>Total</b>   | <b>50</b>      | <b>1 004</b>  | <b>2 006</b> | <b>50</b>      | <b>1 003</b>  | <b>2 007</b> |

**Waterworks Inspector**

| <b>Bureau / Department</b>   | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|
|                              | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Water Supplies<br>Department | 74             | 459           | -            | 74             | 463           | -            |
| <b>Total</b>                 | <b>74</b>      | <b>459</b>    | <b>-</b>     | <b>74</b>      | <b>463</b>    | <b>-</b>     |

**Works Supervisor**

| <b>Bureau / Department</b>                          | <b>2023-24</b> |               |              | <b>2024-25</b> |               |              |
|---|----------------|---------------|--------------|----------------|---------------|--------------|
|   | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> | <b>Upper</b>   | <b>Middle</b> | <b>Lower</b> |
| Development Bureau<br>(Works Branch)                | -              | 4             | -            | -              | 4             | -            |
| Architectural Services<br>Department                | -              | 72            | 88           | -              | 72            | 88           |
| Civil Engineering and<br>Development Department     | -              | 76            | 60           | -              | 76            | 60           |
| Drainage Services<br>Department                     | -              | 161           | 278          | -              | 161           | 279          |
| Electrical and<br>Mechanical Services<br>Department | -              | 422           | 743          | -              | 425           | 743          |
| Lands Department                                    | -              | 8             | 18           | -              | 8             | 18           |
| Water Supplies<br>Department                        | -              | 345           | 626          | -              | 345           | 626          |
| Housing Authority                                   | -              | 504           | 159          | -              | 471           | 171          |
| <b>Total</b>  | -              | <b>1 592</b>  | <b>1 972</b> | -              | <b>1 562</b>  | <b>1 985</b> |

**Strength of the relevant technical grades in Development Bureau,  
Housing Bureau and the relevant departments under their purview  
(position as at 31 January 2024)**

| <b>Bureau / Department</b>                     | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Development Bureau (Planning and Lands Branch) | -            | 7             | 2            |
| Development Bureau (Works Branch)              | -            | 19            | 14           |
| Architectural Services Department              | 81           | 579           | 343          |
| Buildings Department                           | 4            | 173           | 589          |
| Civil Engineering and Development Department   | 22           | 283           | 448          |
| Drainage Services Department                   | 63           | 471           | 556          |
| Electrical and Mechanical Services Department  | 142          | 1 533         | 1 215        |
| Lands Department                               | 9            | 373           | 832          |
| Planning Department                            | 2            | 100           | 226          |
| Water Supplies Department                      | 103          | 897           | 1 644        |
| Housing Authority                              | 182          | 2 137         | 1 441        |
| <b>Total</b>                                   | <b>608</b>   | <b>6 572</b>  | <b>7 310</b> |

**Strength of relevant technical grades in Development Bureau,  
Housing Bureau and the relevant departments under their purview**

**Breakdown by grades  
(position as at 31 January 2024)**

**Air-Conditioning Inspector**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Electrical and Mechanical Services Department | 17           | 91            | -            |
| <b>Total</b>                                  | <b>17</b>    | <b>91</b>     | <b>-</b>     |

**Artisan**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Civil Engineering and Development Department  | -            | -             | 21           |
| Drainage Services Department                  | -            | -             | 49           |
| Electrical and Mechanical Services Department | -            | -             | 92           |
| Lands Department                              | -            | -             | 20           |
| Water Supplies Department                     | -            | -             | 645          |
| Housing Authority                             | -            | -             | 227          |
| <b>Total</b>                                  | <b>-</b>     | <b>-</b>      | <b>1 054</b> |

**Building Services Inspector**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Development Bureau (Works Branch)             | -            | 1             | -            |
| Architectural Services Department             | 12           | 40            | -            |
| Electrical and Mechanical Services Department | 24           | 177           | -            |
| Lands Department                              | -            | 1             | -            |
| Housing Authority                             | 64           | 370           | -            |
| <b>Total</b>                                  | <b>100</b>   | <b>589</b>    | <b>-</b>     |

**Chainman**

| <b>Bureau / Department</b>                   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Development Bureau (Works Branch)            | -            | -             | -            |
| Civil Engineering and Development Department | -            | -             | 44           |
| Drainage Services Department                 | -            | -             | 20           |
| Lands Department                             | -            | -             | 167          |
| Water Supplies Department                    | -            | -             | 25           |
| Housing Authority                            | -            | -             | 17           |
| <b>Total</b>                                 | <b>-</b>     | <b>-</b>      | <b>273</b>   |

**Clerk of Works**

| <b>Bureau / Department</b>        | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|-----------------------------------|--------------|---------------|--------------|
| Development Bureau (Works Branch) | -            | 2             | -            |
| Architectural Services Department | 61           | 325           | -            |
| Housing Authority                 | 79           | 689           | -            |
| <b>Total</b>                      | <b>140</b>   | <b>1 016</b>  | <b>-</b>     |



**Consumer Services Inspector**

| <b>Bureau / Department</b> | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|----------------------------|--------------|---------------|--------------|
| Water Supplies Department  | -            | -             | 120          |
| <b>Total</b>               | -            | -             | <b>120</b>   |

**Drain Chargeman**

| <b>Bureau / Department</b>   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|------------------------------|--------------|---------------|--------------|
| Drainage Services Department | -            | -             | 7            |
| <b>Total</b>                 | -            | -             | <b>7</b>     |

**Electrical Inspector**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Architectural Services Department             | 1            | 1             | -            |
| Drainage Services Department                  | 17           | 44            | -            |
| Electrical and Mechanical Services Department | 45           | 244           | -            |
| <b>Total</b>                                  | <b>63</b>    | <b>289</b>    | -            |

**Electronics Inspector**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Drainage Services Department                  | 5            | 18            | -            |
| Electrical and Mechanical Services Department | 18           | 299           | -            |
| <b>Total</b>                                  | <b>23</b>    | <b>317</b>    | -            |

**Engineering Laboratory Technician**

| <b>Bureau / Department</b>   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|------------------------------|--------------|---------------|--------------|
| Drainage Services Department | -            | 17            | 33           |
| Water Supplies Department    | -            | 26            | 59           |
| <b>Total</b>                 | <b>-</b>     | <b>43</b>     | <b>92</b>    |

**Field Officer**

| <b>Bureau / Department</b>                   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Development Bureau (Works Branch)            | -            | 7             | 5            |
| Architectural Services Department            | -            | 6             | 1            |
| Civil Engineering and Development Department | -            | 7             | 3            |
| Drainage Services Department                 | -            | 2             | 1            |
| Lands Department                             | -            | 5             | 1            |
| Planning Department                          | -            | 2             | 2            |
| Water Supplies Department                    | -            | 2             | -            |
| <b>Total</b>                                 | <b>-</b>     | <b>31</b>     | <b>13</b>    |

**Foreman**

| <b>Bureau / Department</b> | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|----------------------------|--------------|---------------|--------------|
| Lands Department           | -            | -             | -            |
| Housing Authority          | -            | 18            | 88           |
| <b>Total</b>               | <b>-</b>     | <b>18</b>     | <b>88</b>    |

**Inspector of Works**

| <b>Bureau / Department</b>                   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Civil Engineering and Development Department | 18           | 63            | -            |
| Drainage Services Department                 | 14           | 142           | -            |
| Lands Department                             | 1            | 8             | -            |
| Housing Authority                            | 22           | 174           | -            |
| <b>Total</b>                                 | <b>55</b>    | <b>387</b>    | <b>-</b>     |

**Laboratory Attendant**

| <b>Bureau / Department</b>                   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Civil Engineering and Development Department | -            | -             | 15           |
| Drainage Services Department                 | -            | -             | 6            |
| Water Supplies Department                    | -            | -             | 22           |
| <b>Total</b>                                 | <b>-</b>     | <b>-</b>      | <b>43</b>    |

**Leading Sewerman**

| <b>Bureau / Department</b>   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|------------------------------|--------------|---------------|--------------|
| Drainage Services Department | -            | -             | 1            |
| <b>Total</b>                 | <b>-</b>     | <b>-</b>      | <b>1</b>     |

**Mechanical Inspector**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Architectural Services Department             | 1            | 1             | -            |
| Drainage Services Department                  | 27           | 47            | -            |
| Electrical and Mechanical Services Department | 36           | 181           | -            |
| <b>Total</b>                                  | <b>64</b>    | <b>229</b>    | <b>-</b>     |

**Radio Mechanic**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Drainage Services Department                  | -            | 10            | -            |
| Electrical and Mechanical Services Department | -            | 109           | -            |
| <b>Total</b>                                  | <b>-</b>     | <b>119</b>    | <b>-</b>     |

**Science Laboratory Technician**

| <b>Bureau / Department</b>                   | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Civil Engineering and Development Department | -            | 1             | 3            |
| <b>Total</b>                                 | <b>-</b>     | <b>1</b>      | <b>3</b>     |

**Senior Artisan**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Civil Engineering and Development Department  | -            | -             | 3            |
| Drainage Services Department                  | -            | -             | 85           |
| Electrical and Mechanical Services Department | -            | -             | 449          |
| Water Supplies Department                     | -            | -             | 5            |
| Housing Authority                             | -            | -             | 26           |
| <b>Total</b>                                  | <b>-</b>     | <b>-</b>      | <b>568</b>   |

**Survey Officer**

| <b>Bureau / Department</b>                     | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Development Bureau (Planning and Lands Branch) | -            | 4             | -            |
| Development Bureau (Works Branch)              | -            | 2             | 2            |
| Architectural Services Department              | 1            | 41            | 86           |
| Buildings Department                           | 3            | 118           | 372          |
| Civil Engineering and Development Department   | 1            | 44            | 69           |
| Drainage Services Department                   | -            | 16            | 52           |
| Lands Department                               | 5            | 250           | 418          |
| Planning Department                            | 1            | 54            | 127          |
| Water Supplies Department                      | -            | 10            | 38           |
| Housing Authority                              | 1            | 73            | 198          |
| <b>Total</b>                                   | <b>12</b>    | <b>612</b>    | <b>1 362</b> |

### Technical Officer

| <b>Bureau / Department</b>                     | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|--|--------------|---------------|--------------|
| Development Bureau (Planning and Lands Branch) | -            | 3             | 2            |
| Development Bureau (Works Branch)              | -            | 4             | 7            |
| Architectural Services Department              | 5            | 118           | 171          |
| Buildings Department                           | 1            | 55            | 217          |
| Civil Engineering and Development Department   | 3            | 101           | 242          |
| Drainage Services Department                   | -            | 28            | 70           |
| Electrical and Mechanical Services Department  | 2            | 33            | 39           |
| Lands Department                               | 3            | 105           | 207          |
| Planning Department                            | 1            | 44            | 97           |
| Water Supplies Department                      | 25           | 73            | 175          |
| Housing Authority                              | 16           | 404           | 704          |
| <b>Total</b>                                   | <b>56</b>    | <b>968</b>    | <b>1 931</b> |

### Waterworks Inspector

| <b>Bureau / Department / Organisation</b> | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Water Supplies Department                 | 78           | 462           | -            |
| <b>Total</b>                              | <b>78</b>    | <b>462</b>    | <b>-</b>     |

**Works Supervisor**

| <b>Bureau / Department</b>                    | <b>Upper</b> | <b>Middle</b> | <b>Lower</b> |
|---|--------------|---------------|--------------|
| Development Bureau (Works Branch)             | -            | 3             | -            |
| Architectural Services Department             | -            | 47            | 85           |
| Civil Engineering and Development Department  | -            | 67            | 48           |
| Drainage Services Department                  | -            | 147           | 232          |
| Electrical and Mechanical Services Department | -            | 399           | 635          |
| Lands Department                              | -            | 4             | 19           |
| Water Supplies Department                     | -            | 324           | 555          |
| Housing Authority                             | -            | 409           | 181          |
| <b>Total</b>                                  | -            | <b>1 400</b>  | <b>1 755</b> |

**Estimated Numbers of Technical Grade Staff Reaching Retirement Age  
in Development Bureau, Housing Bureau and  
the relevant Departments under their purview  
in 2023-24 and 2024-25**

| <b>Grade</b>                      | <b>2023-24</b> | <b>2024-25</b> |
|-----------------------------------|----------------|----------------|
| Air-Conditioning Inspector        | 1              | 3              |
| Artisan                           | 128            | 53             |
| Building Services Inspector       | 29             | 35             |
| Chainman                          | 15             | 13             |
| Clerk of Works                    | 52             | 53             |
| Consumer Services Inspector       | 2              | 3              |
| Drain Chargeman                   | 2              | 2              |
| Electrical Inspector              | 9              | 16             |
| Electronics Inspector             | 15             | 15             |
| Engineering Laboratory Technician | 2              | 8              |
| Foreman                           | 5              | 3              |
| Inspector of Works                | 2              | 2              |
| Laboratory Attendant              | 2              | 0              |
| Mechanical Inspector              | 6              | 12             |
| Radio Mechanic                    | 5              | 7              |
| Senior Artisan                    | 16             | 17             |
| Survey Officer                    | 66             | 53             |
| Technical Officer                 | 84             | 73             |
| Waterworks Inspector              | 19             | 13             |
| Works Supervisor                  | 81             | 84             |



**Number of Eligible Civil Servants who had taken the Option  
in the Development Bureau and Relevant Departments  
(As at 16 September 2020, i.e. Expiry of Option Period)**

| <b>Bureau / Department</b>                    | <b>Number of Eligible Civil Servants</b> | <b>Number of Eligible Civil Servants who had taken the Option</b> |
|---|--|---|
| Architectural Services Department             | 518                                      | 438   |
| Buildings Department                          | 881                                      | 770   |
| Civil Engineering and Development Department  | 557                                      | 496   |
| Development Bureau                            | 256                                      | 168   |
| Drainage Services Department                  | 461                                      | 410   |
| Electrical and Mechanical Services Department | 1 270                                    | 1 201   |
| Housing Department                            | 2 608                                    | 2 255   |
| Lands Department                              | 1 282                                    | 1 139   |
| Planning Department                           | 207                                      | 150   |
| Water Supplies Department                     | 1 037                                    | 964   |

**Number of full-time Non-Civil Service Contract (NCSC) staff  
with level of responsibilities comparable to those of relevant civil service  
technical grades in Development Bureau and the relevant departments<sup>(Note 1)</sup>  
under its purview  
(position as at 30 June 2023)**

| <b>Bureau / Department</b>                       | <b>Comparable civil service grades of the NCSC positions concerned</b> | <b>No. of full-time NCSC staff</b> |
|--|--|------------------------------------|
| Development Bureau<br>(Works Branch)             | Chainman   | 1                                  |
|  | Clerk of Works   | 1                                  |
|  | Technical Officer  | 3                                  |
|  | Works Supervisor   | 1                                  |
| Buildings Department                             | Survey Officer   | 14                                 |
|  | Technical Officer  | 4                                  |
| Civil Engineering and<br>Development Department  | Survey Officer   | 3                                  |
|  | Works Supervisor   | 1                                  |
| Drainage Services<br>Department                  | Artisan  | 5                                  |
|  | Electrical Inspector   | 1                                  |
|  | Works Supervisor   | 1                                  |
| Electrical and Mechanical<br>Services Department | Artisan  | 2                                  |
|  | Electronics Inspector  | 2                                  |
|  | Technical Officer  | 3                                  |
| Lands Department                                 | Survey Officer   | 5                                  |
| Water Supplies Department                        | Waterworks Inspector   | 2                                  |
|  | Works Supervisor   | 2                                  |
| <b>Total</b>                                     |  | <b>51</b>                          |

Note 1: Relevant departments under the purview of Development Bureau include Architectural Services Department, Buildings Department, Civil Engineering and Development Department, Drainage Services Department, Electrical and Mechanical Services Department, Lands Department, Planning Department and Water Supplies Department.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB013**

**(Question Serial No. 2085)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned under Programme (2) that the Civil Service Bureau will recruit and retain persons of integrity and of a high calibre. In this connection, will the Government inform this Committee of the following:

- 1) the estimated numbers of civil servants retiring in each department and their percentages in the total number of retirees in 2024-25, broken down by grade and post;
- 2) the numbers of civil servants having extended their service beyond the retirement age in the past 3 years (2021-22 to 2023-24), and the reasons for and the length of extension in detail;
- 3) the numbers of civil servants having taken early retirement in the past 3 years (2021-22 to 2023-24), and details of such cases; and
- 4) the progress on the updating of the Civil Service Code and the key views of the stakeholders? When will the final version be released?

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 6)

Reply:

- 1) It is estimated that around 4 800 civil servants will reach normal retirement age in 2024-25. The number of retirees hinges on a number of factors. Hence, we cannot provide a breakdown of the relevant information.
- 2) Civil servants can extend their retirement age through final extension of service and the mechanism for further employment beyond retirement age (hereafter referred to as "Further Employment"). In the 3 years of 2021-22, 2022-23 and 2023-24, 3 187, 3 551 and 3 000 applications were approved respectively. Maximum period for final extension of service is 120 days while the aggregate Further Employment period is up to 5 years.

- 3) In the past 2 years from 2021-22 to 2022-23, there were respectively 111 and 134 civil servants on early retirement. We are not yet able to provide the relevant figure for 2023-24 at this stage.
- 4) The Government issued the updated Civil Service Code (the “Code”) (Draft for Consultation) to the staff side for consultation on 13 December 2023. The consultation period ended on 19 January 2024. The majority of the responses supported updating the Code, and a small number of them enquired about the specific requirements of the updated Code or made some textual suggestions. We are reviewing and tidying up these views to finalise the updated Code, with a view to promulgating it as soon as possible within 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB014**

**(Question Serial No. 2591)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is indicated in paragraph 225 (a) of the Budget Speech that the Government will contain growth of operating expenditure by continuing to maintain zero growth in the civil service establishment. The civil service establishment has recorded zero growth since 2021-22, however the Government has been creating supernumerary posts in recent years. In this connection, will the Government inform this Committee of the following:

- (1) the total number of supernumerary posts created by various bureaux/departments in the past 5 years, and the total number of non-civil service contract (NCSC) staff employed by the Government in the past 5 years; and
- (2) given that maintaining zero growth in the civil service establishment can help reduce expenditure, what are the principles behind the creation of supernumerary and NCSC posts?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 9)

Reply:

- (1) The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as “supernumerary directorate posts”, which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment. In the past 5 financial years (i.e. 2019-20 to 2023-24), the numbers of time-limited directorate posts in various bureaux/departments/offices in each of the 5 years are set out at **Annex A**.

As regards time-limited non-directorate posts, to meet their staffing needs flexibly, B/Ds may, with regard to their operational needs, create time-limited posts in non-directorate ranks provided that their respective establishment and provision ceilings in their Controlling Officer's Reports are not exceeded. The Civil Service Bureau does not maintain records on non-directorate time-limited posts created in B/Ds in the past 5 financial years.

The total number of full-time<sup>(Note)</sup> Non-Civil Service Contract (NCSC) staff employed by the Government in the past five calendar years (from 2019 to 2023, as at 30 June) is set out at **Annex B**.

Note: “Full-time” employment means employment under a “continuous contract” as defined by the Employment Ordinance. According to the Ordinance, an employee is regarded as being employed under a continuous contract if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

- (2) In order to maintain the sustainability of our public finances, the Government has maintained zero growth in the civil service establishment since 2021-22. The Government will continue to strictly control the civil service establishment, and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the overall establishment (including the number of permanent and time-limited, directorate and non-directorate posts) at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward. The zero-growth policy of the civil service establishment applies to directorate and non- directorate posts.

It does not necessarily mean that there is no growth in the establishment of each B/D. The establishment of individual B/Ds may still increase having regard to operational needs and with full justifications.

The Government will only consider creating new posts when there are sufficient justifications in order to ensure that B/Ds can make good use of public funds to provide effective services to the public. Whether permanent or time-limited posts should be created depends on the nature of the work. For tasks that are time-limited in nature or require review in future, we are of the view that the practice of creating time-limited posts for specific durations is more appropriate for proper use of public resources.

Among civil service posts, B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned.

In creating posts at different ranks, the primary consideration rests with the operational needs of the Government. With the on-going development of the society, the complexity of various issues increases, and competition in the international arena has also grown in intensity. Under such circumstances, the civil service would require additional manpower with leadership, co-ordination, organisation and professional competencies at the directorate and senior levels to steer the government team in delivering the relevant policies and measures. Accordingly, while maintaining zero-growth in the civil service establishment, the mix of posts at different ranks will be adjusted as appropriate having regard to the latest operational needs.

Heads of B/Ds may also employ NCSC staff under the NCSC Staff Scheme to meet changing operational and service needs. B/Ds will make appropriate manpower deployment having regard to their operational needs.

**Establishment of Time-limited Directorate Civil Service Posts<sup>@</sup>**

<sup>@</sup> Civil service establishment excludes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

\* The name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

# The name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

| Bureau/Department/Office  | Establishment as at              |                                  |                                  |                                  |                                  |
|---|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
|   | 31.3.2020<br>Revised<br>estimate | 31.3.2021<br>Revised<br>estimate | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate |
| Architectural Services Department   | 1                                | 2                                | 2                                | 2                                | 2                                |
| Buildings Department  | 1                                | 1                                | 1                                | 1                                | 1                                |
| Chief Secretary and Financial Secretary's Offices   | 2                                | 2                                | 2                                | -                                | 1                                |
| Civil Aviation Department   | 2                                | 2                                | 2                                | 2                                | 2                                |
| Civil Engineering and Development Department  | 8                                | 13                               | 13                               | 13                               | 14                               |
| Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)*         | 4                                | 3                                | 3                                |                                  |                                  |
| Commerce and Economic Development Bureau (Communications and Creative Industries Branch)* | 2                                | 2                                | 2                                |                                  |                                  |
| Commerce and Economic Development Bureau#   |                                  |                                  |                                  | 4                                | 3                                |
| Constitutional and Mainland Affairs Bureau  | 2                                | 2                                | 2                                | 2                                | 2                                |
| Culture, Sports and Tourism Bureau#   |                                  |                                  |                                  | 4                                | 7                                |
| Department of Health  | 1                                | 1                                | 1                                | 1                                | 1                                |
| Department of Justice   | 1                                | 1                                | 3                                | 3                                | 3                                |
| Development Bureau (Planning and Lands Branch)  | 1                                | 2                                | 2                                | 2                                | 5                                |
| Development Bureau (Works Branch)   | 2                                | 2                                | 2                                | 2                                | 2                                |
| Drainage Services Department  | -                                | 1                                | 1                                | 1                                | 1                                |
| Education Bureau  | 1                                | 6                                | 6                                | 5                                | 5                                |



| Bureau/Department/Office   | Establishment as at              |                                  |                                  |                                  |                                  |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
|  | 31.3.2020<br>Revised<br>estimate | 31.3.2021<br>Revised<br>estimate | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate |
| Electrical and Mechanical Services Department                          | -                                | 3                                | 3                                | 3                                | 3                                |
| Environment Bureau*  | -                                | 1                                | 1                                | /                                | /                                |
| Environment and Ecology Bureau (Food Branch)#                          | /                                | /                                | /                                | 1                                | 1                                |
| Environmental Protection Department                                    | 7                                | 7                                | 7                                | 2                                | 2                                |
| Financial Services and the Treasury Bureau (Financial Services Branch) | 3                                | 3                                | 3                                | 3                                | 3                                |
| Fire Services Department   | -                                | -                                | 1                                | 2                                | 2                                |
| Food and Environmental Hygiene Department                              | 5                                | 5                                | 4                                | 4                                | 4                                |
| Food and Health Bureau (Food Branch)*                                  | 1                                | 1                                | 1                                | /                                | /                                |
| Food and Health Bureau (Health Branch)*                                | 1                                | 1                                | 1                                | /                                | /                                |
| Government Property Agency   | 1                                | 1                                | 1                                | 1                                | 1                                |
| Health Bureau#   | /                                | /                                | /                                | 1                                | -                                |
| Highways Department  | 2                                | 7                                | 7                                | 6                                | 9                                |
| Home Affairs Bureau*   | 5                                | 5                                | 5                                | /                                | /                                |
| Home and Youth Affairs Bureau#   | /                                | /                                | /                                | 1                                | 1                                |
| Home Affairs Department  | 1                                | 1                                | 1                                | 1                                | 1                                |
| Hong Kong Police Force   | -                                | 1                                | 1                                | 1                                | 1                                |
| Housing Authority  | -                                | 1                                | 1                                | 1                                | 3                                |
| Immigration Department   | 1                                | 1                                | 1                                | 1                                | 1                                |
| Judiciary (excluding Judges and Judicial Officers)                     | 2                                | 2                                | 2                                | 2                                | 2                                |
| Labour and Welfare Bureau  | -                                | -                                | -                                | -                                | 3                                |
| Labour Department  | 1                                | 3                                | 2                                | 2                                | 1                                |
| Lands Department   | 1                                | 2                                | 2                                | 2                                | 2                                |
| Planning Department  | -                                | 2                                | 2                                | 2                                | 2                                |
| Registration and Electoral Office                                      | -                                | -                                | -                                | -                                | 2                                |
| Security Bureau  | 1                                | 1                                | 1                                | -                                | -                                |
| Social Welfare Department  | 1                                | 1                                | 1                                | 1                                | 1                                |
| Transport and Housing Bureau (Transport Branch)*                       | 4                                | 5                                | 4                                | /                                | /                                |

| <b>Bureau/Department/Office</b> | <b>Establishment as at</b>                |   |   |   |   |
|---------------------------------|---|---|---|---|---|
|                                 | <b>31.3.2020<br/>Revised<br/>estimate</b> | <b>31.3.2021<br/>Revised<br/>estimate</b> | <b>31.3.2022<br/>Revised<br/>estimate</b> | <b>31.3.2023<br/>Revised<br/>estimate</b> | <b>31.3.2024<br/>Revised<br/>estimate</b> |
| Transport and Logistics Bureau# |   |   |   | 4   | 4   |
| Transport Department            | -   | 3   | 3   | 4   | 4   |
| Water Supplies Department       | 2   | 2   | -   | -   | -   |
| <b>Total</b>                    | <b>67</b>                                 | <b>99</b>                                 | <b>97</b>                                 | <b>87</b>                                 | <b>102</b>                                |

**Number of Full-time Non-Civil Service Contract Staff from 2019 to 2023**

| <b>Year<br/>(as at 30 June)</b> | <b>Total number of staff</b> |
|---------------------------------|------------------------------|
| 2019                            | 10 444                       |
| 2020                            | 11 027                       |
| 2021                            | 12 009                       |
| 2022                            | 9 903                        |
| 2023                            | 9 468                        |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB015**

**(Question Serial No. 2244)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

As mentioned in the Budget Speech, in 2024-25, the Government will maintain its target of zero growth in the civil service establishment. Departments will enhance their effectiveness and efficiency through reprioritisation, internal redeployment and streamlining of work processes in taking forward different new policies and initiatives of the Government. Will the Government provide the following information in relation to civil servant employees:

1. the numbers of permanent and supernumerary posts created by the current-term Government since 1 July 2022. Please provide the figures and relevant work areas of each department involved;
2. the numbers of permanent and supernumerary non-directorate posts created by the current-term Government since 1 July 2022. Please provide the figures and relevant work areas of each department involved;
3. the numbers of permanent and supernumerary directorate posts created by the current-term Government since 1 July 2022. Please provide the figures and relevant work areas of each department involved;
4. respective expenditures involved in the recruitment of permanent and supernumerary posts in each of the past 5 years;
5. the numbers of civil servants leaving the service and the percentages accounted for in the entire civil service in each the past 5 years, broken down by reason of wastage, age distribution, department involved and length of service?

Asked by: Hon KOON Ho-ming, Peter Douglas (LegCo internal reference no.: 20)

Reply:

1. – 3. In order to maintain the sustainability of our public finances, the Government has strictly controlled the civil service establishment since 2021-22. The Government will continue to maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced

effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward.

Nevertheless, it does not necessarily mean that there is no growth in the establishment of each B/D. The establishment of individual B/Ds may still increase having regard to operational needs and with full justifications. B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned.

As regards directorate civil service posts<sup>(Note 1)</sup>, the Legislative Council has approved the creation of 31 permanent directorate civil service posts and 26 time-limited supernumerary directorate civil service posts<sup>(Note 2)</sup> and the retention/re-creation of 14 time-limited directorate posts since 1 July 2022. The permanent directorate posts approved for creation mainly included posts for the enhancement of directorate and management structures of the disciplined services, which involved the creation of a Deputy Commissioner/Deputy Director post each in the Correctional Services Department, Customs and Excise Department, Fire Services Department and Immigration Department; relevant directorate posts created following the re-organisation of the government structure; certain directorate posts created in light of the proposal on internal re-organisation of the Environment Branch of the Environment and Ecology Bureau and the Environmental Protection Department; and the directorate posts created in the Civil Service College to steer the further and sustained development of civil service training and the Civil Service College, etc. The time-limited directorate posts approved for creation are mainly responsible for the promotion of various important policies and initiatives on education, youth and women affairs, people's livelihood, development, housing, transportation, arts, culture and sport industries, talent schemes and so on.

Note 1: Civil service establishment excludes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

Note 2: The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as "supernumerary directorate posts", which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment.

As regards non-directorate posts, to meet their staffing needs flexibly, B/Ds may, with regard to their operational needs, create posts in non-directorate ranks provided that their respective establishment and provision ceilings in their Controlling Officer's Reports are not exceeded. The Civil Service Bureau does not maintain records on non-directorate permanent and time-limited posts created since 1 July 2022.

4. As the recruitment exercises are conducted by relevant departments/grades, the Civil Service Bureau does not keep information on the expenditure involved in handling civil service recruitment in various departments/grades.
5. In the past 5 years from 2018-19 to 2022-23, the numbers of wastage of civil servants were 8 557, 8 311, 8 494, 10 487 and 10 126 respectively. When compared with the civil service strength at the beginning of the year concerned, the wastage rates were 5.0%, 4.8%, 4.8%, 5.9% and 5.7% respectively. A breakdown of the statistics by reason of wastage, age group, bureau/department/office and length of service is set out at **Annex A**.

**Statistics on Civil Servants Leaving the Service  
2018-19 to 2022-23**

## A. Reason of Wastage

| <b>Reason of Wastage</b> | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|----------------|----------------|
| Retirement               | 6 507          | 6 137          | 6 137          | 6 310          | 5 918          |
| Resignation              | 1 443          | 1 571          | 1 863          | 3 734          | 3 863          |
| Completion of Agreement  | 424            | 404            | 241            | 153            | 78             |
| Death                    | 130            | 130            | 136            | 112            | 98             |
| Dismissal                | 14             | 14             | 13             | 35             | 47             |
| Termination of Service   | 14             | 15             | 31             | 66             | 46             |
| Other Reasons            | 25             | 40             | 73             | 77             | 76             |
| <b>Total</b>             | <b>8 557</b>   | <b>8 311</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

## B. Age Group

| <b>Age Group</b> | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|----------------|----------------|
| Below 20         | 2              | 7              | 5              | 2              | 1              |
| 20 to below 30   | 676            | 709            | 687            | 1 024          | 997            |
| 30 to below 40   | 423            | 494            | 700            | 1 367          | 1 517          |
| 40 to below 50   | 281            | 266            | 377            | 985            | 965            |
| 50 to below 60   | 3 616          | 3 442          | 3 049          | 3 009          | 2 490          |
| 60 and above     | 3 559          | 3 393          | 3 676          | 4 100          | 4 156          |
| <b>Total</b>     | <b>8 557</b>   | <b>8 311</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

C. Bureau/Department/Office

\* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| <b>Bureau/Department/Office</b>  | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 115            | 98             | 97             | 120            | 128            |
| Architectural Services Department  | 113            | 109            | 107            | 133            | 143            |
| Audit Commission   | 13             | 9              | 16             | 18             | 8              |
| Auxiliary Medical Service  | 5              | 4              | 5              | 7              | 11             |
| Buildings Department   | 62             | 48             | 62             | 83             | 82             |
| Census and Statistics Department   | 48             | 52             | 64             | 94             | 91             |
| Chief Executive's Office   | 2              | 4              | 5              | 7              | 4              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 23             | 27             | 36             | 29             | 33             |
| Civil Aid Service  | 7              | 2              | 4              | 7              | 6              |
| Civil Aviation Department  | 33             | 31             | 33             | 50             | 52             |
| Civil Engineering and Development Department                                 | 78             | 69             | 95             | 138            | 125            |
| Civil Service Bureau   | 45             | 49             | 39             | 55             | 73             |
| Commerce and Economic Development Bureau                                     | 16             | 18             | 16             | 29             | 21             |
| Companies Registry   | 13             | 11             | 13             | 23             | 24             |
| Constitutional and Mainland Affairs Bureau                                   | 7              | 8              | 6              | 11             | 9              |
| Correctional Services Department   | 400            | 311            | 290            | 283            | 303            |
| Culture, Sports and Tourism Bureau#  |                |                |                |                | 13             |
| Customs and Excise Department  | 234            | 224            | 224            | 314            | 321            |
| Department of Health   | 329            | 312            | 389            | 549            | 501            |
| Department of Justice  | 54             | 65             | 59             | 92             | 88             |
| Development Bureau   | 17             | 17             | 21             | 33             | 39             |
| Drainage Services Department   | 100            | 107            | 103            | 111            | 106            |
| Education Bureau   | 236            | 224            | 269            | 389            | 392            |



| <b>Bureau/Department/Office</b>               | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|----------------|----------------|
| Electrical and Mechanical Services Department | 165            | 205            | 168            | 189            | 184            |
| Environment and Ecology Bureau#               |                |                |                |                | 4              |
| Environment Bureau*                           | 2              | 0              | 1              | 6              | 1              |
| Environmental Protection Department           | 57             | 70             | 94             | 147            | 122            |
| Financial Services and the Treasury Bureau    | 9              | 9              | 11             | 12             | 18             |
| Fire Services Department                      | 436            | 440            | 455            | 502            | 524            |
| Food and Environmental Hygiene Department     | 643            | 528            | 578            | 716            | 685            |
| Food and Health Bureau*                       | 6              | 11             | 8              | 17             | 4              |
| Government Flying Service                     | 12             | 15             | 15             | 13             | 29             |
| Government Laboratory                         | 10             | 12             | 17             | 20             | 19             |
| Government Logistics Department               | 44             | 41             | 44             | 52             | 42             |
| Government Property Agency                    | 10             | 11             | 12             | 16             | 27             |
| Health Bureau#                                |                |                |                |                | 9              |
| Highways Department                           | 121            | 127            | 118            | 171            | 148            |
| Home Affairs Bureau*                          | 8              | 11             | 11             | 12             | 6              |
| Home Affairs Department                       | 90             | 96             | 92             | 145            | 130            |
| Home and Youth Affairs Bureau#                |                |                |                |                | 7              |
| Hong Kong Monetary Authority                  | 3              | 0              | 1              | 2              | 0              |
| Hong Kong Observatory                         | 13             | 15             | 17             | 25             | 24             |
| Hong Kong Police Force                        | 1 714          | 1 802          | 1 537          | 1 486          | 1 180          |
| Hongkong Post                                 | 286            | 304            | 311            | 322            | 371            |
| Hospital Authority                            | 185            | 164            | 142            | 138            | 105            |
| Housing Department                            | 429            | 427            | 520            | 629            | 590            |
| Immigration Department                        | 356            | 267            | 307            | 399            | 423            |
| Information Services Department               | 9              | 10             | 16             | 23             | 19             |
| Inland Revenue Department                     | 153            | 147            | 160            | 233            | 214            |
| Innovation and Technology Bureau*             | 8              | 3              | 8              | 9              | 4              |
| Innovation and Technology Commission          | 8              | 13             | 10             | 19             | 18             |

| <b>Bureau/Department/Office</b>  | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|----------------|----------------|
| Innovation, Technology and Industry Bureau#  |                |                |                |                | 10             |
| Intellectual Property Department   | 1              | 6              | 4              | 20             | 9              |
| Invest Hong Kong   | 1              | 0              | 2              | 1              | 5              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 1              | 0              | 3              | 0              | 2              |
| Judiciary  | 66             | 81             | 86             | 106            | 106            |
| Labour and Welfare Bureau  | 4              | 0              | 9              | 9              | 12             |
| Labour Department  | 99             | 76             | 102            | 130            | 119            |
| Land Registry  | 26             | 23             | 33             | 38             | 37             |
| Lands Department   | 208            | 220            | 219            | 298            | 267            |
| Legal Aid Department   | 36             | 26             | 27             | 38             | 34             |
| Leisure and Cultural Services Department   | 439            | 430            | 427            | 601            | 656            |
| Marine Department  | 74             | 67             | 73             | 100            | 81             |
| Office of the Communications Authority   | 22             | 21             | 23             | 33             | 25             |
| Office of the Government Chief Information Officer   | 24             | 27             | 34             | 40             | 34             |
| Official Receiver's Office   | 13             | 11             | 12             | 21             | 15             |
| Planning Department  | 42             | 48             | 48             | 48             | 56             |
| Public Service Commission  | 4              | 2              | 1              | 4              | 2              |
| Radio Television Hong Kong   | 38             | 25             | 32             | 64             | 55             |
| Rating and Valuation Department  | 54             | 50             | 37             | 70             | 59             |
| Registration and Electoral Office  | 6              | 13             | 7              | 19             | 15             |
| Secretariat, Commissioner on Interception of Communications and Surveillance                               | 2              | 2              | 0              | 1              | 0              |
| Security Bureau  | 10             | 7              | 12             | 12             | 6              |
| Social Welfare Department  | 205            | 203            | 241            | 355            | 384            |
| Trade and Industry Department  | 20             | 29             | 19             | 33             | 29             |
| Transport and Housing Bureau*  | 8              | 7              | 7              | 13             | 4              |
| Transport and Logistics Bureau#  |                |                |                |                | 6              |

| <b>Bureau/Department/Office</b>                        | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|----------------|----------------|
| Transport Department                                   | 81             | 62             | 101            | 100            | 121            |
| Treasury   | 28             | 29             | 32             | 40             | 40             |
| University Grants Committee Secretariat                | 4              | 2              | 2              | 9              | 7              |
| Water Supplies Department                              | 266            | 265            | 220            | 299            | 354            |
| Working Family and Student Financial Assistance Agency | 48             | 52             | 75             | 107            | 96             |
| <b>Total</b>   | <b>8 557</b>   | <b>8 311</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

D. Length of Service

| <b>Length of Service</b> | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|----------------|----------------|
| Below 3 years            | 986            | 1 015          | 1 018          | 1 488          | 1 454          |
| 3 to below 5 years       | 151            | 174            | 268            | 665            | 759            |
| 5 to below 10 years      | 167            | 215            | 299            | 670            | 763            |
| 10 to below 20 years     | 146            | 152            | 286            | 697            | 772            |
| 20 to below 30 years     | 1 815          | 1 543          | 1 469          | 1 882          | 1 693          |
| 30 to below 40 years     | 4 797          | 4 656          | 4 492          | 4 107          | 3 462          |
| 40 years and above       | 495            | 556            | 662            | 978            | 1 223          |
| <b>Total</b>             | <b>8 557</b>   | <b>8 311</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB016**

**(Question Serial No. 1301)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding contributions to the Civil Service Provident Fund (CSPF) Scheme, will the Government inform this Committee of the following:

- The number of staff for which the progressive contribution rates schedule was implemented in the past 3 years, with a breakdown by group as follows: i) under 3 years; ii) 3 years to less than 18 years; iii) 18 years to less than 24 years; iv) 24 years to less than 30 years; v) 30 years to less than 35 years; vi) 35 years or more.
- With the above breakdown by group, the respective total amounts of contributions required in the past 3 years.
- What are the long-term financial commitments of the CSPF Scheme which adopts the progressive contribution rates schedule?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 6)

Reply:

- The Civil Service Provident Fund (CSPF) Scheme is applicable to civil servants appointed on new civil service terms on or after 1 June 2000 and when they subsequently progress onto new permanent terms. The Government follows a progressive contribution rates schedule below when making contributions under the CSPF Scheme, including mandatory and voluntary contributions –

| Contribution rate | Completed years of continuous service on civil service terms  |   |
|-------------------|---|---|
|                   | For officers appointed to the civil service between 1 June 2000 and 1 June 2015 and <u>who have not opted to extend their service</u> | For officers appointed to the civil service between 1 June 2000 and 1 June 2015 and <u>who have opted to extend their service</u> , and officers appointed to the civil service on or after 1 June 2015 |
| 5%                | Below 3 years   | Below 3 years   |
| 15%               | 3 years – below 15 years  | 3 years – below 18 years  |
| 17%               | 15 years – below 20 years   | 18 years – below 24 years   |
| 20%               | 20 years – below 25 years   | 24 years – below 30 years   |
| 22%               | 25 years – below 30 years   | 30 years – below 35 years   |
| 25%               | 30 years or above   | 35 years or above   |

Note: Disciplined services officers are provided with, in addition to the contributions above, a Special Disciplined Services Contribution at 2.5% of the basic salary

The numbers of civil servants in respective progressive contribution rates as at the end of the past 3 financial years are tabulated as follows –

| Contribution rate | Number of civil servants in respective progressive contribution rates <sup>Note1</sup> |            |            |
|-------------------|--|------------|------------|
|                   | March 2021   | March 2022 | March 2023 |
| 5%                | 476  | 431        | 341        |
| 15%               | 74 829   | 83 031     | 90 585     |
| 17%               | 5 129  | 4 892      | 5 159      |
| 20%               | 502  | 827        | 1 002      |
| 22%               | 6  | 6          | 5          |
| 25%               | -  | -          | -          |
| Total             | 80 942   | 89 187     | 97 092     |

Note 1: The above numbers do not include those civil servants who are still on probation. The Government will make the employer's mandatory contributions for them in accordance with the provisions of the Mandatory Provident Fund Schemes Ordinance (Cap. 485).

- The CSPF contribution rate and amount concerned of individual CSPF members may vary with the changes in their years of service. We do not maintain the number of staff and amounts of contributions made according to respective progressive contribution rates. The expenditures on CSPF contribution in the past 3 financial years are tabulated as follows –

| <b>Item</b>       | <b>Actual expenditure<br/>for 2021-22<br/>(\$ million)</b> | <b>Actual expenditure<br/>for 2022-23<br/>(\$ million)</b> | <b>Revised estimate<br/>for 2023-24<br/>(\$ million)</b> |
|-------------------|--|--|--|
| CSPF contribution | 6,305  | 7,159  | 8,022  |

- As approved by the Executive Council in 2001, the Government’s overall financial commitment of contributions made under the CSPF Scheme, including mandatory and voluntary contributions, and the Special Disciplined Services contribution for disciplined services officers, should be kept at no higher than 18% of the salary expenditure.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB017**

**(Question Serial No. 1304)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the working hours and uncompensated overtime work of civil servants, will the Government inform this Committee:

1. of the latest implementation progress of various departments and the number and percentage of staff migrated to a five-day week pattern after the implementation of trial schemes; and whether more quotas for the trial schemes will be provided in the future;
2. whether the Bureau knows if it is common for civil servants to undertake uncompensated overtime work due to increased workload arising from the zero growth in the civil service establishment; if yes, of the average weekly hours of uncompensated overtime work undertaken by staff of various ranks; and whether overtime work will be one of the criteria for appraising their performance and considering their promotion; and
3. whether the Bureau will conduct a survey targeting uncompensated overtime work undertaken by employees in various governments and even different sectors in Hong Kong?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 9)

Reply:

1. The Government conducts biennial surveys to keep in view the implementation of five-day week (FDW) for staff in bureaux and departments (B/Ds). As at 30 September 2022, around 137 200 civil servants (i.e. around 82% of the then civil service strength) were working on a FDW work pattern. The relevant figures were the highest since the implementation of the FDW initiative in the Government.

All along, the Civil Service Bureau (CSB) encourages departments to enable more civil servants to work under a FDW pattern in compliance with the four basic principles (i.e. no additional staffing resources; no reduction in the conditioned hours of work of individual staff; no reduction in emergency services; and continued provision of essential counter services on Saturdays/Sundays).

Examples of successful migration to FDW in the Government in recent years include –

- (a) around 20 civilian grades staff of the Leisure and Cultural Services Department;
- (b) around 50 civilian grades staff of the Department of Health;
- (c) around 800 civilian grades staff of the Social Welfare Department; and
- (d) Fire and ambulance personnel of the Fire Services Department receiving induction training.

In addition, around 1 560 police officers of the Hong Kong Police Force and around 2 330 civilian grades staff of the Food and Environmental Hygiene Department are currently undergoing FDW trial schemes. CSB will continue to encourage those departments that have not fully migrated to FDW to explore the feasibility of further migration.

2&3. As regards overtime work, under the prevailing policy, overtime work may be undertaken only when it is unavoidable and should be kept to the minimum. Overtime should normally be compensated by time off in lieu. Where this is, or is likely to be, impracticable within one month of the date on which overtime is worked, overtime allowance may be paid to eligible officers. CSB does not keep statistics on overtime work undertaken by civil servants of individual B/Ds and has no plan to conduct a survey on overtime work undertaken by employees in different sectors in Hong Kong.

Promotion of civil servants is based on objective criteria, taking into account their character, ability, experience and any qualifications prescribed for the higher rank, in order to select the most suitable and most meritorious officers through a fair process. Departments are encouraged to continuously review work priorities and flexibly rearrange work procedures to enhance efficiency. Civil servants will undertake overtime work when it is necessary and unavoidable. That said, overtime work is not one of the considerations for promotion.

- End -



**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1309)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding non-civil service contract (NCSC) staff, will the Government inform this Committee of the following:

- the numbers of full-time and part-time NCSC staff employed by various government departments in the past year;
- the respective numbers of full-time NCSC staff employed by various government departments with a length of continuous service of less than 3 years, 3 to 5 years, 5 to 10 years and 10 years or more, and the total to which they add up;
- the number of NCSC staff converted to civil servants;
- whether priority will be given to converting existing contract staff to civil servants on permanent terms? Have relevant estimates of expenditure been prepared?
- whether the Government has any plans to employ additional NCSC staff before the implementation of the municipal solid waste charging, with a view to alleviating the pressure on the frontline staff?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 14)

Reply:

- (i) The breakdown of the number of full-time<sup>(Note 1)</sup> and part-time<sup>(Note 2)</sup> non-civil service contract (NCSC) staff by bureaux/departments (B/Ds) as at 30 June 2023 is set out at **Annex A**.
- (ii) The breakdown of the number of full-time NCSC staff by B/Ds and length of continuous service<sup>(Note 3)</sup> (i.e. less than three years, three years to less than five years, five years to less than ten years and ten years or more) as at 30 June 2023 is set out at **Annex B**.
- (iii) It is the Government's policy to select the most suitable persons to fill civil service vacancies through an open, fair and competitive process. The Government welcomes interested NCSC staff to apply for civil service jobs through open recruitment exercises. Since relevant work experience is one of the factors to be taken into consideration in the

recruitment of civil servants, NCSC staff who meet the basic entry requirements of the civil service ranks should generally enjoy a competitive edge over other applicants because of their work experience in the Government. The number of qualified serving NCSC staff successfully appointed as civil servants during the period from September 2022 to August 2023 was about 710.

The costs of employing NCSC staff should be charged to the relevant subheads of the respective B/Ds. The Civil Service Bureau (CSB) does not collect the information on the estimates of expenditure of respective B/Ds on the employment of NCSC staff.

- (iv) B/Ds will, having regard to their operational needs, make appropriate manpower deployment including re-prioritisation of work, employment of NCSC staff or other means, to cope with the work under their purview. CSB does not maintain information on the manpower arrangement of relevant B/Ds for specific policies or initiatives.

Note 1: “Full-time” employment means employment under a “continuous contract” as defined by the Employment Ordinance (EO). According to the Ordinance, an employee is regarded as being employed under a continuous contract if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

Note 2: “Part-time” employment means employment whereby the number of working hours of the NCSC staff is less than those under a “continuous contract” as defined by the EO. The number of part-time NCSC staff set out at Annex A refers to those with employment contractual relations with the user B/Ds as at 30 June 2023 and only some of them were called upon to perform duty on that date.

Note 3: “Continuous service” refers to employment in the same B/D without a break in service, including those who have changed different NCSC positions during the service.

**Breakdown of full-time and part-time non-civil service contract (NCSC) staff  
by bureaux/departments  
(position as at 30 June 2023)**

| <b>Bureau / Department</b>                         | <b>No. of NCSC staff</b> |                  |
|--|--------------------------|------------------|
|  | <b>Full-time</b>         | <b>Part-time</b> |
| Agriculture, Fisheries and Conservation Department | 140                      | 84               |
| Architectural Services Department                  | 61                       | 8                |
| Buildings Department                               | 75                       | -                |
| Census and Statistics Department                   | 147                      | -                |
| Chief Executive's Office                           | 7                        | -                |
| Chief Secretary and Financial Secretary's Offices  | 43                       | 2                |
| Civil Aid Service                                  | 6                        | -                |
| Civil Aviation Department                          | 7                        | 105              |
| Civil Engineering and Development Department       | 54                       | -                |
| Civil Service Bureau                               | 7                        | 5                |
| Commerce and Economic Development Bureau           | 12                       | -                |
| Companies Registry                                 | 149                      | -                |
| Constitutional and Mainland Affairs Bureau         | 9                        | -                |
| Correctional Services Department                   | 13                       | 2                |
| Culture, Sports and Tourism Bureau                 | 43                       | 1                |
| Customs and Excise Department                      | 12                       | -                |
| Department of Health                               | 281                      | 265              |
| Department of Justice                              | 39                       | -                |
| Development Bureau                                 | 60                       | 1                |
| Drainage Services Department                       | 58                       | -                |
| Education Bureau                                   | 1 264                    | 138              |
| Efficiency Office                                  | 481                      | 128              |
| Electrical and Mechanical Services Department      | 698                      | -                |
| Environment and Ecology Bureau                     | 21                       | 10               |
| Environmental Protection Department                | 169                      | 112              |
| Financial Services and the Treasury Bureau         | 5                        | -                |
| Fire Services Department                           | 17                       | 258              |

| Bureau / Department  | No. of NCSC staff |           |
|--|-------------------|-----------|
|  | Full-time         | Part-time |
| Food and Environmental Hygiene Department  | 104               | -         |
| Government Flying Service  | 4                 | 9         |
| Government Laboratory  | 8                 | -         |
| Government Logistics Department  | 23                | -         |
| Government Property Agency   | 4                 | -         |
| Health Bureau  | 66                | 3         |
| Highways Department  | 35                | -         |
| Home Affairs Department  | 338               | 561       |
| Home and Youth Affairs Bureau  | 81                | -         |
| Hong Kong Observatory  | 17                | -         |
| Hong Kong Police Force   | 18                | 6         |
| Hongkong Post  | 1 375             | -         |
| Housing Bureau   | 1                 | -         |
| Immigration Department   | 187               | -         |
| Information Services Department  | 21                | 1         |
| Inland Revenue Department  | 196               | -         |
| Innovation and Technology Commission   | 27                | 4         |
| Intellectual Property Department   | 20                | 3         |
| Innovation, Technology and Industry Bureau   | 4                 | -         |
| Invest Hong Kong   | 101               | -         |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 1                 | -         |
| Judiciary  | 184               | 13        |
| Labour and Welfare Bureau  | 10                | -         |
| Labour Department  | 48                | 4         |
| Land Registry  | 26                | -         |
| Lands Department   | 98                | -         |
| Legal Aid Department   | 2                 | -         |
| Leisure and Cultural Services Department   | 669               | 4 141     |
| Marine Department  | 8                 | 3         |
| Office of the Communications Authority   | 134               | -         |
| Office of the Government Chief Information Officer   | 16                | -         |

| <b>Bureau / Department</b>                             | <b>No. of NCSC staff</b> |                  |
|--|--------------------------|------------------|
|  | <b>Full-time</b>         | <b>Part-time</b> |
| Official Receiver's Office                             | 7                        | -                |
| Planning Department                                    | 21                       | -                |
| Radio Television Hong Kong                             | 136                      | 124              |
| Rating and Valuation Department                        | 75                       | -                |
| Registration and Electoral Office                      | 816                      | -                |
| Security Bureau  | 49                       | -                |
| Social Welfare Department                              | 56                       | 138              |
| Trade and Industry Department                          | 41                       | -                |
| Transport and Logistics Bureau                         | 20                       | -                |
| Transport Department                                   | 37                       | 37               |
| Treasury   | 23                       | -                |
| University Grants Committee Secretariat                | 25                       | -                |
| Water Supplies Department                              | 53                       | -                |
| Working Family and Student Financial Assistance Agency | 405                      | -                |
| <b>Total</b>   | <b>9 468</b>             | <b>6 166</b>     |

**Breakdown of full-time non-civil service contract (NCSC) staff  
by bureaux/departments and years of continuous service  
(position as at 30 June 2023)**

| Bureau / Department                                | No. of full-time NCSC staff                  |   |  |   | Total |
|--|--|---|--|---|-------|
|  | With less than 3 years of continuous service | With 3 years to less than 5 years of continuous service | With 5 years to less than 10 years of continuous service | With 10 years or more of continuous service |       |
| Agriculture, Fisheries and Conservation Department | 118  | 19  | 1  | 2   | 140   |
| Architectural Services Department                  | 59   | 2   | -  | -   | 61    |
| Buildings Department                               | 37   | 11  | 7  | 20  | 75    |
| Census and Statistics Department                   | 145  | 2   | -  | -   | 147   |
| Chief Executive's Office                           | 6  | -   | 1  | -   | 7     |
| Chief Secretary and Financial Secretary's Offices  | 38   | 3   | 2  | -   | 43    |
| Civil Aid Service                                  | 6  | -   | -  | -   | 6     |
| Civil Aviation Department                          | 6  | -   | -  | 1   | 7     |
| Civil Engineering and Development Department       | 47   | 4   | 2  | 1   | 54    |
| Civil Service Bureau                               | 7  | -   | -  | -   | 7     |
| Commerce and Economic Development Bureau           | 8  | 1   | 2  | 1   | 12    |
| Companies Registry                                 | 91   | 36  | 22   | -   | 149   |
| Constitutional and Mainland Affairs Bureau         | 6  | 3   | -  | -   | 9     |
| Correctional Services Department                   | 12   | -   | 1  | -   | 13    |
| Culture, Sports and Tourism Bureau                 | 27   | 5   | 5  | 6   | 43    |
| Customs and Excise Department                      | 8  | 3   | 1  | -   | 12    |
| Department of Health                               | 54   | 9   | 22   | 196   | 281   |
| Department of Justice                              | 29   | 6   | 4  | -   | 39    |
| Development Bureau                                 | 28   | 18  | 10   | 4   | 60    |
| Drainage Services Department                       | 29   | 6   | 13   | 10  | 58    |
| Education Bureau                                   | 862  | 183   | 148  | 71  | 1 264 |
| Efficiency Office                                  | 226  | 57  | 94   | 104   | 481   |
| Electrical and Mechanical Services Department      | 65   | 184   | 151  | 298   | 698   |

| Bureau / Department  | No. of full-time NCSC staff                  |   |  |   | Total |
|--|--|---|--|---|-------|
|  | With less than 3 years of continuous service | With 3 years to less than 5 years of continuous service | With 5 years to less than 10 years of continuous service | With 10 years or more of continuous service |       |
| Environment and Ecology Bureau   | 13   | 4   | 4  | -   | 21    |
| Environmental Protection Department  | 136  | 26  | 7  | -   | 169   |
| Financial Services and the Treasury Bureau   | 2  | 3   | -  | -   | 5     |
| Fire Services Department   | 8  | 5   | 3  | 1   | 17    |
| Food and Environmental Hygiene Department  | 46   | 20  | 20   | 18  | 104   |
| Government Flying Service  | 3  | -   | 1  | -   | 4     |
| Government Laboratory  | 3  | 1   | -  | 4   | 8     |
| Government Logistics Department  | 6  | -   | 6  | 11  | 23    |
| Government Property Agency   | 4  | -   | -  | -   | 4     |
| Health Bureau  | 50   | 10  | 4  | 2   | 66    |
| Highways Department  | 14   | 10  | 9  | 2   | 35    |
| Home Affairs Department  | 192  | 64  | 43   | 39  | 338   |
| Home and Youth Affairs Bureau  | 52   | 22  | 3  | 4   | 81    |
| Hong Kong Observatory  | 14   | 3   | -  | -   | 17    |
| Hong Kong Police Force   | 11   | 3   | 4  | -   | 18    |
| Hongkong Post  | 271  | 93  | 274  | 737   | 1 375 |
| Housing Bureau   | 1  | -   | -  | -   | 1     |
| Immigration Department   | 100  | 61  | 4  | 22  | 187   |
| Information Services Department  | 6  | 3   | 9  | 3   | 21    |
| Inland Revenue Department  | 125  | 45  | 18   | 8   | 196   |
| Innovation and Technology Commission   | 11   | 3   | 4  | 9   | 27    |
| Intellectual Property Department   | 17   | -   | 2  | 1   | 20    |
| Innovation, Technology and Industry Bureau   | 3  | 1   | -  | -   | 4     |
| Invest Hong Kong   | 31   | 21  | 13   | 36  | 101   |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 1  | -   | -  | -   | 1     |
| Judiciary  | 137  | 17  | 19   | 11  | 184   |
| Labour and Welfare Bureau  | 4  | 4   | 2  | -   | 10    |

| Bureau / Department                                    | No. of full-time NCSC staff                  |   |  |   | Total        |
|--|--|---|--|---|--------------|
|  | With less than 3 years of continuous service | With 3 years to less than 5 years of continuous service | With 5 years to less than 10 years of continuous service | With 10 years or more of continuous service |              |
| Labour Department                                      | 22   | 5   | 1  | 20  | 48           |
| Land Registry  | 9  | -   | 2  | 15  | 26           |
| Lands Department                                       | 84   | 13  | 1  | -   | 98           |
| Legal Aid Department                                   | 1  | 1   | -  | -   | 2            |
| Leisure and Cultural Services Department               | 476  | 24  | 26   | 143   | 669          |
| Marine Department                                      | 6  | -   | 2  | -   | 8            |
| Office of the Communications Authority                 | 51   | 17  | 27   | 39  | 134          |
| Office of the Government Chief Information Officer     | 15   | 1   | -  | -   | 16           |
| Official Receiver's Office                             | 5  | 1   | 1  | -   | 7            |
| Planning Department                                    | 14   | 2   | 4  | 1   | 21           |
| Radio Television Hong Kong                             | 55   | 24  | 35   | 22  | 136          |
| Rating and Valuation Department                        | 63   | 8   | 2  | 2   | 75           |
| Registration and Electoral Office                      | 428  | 289   | 90   | 9   | 816          |
| Security Bureau  | 35   | 7   | 5  | 2   | 49           |
| Social Welfare Department                              | 35   | 11  | 9  | 1   | 56           |
| Trade and Industry Department                          | 12   | 5   | 6  | 18  | 41           |
| Transport and Logistics Bureau                         | 15   | 1   | 4  | -   | 20           |
| Transport Department                                   | 22   | 8   | 3  | 4   | 37           |
| Treasury   | 10   | 12  | -  | 1   | 23           |
| University Grants Committee Secretariat                | 19   | 3   | 1  | 2   | 25           |
| Water Supplies Department                              | 23   | 9   | 5  | 16  | 53           |
| Working Family and Student Financial Assistance Agency | 215  | 77  | 67   | 46  | 405          |
| <b>Total</b>   | <b>4 790</b>                                 | <b>1 489</b>  | <b>1 226</b>   | <b>1 963</b>                                | <b>9 468</b> |

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB019**

**(Question Serial No. 0116)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Government's provision of diagnostic and specialist outpatient services for civil service eligible persons (CSEPs), will the Government inform this Committee of:

- (1) the statistics on the utilisation of the Hospital Authority (HA)'s medical services by (i) civil servants and (ii) other eligible persons (including the attendances for general outpatient, specialist outpatient and accident and emergency services, as well as the numbers of inpatient patient days) in each of the past 3 years;
- (2) the attendances and median waiting time (first appointment) for various major specialties among specialist outpatient services offered exclusively to CSEPs in each of the past 3 years;
- (3) the expenditures on the provision of medical services to CSEPs by the HA calculated on the basis of the utilisation and the average unit cost of the general outpatient, specialist outpatient and inpatient services provided to CSEPs of the year in the past 3 years;
- (4) the dedicated recurrent funding provided by the Government to the HA for enhancing the provision of diagnostic services and specialist outpatient services for CSEPs in each of the past 3 years; and
- (5) the number of person-times who were unable to make a booking for a public disc for consultation at a general outpatient clinic due to full appointment quota in the past 3 years.

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 3)

Reply:

- (1) The tables below set out the statistics on the utilisation of the medical services of the Hospital Authority (HA) by civil servants and other eligible persons in the past 3 years, including the attendances to general outpatient (GOP) services, specialist outpatient (SOP) services and accident and emergency, as well as inpatient patient days (rounded to the nearest thousand) -

(i) Serving civil servants

|   | <b>2021-22</b> | <b>2022-23</b> | <b>2023-24<br/>(up to 31.12.2023)<br/>[provisional<br/>figures]</b> |
|---|----------------|----------------|---|
| GOP services attendances <sup>1</sup>           | 324 000        | 259 000        | 308 000   |
| SOP services attendances <sup>2</sup>           | 355 000        | 356 000        | 278 000   |
| Accident and emergency attendances <sup>3</sup> | 37 000         | 33 000         | 29 000  |
| Inpatient <sup>4</sup> patient days             | 43 000         | 38 000         | 35 000  |

(ii) Other eligible persons

|   | <b>2021-22</b> | <b>2022-23</b> | <b>2023-24<br/>(up to 31.12.2023)<br/>[provisional<br/>figures]</b> |
|---|----------------|----------------|---|
| GOP services attendances <sup>1</sup>           | 348 000        | 302 000        | 291 000   |
| SOP services attendances <sup>2</sup>           | 923 000        | 955 000        | 762 000   |
| Accident and emergency attendances <sup>3</sup> | 77 000         | 74 000         | 74 000  |
| Inpatient <sup>4</sup> patient days             | 312 000        | 307 000        | 271 000   |

Note:

1. GOP services attendances include attendances for doctor consultations, attendances from nurse clinic in GOP setting and attendances for Integrated Mental Health Programme.
2. SOP attendances include attendances from nurse clinic in SOP setting and allied health services (outpatient), but exclude follow-up consultations provided by the Medical Social Services Units.
3. Accident and emergency attendances include first and follow-up cases.
4. Inpatients are those who are admitted into hospitals via Accident & Emergency Department or those who have stayed for more than one day.

(2) Dedicated SOP services for civil service eligible person (CSEPs) are provided by 9H Specialist Clinic of Prince of Wales Hospital, L Block of Queen Elizabeth Hospital and Saturday SOP Clinic of Queen Mary Hospital under HA. The attendances and median waiting times for new cases in major specialties in the past 3 years are listed as follows -

9H Specialist Clinic of Prince of Wales Hospital

| Specialty                   | 2021-22     |                                      | 2022-23     |                                      | 2023-24<br>(up to 31.12. 2023)<br>[provisional figures] |                                      |
|-----------------------------|-------------|--------------------------------------|-------------|--------------------------------------|---|--------------------------------------|
|                             | Attendances | New Case Median Waiting Time (Weeks) | Attendances | New Case Median Waiting Time (Weeks) | Attendances   | New Case Median Waiting Time (Weeks) |
| Ear, Nose & Throat          | 1 897       | 1                                    | 1 816       | 1                                    | 1 204   | 1                                    |
| Gynaecology                 | 409         | 7                                    | 463         | 7                                    | 334   | 2                                    |
| Medicine                    | 7 523       | 61                                   | 7 771       | 38                                   | 5 808   | 12                                   |
| Orthopaedics & Traumatology | 1 536       | 1                                    | 1 303       | 1                                    | 952   | 1                                    |
| Paediatrics                 | 34          | 1                                    | 31          | 1                                    | 59  | 1                                    |
| Surgery                     | 2 404       | 8                                    | 2 048       | 2                                    | 1 205   | 1                                    |

L Block of Queen Elizabeth Hospital

| Specialty                   | 2021-22     |                                      | 2022-23     |                                      | 2023-24<br>(up to 31.12.2023)<br>[provisional figures] |                                      |
|-----------------------------|-------------|--------------------------------------|-------------|--------------------------------------|--|--------------------------------------|
|                             | Attendances | New Case Median Waiting Time (Weeks) | Attendances | New Case Median Waiting Time (Weeks) | Attendances  | New Case Median Waiting Time (Weeks) |
| Gynaecology                 | 2 155       | 26                                   | 2 287       | 30                                   | 1 642  | 31                                   |
| Medicine                    | 10 859      | 129                                  | 11 247      | 138                                  | 8 205  | 143                                  |
| Orthopaedics & Traumatology | 4 478       | 4                                    | 4 582       | 1                                    | 3 384  | 0                                    |
| Paediatrics                 | 975         | 1                                    | 992         | 0                                    | 745  | 0                                    |
| Surgery                     | 7 984       | 34                                   | 8 070       | 35                                   | 6 238  | 35                                   |

Saturday SOP Clinic of Queen Mary Hospital

| Specialty | 2021-22          |  | 2022-23          |  | 2023-24<br>(up to 31.12.2023)<br>[provisional figures] |  |
|-----------|------------------|--|------------------|--|--|--|
|           | Attend-<br>ances | New Case<br>Median<br>Waiting<br>Time<br>(Weeks) | Attend-<br>ances | New Case<br>Median<br>Waiting<br>Time<br>(Weeks) | Attend-<br>ances                                       | New Case<br>Median<br>Waiting<br>Time<br>(Weeks) |
| Medicine  | 564              | 67   | 863              | 12   | 742  | 7  |
| Surgery   | 346              | 12   | 365              | 6  | 253  | 11   |

- (3) The expenditures on the provision of GOP services, SOP services and inpatient services to CSEPs by HA in the past 3 years calculated on the basis of attendances of CSEPs and the average unit cost of the services are tabulated as follows -

|                    | 2021-22<br>(\$ billion) | 2022-23<br>(\$ billion) | 2023-24<br>(Revised Estimate)<br>(\$ billion) |
|--------------------|-------------------------|-------------------------|---|
| GOP services       | 0.398                   | 0.385                   | 0.518   |
| SOP services       | 2.054                   | 2.208                   | 2.326   |
| Inpatient services | 3.083                   | 3.253                   | 3.504   |

The service costs include direct staff costs (such as doctors, nurses and allied health staff) for providing services to patients; expenditure incurred for various clinical support services (such as anaesthetic and operating theatre, pharmacy, diagnostic radiology and pathology tests); and other operating costs (such as meals for patients, utility expenses and repair and maintenance of medical equipment).

- (4) The Government provides dedicated funding to HA to enhance the provision of diagnostic and SOP services for CSEPs. The dedicated recurrent funding provided by the Government to HA in the past 3 years amounts to around \$92 million annually.
- (5) HA has not kept statistics on the number of patients who failed to book an appointment with general outpatient clinics.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0119)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding human resource management in the past 3 financial years and according to the 2024-25 Estimates of Expenditure, will the Government inform this Committee of the following:

- (1) Please set out in table form the numbers of permanent directorate posts of each bureau/department/office in each of the 4 years;
- (2) Please set out in table form the numbers of supernumerary directorate posts of each bureau/department/office in each of the 4 years; and
- (3) Please set out in table form the numbers of supernumerary directorate posts created under the delegated authority in accordance with section 8 of the Public Finance Ordinance of each bureau/department/office in each of the 4 years?

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 6)

Reply:

1. In the past 3 financial years and according to the 2024-25 Estimates of Expenditures, the numbers of permanent directorate posts in various bureaux/departments/offices in each of the 4 years are set out at **Annex A**.
2. In the past 3 financial years and according to the 2024-25 Estimates of Expenditures, the numbers of time-limited supernumerary directorate posts<sup>(Note)</sup> in various bureaux/departments/offices in each of the 4 years are set out at **Annex B**.
3. Under the current mechanism, in accordance with section 8 of the Public Finance Ordinance, Controlling Officers may exercise the authority delegated by the Financial Secretary to create supernumerary directorate posts lasting not longer than 6 months to meet a temporary operational need. In exercising this delegated authority, Controlling Officers must obtain ranking support from the relevant head of grade and prior approval from the Secretary for the Civil Service and the relevant Director of Bureau. They must also confirm the availability of necessary funds to the satisfaction of the Secretary for Financial Services and the Treasury. Posts may be so created only for temporary

and short-term purposes and should last for a period not exceeding 6 months. Approval of the Establishment Subcommittee/Finance Committee is required if the posts are to be retained. The numbers of the above-mentioned supernumerary directorate posts lasting not longer than 6 months created by various bureaux/departments/offices under the delegated authority in accordance with section 8 of the Public Finance Ordinance as at 29 February 2024 and in each of the past 3 financial years are at **Annex C**.

Note: The civil service establishment includes posts on the permanent establishment and those on the nonpermanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as “supernumerary directorate posts”, which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment.

**Establishment of Permanent Directorate Posts**

\* The name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

# The name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

| Bureau/Department/Office  | Establishment as at              |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|   | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| <b>Part A – Establishment of Permanent Directorate Posts (Civil Service)</b>              |                                  |                                  |                                  |                       |
| Agriculture, Fisheries and Conservation Department  | 8                                | 8                                | 8                                | 8                     |
| Architectural Services Department   | 40                               | 40                               | 40                               | 40                    |
| Audit Commission  | 12                               | 12                               | 12                               | 12                    |
| Auxiliary Medical Service   | 1                                | 1                                | 1                                | 1                     |
| Buildings Department  | 31                               | 31                               | 31                               | 32                    |
| Census and Statistics Department  | 7                                | 7                                | 7                                | 7                     |
| Chief Executive's Office  | 5                                | 5                                | 5                                | 5                     |
| Chief Secretary and Financial Secretary's Offices   | 28                               | 32                               | 32                               | 32                    |
| Civil Aid Service   | 1                                | 1                                | 1                                | 1                     |
| Civil Aviation Department   | 22                               | 22                               | 22                               | 22                    |
| Civil Engineering and Development Department  | 55                               | 55                               | 55                               | 55                    |
| Civil Service Bureau  | 23                               | 23                               | 27                               | 27                    |
| Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)*         | 22                               |                                  |                                  |                       |
| Commerce and Economic Development Bureau (Communications and Creative Industries Branch)* | 7                                |                                  |                                  |                       |
| Commerce and Economic Development Bureau#   |                                  | 16                               | 16                               | 16                    |
| Companies Registry  | 7                                | 7                                | 7                                | 7                     |
| Constitutional and Mainland Affairs Bureau  | 21                               | 21                               | 21                               | 21                    |

| Bureau/Department/Office   | Establishment as at              |                                  |                                  |                       |
|--|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|  | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| Correctional Services<br>Department  | 10                               | 11                               | 11                               | 11                    |
| Culture, Sports and Tourism<br>Bureau#                                       | /                                | 17                               | 17                               | 17                    |
| Customs and Excise<br>Department   | 10                               | 11                               | 11                               | 11                    |
| Department of Health   | 68                               | 68                               | 68                               | 69                    |
| Department of Justice  | 97                               | 99                               | 100                              | 99                    |
| Development Bureau<br>(Planning and Lands Branch)                            | 13                               | 13                               | 13                               | 13                    |
| Development Bureau (Works<br>Branch)   | 28                               | 28                               | 28                               | 28                    |
| Drainage Services Department   | 18                               | 18                               | 18                               | 18                    |
| Education Bureau   | 33                               | 33                               | 33                               | 34                    |
| Electrical and Mechanical<br>Services Department                             | 29                               | 29                               | 29                               | 29                    |
| Environment Bureau*  | 6                                | /                                | /                                | /                     |
| Environment and Ecology<br>Bureau (Environment<br>Branch)#                   | /                                | 12                               | 12                               | 12                    |
| Environment and Ecology<br>Bureau (Food Branch)#                             | /                                | 6                                | 6                                | 6                     |
| Environmental Protection<br>Department                                       | 37                               | 34                               | 34                               | 34                    |
| Financial Services and the<br>Treasury Bureau (Financial<br>Services Branch) | 9                                | 9                                | 9                                | 9                     |
| Financial Services and the<br>Treasury Bureau (The Treasury<br>Branch)       | 19                               | 19                               | 19                               | 19                    |
| Fire Services Department   | 19                               | 20                               | 20                               | 20                    |
| Food and Environmental<br>Hygiene Department                                 | 17                               | 16                               | 16                               | 16                    |
| Food and Health Bureau (Food<br>Branch)*                                     | 8                                | /                                | /                                | /                     |
| Food and Health Bureau<br>(Health Branch)*                                   | 12                               | /                                | /                                | /                     |
| Government Flying Service  | 5                                | 5                                | 5                                | 5                     |



| Bureau/Department/Office  | Establishment as at              |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|   | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| Government Laboratory   | 7                                | 7                                | 7                                | 7                     |
| Government Logistics<br>Department  | 7                                | 7                                | 7                                | 7                     |
| Government Property Agency  | 8                                | 8                                | 8                                | 8                     |
| Health Bureau#  |                                  | 14                               | 15                               | 15                    |
| Highways Department   | 33                               | 33                               | 33                               | 33                    |
| Home Affairs Bureau*  | 10                               |                                  |                                  |                       |
| Home and Youth Affairs<br>Bureau#   |                                  | 7                                | 7                                | 7                     |
| Home Affairs Department   | 28                               | 28                               | 28                               | 28                    |
| Hong Kong Monetary<br>Authority   | 2                                | 2                                | 2                                | 2                     |
| Hong Kong Observatory   | 5                                | 5                                | 5                                | 5                     |
| Hong Kong Police Force  | 73                               | 76                               | 76                               | 76                    |
| Hospital Authority  | 7                                | 6                                | 2                                | 1                     |
| Housing Authority   | 67                               | 68                               | 68                               | 68                    |
| Immigration Department  | 13                               | 14                               | 14                               | 14                    |
| Information Services<br>Department  | 12                               | 12                               | 12                               | 12                    |
| Inland Revenue Department   | 28                               | 28                               | 29                               | 29                    |
| Innovation and Technology<br>Bureau*  | 17                               |                                  |                                  |                       |
| Innovation, Technology and<br>Industry Bureau#  |                                  | 17                               | 18                               | 18                    |
| Innovation and Technology<br>Commission   | 9                                | 10                               | 10                               | 10                    |
| Intellectual Property<br>Department   | 10                               | 10                               | 10                               | 10                    |
| Invest Hong Kong  | 2                                | 2                                | 2                                | 2                     |
| Joint Secretariat for the<br>Advisory Bodies on Civil<br>Service and Judicial Salaries<br>and Conditions of Service | 4                                | 4                                | 4                                | 4                     |
| Judiciary<br>(excluding Judges and Judicial<br>Officers)  | 11                               | 11                               | 11                               | 11                    |
| Labour and Welfare Bureau   | 12                               | 11                               | 11                               | 11                    |

| Bureau/Department/Office  | Establishment as at              |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|   | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| Labour Department   | 16                               | 16                               | 16                               | 16                    |
| Land Registry   | 4                                | 4                                | 4                                | 4                     |
| Lands Department  | 46                               | 46                               | 46                               | 46                    |
| Legal Aid Department  | 15                               | 15                               | 15                               | 15                    |
| Leisure and Cultural Services<br>Department   | 12                               | 12                               | 13                               | 13                    |
| Marine Department   | 24                               | 24                               | 24                               | 24                    |
| Office for Film, Newspaper<br>and Article Administration                              | 1                                | 1                                | 1                                | 1                     |
| Office of the Communications<br>Authority   | 14                               | 14                               | 14                               | 14                    |
| Office of the Government<br>Chief Information Officer                                 | 15                               | 15                               | 15                               | 16                    |
| Official Receiver's Office  | 8                                | 8                                | 8                                | 8                     |
| Overseas Economic and Trade<br>Offices<br>(excluding locally engaged<br>staff)        | 23                               | 23                               | 23                               | 23                    |
| Planning Department   | 26                               | 26                               | 26                               | 26                    |
| Post Office   | 11                               | 11                               | 11                               | 11                    |
| Public Service Commission<br>Secretariat  | 1                                | 1                                | 1                                | 1                     |
| Radio Television Hong Kong  | 8                                | 8                                | 8                                | 8                     |
| Rating and Valuation<br>Department  | 14                               | 14                               | 14                               | 14                    |
| Registration and Electoral<br>Office  | 2                                | 2                                | 2                                | 2                     |
| Secretariat, Commissioner on<br>Interception of<br>Communications and<br>Surveillance | 1                                | 1                                | 1                                | 1                     |
| Security Bureau   | 15                               | 15                               | 15                               | 15                    |
| Social Welfare Department   | 26                               | 26                               | 26                               | 27                    |
| Trade and Industry Department   | 11                               | 11                               | 11                               | 11                    |
| Transport and Housing Bureau<br>(Transport Branch)*                                   | 21                               |                                  |                                  |                       |
| Transport and Logistics<br>Bureau#  |                                  | 21                               | 21                               | 21                    |

| Bureau/Department/Office   | Establishment as at              |                                  |                                  |                       |
|--|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|  | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| Transport Department   | 32                               | 32                               | 32                               | 32                    |
| Treasury   | 10                               | 10                               | 10                               | 10                    |
| University Grants Committee  | 3                                | 3                                | 3                                | 3                     |
| Water Supplies Department  | 23                               | 23                               | 23                               | 23                    |
| Working Family and Student<br>Financial Assistance Agency  | 4                                | 4                                | 4                                | 4                     |
| <b>Sub-total (Part A)</b>  | <b>1 479</b>                     | <b>1 495</b>                     | <b>1 500</b>                     | <b>1 503</b>          |
| <b>Part B – Establishment of Permanent Directorate Posts (Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices)</b> |                                  |                                  |                                  |                       |
| Independent Commission<br>Against Corruption   | 17                               | 17                               | 17                               | 17                    |
| Judiciary  | 213                              | 213                              | 213                              | 215                   |
| <b>Sub-total (Part B)</b>  | <b>230</b>                       | <b>230</b>                       | <b>230</b>                       | <b>232</b>            |
| <b>Total (Part A and Part B)</b>   | <b>1 709</b>                     | <b>1 725</b>                     | <b>1 730</b>                     | <b>1 735</b>          |

**Establishment of Time-limited Directorate Posts**

\* The name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

# The name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

| Bureau/Department/Office  | Establishment as at              |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|   | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| <b>Part A – Establishment of Time-limited Directorate Posts (Civil Service)</b>           |                                  |                                  |                                  |                       |
| Architectural Services Department   | 2                                | 2                                | 2                                | 2                     |
| Buildings Department  | 1                                | 1                                | 1                                | -                     |
| Chief Secretary and Financial Secretary's Offices   | 2                                | -                                | 1                                | 1                     |
| Civil Aviation Department   | 2                                | 2                                | 2                                | 2                     |
| Civil Engineering and Development Department  | 13                               | 13                               | 14                               | 14                    |
| Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)*         | 3                                |                                  |                                  |                       |
| Commerce and Economic Development Bureau (Communications and Creative Industries Branch)* | 2                                |                                  |                                  |                       |
| Commerce and Economic Development Bureau#   |                                  | 4                                | 3                                | 3                     |
| Constitutional and Mainland Affairs Bureau  | 2                                | 2                                | 2                                | 2                     |
| Culture, Sports and Tourism Bureau#   |                                  | 4                                | 7                                | 7                     |
| Customs and Excise Department   |                                  | -                                | -                                | 1                     |
| Department of Health  | 1                                | 1                                | 1                                | 1                     |
| Department of Justice   | 3                                | 3                                | 3                                | 3                     |
| Development Bureau (Planning and Lands Branch)  | 2                                | 2                                | 5                                | 5                     |
| Development Bureau (Works Branch)   | 2                                | 2                                | 2                                | 2                     |

| Bureau/Department/Office   | Establishment as at              |                                  |                                  |                       |
|--|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|  | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| Drainage Services Department   | 1                                | 1                                | 1                                | 1                     |
| Education Bureau   | 6                                | 5                                | 5                                | 5                     |
| Electrical and Mechanical Services Department                          | 3                                | 3                                | 3                                | 3                     |
| Environment Bureau*  | 1                                |                                  |                                  |                       |
| Environment and Ecology Bureau (Food Branch)#                          |                                  | 1                                | 1                                | 1                     |
| Environmental Protection Department                                    | 7                                | 2                                | 2                                | 2                     |
| Financial Services and the Treasury Bureau (Financial Services Branch) | 3                                | 3                                | 3                                | 2                     |
| Fire Services Department   | 1                                | 2                                | 2                                | 2                     |
| Food and Environmental Hygiene Department                              | 4                                | 4                                | 4                                | 3                     |
| Food and Health Bureau (Food Branch)*                                  | 1                                |                                  |                                  |                       |
| Food and Health Bureau (Health Branch)*                                | 1                                |                                  |                                  |                       |
| Government Property Agency   | 1                                | 1                                | 1                                | 1                     |
| Health Bureau#   |                                  | 1                                | -                                | -                     |
| Highways Department  | 7                                | 6                                | 9                                | 7                     |
| Home Affairs Bureau*   | 5                                |                                  |                                  |                       |
| Home and Youth Affairs Bureau#   |                                  | 1                                | 1                                | 1                     |
| Home Affairs Department  | 1                                | 1                                | 1                                | 1                     |
| Hong Kong Police Force   | 1                                | 1                                | 1                                | 1                     |
| Housing Authority  | 1                                | 1                                | 3                                | 3                     |
| Immigration Department   | 1                                | 1                                | 1                                | 1                     |
| Judiciary (excluding Judges and Judicial Officers)                     | 2                                | 2                                | 2                                | 2                     |
| Labour and Welfare Bureau  | -                                | -                                | 3                                | 3                     |
| Labour Department  | 2                                | 2                                | 1                                | 1                     |
| Lands Department   | 2                                | 2                                | 2                                | 2                     |
| Planning Department  | 2                                | 2                                | 2                                | 2                     |

| Bureau/Department/Office  | Establishment as at              |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|
|   | 31.3.2022<br>Revised<br>estimate | 31.3.2023<br>Revised<br>estimate | 31.3.2024<br>Revised<br>estimate | 31.3.2025<br>Estimate |
| Registration and Electoral Office   | -                                | -                                | 2                                | 2                     |
| Security Bureau   | 1                                | -                                | -                                | -                     |
| Social Welfare Department   | 1                                | 1                                | 1                                | -                     |
| Transport and Housing Bureau (Transport Branch)*  | 4                                |                                  |                                  |                       |
| Transport and Logistics Bureau#   |                                  | 4                                | 4                                | 4                     |
| Transport Department  | 3                                | 4                                | 4                                | 4                     |
| <b>Sub-total (Part A)</b>   | <b>97</b>                        | <b>87</b>                        | <b>102</b>                       | <b>97</b>             |
| <b>Part B – Establishment of Time-limited Directorate Posts (Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices)</b> |                                  |                                  |                                  |                       |
| Independent Commission Against Corruption   | -                                | 2                                | 2                                | 2                     |
| <b>Sub-total (Part B)</b>   | <b>0</b>                         | <b>2</b>                         | <b>2</b>                         | <b>2</b>              |
| <b>Total (Part A and Part B)</b>  | <b>97</b>                        | <b>89</b>                        | <b>104</b>                       | <b>99</b>             |

**The numbers of supernumerary directorate posts lasting not longer than 6 months created under the delegated authority in accordance with section 8 of the Public Finance Ordinance**

\* The name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

| Bureau/Department/Office  | Numbers of supernumerary directorate posts as at |           |           |           |
|---|--|-----------|-----------|-----------|
|   | 31.3.2021  | 31.3.2022 | 31.3.2023 | 29.2.2024 |
| <b>Part A – Establishment of Supernumerary Directorate Posts (Civil Service)</b>          |  |           |           |           |
| Architectural Services Department   | -  | -         | -         | -         |
| Chief Executive's Office  | -  | -         | 1         | -         |
| Chief Secretary and Financial Secretary's Offices   | 2  | 1         | -         | -         |
| Civil Engineering and Development Department  | 7  | 1         | -         | -         |
| Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)*         | 1  | -         |           |           |
| Commerce and Economic Development Bureau (Communications and Creative Industries Branch)* | 2  | 2         |           |           |
| Constitutional and Mainland Affairs Bureau  | -  | -         | -         | -         |
| Customs and Excise Department   | -  | -         | -         | 1         |
| Department of Health  | 2  | 2         | 1         | -         |
| Department of Justice   | 6  | 5         | 5         | -         |
| Development Bureau (Planning and Lands Branch)  | -  | -         | 3         | -         |
| Development Bureau (Works Branch)   | -  | -         | -         | -         |
| Drainage Services Department  | 1  | -         | -         | -         |
| Education Bureau  | 6  | 4         | -         | -         |
| Electrical and Mechanical Services Department   | 3  | -         | -         | -         |
| Environment Bureau*   | 1  | 1         |           |           |
| Environmental Protection Department   | 7  | 7         | -         | 1         |
| Financial Services and the Treasury Bureau (Financial Services Branch)                    | 2  | 1         | -         | -         |

| Bureau/Department/Office   | Numbers of supernumerary directorate posts as at |           |           |           |
|--|--|-----------|-----------|-----------|
|  | 31.3.2021  | 31.3.2022 | 31.3.2023 | 29.2.2024 |
| Financial Services and the Treasury Bureau (The Treasury Branch) | 1  | 1         | -         | 1         |
| Fire Services Department   | 1  | 1         | -         | -         |
| Food and Environmental Hygiene Department                        | 1  | 1         | -         | -         |
| Food and Health Bureau (Health Branch)*                          | -  | 1         |           |           |
| Government Laboratory  | -  | 2         | -         | -         |
| Government Property Agency                                       | 2  | 1         | -         | -         |
| Highways Department  | 3  | 2         | -         | -         |
| Home Affairs Bureau*   | 1  | 3         |           |           |
| Home Affairs Department  | 1  | -         | -         | -         |
| Hong Kong Police Force   | 1  | 2         | 1         | 1         |
| Housing Department   | 1  | -         | -         | -         |
| Labour and Welfare Bureau  | -  | -         | 2         | -         |
| Labour Department  | 1  | 1         | -         | -         |
| Lands Department   | 1  | -         | -         | -         |
| Leisure and Cultural Services Department                         | -  | -         | 1         | -         |
| Marine Department  | -  | -         | -         | -         |
| Office of the Government Chief Information Officer               | -  | 1         | -         | -         |
| Planning Department  | 1  | -         | -         | -         |
| Radio Television Hong Kong                                       | -  | -         | -         | -         |
| Registration and Electoral Office                                | -  | -         | 1         | -         |
| Security Bureau  | -  | 1         | -         | -         |
| Social Welfare Department  | -  | -         | -         | -         |
| Transport and Housing Bureau (Transport Branch)*                 | 1  | -         |           |           |
| Transport Department   | 1  | 1         | -         | -         |
| Treasury   | -  | 1         | 1         | -         |
| Water Supplies Department  | -  | 2         | -         | -         |
| <b>Sub-total (Part A)</b>  | <b>57</b>  | <b>45</b> | <b>16</b> | <b>4</b>  |



| <b>Bureau/Department/Office</b>  | <b>Numbers of supernumerary directorate posts as at</b> |                  |                  |                  |
|--|---|------------------|------------------|------------------|
|  | <b>31.3.2021</b>  | <b>31.3.2022</b> | <b>31.3.2023</b> | <b>29.2.2024</b> |
| <b>Part B – Establishment of Supernumerary Directorate Posts (Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices)</b> |   |                  |                  |                  |
| Independent Commission Against Corruption  | -   | 2                | -                | -                |
| <b>Sub-total (Part B)</b>  | <b>-</b>  | <b>2</b>         | <b>-</b>         | <b>-</b>         |
| <b>Total (Part A and Part B)</b>   | <b>57</b>   | <b>47</b>        | <b>16</b>        | <b>4</b>         |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB021**

**(Question Serial No. 0133)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Civil Service Chinese Medicine Clinics (CSCMCs) have commenced services since 2020 and a full-year recurrent provision is provided by the Government for operating the CSCMCs. In this connection, will the Government inform this Committee of:

- (1) the provisions or estimated provisions for operating the CSCMCs in each of the past 3 years and 2024-25;
- (2) the number of attendances by service types in each of the past 3 years;
- (3) the number of attendances at CSCMCs in each of the past 3 years; and
- (4) the average utilisation rate of CSCMCs in each of the past 3 years?

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 20)

Reply:

- (1) The Government set up the Civil Service Chinese Medicine Clinics (CSCMCs) since March 2020 to provide free Chinese Medicine services for treatment purpose for the exclusive use of civil service eligible persons (CSEPs). CSCMCs provides general consultation (GC) and acupuncture (AC) services solely for treatment purpose.

We provide a full-year recurrent provision to the Hospital Authority (HA) via the Health Bureau (HHB) for operating the CSCMCs. The provision in the past 3 financial years and 2024-25 are tabulated below -

| Financial year | Recurrent provision (\$ million) |
|----------------|----------------------------------|
| 2021-22        | 17.2                             |
| 2022-23        | 22.4                             |
| 2023-24        | 30.0                             |
| 2024-25        | 30.0                             |

(2) & (3) The attendance in CSCMCs in the past 3 financial years are tabulated below -

| CSCMCs                      | Attendance <sup>^</sup> |        |         |        |   |        |
|-----------------------------|-------------------------|--------|---------|--------|---|--------|
|                             | 2021-22                 |        | 2022-23 |        | 2023-24<br>(Up to<br>end February 2024) |        |
|                             | GC                      | AC     | GC      | AC     | GC                                      | AC     |
| CSCMC<br>(Tsuen Wan)        | 14 500                  | 14 300 | 19 900  | 14 600 | 19 800                                  | 13 300 |
| CSCMC<br>(Eastern District) | 12 200                  | 17 900 | 17 400  | 18 100 | 17 500                                  | 16 400 |
| CSCMC<br>(North District)*  | N/A                     | N/A    | 500     | 500    | 12 200                                  | 12 000 |

The attendance is rounded to the nearest hundred.

\* CSCMC (North District) commenced service on 20 March 2023.

(4) The average utilisation rate of CSCMCs has been over 95% in the past 3 financial years.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB022**

**(Question Serial No. 0147)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Chief Executive in the 2022 Policy Address announced the enhancement of the existing mobilisation protocol by introducing a “government-wide mobilisation” level to ensure that civil servants can be mobilised promptly as the basis for a quick response unit during incidents or major crises requiring considerable manpower support. In this connection, will the Government inform this Committee of the following:

- (1) the number and dates of the “government-wide mobilisation” drills conducted since the introduction of the “government-wide mobilisation” level;
- (2) the names of the bureaux/departments (B/Ds) and the numbers of their staff members who participated in each drill, broken down by B/D;
- (3) the number of times that the “government-wide mobilisation” level was initiated, as well as the respective dates and the matters requiring quick response since the introduction of the “government-wide mobilisation” level; and
- (4) the names of the B/Ds and the numbers of their staff members who were involved in each initiation, broken down by B/D?

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 34)

Reply:

The Government enhanced the mobilisation protocol in December 2022 and conducted the first drill under the enhanced mobilisation protocol on 16 February 2023. All policy bureaux and departments (B/Ds) and the Independent Commission Against Corruption participated in the first drill, involving a total of around 10 000 government staff at different levels.

During the period from 2 to 13 September 2023, the Government activated the enhanced mobilisation protocol twice, mobilising respectively around 100 staff from 3 departments to assist in the recovery work following the passage of Super Typhoon Saola and more than 500 staff from 13 B/Ds to support the recovery work at various districts following the torrential rain. The list of B/Ds participated in the two mobilisation operations is enclosed at Annex.

For the number of participants from individual B/Ds in the drill and the mobilisation operations, as they involve internal operational deployment details of the Government, it is inappropriate to disclose the information.

**List of Bureaux/Departments (B/Ds)  
which had participated in the two mobilisation operations**

3 B/Ds which had participated in the recovery work following the passage of Super Typhoon Saola

1. Legal Aid Department
2. Rating and Valuation Department
3. Trade and Industry Department

13 B/Ds which had participated in the recovery work following the torrential rain

1. Agriculture, Fisheries and Conservation Department
2. Census and Statistics Department
3. Civil Service Bureau
4. Department of Health
5. Department of Justice
6. Education Bureau
7. Environmental Protection Department
8. Independent Commission Against Corruption
9. Inland Revenue Department
10. Labour Department
11. Lands Department
12. Marine Department
13. Social Welfare Department

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB023**

**(Question Serial No. 1809)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

As at 31 March 2023, there was a gap of about 18 000 staff between the establishment and the strength of the civil service. The Civil Service Bureau (CSB) has indicated earlier that it will enhance recruitment and promotion efforts, including expanding the pool of eligible candidates to penultimate year undergraduate and postgraduate students. In this connection, will the Government inform this Committee:

- (1) regarding the civil service recruitment events held in Hong Kong or the Mainland (including but not limited to talks and fairs) in the past year, of (i) the estimated number of participants, (ii) the actual number of participants, (iii) the recruiting grades or departments, (iv) the number of applications submitted on the spot (if applicable), and (v) the manpower and expenditure required for the events;
- (2) regarding the Common Recruitment Examination (CRE) (including Use of Chinese, Use of English and Aptitude Test) and the Basic Law and National Security Law Test (BLNST) held in the past year, of (i) the total number of applicants for the CRE and BLNST, (ii) the actual number of applicants taking the CRE and BLNST, and (iii) the passing rate, with a breakdown by year of study and age group of the applicants taking the CRE and BLNST, as well as the examination venues they attended;
- (3) regarding the recruitment exercises for civil service graduate grades (Administrative Officer, Executive Officer II, Assistant Labour Officer II, Assistant Trade Officer II, Management Services Officer II and Transport Officer II) held in the past 2 years, of (i) the total number of applicants, (ii) the number of applicants taking the Joint Recruitment Examination (JRE), (iii) the number of applicants passing the JRE, (iv) the number of applicants passing the interview, (v) the number of appointment letters issued, and (vi) the number of applicants who assumed duty, with a breakdown by year of study and age group of the applicants taking the JRE, as well as the examination venues they attended; and
- (4) regarding the grades mentioned in (3), of the wastage situation in the past 2 years, with a breakdown by (i) the length of service of the officers who left the service, (ii) the age group, (iii) the department to which they belonged at the time of leaving (if applicable), and (iv) the reasons for leaving?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 1)

Reply:

- (1) The Government is dedicated to attracting talents with different backgrounds to join the civil service and promoting the diversified job opportunities in the Government (including general grades, professional grades and disciplined services). The Civil Service Bureau (CSB) held the first large-scale Government Career Fair (i.e. career fair involving government departments only) at three local universities in September 2023 for students to learn about the work of more than 40 civil service grades in over 20 departments, which attracted over 1 000 students to participate. CSB coordinated the above activities with existing manpower and resources. We do not keep information on the expenditure incurred by individual department in participating in the career fairs.

A number of government departments join the Education & Career Expo every year to introduce the work of different civil service grades to people with aspirations to join the civil service. This year, CSB expanded the scale of participation (i.e. exhibition area tripled in size) and, for the first time, held 20 sharing sessions under the “Careers in the Government Talk Series” in our booth. The booth of CSB attracted around 3 000 visitors, and the expenditure involved was around \$560,000.

On Mainland publicity, the CSB started sending delegations to the Mainland, including Beijing, Shanghai, Guangzhou and Xiamen, in September 2023. A total of eight recruitment talks / sharing cum recruitment sessions were organised in a number of universities and local offices of the Hong Kong Special Administrative Region (HKSAR) Government to publicise the various job opportunities offered by the HKSAR Government as well as the new measure of expanding the pool of eligible candidates in recruitment to Hong Kong students and Hong Kong people residing in the Mainland, attracting an online and in-person participation of over 2 000 Hong Kong people. The publicity expenditure involved was approximately \$250,000.

The Government will continue to strengthen the promotion of the work and recruitment of particular grades by organising career fairs and recruitment talks in more local universities, visiting universities in the Mainland for publicity, etc. with a view to deepening job seekers’ understanding of the work of the civil servants and attracting people with aspirations to join the civil service.

- (2) In 2023, the CSB conducted three rounds of the Common Recruitment Examination (CRE) and the Basic Law and National Security Law Test (BLNST) (degree / professional grades). Around 100 examination centres were set up in 18 districts. Of the 61 200 eligible applicants, around 9 600 were university students.

The number of eligible applicants for the CRE and BLNST and their attendance are provided below:

| <b>Examination Paper</b> | <b>No. of eligible applicants</b> | <b>No. of attendees</b> |
|--------------------------|-----------------------------------|-------------------------|
| Use of English           | around 31 800                     | around 20 700           |
| Use of Chinese           | around 28 900                     | around 19 900           |
| Aptitude Test            | around 31 000                     | around 21 000           |
| BLNST                    | around 49 600                     | around 34 800           |



The passing rates for the three papers of CRE were around 70% whilst the passing rate for BLNST was over 90%.

- (3) The recruitment information of the Administrative Officer Grade / Executive Officer Grade / Labour Officer Grade / Trade Officer Grade / Management Services Officer Grade and Transport Officer Grade in the past two years are tabulated as follows:

| <b>Administrative Officer Grade</b>                 | <b>2021-2022</b> | <b>2022-2023</b> |
|---|------------------|------------------|
| No. of applicants                                   | About 9 700      | About 9 300      |
| No. of candidates sitting the JRE                   | About 5 600      | About 5 200      |
| No. of candidates passing the JRE                   | About 2 900      | About 2 300      |
| No. of candidates invited for preliminary interview | About 630        | About 470        |
| No. of intakes                                      | 32               | 52               |

| <b>Executive Officer Grade</b>          | <b>2021-2022</b> | <b>2022-2023</b> |
|---|------------------|------------------|
| No. of applicants                       | About 15 000     | About 13 500     |
| No. of candidates sitting the JRE       | About 8 500      | About 6 500      |
| No. of candidates passing the JRE       | About 4 200      | About 2 800      |
| No. of candidates invited for interview | About 2 000      | About 1 700      |
| No. of intakes                          | About 250        | About 240        |

| <b>Labour Officer Grade</b>             | <b>2021-2022</b> | <b>2022-2023</b>                         |
|---|------------------|--|
| No. of applicants                       | About 13 000     | No recruitment was conducted in the year |
| No. of candidates sitting the JRE       | About 7 400      |  |
| No. of candidates passing the JRE       | About 3 400      |  |
| No. of candidates invited for interview | About 700        |  |
| No. of intakes                          | 59               |  |

| <b>Trade Officer Grade</b>              | <b>2021-2022</b> | <b>2022-2023</b> |
|---|------------------|------------------|
| No. of applicants                       | About 12 300     | About 10 600     |
| No. of candidates sitting the JRE       | About 7 100      | About 5 700      |
| No. of candidates passing the JRE       | About 3 300      | About 2 100      |
| No. of candidates invited for interview | About 140        | About 160        |
| No. of intakes                          | 11               | 12               |

| <b>Management Services Officer Grade</b> | <b>2021-2022</b> | <b>2022-2023</b>                         |
|--|------------------|--|
| No. of applicants                        | About 12 200     | No recruitment was conducted in the year |
| No. of candidates sitting the JRE        | About 7 200      |  |
| No. of candidates passing the JRE        | About 3 400      |  |
| No. of candidates invited for interview  | About 340        |  |
| No. of intakes                           | 20               |  |

| <b>Transport Officer Grade</b>          | <b>2021-2022</b> | <b>2022-2023</b> |
|---|------------------|------------------|
| No. of applicants                       | About 9 100      | About 7 600      |
| No. of candidates sitting the JRE       | About 5 200      | About 4 000      |
| No. of candidates passing the JRE       | About 2 400      | About 1 500      |
| No. of candidates invited for interview | About 360        | About 230        |
| No. of intakes                          | 29               | 19               |

- (4) The reasons for leaving the grades concerned vary, such as retirement, resignation and transfer to other grades. Labour Officers and Transport Officers all work in Labour Department and Transport Department respectively. Their management and posting are arranged by their respective department. Administrative Officers, Executive Officers, Trade Officers and Management Services Officers are posted to different bureaux and departments. Their posting is arranged by their respective Head of Grade and therefore wastage of individual officers is unrelated to their bureaux or departments concerned.

In 2021-22 and 2022-23, the breakdown of wastage of the grades concerned is as follows:

| Grade                         | Length of Service when Leaving the Grade |         |                   |         |
|-------------------------------|--|---------|-------------------|---------|
|                               | Below 20 years                           |         | 20 years or above |         |
|                               | 2021-22                                  | 2022-23 | 2021-22           | 2022-23 |
| Administrative Officer (Note) | 27                                       | 26      | 17                | 19      |
| Executive Officer             | 133                                      | 142     | 66                | 88      |
| Labour Officer                | 13                                       | 23      | 9                 | 8       |
| Trade Officer                 | 11                                       | 3       | 5                 | 4       |
| Transport Officer             | 11                                       | 17      | 3                 | 2       |
| Management Services Officer   | 6  | 5       | 2                 | 3       |

Note: Excluding 4 officers resigned to become politically appointed officials in 2022-23.

| Grade                         | Age when Leaving the Grade |         |         |         |             |         |
|-------------------------------|----------------------------|---------|---------|---------|-------------|---------|
|                               | Below 40                   |         | 40-59   |         | 60 or above |         |
|                               | 2021-22                    | 2022-23 | 2021-22 | 2022-23 | 2021-22     | 2022-23 |
| Administrative Officer (Note) | 25                         | 23      | 12      | 12      | 7           | 10      |
| Executive Officer             | 116                        | 124     | 59      | 64      | 24          | 42      |
| Labour Officer                | 10                         | 20      | 8       | 8       | 4           | 3       |
| Trade Officer                 | 9                          | 3       | 6       | 2       | 1           | 2       |
| Transport Officer             | 9                          | 16      | 3       | 1       | 2           | 2       |
| Management Services Officer   | 6                          | 4       | 2       | 2       | 0           | 2       |

Note: Excluding 4 officers resigned to become politically appointed officials in 2022-23.

| Grade                              | Reason for Leaving the Grade |         |             |         |                    |         |
|------------------------------------|------------------------------|---------|-------------|---------|--------------------|---------|
|                                    | Retirement                   |         | Resignation |         | Others<br>(Note 1) |         |
|                                    | 2021-22                      | 2022-23 | 2021-22     | 2022-23 | 2021-22            | 2022-23 |
| Administrative Officer<br>(Note 2) | 10                           | 12      | 32          | 32      | 2                  | 1       |
| Executive Officer                  | 34                           | 50      | 146         | 153     | 19                 | 27      |
| Labour Officer                     | 4                            | 3       | 15          | 19      | 3                  | 9       |
| Trade Officer                      | 2                            | 2       | 11          | 4       | 3                  | 1       |
| Transport Officer                  | 2                            | 1       | 10          | 14      | 2                  | 4       |
| Management Services Officer        | 0                            | 2       | 8           | 6       | 0                  | 0       |

Note 1 : Including transfer to other grade, death, etc.

Note 2 : Excluding 4 officers resigned to become politically appointed officials in 2022-23.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB024**

**(Question Serial No. 1810)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of civil servants, will the Government inform this Committee of the following:

- (1) the establishment, actual number of staff and the number of vacancies of the civil service (including directorate civil servants) in 2023-24, broken down by (i) bureau/department; (ii) grade; and (iii) salary group;
- (2) the numbers of newly recruited civil servants in the past 2 years, broken down by (i) bureau/department; (ii) grade; (iii) age group and (iv) salary group;
- (3) the numbers of civil servants who resigned in the past 2 years, broken down by (i) bureau/department; (ii) grade; (iii) age group; (iv) length of service; (v) rank and (iv) reason for resignation;
- (4) the numbers of civil servants reaching normal retirement age in the coming 5 years, broken down by (i) bureau/department and (ii) grade;
- (5) in respect of the 10 grades with the highest wastage rate in the past 2 years, (i) the numbers of jobs available; (ii) the numbers of applicants; (iii) the numbers of successful candidates; (iv) the numbers of applicants who assumed duty; (v) the numbers of civil servants having left the service before the end of the probation/trial period; and (vi) the average length of service of civil servants having left the service, set out in table form; and
- (6) whether the Government has any plans to conduct reviews on the salary structure and the Starting Salaries Survey for the grades with serious wastage mentioned in item (4) above, with a view to reducing the vacancy level? If yes, what are the details; if no, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 2)

Reply:

- (1) A breakdown of the establishment, strength and vacancy of the civil service as at 30 November 2023 by bureaux/departments/offices is set out at **Annex A**.
- (2) The recruitment figures of various departments from 2021-22 to 2022-23 are set out at **Annex B**.
- (3)&(5) From 2021-22 to 2022-23, the numbers of resignation of civil servants were 3 734 and 3 863 respectively, involving an average of about 200 civil service grades each year. The reasons for resignation include medical or family reasons, pursuing further studies and taking up other jobs, etc.

For grades with higher wastage rate, they are mainly those with small establishment. The wastage rate for these grades would be high even only a small number of officers leave the service due to reason like retirement, and could not accurately reflect the overall manpower situation of these grades.

A breakdown of the resignation statistics by bureaux/departments, age group and length of service is set out at **Annex C**.

The Civil Service Bureau will continue to keep in view the recruitment situation and remind recruiting bureaux/departments to take early actions to formulate manpower plans, launch recruitment exercises timely, as well as step up publicity to fill vacancies.

- (4) It is estimated that the annual average number of civil servants who will reach normal retirement age will be around 5 100 for the five-year period from 2023-24 to 2027-28. The number of retirees hinges on a number of factors. Hence, we cannot provide the breakdown of relevant information.
- (6) According to the prevailing policy guidelines, the Government will consider conducting a grade structure review (GSR) for a civil service grade as necessary in case of fundamental changes in the job nature, level of responsibilities and job complexity of the grade, or if there are proven and persistent recruitment and retention difficulties in the grade. We will continue to assess the need for GSR for individual grades in accordance with the relevant policy guidelines.

According to the prevailing mechanism, the Government will conduct the Starting Salaries Survey (SSS) as and when necessary in response to specific circumstances, in order to compare the starting salaries of basic ranks of different civilian grades with the entry pay of jobs in the private sector with similar qualification requirements. SSS is not designed for handling issues related to the entry pay of an individual grade.

**Establishment, Strength and Vacancy of the Civil Service in 2023-24  
(position as at 30 November 2023)**

| <b>Bureau/Department/Office</b>                    | <b>Establishment<br/>Note 1</b> | <b>Strength<br/>Note 2</b> | <b>Vacancy</b> |
|--|---------------------------------|----------------------------|----------------|
| Agriculture, Fisheries and Conservation Department | 2 347                           | 1 887                      | 460            |
| Auxiliary Medical Service                          | 98                              | 92                         | 6              |
| Architectural Services Department                  | 2 025                           | 1 927                      | 98             |
| Audit Commission                                   | 198                             | 185                        | 13             |
| Buildings Department                               | 2 135                           | 2 067                      | 68             |
| Civil Aviation Department                          | 904                             | 772                        | 132            |
| Civil Aid Service                                  | 108                             | 97                         | 11             |
| Commerce and Economic Development Bureau           | 279                             | 260                        | 19             |
| Civil Engineering and Development Department       | 2 100                           | 1 957                      | 143            |
| Census and Statistics Department                   | 1 229                           | 1 168                      | 61             |
| Chief Executive's Office                           | 103                             | 95                         | 8              |
| Constitutional and Mainland Affairs Bureau         | 219                             | 194                        | 25             |
| Companies Registry                                 | 394                             | 370                        | 24             |
| Civil Service Bureau                               | 1 062                           | 970                        | 92             |
| Correctional Services Department                   | 7 240                           | 6 483                      | 757            |
| Chief Secretary for Administration's Office        | 553                             | 511                        | 42             |
| Culture, Sports and Tourism Bureau                 | 347                             | 325                        | 22             |
| Customs and Excise Department                      | 7 585                           | 6 869                      | 716            |
| Development Bureau                                 | 665                             | 646                        | 19             |
| Department of Health                               | 6 927                           | 6 031                      | 896            |
| Department of Justice                              | 1 511                           | 1 319                      | 192            |
| Drainage Services Department                       | 2 051                           | 1 748                      | 303            |
| Education Bureau                                   | 6 292                           | 5 309                      | 983            |
| Environment and Ecology Bureau                     | 269                             | 249                        | 20             |
| Electrical and Mechanical Services Department      | 4 354                           | 4 099                      | 255            |
| Environmental Protection Department                | 2 135                           | 1 987                      | 148            |
| Food and Environmental Hygiene Department          | 11 492                          | 10 256                     | 1236           |

| <b>Bureau/Department/Office</b>  | <b>Establishment</b><br>Note 1 | <b>Strength</b><br>Note 2 | <b>Vacancy</b> |
|--|--------------------------------|---------------------------|----------------|
| Fire Services Department   | 11 487                         | 11 131                    | 356            |
| Financial Services and the Treasury Bureau   | 320                            | 311                       | 9              |
| Government Flying Service  | 333                            | 276                       | 57             |
| Government Logistics Department  | 744                            | 706                       | 38             |
| Government Laboratory  | 517                            | 494                       | 23             |
| Government Property Agency   | 327                            | 296                       | 31             |
| Hospital Authority <sup>Note 3</sup>   | 324                            | 324                       | 0              |
| Home Affairs Department  | 2 307                          | 2 157                     | 150            |
| Housing Bureau   | 13                             | 13                        | 0              |
| Housing Department   | 9 826                          | 9 221                     | 605            |
| Health Bureau  | 232                            | 218                       | 14             |
| Hong Kong Monetary Authority <sup>Note 3</sup>   | 2                              | 1                         | 1              |
| Hong Kong Observatory  | 372                            | 335                       | 37             |
| Hong Kong Police Force   | 37 993                         | 31 156                    | 6837           |
| Post Office  | 4 485                          | 4 280                     | 205            |
| Home and Youth Affairs Bureau  | 181                            | 177                       | 4              |
| Highways Department  | 2 509                          | 2 261                     | 248            |
| Immigration Department   | 8 804                          | 8 383                     | 421            |
| Invest Hong Kong   | 40                             | 38                        | 2              |
| Intellectual Property Department   | 185                            | 172                       | 13             |
| Inland Revenue Department  | 2 958                          | 2 703                     | 255            |
| Information Services Department  | 452                            | 433                       | 19             |
| Innovation and Technology Commission   | 329                            | 309                       | 20             |
| Innovation, Technology and Industry Bureau   | 169                            | 160                       | 9              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 35                             | 35                        | 0              |
| Judiciary  | 1 857                          | 1 680                     | 177            |
| Labour Department  | 2 551                          | 2 407                     | 144            |
| Legal Aid Department   | 563                            | 528                       | 35             |
| Land Registry  | 578                            | 491                       | 87             |
| Lands Department   | 4 713                          | 4 248                     | 465            |

| <b>Bureau/Department/Office</b>  | <b>Establishment</b><br>Note 1 | <b>Strength</b><br>Note 2 | <b>Vacancy</b> |
|--|--------------------------------|---------------------------|----------------|
| Leisure and Cultural Services Department                                     | 10 291                         | 9 505                     | 786            |
| Labour and Welfare Bureau  | 154                            | 151                       | 3              |
| Marine Department  | 1 483                          | 1 329                     | 154            |
| Office of the Communications Authority                                       | 434                            | 403                       | 31             |
| Office of the Government Chief Information Officer                           | 720                            | 674                       | 46             |
| Official Receiver's Office   | 281                            | 273                       | 8              |
| Planning Department  | 960                            | 868                       | 92             |
| Public Service Commission  | 33                             | 34                        | -1             |
| Registration and Electoral Office  | 297                            | 281                       | 16             |
| Radio Television Hong Kong   | 736                            | 561                       | 175            |
| Rating and Valuation Department  | 994                            | 886                       | 108            |
| Security Bureau  | 241                            | 227                       | 14             |
| Secretariat, Commissioner on Interception of Communications and Surveillance | 23                             | 21                        | 2              |
| Social Welfare Department  | 6 530                          | 6 031                     | 499            |
| Transport Department   | 1 913                          | 1 800                     | 113            |
| Trade and Industry Department  | 518                            | 485                       | 33             |
| Transport and Logistics Bureau   | 227                            | 220                       | 7              |
| Treasury   | 578                            | 504                       | 74             |
| University Grants Committee  | 91                             | 88                        | 3              |
| Working Family and Student Financial Assistance Agency                       | 1 328                          | 1 215                     | 113            |
| Water Supplies Department  | 4 663                          | 4 176                     | 487            |
| <b>Total</b>   | <b>192 323</b>                 | <b>172 549</b>            | <b>19 774</b>  |

Note 1: Establishment figures include permanent posts and time-limited posts, but exclude Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff working in Hong Kong Economic and Trade Offices.

Note 2: Strength figures include officers on final leave and hence the strength may be larger than the establishment in certain departments.

Note 3: These organisations have posts to accommodate staff who have remained in the Civil Service.



**Number of New Recruits to the Civil Service in  
2021-22 to 2022-23**

| <b>Bureau/Department/Office</b>                       | <b>New Recruits</b> |                |
|---|---------------------|----------------|
|   | <b>2021-22</b>      | <b>2022-23</b> |
| Agriculture, Fisheries and Conservation Department    | 180                 | 195            |
| Auxiliary Medical Service                             | 6                   | 6              |
| Architectural Services Department                     | 176                 | 139            |
| Audit Commission                                      | 3                   | 24             |
| Buildings Department                                  | 77                  | 60             |
| Civil Aviation Department                             | 64                  | 22             |
| Civil Aid Service                                     | 4                   | 1              |
| Commerce and Economic Development Bureau              | 27                  | 11             |
| Civil Engineering and Development Department          | 136                 | 129            |
| Census and Statistics Department                      | 82                  | 74             |
| Companies Registry                                    | 20                  | 3              |
| Civil Service Bureau                                  | 2 418               | 1 605          |
| Correctional Services Department                      | 354                 | 237            |
| Chief Executive's Office                              |                     |                |
| Chief Secretary for Administration's Office           | 4                   | 20             |
| Financial Secretary's Office                          |                     |                |
| Customs and Excise Department                         | 195                 | 178            |
| Development Bureau                                    | 11                  | 11             |
| Department of Health                                  | 314                 | 281            |
| Department of Justice                                 | 84                  | 53             |
| Drainage Services Department                          | 27                  | 14             |
| Education Bureau                                      | 205                 | 162            |
| Electrical and Mechanical Services Department         | 507                 | 314            |
| Environment Bureau* / Environment and Ecology Bureau# | 84                  | 163            |
| Environmental Protection Department                   |                     |                |
| Food and Environmental Hygiene Department             | 568                 | 574            |

| Bureau/Department/Office  | New Recruits |         |
|---|--------------|---------|
|   | 2021-22      | 2022-23 |
| Fire Services Department  | 638          | 610     |
| Government Flying Service   | 15           | 13      |
| Government Logistics Department   | 432          | 315     |
| Government Laboratory   | 27           | 11      |
| Government Property Agency  | 3            | 10      |
| Home Affairs Department   | 130          | 39      |
| Housing Bureau#   | 0            | 1       |
| Housing Department  | 760          | 528     |
| Hong Kong Observatory   | 33           | 12      |
| Hong Kong Police Force  | 851          | 806     |
| Hongkong Post   | 169          | 220     |
| Highways Department   | 170          | 210     |
| Immigration Department  | 154          | 282     |
| Intellectual Property Department  | 10           | 1       |
| Inland Revenue Department   | 104          | 251     |
| Information Services Department   | 30           | 17      |
| Innovation and Technology Bureau* /<br>Innovation, Technology and Industry<br>Bureau# | 0            | 19      |
| Innovation and Technology<br>Commission   | 5            | 7       |
| Judiciary   | 36           | 14      |
| Labour Department   | 141          | 69      |
| Legal Aid Department  | 23           | 15      |
| Land Registry   | 6            | 3       |
| Lands Department  | 307          | 210     |
| Leisure and Cultural Services<br>Department   | 595          | 827     |
| Marine Department   | 54           | 93      |
| Office of the Communications<br>Authority   | 40           | 13      |
| Office of the Government<br>Chief Information Officer                                 | 121          | 98      |
| Official Receiver's Office  | 9            | 11      |
| Planning Department   | 30           | 22      |
| Rating and Valuation Department   | 69           | 56      |

| <b>Bureau/Department/Office</b>         | <b>New Recruits</b> |                |
|---|---------------------|----------------|
|   | <b>2021-22</b>      | <b>2022-23</b> |
| Social Welfare Department               | 330                 | 266            |
| Transport Department                    | 74                  | 76             |
| Trade and Industry Department           | 2                   | 1              |
| Treasury                                | 72                  | 68             |
| University Grants Committee Secretariat | 2                   | 0              |
| Water Supplies Department               | 375                 | 365            |
| <b>Total</b>                            | <b>11 363</b>       | <b>9 835</b>   |

- \* the name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.
- # the name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

**Statistics on Resignation of Civil Servants  
2021-22 to 2022-23**

**A. Bureau/Department/Office**

| <b>Bureau/Department/Office</b>  | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 37             | 46             |
| Architectural Services Department  | 53             | 44             |
| Audit Commission   | 5              | 2              |
| Auxiliary Medical Service  | 5              | 4              |
| Buildings Department   | 38             | 38             |
| Census and Statistics Department   | 32             | 35             |
| Chief Executive's Office   | 2              | 1              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 8              | 20             |
| Civil Aid Service  | 2              | 2              |
| Civil Aviation Department  | 32             | 38             |
| Civil Engineering and Development Department                                 | 39             | 47             |
| Civil Service Bureau   | 25             | 39             |
| Commerce and Economic Development Bureau                                     | 25             | 14             |
| Companies Registry   | 10             | 9              |
| Constitutional and Mainland Affairs Bureau                                   | 7              | 4              |
| Correctional Services Department   | 102            | 101            |
| Culture, Sports and Tourism Bureau#  |                | 6              |
| Customs and Excise Department  | 126            | 144            |
| Department of Health   | 297            | 270            |
| Department of Justice  | 46             | 47             |
| Development Bureau   | 19             | 26             |
| Drainage Services Department   | 37             | 37             |
| Education Bureau   | 189            | 193            |
| Electrical and Mechanical Services Department                                | 50             | 57             |
| Environment Bureau*  | 3              |                |
| Environment and Ecology Bureau#  |                | 3              |
| Environmental Protection Department  | 61             | 47             |
| Financial Services and the Treasury Bureau                                   | 9              | 9              |
| Fire Services Department   | 167            | 222            |

| <b>Bureau/Department/Office</b>  | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|
| Food and Environmental Hygiene Department  | 202            | 240            |
| Food and Health Bureau*  | 16             | 3              |
| Government Flying Service  | 3              | 10             |
| Government Laboratory  | 5              | 8              |
| Government Logistics Department  | 16             | 12             |
| Government Property Agency   | 11             | 10             |
| Health Bureau#   |                | 7              |
| Highways Department  | 48             | 48             |
| Home Affairs Bureau*   | 8              | 2              |
| Home Affairs Department  | 70             | 66             |
| Home and Youth Affairs Bureau#   |                | 2              |
| Hong Kong Observatory  | 12             | 10             |
| Hong Kong Police Force   | 313            | 307            |
| Hongkong Post  | 81             | 88             |
| Housing Department   | 198            | 183            |
| Immigration Department   | 151            | 166            |
| Information Services Department  | 15             | 11             |
| Inland Revenue Department  | 99             | 94             |
| Innovation and Technology Bureau*  | 6              | 3              |
| Innovation and Technology Commission   | 12             | 4              |
| Innovation, Technology and Industry Bureau#  |                | 5              |
| Intellectual Property Department   | 15             | 7              |
| Invest Hong Kong   | 0              | 4              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 0              | 1              |
| Judiciary  | 44             | 46             |
| Labour and Welfare Bureau  | 5              | 5              |
| Labour Department  | 69             | 57             |
| Land Registry  | 12             | 9              |
| Lands Department   | 87             | 101            |
| Legal Aid Department   | 14             | 18             |
| Leisure and Cultural Services Department   | 252            | 291            |
| Marine Department  | 32             | 29             |
| Office of the Communications Authority   | 13             | 7              |
| Office of the Government Chief Information Officer   | 15             | 21             |
| Official Receiver's Office   | 13             | 5              |

| <b>Bureau/Department/Office</b>  | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|
| Planning Department  | 15             | 25             |
| Public Service Commission  | 1              | 1              |
| Radio Television Hong Kong   | 42             | 34             |
| Rating and Valuation Department  | 26             | 23             |
| Registration and Electoral Office  | 12             | 9              |
| Secretariat, Commissioner on Interception of Communications and Surveillance | 1              | 0              |
| Security Bureau  | 4              | 3              |
| Social Welfare Department  | 181            | 187            |
| Trade and Industry Department  | 10             | 10             |
| Transport and Housing Bureau*  | 5              | 2              |
| Transport and Logistics Bureau#  |                | 5              |
| Transport Department   | 42             | 69             |
| Treasury   | 15             | 8              |
| University Grants Committee Secretariat                                      | 5              | 4              |
| Water Supplies Department  | 70             | 74             |
| Working Family and Student Financial Assistance Agency                       | 42             | 24             |
| <b>Total</b>   | <b>3 734</b>   | <b>3 863</b>   |

\* the name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

#### B. Age Group

| <b>Age Group</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|
| Below 20         | 2              | 1              |
| 20 to below 30   | 978            | 969            |
| 30 to below 40   | 1 299          | 1 466          |
| 40 to below 50   | 899            | 901            |
| 50 to below 60   | 485            | 449            |
| 60 and above     | 71             | 77             |
| <b>Total</b>     | <b>3 734</b>   | <b>3 863</b>   |

C. Length of Service

| <b>Length of Service</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|
| Below 3 years            | 1 399          | 1 389          |
| 3 to below 5 years       | 482            | 518            |
| 5 to below 10 years      | 598            | 676            |
| 10 to below 20 years     | 664            | 727            |
| 20 to below 30 years     | 462            | 424            |
| 30 to below 40 years     | 129            | 127            |
| 40 years and above       | 0              | 2              |
| <b>Total</b>             | <b>3 734</b>   | <b>3 863</b>   |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB025**

**(Question Serial No. 1811)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The provision for civil service training and development in 2024-25 is 25.8% higher than the revised estimate for the previous year due to the increased provisions for personal emoluments and training expenses. In this connection, will the Government inform this Committee of the following:

- (1) a breakdown of the estimated training expenditure in 2024-25 set out in table form by the 5 core areas of the Civil Service College;
- (2) the distribution of additional provision for training by the core areas; and
- (3) it is noted that the Civil Service Bureau will continue to strengthen training for civil servants in public policy-making and international perspectives. What are the detailed plans and estimated expenditure involved in the above two areas for the 2024-25 financial year?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 3)



Reply:

- (1) & (2) The estimated expenditure of the Civil Service College (CSC) for its major training and development areas (excluding personal emoluments, personnel related expenses and general departmental expenses) in 2024-25 as compared with 2023-24 are as follows:

|    | <b>Civil Service Training and Development Areas</b>                         | <b>2023-24<br/>Revised<br/>Estimate<br/>(\$m)</b> | <b>2024-25<br/>Estimate<br/>(\$m)</b> |
|----|---|---|---------------------------------------|
| 1. | Enhancing governance and leadership capabilities                            | 15.7  | 26.1                                  |
| 2. | Understanding the constitutional order, national development and strategies | 34.1  | 42.1                                  |
| 3. | Building a people-oriented service culture <sup>(Note 1)</sup>              | 2.5   | 1.6                                   |
| 4. | Strengthening professional competence                                       | 5.6   | 6.6                                   |
| 5. | Promoting a culture of continuous learning                                  | 4.1   | 4.6                                   |
|    | Other training related expenditure  | 8.5   | 8.4                                   |
|    | <b>Total training expenses</b> <sup>(Note 2)</sup>                          | <b>70.5</b>                                       | <b>89.4</b>                           |

Note 1: Apart from dedicated training courses, CSC has also incorporated public service ethos into training programmes grouped under various training and development areas. The estimated expenditure mainly cover programme-related expenditure and do not include the salaries of Training Officers of CSC who conduct the training programmes.

Note 2: Training expenses mainly cover course design and speaker fees; tuition, traveling and accommodation fees of the training arranged outside Hong Kong; study grants, etc.

The estimated total expenditure for 2024-25 is higher than the revised estimate for 2023-24. It is mainly because CSC will organise more Mainland courses and arrange civil servants to attend overseas training to deepen civil servants' understanding of national development and broaden their international perspectives.

- (3) The Civil Service Bureau (CSB) is committed to enhancing the leadership, governance and public policy-making capabilities of civil servants. CSC provides a series of flagship leadership development programmes, executive workshop series and thematic seminars for directorate and senior-level civil servants. Programme contents span multiple areas including leadership competencies, public policy and governance, change management, strategies for public engagement, public service innovation, trends and applications of new technologies, strategies for media and public communication, and crisis management, etc.

CSC also organises a variety of training activities to foster civil servants' forming of holistic views and broaden their international perspectives. In its flagship leadership development programmes, CSC will invite experts from different sectors to analyse the current international situation and the competitive edge of

Hong Kong and its neighbouring regions. CSC will continue organising talks on our country's foreign affairs in collaboration with the Office of the Commissioner of the Ministry of Foreign Affairs in the HKSAR, so as to deepen civil servants' understanding of the international scene and our country's foreign policy. CSC also organises seminar series on different themes, including the Executive Series on "Connecting with the World – ASEAN", in which prominent local and overseas experts will be invited to share their insights into the changing international dynamics and the development of Association of Southeast Asian Nations (ASEAN) countries and engage in in-depth discussions with participants. Moreover, CSC will launch a new seminar series to discuss how Hong Kong, as a place where Eastern and Western cultures converge, can leverage its unique strength to connect our country with the world. CSC will strengthen training for officers with potential and regularly arrange targeted training programmes for them to broaden their perspectives and enhance their capabilities in strategic thinking and leadership.

In addition, CSB arranges for middle and senior-ranking civil servants with potential to attend training overseas. With the resumption of normal travel across borders, we have been resuming relevant training in an orderly manner, including arranging Administrative Officers (AOs) on completion of probation to study abroad again. The first round of overseas training programmes was launched in mid-January this year, where about 10 AOs were arranged to attend training at Sciences Po for around eight weeks. CSC will continue to arrange for more civil servants to pursue overseas training. Apart from CSB, individual departments/grades, on their development needs, also arrange for their staff to attend training overseas, with the aim of enhancing their staff's understanding of leadership and their own professional fields. The related training expenses are borne by the respective departments.

As many of the above programmes include, but are not only limited to, topics relating to public policy-making and international perspectives, it would be difficult to have a breakdown of estimated expenditure on the relevant contents.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB026**

**(Question Serial No. 1812)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the training provided by the Civil Service College (CSC) in 2023-24, will the Government inform this Committee of:

- (1) the details of training programmes provided by CSC for “strengthening professional competence” including: (i) the names of the programmes; (ii) the content and themes of the training; (iii) the target numbers of participants; (iv) the actual numbers of participants; (v) the numbers of participants by rank and grade; (vi) the methods for reviewing training results; and (vii) the manpower and expenditure involved;
- (2) the details of training programmes (including overseas training and attachment) provided by CSC for “enhancing governance and leadership capabilities” including: (i) the names of the programmes; (ii) the content and themes of the training; (iii) the target numbers of participants; (iv) the actual numbers of participants; (v) the numbers of participants by rank and grade; (vi) the methods for reviewing training results; and (vii) the manpower and expenditure involved;
- (3) the numbers of views of various theme-based portals of the Cyber Learning Centre Plus (CLC Plus);
- (4) the content and the number of views of as well as the expenditure on the newly provided e-learning resources in 2023-24.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 4)

Reply:

- (1) & (2) The Civil Service College (CSC) is committed to enhancing the leadership, governance and public policy-making capabilities of civil servants. In respect of “enhancing governance and leadership capabilities”, CSC provides a series of flagship leadership development programmes, executive workshops and seminars by experts for directorate and senior-level civil servants. Programme contents span multiple areas including leadership competencies, public policy, international perspectives, community

engagement, and media and crisis communication, etc. Examples of the programmes include the “Advanced Leadership Enhancement Programme”, driving innovations in the digital world, communication skills for executives, and the “Executive Series on Connecting with the World: ASEAN”, etc.

The Civil Service Bureau (CSB) also arranges for middle and senior-ranking civil servants with potential to attend training overseas to broaden their international perspectives. With the resumption of normal travel across borders, we have been resuming relevant training in an orderly manner, including arranging Administrative Officers (AOs) on completion of probation to study abroad again. The first round of overseas training programmes was launched in mid-January this year, where about 10 AOs were arranged to attend training at Sciences Po for around eight weeks. CSB will continue to arrange for more civil servants to pursue overseas training. We also continue to collaborate with Peking University to organise the two-year Master’s Degree in Public Policy Programme for senior civil servants with potential for advancement, with the aim of broadening the horizons and enhancing the expertise of the participating officers in public administration. We arrange for 15 to 20 senior civil servants with potential for advancement each year to participate in this programme, and also provide sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University. Apart from CSB, individual departments/grades, on their development needs, also arrange for their staff to attend training overseas or on the Mainland, with the aim of enhancing their staff’s understanding of leadership and their own professional fields. The related training expenses are borne by the respective departments.

In addition, to help groom officers in departments, CSC works with departments to arrange for promising officers to attach to policy bureaux for a period of six months, so as to enhance their knowledge and skills outside of their own professions, and promote a culture of mutual learning and collaboration in the civil service.

As regards "strengthening professional competence", CSC provides foundation and professional development training for civil servants, imparting updated knowledge and skills to address their training needs from induction to subsequent stages of their career. Specifically, CSC arranges mandatory induction programmes for all new recruits to ensure their accurate understanding of civil service core values and the constitutional order of the HKSAR, and enhance their awareness in safeguarding national security. Besides, CSC offers training on management, innovation and technology application, human resources management, language and communication, etc. Examples of the programmes include supervision, management, negotiation, performance management, big data analytics, application of emerging technologies, media communication, official writing and workplace Putonghua. These programmes aim to continuously enhance the skills required and develop the essential mindset of civil

servants so that they remain competent and are committed to serving the public.

Participants who joined the training programmes came from different grades and ranks in various bureaux/departments so it is difficult to provide a detailed breakdown. The estimated numbers of participants, the actual numbers of trainees and the revised estimate for training expenses involved in relevant training programmes are as follows:

|  | <b>2023<br/>Estimated<br/>number of<br/>trainees</b> | <b>2023<br/>Actual number<br/>of trainees</b> | <b>2023-24<br/>Revised<br/>estimate for<br/>training<br/>expenses<br/>(\$m)</b> |
|--|--|---|---|
| Enhancing governance and leadership capabilities | 2 600  | 2 700   | \$15.7  |
| Strengthening professional competence            | 30 500   | 32 300  | 5.6   |

Since officers are usually responsible for multiple training programmes, a breakdown on the manpower attributable to each area is not available.

Regarding the methods for reviewing training results, CSC attaches great importance to training effectiveness and adopts suitable assessment methods for different types of training according to their objectives and content. Training programmes organised by CSC consist of discussions and sharing, and feedback would be collected from trainees through questionnaires for evaluation purposes. Programme tutors/ officers also observe trainees' in-class performance in order to assess their level of understanding of the training content. As for programmes with longer duration, CSC conducts interviews with participants after the completion of the programmes in order to understand their learning insights and experience.

- (3) The numbers of e-learning access for respective thematic webpages under the Cyber Learning Centre Plus (CLC Plus) are as follows:

| <b>Thematic Webpage</b>   | <b>Number of E-learning Access</b><br>(see Note) |
|---|--|
| “The Constitution and the Basic Law”, “The National Security Law”, and National Studies                   | 172 300  |
| “Leadership and Management”, “Innovation & Technology”  | 196 700  |
| “New Recruits’ Avenue”  | 58 400   |
| Language and Communication  | 149 500  |
| General Learning Topics (e.g. climate change, learn how to learn, and book summaries on various subjects) | 134 500  |

Note: From 2023 onwards, the indicator for promoting a culture of continuous learning is measured by the number of e-learning access, replacing the previous indicator of the number of page views.

- (4) In 2023, CLC Plus introduced 70 new e-learning resources, covering mainly the areas of (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; and (iv) strengthening professional competence. The new e-learning resources included recordings of the in-depth programme on "One Country, Two Systems" and contemporary China, a web course on "The Overview of the Development of Holistic View of National Security", a seminar recording of the “Dialogue with Experts Series”, videos on the winning entries of the Civil Service Outstanding Service Award Scheme, recordings of seminars on language and communication, and the latest trends and applications of innovation and technology, etc. The relevant learning resources recorded about 26 300 e-learning accesses in 2023. As for the expenditure, some of the new e-learning resources were edited from video recordings of classroom training, and the associated expenses were calculated in conjunction with those of the classroom training as a whole. Some e-learning resources were case study videos originally produced for specific training or projects, and subsequently converted to e-learning resources for wider dissemination. As the expenditure was not solely incurred for online learning, it would be difficult to account for the portion exclusively for the new resources.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB027**

**(Question Serial No. 0543)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

For all civil service recruitment exercises advertised on or after 1 July 2022, attaining a pass result in the Basic Law and National Security Law Test (BLNST) is an entry requirement for all civil service jobs. In this connection, will the Government inform this Committee of:

- 1) the numbers of BLNST conducted by the Government since 2022, the numbers of applicants, candidates sitting and passing the BLNST, and expenditures of each BLNST;
- 2) the numbers of candidates passing the BLNST out of the 170 000 serving civil servants, with a breakdown by department; and
- 3) whether or not passing the BLNST will become a pre-requisite for civil service promotion?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 1)

Reply:

- 1 & 2. For all civil service recruitment exercises which commenced on or after 1 July 2022, attaining a pass result in the Basic Law and National Security Law Test (BLNST) is an entry requirement for all civil service jobs. Currently, the Civil Service Bureau (CSB) conducts the BLNST (degree / professional grades) in June, October and December annually for persons who are planning to apply for civil service posts at degree or professional level. For candidates who have not taken the BLNST or have not attained a pass result at the time of application, arrangements will be made by the recruiting departments/grades for them to take the relevant BLNST during the recruitment process.

The numbers of candidates invited to and attendees of the BLNST are provided below –

| Year | BLNST conducted by CSB<br>(held alongside the Common<br>Recruitment Examination) |                  | BLNST conducted by<br>recruiting departments/grades |                     |
|------|--|------------------|---|---------------------|
|      | No. of<br>candidates<br>invited  | No. of attendees | No. of<br>candidates<br>invited                     | No. of<br>attendees |
| 2022 | around 58 900  | around 45 300    | around 34 100                                       | around 22 800       |
| 2023 | around 49 600  | around 34 800    | around 71 600                                       | around 53 100       |

The passing rates for the BLNST (degree/professional grades) conducted by CSB and the BLNST conducted by recruiting departments/grades in 2022 and 2023 were both over 90%.

In 2022 and 2023, CSB conducted five rounds of BLNST (degree / professional grades). The BLNST (degree / professional grades) was held on the same day with the Common Recruitment Examination / Joint Recruitment Examination. The actual expenditures and revised estimates on conducting relevant examinations in 2022-23 and 2023-24 are about \$15.18 million and \$12.94 million respectively. We are unable to provide the expenditure on the BLNST (degree / professional grades) separately as it was held alongside other civil service examinations. CSB has not kept information on the expenditures on conducting BLNST by recruiting departments/grades.

BLNST aims to ensure that new recruits to the civil service have basic understanding of the Basic Law and the National Security Law. For serving civil servants, the Government will continue to enhance and deepen their understanding of constitutional order and national security.

The Hong Kong Special Administrative Region (HKSAR) Government attaches great importance to ensuring civil servants' accurate understanding of the constitutional order of the HKSAR and national security. The Civil Service College (CSC) under CSB has designated training programmes for mandatory attendance by officers of different levels. Currently, all new recruits are required to complete within their probationary period a foundation training programme. The contents cover understanding "One Country, Two Systems", the Constitution, the Basic Law, the Hong Kong National Security Law, as well as the country's system and major policies. Officers of degree or professional grades are also required to take part in advanced training upon confirmation to the permanent establishment, so as to reinforce their national identity and awareness of safeguarding national security.

Besides, CSC has in recent years continued to strengthen civil service training on the constitutional order and safeguarding national security by organising regular training programmes and thematic seminars, and developing more e-learning resources, so as to support civil servants' continuous learning of related topics, ensuring that they will maintain an up-to-date and accurate understanding of the constitutional order of the HKSAR. In 2023, CSC launched an in-depth



programme on understanding “One Country, Two Systems” and contemporary China, and a dedicated seminar series on the theme of “Holistic View of National Security”. The aim is to deepen civil servants’ understanding of significant subjects such as the theory and practice of “One Country, Two Systems” and national security. For training held on the Mainland, CSC has, since June 2023, resumed arranging for civil servants to attend national studies programmes at Mainland institutions. The programmes cover topics such as the country’s Constitution and the Basic Law, the relationship between the Central Authorities and the HKSAR, and the National Security Law and national security.

3. The civil service has a rigorous and stringent promotion system. Officers are selected for promotion based on character, ability, experience and any qualifications prescribed for the higher rank. Although the attainment of a pass result in the BLNST is not applicable to serving civil servants, the various knowledge required for civil servants to discharge duties, including the understanding of the Basic Law and National Security Law, will be reflected on their performance at work and constitute an important consideration for promotion.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB028**

**(Question Serial No. 0544)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

The Administrative Service plays a key role in the Government. Regarding the management of the Administrative Officer (AO) grade, will the Government please inform this Committee of:

1) the establishment and strength of the AO grade in the past 3 years:

|                        | 2021          |          | 2022          |          | 2023          |          |
|------------------------|---------------|----------|---------------|----------|---------------|----------|
|                        | Establishment | Strength | Establishment | Strength | Establishment | Strength |
| AO Staff Grade A1 (D8) |               |          |               |          |               |          |
| AO Staff Grade A (D6)  |               |          |               |          |               |          |
| AO Staff Grade B1 (D4) |               |          |               |          |               |          |
| AO Staff Grade B (D3)  |               |          |               |          |               |          |
| AO Staff Grade C (D2)  |               |          |               |          |               |          |
| Senior AO (SAO)        |               |          |               |          |               |          |
| AO                     |               |          |               |          |               |          |

2) the length of service before promotion in the AO grade in the past 3 years:

|                        | 2021  |   |  | 2022  |   |  | 2023  |   |  |
|------------------------|---|---|--|---|---|--|---|---|--|
|                        | Longest length of service before promotion (year) | Average length of service before promotion (year) | Shortest length of service before promotion (year) | Longest length of service before promotion (year) | Average length of service before promotion (year) | Shortest length of service before promotion (year) | Longest length of service before promotion (year) | Average length of service before promotion (year) | Shortest length of service before promotion (year) |
| AO Staff Grade A1 (D8) |   |   |  |   |   |  |   |   |  |
| AO Staff Grade A (D6)  |   |   |  |   |   |  |   |   |  |
| AO Staff Grade B1 (D4) |   |   |  |   |   |  |   |   |  |
| AO Staff Grade B (D3)  |   |   |  |   |   |  |   |   |  |
| AO Staff Grade C (D2)  |   |   |  |   |   |  |   |   |  |
| SAO                    |   |   |  |   |   |  |   |   |  |

3) the wastage of the AO grade in the past 3 years:

|                        | 2021 | 2022 | 2023 |
|------------------------|------|------|------|
| AO Staff Grade A1 (D8) |      |      |      |
| AO Staff Grade A (D6)  |      |      |      |
| AO Staff Grade B1 (D4) |      |      |      |
| AO Staff Grade B (D3)  |      |      |      |
| AO Staff Grade C (D2)  |      |      |      |
| SAO                    |      |      |      |
| AO                     |      |      |      |

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 2)

Reply:

- 1) In the past 3 years, the establishment (E) and strength (S) of the Administrative Officer Grade are as follows –

|  | 31 March 2021 |     | 31 March 2022 |     | 31 March 2023 |     |
|--|---------------|-----|---------------|-----|---------------|-----|
|  | E             | S   | E             | S   | E             | S   |
| Administrative Officer Staff Grade A1 (D8) | 20            | 16  | 19            | 14  | 19            | 12  |
| Administrative Officer Staff Grade A (D6)  | 15            | 19  | 16            | 22  | 15            | 24  |
| Administrative Officer Staff Grade B1 (D4) | 29            | 23  | 28            | 21  | 29            | 23  |
| Administrative Officer Staff Grade B (D3)  | 64            | 63  | 64            | 61  | 66            | 56  |
| Administrative Officer Staff Grade C (D2)  | 219           | 196 | 219           | 202 | 219           | 195 |
| Senior Administrative Officer              | 233           | 160 | 235           | 150 | 239           | 143 |
| Administrative Officer                     | 168           | 205 | 166           | 197 | 165           | 199 |

Note: Establishment includes permanent and time-limited posts.

- 2) Promotion in the Administrative Officer Grade is based on objective criteria, such as character, ability, experience and potential. The most suitable and the most meritorious Administrative Officers are selected and promoted through a fair process, rather than their seniority. In order to protect the personal data of the involved officers, we are unable to provide the longest and shortest length of service before promotion. In the past 3 years, the average length of service (in year) before promotion for the Administrative Officer Grade is as follows –

|  | 2021 | 2022 | 2023 |
|--|------|------|------|
| Administrative Officer Staff Grade A1 (D8) | 5    | 4    | 5    |
| Administrative Officer Staff Grade A (D6)  | 5    | 4    | 4    |
| Administrative Officer Staff Grade B1 (D4) | 10   | 8    | 7    |
| Administrative Officer Staff Grade B (D3)  | 13   | 13   | 12   |
| Administrative Officer Staff Grade C (D2)  | 8    | 7    | 7    |
| Senior Administrative Officer              | 7    | 7    | 7    |

3) In the past 3 years, the wastage of the Administrative Officer Grade is as follows –

|  | 2020-2021 | 2021-2022 | 2022-2023<br>(Note) |
|--|-----------|-----------|---------------------|
| Administrative Officer Staff Grade A1 (D8) | 4         | 5         | 5                   |
| Administrative Officer Staff Grade A (D6)  | 3         | 0         | 0                   |
| Administrative Officer Staff Grade B1 (D4) | 3         | 2         | 1                   |
| Administrative Officer Staff Grade B (D3)  | 5         | 6         | 5                   |
| Administrative Officer Staff Grade C (D2)  | 6         | 7         | 12                  |
| Senior Administrative Officer              | 10        | 12        | 12                  |
| Administrative Officer                     | 5         | 12        | 10                  |

Note: Excluding 4 officers resigned to become politically appointed officials.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB029**

**(Question Serial No. 0545)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Government announced last year that the pool of eligible candidates for civil service posts requiring an undergraduate degree will be expanded to include penultimate year undergraduate and postgraduate students, so as to enhance recruitment and promotion efforts. Will the Government inform this Committee of:

- 1) the posts for which the new arrangements are being or will be implemented (please list them);
- 2) the numbers of undergraduate and postgraduate students who applied for and were recruited to such posts in the past year (broken down by post); and
- 3) the number of Government Career Fairs the Bureau has conducted in local and Mainland universities; and the expenditure involved in their organisation and publicity?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 3)

Reply:

Starting from June 2023, various grades may, having regard to their manpower resources and operational needs, consider whether to expand the pool of eligible candidates to undergraduate or postgraduate students in their penultimate year of study. At present, 30 grades / ranks have considered / will consider students graduating in 2025. Details are set out at **Annex**.

The new initiative was well-received. The number of university students applying for the Common Recruitment Examination and the Basic Law and National Security Law Test has increased significantly by 110% from around 2 500 in June 2023 to around 5 300 in October 2023, with nearly 30% of them were in their third year of study. The number of applications for some related grades has also increased. For example, the applications for the Administrative Officer, Executive Officer and related grades have increased by around 38% from around 15 180 in 2022-23 to around 21 000 in 2023-24. University students accounted for more than 10% of the total applications, and about 25% of the university students were in their third year of study. Relevant recruitment exercises are still in progress.

The Civil Service Bureau (CSB) has strengthened the promotion of the above new initiative and the diversified job opportunities in the Government, including holding the first large-scale Government Career Fair (i.e. career fair involving government departments only) at three local universities in September 2023 for students to learn about the work of more than 40 civil service grades in over 20 departments, which attracted over 1 000 students to participate. On Mainland publicity, the CSB started sending delegations to the Mainland, including Beijing, Shanghai, Guangzhou and Xiamen, in September 2023. A total of eight recruitment talks / sharing cum recruitment sessions were organised in a number of universities and local offices of the Hong Kong Special Administrative Region (HKSAR) Government to publicise the various job opportunities offered by the HKSAR Government as well as the new measure of expanding the pool of eligible candidates in recruitment to Hong Kong students and Hong Kong people residing in the Mainland, attracting an online and in-person participation of over 2 000 Hong Kong people. The publicity expenditure involved was approximately \$250,000.

We will continue to organise career fairs and recruitment talks in more local universities in 2024-25, and visit universities in the Mainland for publicity to attract more young talents to join the civil service.

**Grades / Ranks Considering University Students Graduating in 2025**

|    | <b>Department</b>                                  | <b>Rank / Grade</b>                             |
|----|--|---|
| 1  | Immigration Department                             | Immigration Officer                             |
| 2  | Civil Service Bureau                               | Administrative Officer                          |
| 3  |  | Executive Officer II                            |
| 4  | Labour Department                                  | Assistant Labour Officer II                     |
| 5  | Commerce and Economic Development Bureau           | Assistant Trade Officer II                      |
| 6  | Efficiency Office                                  | Management Services Officer II                  |
| 7  | Transport Department                               | Transport Officer II                            |
| 8  | Social Welfare Department                          | Assistant Social Work Officer                   |
| 9  |  | Clinical Psychologist                           |
| 10 | Information Services Department                    | Assistant Information Officer (General Stream)  |
| 11 | Office of the Government Chief Information Officer | Analyst/Programmer II                           |
| 12 | Customs and Excise Department                      | Inspector of Customs and Excise                 |
| 13 | Hong Kong Police Force                             | Inspector of Police                             |
| 14 |  | Police Constable                                |
| 15 |  | Clinical Psychologist                           |
| 16 | Fire Services Department                           | Station Officer (Operational)                   |
| 17 |  | Ambulance Officer                               |
| 18 | Marine Department                                  | Marine Officer                                  |
| 19 |  | Assistant Marine Officer                        |
| 20 |  | Assistant Surveyor of Ships (Engineer and Ship) |
| 21 |  | Assistant Surveyor of Ships (Nautical)          |
| 22 |  | Assistant Surveyor of Ships (Ship)              |
| 23 |  | Surveyor of Ships (Engineer and Ship)           |
| 24 |  | Surveyor of Ships (Nautical)                    |
| 25 | Education Bureau                                   | Assistant Education Officer                     |
| 26 |  | Assistant Primary School Master / Mistress      |
| 27 |  | Speech Therapist                                |
| 28 | Correctional Services Department                   | Officer   |
| 29 |  | Clinical Psychologist                           |
| 30 |  | Assistant Education Officer                     |

- End -



**CONTROLLING OFFICER'S REPLY****CSB030****(Question Serial No. 0546)**Head: (143) Government Secretariat: Civil Service BureauSubhead (No. & title): (-) Not SpecifiedProgramme: (2) Human Resource ManagementControlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)Director of Bureau: Secretary for the Civil ServiceQuestion:

To promote the diversified development of society, the Government has been encouraging non-ethnic Chinese to join the civil service and develop their potential to serve the community. In this connection, please advise this Committee on:

- 1) details of the numbers of non-ethnic Chinese in the civil service in the past 3 years;

| 2021       |                                     |  |  |  |
|------------|-------------------------------------|--|--|--|
| Department | Directorate Civil Servants (Number) | Senior Ranking Civil Servants (Number) | Middle Ranking Civil Servants (Number) | Junior ranking Civil Servants (Number) |
|            |                                     |  |  |  |
|            |                                     |  |  |  |

| 2022       |                                     |  |  |  |
|------------|-------------------------------------|--|--|--|
| Department | Directorate Civil Servants (Number) | Senior Ranking Civil Servants (Number) | Middle Ranking Civil Servants (Number) | Junior Ranking Civil Servants (Number) |
|            |                                     |  |  |  |
|            |                                     |  |  |  |

| 2023       |                                     |  |  |  |
|------------|-------------------------------------|--|--|--|
| Department | Directorate Civil Servants (Number) | Senior Ranking Civil Servants (Number) | Middle Ranking Civil Servants (Number) | Junior Ranking Civil Servants (Number) |
|            |                                     |  |  |  |
|            |                                     |  |  |  |

- 2) the measures taken by the Government to encourage non-ethnic Chinese to join the civil service, the effectiveness of the relevant measures and the expenditures in the past 3 years; and
- 3) any complaints and requests for assistance regarding race, workplace or other types of discrimination received by the Government from non-ethnic Chinese serving in the civil service in the past 3 years? If yes, what are Government's handling measures and the expenditures involved?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 4)

Reply:

The Government is committed to promoting equal access to job opportunities in the Government for non-ethnic Chinese, just like other applicants, and has been encouraging non-ethnic Chinese who are dedicated to join the public service to strengthen their learning in Chinese. While maintaining the quality of public service, the Government will review the language proficiency entry requirements of civil service grades from time to time to ensure that they commensurate with requirements of the job, so as to allow talents of different backgrounds to join the Government. At present, over 50 civil services grades have adjusted their Chinese language proficiency entry requirement, in which 18 of them are degree/professional grades. Where appropriate, departments may design their own language tests according to the job requirements of individual civil service grades to provide an additional way for applicants to meet the appointment requirements in respect of language proficiency.

The Government has been regularly disseminating information on appropriate civil service vacancies to the service users of the support service centres for ethnic minorities, which are operated by non-profit-making organisations and funded by the Home Affairs Department, and has been introducing such civil service posts to non-ethnic Chinese job seekers through the Labour Department's job centres located across the territory. Non-ethnic Chinese job seekers could also obtain related information through the two non-governmental organisations commissioned by the Labour Department under the Racial Diversity Employment Programme. In addition, we have launched a thematic webpage entitled "Job Corner for Non-ethnic Chinese" on the Government Youth Portal, which assists non-ethnic Chinese job seekers in obtaining information related to application for civil service posts.

The Civil Service College under the Civil Service Bureau has developed e-learning resources jointly with the Equal Opportunities Commission to enhance civil servants' understanding of cultural sensitivity, racial diversity and inclusion. The Civil Service Bureau has not received any complaints and requests for assistance regarding race, workplace or other types of discrimination from non-ethnic Chinese serving in the civil service in the past 3 years.

The Civil Service Bureau and the departments concerned will implement the aforesaid measures within their existing resources.

In the civil service recruitment process, bureaux/departments will continue to assess all candidates on the basis of their ability, performance, character, and the stipulated entry requirements set according to the job requirements (including language proficiency requirements). Race is not a relevant consideration. Given that neither job applicants for civil service jobs nor serving civil servants are required to declare their ethnic origins, we do not possess statistical information on the number of non-ethnic Chinese in the civil service.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB031**

**(Question Serial No. 0547)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the implementation of the Mainland Education Award Scheme for Children of Civil Servants, will the Government inform this Committee of:

- 1) the estimated and actual numbers of applicants;
- 2) the distribution of the applicants' children by education level and their distribution by the provinces and cities in which their attending schools are located;
- 3) the average amount of allowance received by the applicants' children; and
- 4) whether it will explore the feasibility of earmarking resources to expand the scheme to cover children of civil servants studying in higher education institutions in the Mainland?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 5)

Reply:

- 1) to 3) To dovetail with the Government's policy of integrating into the overall national development and encourage more children of civil servants to study in the Mainland, the Civil Service Bureau set up the Mainland Education Award Scheme for Children of Civil Servants (referred to as "the MEAS" hereunder) in 2024 for civil servants appointed on new terms, providing education awards for their eligible children who receive primary or secondary education in the Mainland. The MEAS will be awarded under four groups, namely junior primary, senior primary, junior secondary and senior secondary. Each eligible child of a civil servant will be granted a maximum of one award under each group. The award amounts are HK\$30,000 for each award under the junior and senior primary groups, and HK\$50,000 for each award under the junior and senior secondary groups. There will be a quota of 100 awards in each school year.

The first round of the MEAS is applicable to eligible children of civil servants who completed a whole school year of full-time primary or secondary education in the Mainland in the 2022/23 school year. Since all applicants are required to submit their application forms to their respective bureaux/departments (B/Ds) by end-March 2024 and we are still collecting applications submitted via B/Ds, relevant data are not available yet.

- 4) The MEAS is intended for eligible children of civil servants who receive primary or secondary education in the Mainland. Post-secondary education is not covered.

The Education Bureau set up the Mainland University Study Subsidy Scheme in 2014 to provide subsidy for eligible Hong Kong students pursuing undergraduate studies in the Mainland. Children of civil servants may also apply for this subsidy scheme.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0548)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Recruitment Centre, General Grades Office which came into operation in October 2023 provides a one-stop venue for the year-round recruitment for the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II. Please inform this Committee of:

- 1) the numbers of vacancies and applicants broken down by post;
- 2) the average time required for handling job applications for each post;
- 3) the numbers of appointment letters issued and the numbers of waitlisted candidates recruited by the above grades so far.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 6)

Reply:

- 1) As at 29 February 2024, the numbers of vacancies and applications received for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA) and Personal Secretary II (PS II) are as follows:

| <b>Post</b> | <b>Number of vacancies<sup>^</sup></b> | <b>Number of applications</b> |
|-------------|--|-------------------------------|
| ACO         | About 820                              | 9 148                         |
| CA          | About 1 740                            | 6 417                         |
| PS II       | About 370                              | 5 245                         |

<sup>^</sup> Including vacancies of the respective ranks and consequential vacancies arising from filling of vacancies at the higher rank

- 2) As at 29 February 2024, under year-round recruitment, the average processing time from the receipt of applications for the posts of ACO, CA and PS II to the issuance of appointment letters is about 5 months, 4 months and 4.5 months respectively, which is about 4 to 5 months shorter than that in the previous open recruitment exercises conducted every two years.

- 3) As at 29 February 2024, the numbers of appointment letters issued for the posts of ACO, CA and PS II are as follows:

| <b>Post</b> | <b>Appointment letters issued</b> |
|-------------|-----------------------------------|
| ACO         | 35                                |
| CA          | 51                                |
| PS II       | 9                                 |

The General Grades Office will issue appointment letters to candidates who have passed the assessment, interview and related recruitment formalities successively to expedite the filling of vacancies. As ACO, CA and PS II are recruited throughout the year, the General Grades Office will issue appointment letters to suitable candidates as soon as possible and therefore there is no waiting list.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB033**

**(Question Serial No. 0549)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Government will “continue to monitor the implementation of various flexible measures for extending the service of civil servants”, including the Post-retirement Service Contract Scheme, the final extension of service and the adjusted further employment mechanism. Please inform this Committee of the following:

- 1) the numbers of staff who applied for the above service extension schemes and the numbers of applications approved in the past 3 years broken down by department;
- 2) the estimated total number of civil servants who will retire in the coming 3 years and the relevant total expenditure, as well as the numbers of retirees broken down by department;
- 3) the Government’ measures to strengthen the transfer of experience and knowledge among retiring and serving staff, so as to maintain high standards of public services without affecting the promotion prospects of other civil servants?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 7)

Reply:

- 1) The breakdown by bureaux/departments (B/Ds) of the number of full-time<sup>(Note)</sup> Post-retirement Service Contract (PRSC) staff and the corresponding number of applications involved in the past 3 years (from 2021 to 2023, as at 30 June) is set out at **Annex A**.

For final extension of service, 6 301 applications have been processed since 2021-22. Among them, 5 582 applications were approved. A breakdown of the number by B/Ds is set out at **Annex B**.

As regards further employment beyond retirement age, 4 428 applications have been processed since 2021-22. Among them, 4 156 applications were approved. A breakdown of the number by B/Ds is set out at **Annex C**.



- 2) It is estimated that the annual average number of civil servants who will reach normal retirement age will be around 5 100 for the three-year period from 2023-24 to 2025-26. Taking into account the provision for the pension payments to all public and judicial service pensioners, the 2023-24 (Revised Estimate) and 2024-25 (Estimate) are \$46,757 million and \$48,417 million respectively. The number of retirees and related expenses hinge on a number of factors. Hence, we cannot provide a breakdown of the relevant information.
- 3) Civil servants receive guidance from supervisors in their daily work and also acquire the knowledge and skills required for higher ranks through training, transfers and acting arrangements. Hence, no special arrangements are needed to facilitate the transfer of knowledge and experience. Only in a small number of necessary situations, B/Ds may flexibly engage retired/retiring civil servants under the PRSC Scheme to undertake ad hoc, time-limited, seasonal or part-time tasks that require specific civil service expertise/experience in order to facilitate the transfer of expertise/experience. PRSC staff do not occupy posts on the establishment and are not counted towards the establishment or strength of B/Ds in which they are employed. Hence, the engagement of PRSC staff will not affect the promotion prospects of civil servants. Furthermore, unless with approval granted, the aggregate employment period of a retired/retiring civil servant serving as a full-time staff under the PRSC Scheme should not exceed 5 years in general.

B/Ds may, taking into account factors such as their overall manpower situation, operational needs and succession arrangement, flexibly employ various measures for extending the service of civil servants to retain experienced civil servants who have reached their retirement age so as to meet specific manpower needs. Such measures also provide different avenues for civil servants to continue to serve beyond retirement age and pass on their experience. CSB will continue to closely monitor the implementation of the above initiatives and render necessary assistance to B/Ds in making effective use of the various measures for extending the service of civil servants with a view to meeting the manpower demand and operational needs.

Note: “Full-time” employment means employment under a “continuous contract” as defined by the Employment Ordinance. According to the Ordinance, an employee is regarded as being employed under a continuous contract if he or she works continuously for the same employer for 4 weeks or more, with at least 18 hours in each week.

**Breakdown of the number of full-time Post-retirement Service Contract (PRSC) staff  
and the corresponding number of applications involved by  
bureaux/departments/offices**

\* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

**Table 1: Number of full-time PRSC staff by bureaux/departments/offices**

| <b>Bureau / Department / Office</b>  | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|--|------------------------------------|------------------------------------|------------------------------------|
| Agriculture, Fisheries and Conservation Department                           | 227                                | 211                                | 158                                |
| Architectural Services Department  | 54                                 | 69                                 | 88                                 |
| Audit Commission   | 2                                  | 2                                  | 0                                  |
| Auxiliary Medical Service  | 1                                  | 2                                  | 0                                  |
| Buildings Department   | 26                                 | 12                                 | 12                                 |
| Census and Statistics Department   | 1                                  | 1                                  | 1                                  |
| Chief Executive's Office   | 2                                  | 4                                  | 2                                  |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 20                                 | 14                                 | 8                                  |
| Civil Aid Service  | 6                                  | 37                                 | 4                                  |
| Civil Aviation Department  | 39                                 | 37                                 | 40                                 |
| Civil Engineering and Development Department                                 | 83                                 | 83                                 | 84                                 |
| Civil Service Bureau   | 19                                 | 26                                 | 10                                 |
| Commerce and Economic Development Bureau                                     | 16                                 | 19                                 | 5                                  |
| Companies Registry   | 15                                 | 17                                 | 21                                 |
| Constitutional and Mainland Affairs Bureau                                   | 13                                 | 16                                 | 19                                 |
| Correctional Services Department   | 196                                | 212                                | 224                                |

| <b>Bureau / Department / Office</b>           | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|---|------------------------------------|------------------------------------|------------------------------------|
| Culture, Sports and Tourism Bureau#           |                                    |                                    | 30                                 |
| Customs and Excise Department                 | 167                                | 142                                | 212                                |
| Department of Health                          | 515                                | 770                                | 178                                |
| Department of Justice                         | 35                                 | 34                                 | 34                                 |
| Development Bureau                            | 43                                 | 40                                 | 57                                 |
| Drainage Services Department                  | 98                                 | 119                                | 107                                |
| Education Bureau                              | 35                                 | 30                                 | 28                                 |
| Efficiency Office                             | 1                                  | 3                                  | 3                                  |
| Electrical and Mechanical Services Department | 335                                | 361                                | 330                                |
| Environment Bureau*                           | 1                                  | 1                                  |                                    |
| Environment and Ecology Bureau#               |                                    |                                    | 12                                 |
| Environmental Protection Department           | 159                                | 202                                | 178                                |
| Financial Services and the Treasury Bureau    | 2                                  | 5                                  | 9                                  |
| Fire Services Department                      | 131                                | 129                                | 135                                |
| Food and Environmental Hygiene Department     | 317                                | 265                                | 272                                |
| Food and Health Bureau*                       | 73                                 | 93                                 |                                    |
| Government Flying Service                     | 22                                 | 24                                 | 26                                 |
| Government Laboratory                         | 0                                  | 1                                  | 8                                  |
| Government Logistics Department               | 9                                  | 6                                  | 6                                  |
| Government Property Agency                    | 3                                  | 7                                  | 6                                  |
| Health Bureau#                                |                                    |                                    | 22                                 |
| Highways Department                           | 93                                 | 103                                | 112                                |
| Home Affairs Bureau*                          | 9                                  | 12                                 |                                    |
| Home Affairs Department                       | 12                                 | 16                                 | 21                                 |

| <b>Bureau / Department / Office</b>  | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|--|------------------------------------|------------------------------------|------------------------------------|
| Home and Youth Affairs Bureau#   |                                    |                                    | 3                                  |
| Hong Kong Observatory  | 10                                 | 6                                  | 5                                  |
| Hong Kong Police Force   | 937                                | 1 087                              | 657                                |
| Hongkong Post  | 108                                | 85                                 | 47                                 |
| Housing Department   | 10                                 | 10                                 | 11                                 |
| Immigration Department   | 245                                | 319                                | 557                                |
| Information Services Department  | 4                                  | 4                                  | 5                                  |
| Inland Revenue Department  | 53                                 | 44                                 | 54                                 |
| Innovation and Technology Bureau*  | 9                                  | 6                                  |                                    |
| Innovation, Technology and Industry Bureau#  |                                    |                                    | 6                                  |
| Innovation and Technology Commission   | 8                                  | 7                                  | 8                                  |
| Intellectual Property Department   | 4                                  | 3                                  | 5                                  |
| Invest Hong Kong   | 2                                  | 2                                  | 2                                  |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 0                                  | 0                                  | 1                                  |
| Judiciary  | 72                                 | 83                                 | 98                                 |
| Labour and Welfare Bureau  | 1                                  | 1                                  | 2                                  |
| Labour Department  | 55                                 | 50                                 | 71                                 |
| Land Registry  | 10                                 | 19                                 | 17                                 |
| Lands Department   | 177                                | 159                                | 179                                |
| Legal Aid Department   | 7                                  | 8                                  | 9                                  |
| Leisure and Cultural Services Department   | 157                                | 133                                | 113                                |
| Marine Department  | 32                                 | 29                                 | 29                                 |
| Office of the Communications Authority   | 8                                  | 9                                  | 6                                  |

| <b>Bureau / Department / Office</b>                    | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|--|------------------------------------|------------------------------------|------------------------------------|
| Office of the Government Chief Information Officer     | 12                                 | 12                                 | 23                                 |
| Official Receiver's Office                             | 26                                 | 16                                 | 15                                 |
| Planning Department                                    | 4                                  | 24                                 | 21                                 |
| Radio Television Hong Kong                             | 15                                 | 19                                 | 17                                 |
| Rating and Valuation Department                        | 20                                 | 29                                 | 43                                 |
| Registration and Electoral Office                      | 3                                  | 4                                  | 4                                  |
| Security Bureau  | 12                                 | 13                                 | 14                                 |
| Social Welfare Department                              | 167                                | 122                                | 148                                |
| Trade and Industry Department                          | 4                                  | 3                                  | 4                                  |
| Transport and Housing Bureau*                          | 13                                 | 14                                 |                                    |
| Transport and Logistics Bureau#                        |                                    |                                    | 8                                  |
| Transport Department                                   | 58                                 | 68                                 | 70                                 |
| Treasury   | 21                                 | 24                                 | 27                                 |
| University Grants Committee Secretariat                | 4                                  | 6                                  | 4                                  |
| Water Supplies Department                              | 91                                 | 78                                 | 75                                 |
| Working Family and Student Financial Assistance Agency | 61                                 | 43                                 | 54                                 |
| <b>Total</b>   | <b>5 200</b>                       | <b>5 664</b>                       | <b>4 874</b>                       |

**Table 2: Corresponding number of applications for positions involved in Table 1**

| <b>Bureau / Department / Office</b>  | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|--|------------------------------------|------------------------------------|------------------------------------|
| Agriculture, Fisheries and Conservation Department                           | 814                                | 809                                | 756                                |
| Architectural Services Department  | 178                                | 207                                | 271                                |
| Audit Commission   | 2                                  | 2                                  | 0                                  |
| Auxiliary Medical Service  | 1                                  | 2                                  | 0                                  |
| Buildings Department   | 105                                | 47                                 | 200                                |
| Census and Statistics Department   | 11                                 | 5                                  | 5                                  |
| Chief Executive's Office   | 0                                  | 4                                  | 2                                  |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 38                                 | 35                                 | 29                                 |
| Civil Aid Service  | 9                                  | 302                                | 29                                 |
| Civil Aviation Department  | 179                                | 186                                | 212                                |
| Civil Engineering and Development Department                                 | 328                                | 317                                | 328                                |
| Civil Service Bureau   | 42                                 | 174                                | 33                                 |
| Commerce and Economic Development Bureau                                     | 92                                 | 173                                | 14                                 |
| Companies Registry   | 35                                 | 62                                 | 52                                 |
| Constitutional and Mainland Affairs Bureau                                   | 22                                 | 26                                 | 29                                 |
| Correctional Services Department   | 493                                | 557                                | 614                                |
| Culture, Sports and Tourism Bureau#  |                                    |                                    | 132                                |
| Customs and Excise Department  | 518                                | 889                                | 629                                |
| Department of Health   | 1 892                              | 3 648                              | 1 179                              |
| Department of Justice  | 84                                 | 76                                 | 100                                |
| Development Bureau   | 69                                 | 94                                 | 191                                |
| Drainage Services Department   | 241                                | 280                                | 371                                |

| <b>Bureau / Department / Office</b>           | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|---|------------------------------------|------------------------------------|------------------------------------|
| Education Bureau                              | 144                                | 115                                | 65                                 |
| Efficiency Office                             | 21                                 | 22                                 | 22                                 |
| Electrical and Mechanical Services Department | 1 226                              | 1 539                              | 1 548                              |
| Environment Bureau*                           | 6                                  | 6                                  |                                    |
| Environment and Ecology Bureau#               |                                    |                                    | 105                                |
| Environmental Protection Department           | 770                                | 961                                | 955                                |
| Financial Services and the Treasury Bureau    | 15                                 | 31                                 | 33                                 |
| Fire Services Department                      | 1 169                              | 988                                | 1 013                              |
| Food and Environmental Hygiene Department     | 1 205                              | 1 165                              | 1 253                              |
| Food and Health Bureau*                       | 161                                | 182                                |                                    |
| Government Flying Service                     | 25                                 | 69                                 | 60                                 |
| Government Laboratory                         | 0                                  | 5                                  | 14                                 |
| Government Logistics Department               | 25                                 | 16                                 | 58                                 |
| Government Property Agency                    | 4                                  | 17                                 | 20                                 |
| Health Bureau#                                |                                    |                                    | 150                                |
| Highways Department                           | 281                                | 318                                | 351                                |
| Home Affairs Bureau*                          | 17                                 | 23                                 |                                    |
| Home Affairs Department                       | 74                                 | 128                                | 250                                |
| Home and Youth Affairs Bureau#                |                                    |                                    | 3                                  |
| Hong Kong Observatory                         | 37                                 | 25                                 | 10                                 |
| Hong Kong Police Force                        | 1 991                              | 3 010                              | 3 278                              |
| Hongkong Post                                 | 145                                | 176                                | 65                                 |
| Housing Department                            | 37                                 | 35                                 | 11                                 |
| Immigration Department                        | 1 308                              | 1 314                              | 2 231                              |
| Information Services Department               | 9                                  | 8                                  | 8                                  |

| <b>Bureau / Department / Office</b>  | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|--|------------------------------------|------------------------------------|------------------------------------|
| Inland Revenue Department  | 112                                | 96                                 | 171                                |
| Innovation and Technology Bureau*  | 54                                 | 32                                 |                                    |
| Innovation, Technology and Industry Bureau#  |                                    |                                    | 26                                 |
| Innovation and Technology Commission   | 20                                 | 18                                 | 20                                 |
| Intellectual Property Department   | 9                                  | 9                                  | 13                                 |
| Invest Hong Kong   | 0                                  | 2                                  | 0                                  |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 0                                  | 0                                  | 4                                  |
| Judiciary  | 238                                | 388                                | 665                                |
| Labour and Welfare Bureau  | 1                                  | 1                                  | 2                                  |
| Labour Department  | 408                                | 407                                | 334                                |
| Land Registry  | 114                                | 127                                | 95                                 |
| Lands Department   | 829                                | 869                                | 1 105                              |
| Legal Aid Department   | 8                                  | 17                                 | 18                                 |
| Leisure and Cultural Services Department   | 899                                | 960                                | 760                                |
| Marine Department  | 81                                 | 68                                 | 64                                 |
| Office of the Communications Authority   | 12                                 | 17                                 | 10                                 |
| Office of the Government Chief Information Officer   | 38                                 | 36                                 | 87                                 |
| Official Receiver's Office   | 135                                | 122                                | 123                                |
| Planning Department  | 17                                 | 76                                 | 59                                 |
| Radio Television Hong Kong   | 171                                | 249                                | 241                                |
| Rating and Valuation Department  | 29                                 | 39                                 | 78                                 |
| Registration and Electoral Office  | 4                                  | 5                                  | 5                                  |
| Security Bureau  | 25                                 | 37                                 | 31                                 |



| <b>Bureau / Department / Office</b>                    | <b>Position as at 30 June 2021</b> | <b>Position as at 30 June 2022</b> | <b>Position as at 30 June 2023</b> |
|--|------------------------------------|------------------------------------|------------------------------------|
| Social Welfare Department                              | 533                                | 324                                | 530                                |
| Trade and Industry Department                          | 18                                 | 13                                 | 18                                 |
| Transport and Housing Bureau*                          | 81                                 | 70                                 |                                    |
| Transport and Logistics Bureau#                        |                                    |                                    | 51                                 |
| Transport Department                                   | 132                                | 140                                | 155                                |
| Treasury   | 71                                 | 65                                 | 69                                 |
| University Grants Committee Secretariat                | 17                                 | 24                                 | 20                                 |
| Water Supplies Department                              | 444                                | 411                                | 279                                |
| Working Family and Student Financial Assistance Agency | 1 052                              | 2 574                              | 2 984                              |
| <b>Total</b>   | <b>19 375</b>                      | <b>25 244</b>                      | <b>24 696</b>                      |

**Processed Applications for Final Extension of Service since 2021-22**

| <b>Bureau /<br/>Department /<br/>Office</b>                                  | <b>2021-22</b>                    |                 | <b>2022-23</b>                    |                 | <b>2023-24</b>                    |                 |
|--|-----------------------------------|-----------------|-----------------------------------|-----------------|-----------------------------------|-----------------|
|  | <b>Number of<br/>Applications</b> |                 | <b>Number of<br/>Applications</b> |                 | <b>Number of<br/>Applications</b> |                 |
|  | <b>Received</b>                   | <b>Approved</b> | <b>Received</b>                   | <b>Approved</b> | <b>Received</b>                   | <b>Approved</b> |
| Agriculture, Fisheries and Conservation Department                           | 40                                | 39              | 41                                | 39              | 37                                | 34              |
| Architectural Services Department  | 3                                 | 2               | 6                                 | 4               | 4                                 | 2               |
| Audit Commission   | 2                                 | 2               | 2                                 | 2               | 2                                 | 2               |
| Auxiliary Medical Service  | 0                                 | 0               | 3                                 | 2               | 3                                 | 3               |
| Buildings Department   | 10                                | 10              | 12                                | 12              | 10                                | 10              |
| Census and Statistics Department   | 2                                 | 1               | 3                                 | 2               | 1                                 | 1               |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 2                                 | 2               | 0                                 | 0               | 2                                 | 1               |
| Civil Aid Service  | 3                                 | 2               | 0                                 | 0               | 0                                 | 0               |
| Civil Aviation Department  | 1                                 | 1               | 5                                 | 5               | 0                                 | 0               |
| Civil Engineering and Development Department                                 | 47                                | 45              | 36                                | 31              | 34                                | 32              |
| Civil Service Bureau   | 396                               | 386             | 449                               | 438             | 345                               | 334             |
| Commerce and Economic Development Bureau                                     | 0                                 | 0               | 2                                 | 2               | 3                                 | 3               |
| Companies Registry   | 0                                 | 0               | 0                                 | 0               | 1                                 | 0               |
| Correctional Services Department   | 91                                | 90              | 108                               | 105             | 102                               | 94              |
| Customs and Excise Department  | 82                                | 75              | 95                                | 88              | 87                                | 78              |
| Department of Health   | 43                                | 42              | 63                                | 60              | 43                                | 40              |
| Department of Justice  | 5                                 | 5               | 8                                 | 7               | 6                                 | 5               |

| Bureau /<br>Department /<br>Office            | 2021-22                   |          | 2022-23                   |          | 2023-24                   |          |
|---|---------------------------|----------|---------------------------|----------|---------------------------|----------|
|   | Number of<br>Applications |          | Number of<br>Applications |          | Number of<br>Applications |          |
|   | Received                  | Approved | Received                  | Approved | Received                  | Approved |
| Development Bureau                            | 1                         | 1        | 1                         | 1        | 1                         | 1        |
| Drainage Services Department                  | 3                         | 1        | 2                         | 2        | 3                         | 3        |
| Education Bureau                              | 23                        | 18       | 41                        | 37       | 22                        | 20       |
| Efficiency Office                             | 1                         | 1        | 0                         | 0        | 3                         | 3        |
| Electrical and Mechanical Services Department | 12                        | 8        | 11                        | 6        | 14                        | 10       |
| Environmental Protection Department           | 9                         | 8        | 26                        | 20       | 20                        | 19       |
| Financial Services and the Treasury Bureau    | 0                         | 0        | 1                         | 1        | 0                         | 0        |
| Fire Services Department                      | 145                       | 144      | 127                       | 125      | 101                       | 101      |
| Food and Environmental Hygiene Department     | 196                       | 163      | 194                       | 178      | 173                       | 157      |
| Government Flying Service                     | 11                        | 11       | 3                         | 3        | 5                         | 5        |
| Government Laboratory                         | 6                         | 6        | 5                         | 4        | 3                         | 2        |
| Government Logistics Department               | 141                       | 71       | 78                        | 41       | 57                        | 28       |
| Government Property Agency                    | 1                         | 1        | 0                         | 0        | 0                         | 0        |
| Highways Department                           | 27                        | 25       | 41                        | 39       | 26                        | 24       |
| Home Affairs Department                       | 9                         | 9        | 5                         | 5        | 9                         | 8        |
| Hong Kong Observatory                         | 1                         | 1        | 1                         | 1        | 1                         | 1        |
| Hong Kong Police Force                        | 92                        | 77       | 210                       | 200      | 142                       | 134      |
| Hongkong Post                                 | 85                        | 71       | 87                        | 56       | 79                        | 46       |
| Housing Department                            | 176                       | 168      | 153                       | 150      | 109                       | 105      |
| Immigration Department                        | 94                        | 70       | 79                        | 67       | 56                        | 53       |

| Bureau /<br>Department /<br>Office                       | 2021-22                   |          | 2022-23                   |          | 2023-24                   |          |
|--|---------------------------|----------|---------------------------|----------|---------------------------|----------|
|  | Number of<br>Applications |          | Number of<br>Applications |          | Number of<br>Applications |          |
|  | Received                  | Approved | Received                  | Approved | Received                  | Approved |
| Information Services<br>Department                       | 3                         | 3        | 1                         | 1        | 3                         | 1        |
| Inland Revenue<br>Department                             | 25                        | 21       | 23                        | 23       | 15                        | 15       |
| Innovation and<br>Technology<br>Commission               | 0                         | 0        | 1                         | 1        | 2                         | 2        |
| Intellectual Property<br>Department                      | 0                         | 0        | 0                         | 0        | 1                         | 1        |
| Judiciary  | 5                         | 5        | 8                         | 8        | 5                         | 5        |
| Labour and Welfare<br>Bureau                             | 0                         | 0        | 1                         | 1        | 0                         | 0        |
| Labour Department  | 3                         | 3        | 5                         | 3        | 0                         | 0        |
| Land Registry  | 2                         | 2        | 1                         | 1        | 3                         | 2        |
| Lands Department   | 55                        | 52       | 61                        | 58       | 56                        | 54       |
| Legal Aid<br>Department                                  | 2                         | 2        | 6                         | 5        | 2                         | 2        |
| Leisure and Cultural<br>Services Department              | 94                        | 74       | 100                       | 76       | 86                        | 56       |
| Marine Department  | 17                        | 15       | 11                        | 5        | 10                        | 10       |
| Office of the<br>Communications<br>Authority             | 2                         | 1        | 3                         | 3        | 0                         | 0        |
| Office of the<br>Government Chief<br>Information Officer | 6                         | 6        | 14                        | 13       | 8                         | 7        |
| Official Receiver's<br>Office                            | 1                         | 1        | 4                         | 4        | 2                         | 2        |
| Planning<br>Department                                   | 5                         | 5        | 7                         | 7        | 1                         | 1        |
| Radio Television<br>Hong Kong                            | 1                         | 1        | 0                         | 0        | 2                         | 2        |
| Rating and<br>Valuation<br>Department                    | 3                         | 2        | 0                         | 0        | 0                         | 0        |
| Security Bureau  | 0                         | 0        | 1                         | 1        | 0                         | 0        |
| Social Welfare<br>Department                             | 37                        | 32       | 48                        | 37       | 61                        | 57       |
| Trade and Industry<br>Department                         | 1                         | 1        | 0                         | 0        | 0                         | 0        |

| <b>Bureau /<br/>Department /<br/>Office</b> | <b>2021-22</b>                    |                 | <b>2022-23</b>                    |                 | <b>2023-24</b>                    |                 |
|---|-----------------------------------|-----------------|-----------------------------------|-----------------|-----------------------------------|-----------------|
|   | <b>Number of<br/>Applications</b> |                 | <b>Number of<br/>Applications</b> |                 | <b>Number of<br/>Applications</b> |                 |
|   | <b>Received</b>                   | <b>Approved</b> | <b>Received</b>                   | <b>Approved</b> | <b>Received</b>                   | <b>Approved</b> |
| Transport<br>Department                     | 1                                 | 1               | 2                                 | 2               | 5                                 | 3               |
| Treasury                                    | 6                                 | 6               | 11                                | 11              | 9                                 | 9               |
| Water Supplies<br>Department                | 88                                | 47              | 149                               | 128             | 54                                | 37              |
| <b>Total</b>                                | <b>2 117</b>                      | <b>1 836</b>    | <b>2 355</b>                      | <b>2 121</b>    | <b>1 829</b>                      | <b>1 625</b>    |

**Completed Further Employment Selection Exercises since 2021-22**

| <b>Bureau /<br/>Department / Office</b>     | <b>2021-22</b>                    |                 | <b>2022-23</b>                    |                 | <b>2023-24</b>                    |                 |
|---|-----------------------------------|-----------------|-----------------------------------|-----------------|-----------------------------------|-----------------|
|   | <b>Number of<br/>applications</b> |                 | <b>Number of<br/>applications</b> |                 | <b>Number of<br/>applications</b> |                 |
|   | <b>Received</b>                   | <b>Approved</b> | <b>Received</b>                   | <b>Approved</b> | <b>Received</b>                   | <b>Approved</b> |
| Architectural Services<br>Department        | 0                                 | 0               | 1                                 | 1               | 0                                 | 0               |
| Audit Commission                            | 3                                 | 2               | 2                                 | 2               | 0                                 | 0               |
| Civil Aviation<br>Department                | 0                                 | 0               | 0                                 | 0               | 1                                 | 1               |
| Companies Registry                          | 0                                 | 0               | 0                                 | 0               | 1                                 | 1               |
| Correctional Services<br>Department         | 5                                 | 5               | 7                                 | 7               | 9                                 | 9               |
| Department of Health                        | 9                                 | 8               | 6                                 | 6               | 6                                 | 6               |
| Department of Justice                       | 1                                 | 1               | 1                                 | 1               | 1                                 | 1               |
| Education Bureau                            | 26                                | 26              | 33                                | 32              | 29                                | 28              |
| Fire Services<br>Department                 | 133                               | 130             | 144                               | 142             | 151                               | 149             |
| General Grades Office                       | 1 089                             | 989             | 1 101                             | 1 047           | 1 092                             | 994             |
| Government Flying<br>Service                | 2                                 | 2               | 1                                 | 1               | 1                                 | 1               |
| Government<br>Laboratory                    | 0                                 | 0               | 0                                 | 0               | 2                                 | 2               |
| Hong Kong Police<br>Force                   | 12                                | 11              | 14                                | 13              | 9                                 | 8               |
| Hongkong Post                               | 2                                 | 2               | 1                                 | 1               | 1                                 | 1               |
| Lands Department                            | 2                                 | 1               | 0                                 | 0               | 0                                 | 0               |
| Leisure and Cultural<br>Services Department | 170                               | 169             | 176                               | 174             | 174                               | 172             |
| Marine Department                           | 5                                 | 5               | 2                                 | 2               | 1                                 | 1               |
| Office of the<br>Government<br>Economist    | 0                                 | 0               | 0                                 | 0               | 1                                 | 1               |
| Official Receiver's<br>Office               | 0                                 | 0               | 1                                 | 1               | 0                                 | 0               |
| <b>Total</b>                                | <b>1 459</b>                      | <b>1 351</b>    | <b>1 490</b>                      | <b>1 430</b>    | <b>1 479</b>                      | <b>1 375</b>    |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB034**

**(Question Serial No. 0550)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (3) Translation and Interpretation Services and Use of Official Languages

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

It is stated in the Government's reply to the Legislative Council on 3 May 2023 that as a result of the efforts made by the Government over the years, the use of Chinese within the Government has been increasingly common, with more and more official documents directly drafted in Chinese. In this connection, please inform this Committee of the following:

the departments using Chinese as the main language in conducting official business and for internal communication (including internal email correspondence and handling or endorsement of loose minutes) at present;

the measures launched by the Government in the past 3 years to encourage the wider use of Chinese by civil servants in discharging their official duties, the effectiveness of the measures and the expenditure involved; and

whether there are any plans to require more civil servants to use Chinese directly in conducting official business and for internal communication; if yes, the measures and estimated expenditure involved.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 8)

Reply:

Both Chinese and English are the official languages in Hong Kong and possess equal status. The Government uses the appropriate language in conducting official business and for internal communication, taking into account the operational needs, the nature of the matter in hand and the target recipients. More and more email messages transmitted through the internal email system of the Government are in Chinese or bilingual, while most of the circulars and information disseminated by government departments to their staff have a Chinese version or are in Chinese only.

The Official Languages Division (OLD) of the Civil Service Bureau provides a wide range of language support services to facilitate and encourage the wider use of Chinese by civil servants in discharging their official duties. In addition to providing Chinese draft-vetting and drafting services, OLD operates telephone hotlines to answer enquiries on language usage from civil servants. It has also compiled *Guidebooks on Official Chinese Writing* and other language reference materials to serve as a guide to civil servants in drafting official documents. In the past 3 years, 3 volumes in the series, namely, *Letters for Social Occasions*, *Ceremonial Writing* and *Memoranda*, were revised to set out the latest principles, formats and expressions with new and updated examples. Revision of the remaining 3 volumes will be carried out in the coming years. Tying in with the publication of the new edition of the *Guidebooks*, OLD organised Quizzes on Official Chinese Writing for Civil Servants from 2021 to 2023 to enhance their skills in official writing and their interest in learning. Similar activities will continue to be held in the future. Furthermore, to facilitate efficient search of terms and accurate word choice in drafting official documents, a web-based Electronic Glossary System with a more user-friendly interface and enhanced features was rolled out in 2023. The database of the System will be updated and expanded on an on-going basis. We will continue to provide appropriate support services for civil servants to boost their competence in using Chinese in official business. As these services are undertaken with in-house resources, it is impracticable to work out the expenditure involved.

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB035**

**(Question Serial No. 0551)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Since the resumption of normal travel between Hong Kong and the Mainland, the Government has been gradually resuming national studies programmes on the Mainland for civil servants at different ranks. In this connection, will the Government inform this Committee of the following:

- 1) the number of civil servants who have participated in national studies programmes after full resumption of normal travel, broken down by department and rank:

| Department | No. of Directorate Civil Servants | No. of Senior Civil Servants | No. of Middle-ranking Civil Servants | No. of Junior Civil Servants |
|------------|-----------------------------------|------------------------------|--------------------------------------|------------------------------|
|            |                                   |                              |                                      |                              |
|            |                                   |                              |                                      |                              |
|            |                                   |                              |                                      |                              |

- 2) the number of civil servants undergoing a probationary period who have not participated in national studies programmes:

| Department | No. of Directorate Civil Servants | No. of Senior Civil Servants | No. of Middle-ranking Civil Servants | No. of Junior Civil Servants |
|------------|-----------------------------------|------------------------------|--------------------------------------|------------------------------|
|            |                                   |                              |                                      |                              |
|            |                                   |                              |                                      |                              |
|            |                                   |                              |                                      |                              |

- 3) the expenditure on organising national studies programmes for the past 3 years and the coming year?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 9)

Reply:

The Civil Service College (CSC) under the Civil Service Bureau (CSB) arranges civil servants to attend national studies training at different stages of their career, including training programmes held locally and on the Mainland, visits and exchange activities. For programmes held on the Mainland, CSC has, since June 2023, resumed arranging for officers at middle, senior and directorate levels to attend national studies programmes at nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University). CSC also continues to collaborate with Peking University to organise the two-year Master's Degree in Public Policy Programme for senior civil servants with potential for advancement. CSC arranges for 15 to 20 senior civil servants with potential for advancement each year to participate in this programme, and also provides sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University. Besides, the Civil Service Staff Exchange Programme, jointly organised by the HKSAR and the Mainland has first launched the exchange activities with the Mainland municipalities in the Greater Bay Area. The first batch of 10 Hong Kong civil servants were assigned to different government departments in Futian and Qianhai of Shenzhen in December 2023 to engage in in-depth exchanges in areas such as district management, technology development, town planning, transportation and environmental protection, for about three months. The exchange activities were completed successfully in early March 2024.

In 2023, about 1 100 civil servants participated in the above training held on the Mainland. In general, bureaux/departments will nominate civil servants who have completed their probationary period and those with potential to attend the above training. Individual departments/grades can also arrange for their staff to attend programmes, exchanges and visits on the Mainland to meet their job and professional training needs. CSB does not maintain detailed breakdown of the figures.

The expenditure on national studies training held on the Mainland in the past 3 years and the estimated expenditure in 2024-25 (which mainly covers tuition fees for the Mainland programmes, expenses for participants' travelling between Hong Kong and the Mainland and their accommodation, study grants etc.) are as follows:

| <b>2021-22<br/>Actual<br/>Expenditure</b> | <b>2022-23<br/>Actual<br/>Expenditure</b> | <b>2023-24<br/>Revised<br/>Estimate</b> | <b>2024-25<br/>Estimated<br/>Expenditure</b> |
|---|---|---|--|
| \$0.5 million                             | \$7.2 million                             | \$29 million                            | \$36.2 million                               |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB036**

**(Question Serial No. 0552)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Government intends to “take forward the various initiatives as set out in the 2023 Policy Address to enhance training for the civil service, particularly to nurture their patriotism and sense of national identity”. In this connection, will the Government inform this Committee of the following:

- 1) the detailed scope of the 29 programmes on “Understanding the constitutional order, national development and strategies” that are planned to be provided in the coming year;
- 2) the number of training activities to be organised in the coming year in relation to the Constitution and the Basic Law;
- 3) whether an on-going assessment mechanism will be established to evaluate the effectiveness of the relevant training for civil servants?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 10)

Reply:

1. The Civil Service College (CSC) under the Civil Service Bureau arranges civil servants to attend national studies training at different stages of their career, including training programmes held locally and on the Mainland, visits and exchange activities. The training mainly covers the following subjects:

For local training, currently, all new recruits are required to complete within their probationary period a foundation training programme. The contents cover understanding “One Country, Two Systems”, the Constitution, the Basic Law, the Hong Kong National Security Law, as well as the country’s system and major policies. Officers of degree or professional grades are also required to take part in advanced training upon confirmation to the permanent establishment, so as to reinforce their national identity and awareness of safeguarding national security. In addition, CSC continues to organise the in-depth programme on “One Country, Two Systems” and contemporary China, and the dedicated seminar series on the theme of “Holistic View of National Security” in 2024. The aim is to deepen middle and senior-ranking officers’ understanding of significant subjects such as the theory and practice of “One Country, Two Systems”, developments in the

contemporary China, and national security, through systematic training and continuous learning. CSC continues to organise talks on our country's foreign affairs in collaboration with the Office of the Commissioner of the Ministry of Foreign Affairs in the HKSAR, so as to deepen civil servants' understanding of the international scene and our country's foreign policy.

For programmes held on the Mainland, CSC collaborates with nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University) to organise programmes for officers at middle, senior and directorate levels. In addition, CSC collaborates with Peking University to organise the two-year Master's Degree in Public Policy Programme for senior civil servants with potential for advancement. Participants have an immersive learning experience in Beijing for the first year, and visit different areas on the Mainland to conduct research and studies and to gain first-hand experience of the country's development. The second year of study takes place in Hong Kong for the completion of a thesis while participants resume work. CSC also continues to provide sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University. Furthermore, the Civil Service Staff Exchange Programme, jointly organised by the HKSAR and the Mainland has first launched the exchange activities with the Mainland municipalities in the Greater Bay Area. The first batch of 10 Hong Kong civil servants were assigned to different government departments in Futian and Qianhai of Shenzhen in December 2023 to engage in in-depth exchanges in areas such as district management, technology development, town planning, transportation and environmental protection, for about three months. The exchange activities were completed successfully in early March 2024.

2. In 2024, CSC plans to arrange around 80 sessions of training programmes on the constitutional order of the HKSAR and national security, and the estimated number of participants is around 15 000. CSC also provides multi-media learning resources at the dedicated Basic Law webpage "Constitution and Basic Law Portal" and the "Dedicated Webpage on Safeguarding National Security", which include web courses, video clips, podcasts, seminars' recording etc., so as to enhance civil servants' understanding of the above topics.
3. CSC attaches great importance to training effectiveness and adopts suitable assessment methods for different types of training according to their objectives and contents. For training on constitutional order and national studies, feedback will be collected from trainees through questionnaires and interviews after completion of the programmes. Majority of the participants indicated that the training programmes deepened their understanding of the topics covered and enabled them to better master the relationship between the Basic Law and the discharge of their official duties. For national studies training held on the Mainland of longer course duration, CSC requires trainees to prepare study reports and evaluates the effectiveness of training programmes by meeting the trainees and maintaining communication with the collaborating institutions. CSC also requires trainees to share their learning insights with colleagues after completion of the courses for the benefit and continuous learning of the entire civil service.

- End -

**CONTROLLING OFFICER'S REPLY**

|               |
|---------------|
| <b>CSB037</b> |
|---------------|

**(Question Serial No. 0553)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

According to the 2024-25 Estimates, the Civil Service College (CSC) is committed to further strengthening civil service training in five key areas including (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; (iv) strengthening professional competence; and (v) promoting a culture of continuous learning. In this connection, will the Government inform this Committee of the following:

1) Details of the training courses organised by CSC since its establishment:

| Area  | 2021                    |                                       | 2022                    |                                       | 2023                    |                                       |
|---|-------------------------|---------------------------------------|-------------------------|---------------------------------------|-------------------------|---------------------------------------|
|   | Total number of courses | Number of courses with assessment (%) | Total number of courses | Number of courses with assessment (%) | Total number of courses | Number of courses with assessment (%) |
| Enhancing governance and leadership capabilities                            |                         |                                       |                         |                                       |                         |                                       |
| Understanding the constitutional order, national development and strategies |                         |                                       |                         |                                       |                         |                                       |
| Building a people-oriented service culture                                  |                         |                                       |                         |                                       |                         |                                       |
| Strengthening professional competence                                       |                         |                                       |                         |                                       |                         |                                       |
| Promoting a culture of continuous learning                                  |                         |                                       |                         |                                       |                         |                                       |

2) Use of the “Cyber Learning Centre Plus”:

| Department | 2021   |   |   | 2022   |   |   | 2023   |   |   |
|------------|--|---|---|--|---|---|--|---|---|
|            | No access to the website for more than 1 month (number of users) | No access to the website for more than 3 months (number of users) | No access to the website for more than 6 months (number of users) | No access to the website for more than 1 month (number of users) | No access to the website for more than 3 months (number of users) | No access to the website for more than 6 months (number of users) | No access to the website for more than 1 month (number of users) | No access to the website for more than 3 months (number of users) | No access to the website for more than 6 months (number of users) |
|            |  |   |   |  |   |   |  |   |   |
|            |  |   |   |  |   |   |  |   |   |
|            |  |   |   |  |   |   |  |   |   |

3) How many officers classified as “promising officers of the civil service” were recommended by departments to participate in courses under the area of “enhancing governance and leadership capabilities” in each of the past 3 years, and which departments were they from?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 11)

Reply:

- 1) The Civil Service College (CSC) implemented a new organisational structure in 2023 and has consolidated various types of programmes since then. Training programmes taken forward by CSC focus on five core areas including (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; (iv) strengthening professional competence; and (v) promoting a culture of continuous learning. The relevant performance indicators have thus been revised accordingly.

In 2023, the performance indicators of the core areas, including number of programmes and number of new e-learning resources are listed below:

| Core Areas   | No. of Programmes (Actual) | No. of Trainees (Actual) | No. of Trainee-days (Actual) |
|--|----------------------------|--------------------------|------------------------------|
| (i) Enhancing governance and leadership capabilities                             | 27                         | 2 700                    | 10 400                       |
| (ii) Understanding the constitutional order, national development and strategies | 29                         | 21 800                   | 36 800                       |
| (iii) Building a people-oriented service culture                                 | 21                         | 11 000                   | 7 900                        |
| (iv) Strengthening professional competence                                       | 100                        | 32 300                   | 38 900                       |

| <b>Core Areas</b>                              | <b>No. of new e-learning resources (Actual)</b> | <b>No. of e-learning access (Actual)</b> |
|--|---|--|
| (v) Promoting a culture of continuous learning | 70  | 711 000                                  |

For 2021 and 2022, the performance indicators of classroom training and e-learning programmes are as follows:

| <b>Classroom Training</b>             | <b>2021 (Actual)</b>   |                            | <b>2022 (Actual)</b>   |                            |
|---------------------------------------|------------------------|----------------------------|------------------------|----------------------------|
|                                       | <b>No. of Trainees</b> | <b>No. of Trainee-days</b> | <b>No. of Trainees</b> | <b>No. of Trainee-days</b> |
| Senior leadership development courses | 2 400                  | 4 400                      | 2 100                  | 3 800                      |
| National studies courses              | 24 500                 | 11 300                     | 29 200                 | 19 800                     |
| Management courses                    | 35 300                 | 39 600                     | 35 000                 | 33 800                     |
| Language courses                      | 18 900                 | 22 100                     | 16 600                 | 19 000                     |

| <b>E-learning Programmes</b>         | <b>2021 (Actual)</b> | <b>2022 (Actual)</b> |
|--------------------------------------|----------------------|----------------------|
| No. of learning resources            | 2 320                | 2 400                |
| No. of page views                    | 6 289 800            | 6 310 000            |
| Visits to Cyber Learning Centre Plus | 844 300              | 680 000              |

CSC attaches great importance to training effectiveness and adopts suitable assessment methods for different types of training according to their objectives and content. Training programmes organised by CSC consist of discussions and sharing, and feedback would be collected from trainees through questionnaires. Programme tutors/ officers also observe trainees' in-class performance in order to assess their level of understanding of the training content. As for training programmes with longer durations, CSC requires trainees to complete thematic studies or prepare study reports, and conducts interviews with them after completion of the programmes in order to understand their learning insights and experience. On e-learning, interactive quizzes are suitably introduced in light of the nature and content of the learning resources with a view to enhancing users' understanding of the subjects.

- 2) The Cyber Learning Centre Plus website was released over 20 years ago. Its main objective was to facilitate users' learning anywhere anytime based on their individual needs. The existing design of the system allows users to hold multiple accounts. To step up the management of user accounts to ensure access via single accounts for the implementation of more systematic training and management of learning records in the future, CSC rolled out at the end of 2022 a new initiative of assigning a unique College ID to every civil servant to facilitate the accurate identification of the users. Over 23 000 users have updated their personal profile and obtained their College ID so far. In 2023, the number of users with no access to the website for more than 1, 3, 6 months was 6 200, 5 600, 5 100 respectively. CSC will continue to implement various measures to promote the culture of continuous learning.

- 3) Individual bureaux/departments nominate their officers with potential to join relevant programmes under the core area “enhancing governance and leadership capabilities” according to the officers’ development needs and work arrangements. In 2023, the number of trainees for relevant programmes was 2 700. In 2021 and 2022, the number of trainees who were nominated to attend senior leadership development programmes were 2 400 and 2 100 respectively. Participants came from different bureaux/departments.

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB038**

**(Question Serial No. 0555)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Civilian staff on or below Point 21 of Master Pay Scale (MPS) and not on a rank scale reaching Point 25 of MPS or equivalent, Model Scale 1 staff and rank and file staff of disciplined services can apply for public housing benefits under the Civil Service Public Housing Quota (CSPHQ) after they have completed two years of service or more. In this connection, will the Government inform this Committee of the following:

- 1) the numbers of "Special Quota" and "General Quota" under the CSPHQ in the past 3 years;
- 2) the respective numbers of civilian staff, Model Scale 1 staff and rank and file staff of disciplined services who were allocated public housing quota places in the past 3 years; and
- 3) the number of public housing quota places obtained by each of the disciplined services in the past 3 years.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 13)

Reply:

Currently, junior civil servants (including junior disciplined services staff and junior civilian staff) may apply for public rental housing (PRH) or Green Form Certificates for purchasing subsidised sale flats (including flats sold under the Home Ownership Scheme (HOS)/HOS Secondary Market Scheme and the Green Form Subsidised Home Ownership Scheme) through the Civil Service Public Housing Quota (CSPHQ) Scheme. In the past three CSPHQ exercises (i.e. 2020/2021 to 2022/2023 exercises), the number of PRH quota places provided for junior civil servants amounted to 1 000 in each exercise with distribution as follows –

| Category of Quota      | General Quota                               |                         | Special Quota          |  | Total |
|------------------------|---|-------------------------|------------------------|--|-------|
|                        | Master Pay Scale (MPS) and other pay scales | Model Scale 1 Pay Scale | Junior Police Officers | Rank and File officers of other disciplined services <sup>Note</sup> |       |
| Number of quota places | 388   | 259                     | 235                    | 118  | 1 000 |
|                        | 647   |                         | 353                    |  |       |

Note: There is no separate quota for individual disciplined services under the category of “Rank and File officers of other disciplined services”.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB039**

**(Question Serial No. 0557)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding civil servants who sustain injuries in the actual discharge of their duties, will the Government inform this Committee of the following:

- 1) In the past 3 years, how many civil servants sustained injuries in the actual discharge of their duties, how many of them retired from or left the service on account of such injuries, and what were the departments involved?
- 2) In the past 3 years, did the Government provide job referral services to civil servants who have retired from or left the service on account of duty-related injuries? If yes, what were the details and expenditure involved? And
- 3) In the past 3 years, what were the expenditures on the provision of retirement benefits and employees' compensation for civil servants who have retired from or left the service on account of duty-related injuries?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 15)

Reply:

If civil servants are injured while on duty, the Government will provide the injured officers with free medical treatment, full-pay sick leave and compensation in accordance with relevant legislation and terms of appointment. Subject bureaux/departments would also arrange work for them taking into account their health condition.

According to the information of the Labour Department, the number of occupational injuries (resulting in incapacity of work of over 3 days) reported by government departments under the Employees' Compensation Ordinance (ECO) (Cap. 282) in 2021, 2022 and the first 3 quarters of 2023 are 1 505, 1 375 and 1 010. Breakdown by bureaux/departments is set out at **Annex**.

From 2021-22 to 2023-24, total payments under Subhead 026 of Head 120 for compensation to government employees under ECO and other injury, incapacity and death related payments and expenses are as follows -

| <b>2021-22<br/>Actual expenditure<br/>(\$ million)</b> | <b>2022-23<br/>Actual expenditure<br/>(\$ million)</b> | <b>2023-24<br/>Revised estimate<br/>(\$ million)</b> |
|--|--|--|
| 62.6   | 91.1   | 88.4   |

According to relevant Civil Service Regulations, if medical evidence is provided to the satisfaction of the approving authority that an officer is incapable by reason of any infirmity of mind or body of discharging the duties of his office and that such infirmity is likely to be permanent, he may be retired/terminated from the civil service. Regardless of their age, they will receive retirement benefits from their effective date of retirement. Civil servants appointed on or after 1 June 2000 will still receive medical benefits after retirement if they retire from the service on account of duty-related injuries. In the past 3 years, there has been an average of about 100 cases per year where the officers concerned were retired or terminated employment due to any infirmity of mind or body. However, we do not maintain information on whether these cases are related to duty-related injuries.

**Number of Occupational Injuries  
Reported by Government Departments (Breakdown by Department)  
in 2021, 2022 and the First 3 Quarters of 2023**

| Bureau/Department  | 2021   | 2022   | First 3 Quarters of 2023 |
|--|--------|--------|--------------------------|
| Agriculture, Fisheries and Conservation Department         | 51     | 36     | 38(2)                    |
| Architectural Services Department                          | 4      | 2      | 1                        |
| Audit Commission   | 1      | 2      | -                        |
| Auxiliary Medical Service                                  | 4      | 5      | 4                        |
| Buildings Department                                       | 2      | 3      | 7                        |
| Census and Statistics Department                           | 9      | 4      | 3                        |
| Chief Executive's Office                                   | 2      | -      | -                        |
| Chief Secretary and Financial Secretary's Offices          | -      | 4      | 1                        |
| Civil Aid Service  | 2      | 16     | 6                        |
| Civil Aviation Department                                  | 3      | -      | -                        |
| Civil Engineering and Development Department               | 5      | 4      | 4                        |
| Civil Service Bureau                                       | -      | 1      | 1                        |
| Correctional Services Department                           | 54     | 44     | 26                       |
| Customs and Excise Department                              | 20     | 23     | 7                        |
| Department of Health                                       | 60     | 53     | 50                       |
| Department of Justice                                      | 6      | 2      | 3                        |
| Development Bureau   | 2      | -      | 1                        |
| Drainage Services Department                               | 5      | 12     | 5                        |
| Education Bureau   | 64     | 51     | 52                       |
| Efficiency Office  | 2      | 2      | -                        |
| Electrical and Mechanical Services Department              | 17     | 16     | 13                       |
| Environmental Protection Department                        | 6      | 6      | 3                        |
| Financial Services and the Treasury Bureau                 | -      | -      | 1                        |
| Fire Services Department                                   | 158    | 186    | 108                      |
| Food and Environmental Hygiene Department                  | 266(1) | 199(2) | 123                      |
| Food and Health Bureau                                     | 1      | -      | -                        |
| Government Flying Service                                  | 2      | 2      | 4                        |
| Government Laboratory                                      | 2      | -      | -                        |
| Government Logistics Department                            | 4      | 3      | 1                        |
| Government Property Agency                                 | 2      | -      | -                        |
| Highways Department  | 3      | 3      | 4                        |
| Home and Youth Affairs Bureau (former Home Affairs Bureau) | 3      | 3      | 1                        |

| <b>Bureau/Department</b>                               | <b>2021</b>     | <b>2022</b>     | <b>First 3 Quarters of 2023</b> |
|--|-----------------|-----------------|---------------------------------|
| Home Affairs Department                                | 7               | 52              | 7                               |
| Hong Kong Observatory                                  | -               | -               | 1                               |
| Hong Kong Police Force                                 | 223(1)          | 169(1)          | 140                             |
| Hospital Authority                                     | 13              | 3               | 5                               |
| Housing Department                                     | 16              | 23              | 21                              |
| Immigration Department                                 | 29              | 27              | 21                              |
| Independent Commission Against Corruption              | 5               | 6               | 6                               |
| Information Services Department                        | -               | 1               | -                               |
| Inland Revenue Department                              | 3               | 9               | 6                               |
| Innovation and Technology Commission                   | 1               | 1               | -                               |
| Judiciary  | 5               | 7               | 1                               |
| Labour and Welfare Bureau                              | -               | -               | 1                               |
| Labour Department                                      | 13              | 10              | 6                               |
| Lands Department                                       | 19              | 18              | 8                               |
| Legal Aid Department                                   | 2               | 1               | 4                               |
| Leisure and Cultural Services Department               | 168(2)          | 136(1)          | 116                             |
| Marine Department                                      | 9               | 9               | 6                               |
| Planning Department                                    | 1               | 1               | -                               |
| Post Office  | 151(1)          | 110             | 117                             |
| Radio Television Hong Kong                             | 3               | 5               | -                               |
| Rating and Valuation Department                        | 1               | -               | 1                               |
| Registration and Electoral Office                      | 5               | 4               | 5                               |
| Security Bureau  | -               | 18              | 2                               |
| Social Welfare Department                              | 35(1)           | 45              | 29                              |
| Transport Department                                   | 12              | 8               | 5                               |
| Treasury   | 1               | 1               | 1                               |
| Water Supplies Department                              | 20              | 24              | 27                              |
| Working Family and Student Financial Assistance Agency | 2               | 3               | 3                               |
| Transport and Logistics Bureau                         | -               | -               | 1                               |
| Official Receiver's Office                             | 1               | -               | -                               |
| Companies Registry                                     | -               | 1               | -                               |
| Culture, Sports and Tourism Bureau                     | -               | 1               | 2                               |
| Health Bureau  | -               | -               | 1                               |
| <b>Total</b>   | <b>1 505(6)</b> | <b>1 375(4)</b> | <b>1 010(2)</b>                 |

Remarks: Figures in brackets denote the number of fatalities which has also been included in the number of injuries, but the causes of death might not be work-related.

Notes:

1. Occupational injuries (including industrial accidents) refer to injury cases in workplaces reported under the Employees' Compensation Ordinance (Cap. 282), resulting in fatalities or incapacity for work of over 3 days.
2. The numbers of occupational injuries reported by government departments cover civil servants, Independent Commission Against Corruption officers, judges, judicial officers and non-civil service contract staff.
3. B/Ds which are not featured in the above table have not recorded occupational injuries between 2021 and the first 3 quarters of 2023.
4. The Transport and Housing Bureau has been split into the Transport and Logistics Bureau and the Housing Bureau since 1 July 2022.
5. The latest available statistics are up to the first 3 quarters of 2023.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB040**

**(Question Serial No. 2710)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

In 2023, did the Civil Service Bureau engage external lawyers for consultancy services in accordance with the Stores and Procurement Regulations of the Government without first seeking assistance from the Department of Justice? If so, what were the nature of such services and the expenditures incurred?

Asked by: Hon LAM San-keung (LegCo internal reference no.: 34)

Reply:

The Secretariat on Civil Service Discipline (“SCSD”) under the Civil Service Bureau handles formal disciplinary hearing according to the Public Service (Administration) Order and the Public Service (Disciplinary) Regulation. Where necessary, SCSD will engage an external legal adviser for the Inquiry Officer (“IO”)/Inquiry Committee (“IC”) in accordance with the Stores and Procurement Regulations, to provide advice to IO/IC on points of law and on any matters relating to the proper conduct of the hearing and consideration of the accused officer’s case. The aforesaid procedure is directly handled by SCSD. In financial year 2023-24, the expenditure incurred was around \$370,000.

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB041**

**(Question Serial No. 0593)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Please inform this Committee of the following: given the target to maintain zero growth in the civil service establishment, the reason for the 25.8% increase in the estimate of training and development for this financial year, the breakdown of the estimate items, and whether training and development details are available.

Asked by: Hon LAM Siu-lo, Andrew (LegCo internal reference no.: 12)

Reply:

To tie in with the initiative to enhance civil service training as put forward in the Chief Executive's 2023 Policy Address, the Civil Service College (CSC) must be adequately provisioned in order to produce the desired outcome, and assist the HKSAR Government to build a team of civil servants who are patriotic and love Hong Kong, possess good morals, have good integrity, are competent, people-oriented, and efficient. In 2023-24, CSC underwent re-organisation by setting up the School of Public Sector Leadership, School of Professional Development and Centre for Research and Development, and created 29 new posts to support its new structure and promote its development.

The provision for 2024-25 is 25.8% higher than the revised estimate for 2023-24. This is mainly due to the increased provisions for personal emoluments and training expenses. The expenditure for 2023-24 is lower because some of the new posts have not yet been filled and CSC has gradually resumed arranging middle and senior-level civil servants to attend Mainland and overseas training only after mid-2023. The estimated expenditure for 2024-25 reflects the full-year salaries of all staff establishment and the expenditure required for full resumption of Mainland and overseas training for middle and senior-level civil servants, resulting in higher expenditure as compared with the revised estimate for 2023-24.

The estimated expenditure of CSC for its major training and development areas (excluding personal emoluments, personnel related expenses and general departmental expenses) in 2024-25 as compared with 2023-24 are as follows:

|    | <b>Civil Service Training and Development Areas</b>                         | <b>2023-24<br/>Revised<br/>Estimate<br/>(\$m)</b> | <b>2024-25<br/>Estimate<br/>(\$m)</b> |
|----|---|---|---------------------------------------|
| 1. | Enhancing governance and leadership capabilities                            | 15.7  | 26.1                                  |
| 2. | Understanding the constitutional order, national development and strategies | 34.1  | 42.1                                  |
| 3. | Building a people-oriented service culture <sup>(Note 1)</sup>              | 2.5   | 1.6                                   |
| 4. | Strengthening professional competence                                       | 5.6   | 6.6                                   |
| 5. | Promoting a culture of continuous learning                                  | 4.1   | 4.6                                   |
|    | Other training related expenditure  | 8.5   | 8.4                                   |
|    | <b>Total training expenses</b> <sup>(Note 2)</sup>                          | <b>70.5</b>                                       | <b>89.4</b>                           |

Note 1: Apart from dedicated training courses, CSC has also incorporated public service ethos into training programmes grouped under various training and development areas. The estimated expenditure mainly covers programme-related expenditure and do not include the salaries of Training Officers of CSC who conduct the training programmes.

Note 2: Training expenses mainly cover course design and speaker fees; tuition, traveling and accommodation fees of the training arranged outside Hong Kong; study grants, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB042**

**(Question Serial No. 0308)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Since 2023, the indicator of “understanding the constitutional order, national development and strategies” has been introduced in civil service training, including training, held both locally and on the Mainland, on the constitutional order of the Hong Kong Special Administrative Region, national security and the country’s development and strategies, to strengthen civil servants’ sense of national identity and awareness of safeguarding national security. In this connection, will the Government inform this Committee of the following:

1. set out in table form (i) the name, (ii) specific details, (iii) effectiveness, (iv) number of participants, and (v) financial expenditure of all the civil service training programmes organised by the Government in 2023 in respect of the indicator of “understanding the constitutional order, national development and strategies”;
2. set out in table form (i) the name, (ii) specific details, (iii) objectives, (iv) estimated number of participants, and (v) budget of all the civil service training programmes expected to be organised in 2024 in respect of the indicator of “understanding the constitutional order, national development and strategies”; and
3. The provision for this programme in 2024-25 is \$51.4 million higher than the revised estimate for 2023-24, representing an increase of 25.8%, of which how many training programmes are related to the indicator of “understanding the constitutional order, national development and strategies”?

Asked by: Hon LAU Ip-keung, Kenneth (LegCo internal reference no.: 23)

Reply:

The Civil Service College (CSC) under the Civil Service Bureau arranges civil servants to attend national studies training at different stages of their career, including training programmes held locally and on the Mainland, visits and exchange activities.

For local training, currently, all new recruits are required to complete within their probationary period a foundation training programme. The contents cover understanding “One Country, Two Systems”, the Constitution, the Basic Law, the Hong Kong National Security Law, as well as the country’s system and major policies. Officers of degree or

professional grades are also required to take part in advanced training upon confirmation to the permanent establishment, so as to reinforce their national identity and awareness of safeguarding national security. In addition, CSC launched an in-depth programme on “One Country, Two Systems” and contemporary China, and a dedicated seminar series on the theme of “Holistic View of National Security” in 2023. The aim is to deepen middle and senior-ranking officers’ understanding of significant subjects such as the theory and practice of “One Country, Two Systems”, developments in the contemporary China, and national security, through systematic training and continuous learning. The programme on “One Country, Two Systems” and contemporary China is led by renowned scholars arranged by the Institute for Hong Kong and Macau Studies, Peking University, while the seminar series on “Holistic View of National Security” is delivered by experts from China Institutes of Contemporary International Relations and the Center for a Holistic Approach to National Security. CSC continues to organise talks on our country’s foreign affairs in collaboration with the Office of the Commissioner of the Ministry of Foreign Affairs in the HKSAR, so as to deepen civil servants’ understanding of the international scene and our country’s foreign policy.

For programmes held on the Mainland, CSC collaborates with nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University) to organise programmes for officers at middle, senior and directorate levels. The programmes mainly cover topics such as the country’s Constitution and the Basic Law, the relationship between the Central Authorities and the Hong Kong Special Administrative Region, the National Security Law and national security, the latest national policies (such as the “Belt and Road” Initiative, the Guangdong-Hong Kong-Macao Greater Bay Area Development), and a host of other topics (including China’s economic development, foreign affairs and national defence policies, environmental protection, advanced technology developments, social security issues, history and culture, etc.)

CSC continues to collaborate with Peking University to organise the two-year Master’s Degree in Public Policy Programme for senior civil servants with potential for advancement. Participants had an immersive learning experience in Beijing for the first year, along with visits and exchanges with local officials in Midu County of Yunnan Province, Tianjin City, Hebei Province, and Inner Mongolia. CSC arranges for 15 to 20 senior civil servants with potential for advancement each year to participate in this programme, and provides sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University.

The Civil Service Staff Exchange Programme, jointly organised by the HKSAR and the Mainland has first launched the exchange activities with the Mainland municipalities in the Greater Bay Area. The first batch of 10 Hong Kong civil servants were assigned to different government departments in Futian and Qianhai of Shenzhen in December 2023 to engage in in-depth exchanges in areas such as district management, technology development, town planning, transportation and environmental protection, for about three months. The exchange activities were completed successfully in early March 2024.

In 2024, CSC continues to organise the above local and Mainland training programmes and develop more e-learning resources, so as to strengthen training for civil servants, focusing on

deepening their understanding of “One Country, Two Systems”, national development strategies and safeguarding national security, with the aim of enhancing their national identity and patriotism.

CSC attaches great importance to training effectiveness. For training on constitutional order and national studies, feedback will be collected from trainees through questionnaires and interviews after completion of the programmes. Majority of the participants indicated that the training programmes deepened their understanding of the topics covered and enabled them to better master the relationship between the Basic Law and the discharge of their official duties. For national studies training held on the Mainland with longer course durations, CSC requires trainees to prepare study reports and evaluates the effectiveness of training programmes by meeting the trainees and maintaining communication with the collaborating institutions. CSC also requires trainees to share their learning insights with colleagues after completion of the courses for the benefit and continuous learning of the entire civil service.

The number of trainees and trainee-days for programmes on “understanding the constitutional order, national development and strategies” in 2023 and 2024 (estimate) are as follows:

|                     | <b>2023<br/>Actual</b> | <b>2024<br/>Estimate</b> |
|---------------------|------------------------|--------------------------|
| No. of Trainees     | 21 800                 | 21 900                   |
| No. of Trainee-days | 36 800                 | 37 500                   |

In respect of the training expenses for programmes on “understanding the constitutional order, national development and strategies”, the revised estimate for 2023-24 is \$34.1 million and the estimate for 2024-25 is \$42.1 million.

Provision for 2024-25 of Programme (4) is \$51.4 million (25.8%) higher than the revised estimate for 2023-24. This is mainly due to the increased provisions for personal emoluments and training expenses, including an increased estimate of \$8 million for programmes on “understanding the constitutional order, national development and strategies”.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB043**

**(Question Serial No. 1129)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service Staff Exchange Programme, which was suspended due to the pandemic, was reactivated in December 2023. The programme targets civil servants at Master Pay Scale Point 45 or above (or equivalent), including officers from the Administrative Officer, Executive Officer and various professional grades.

- (1) What are the number, ranks and bureaux/departments of the civil servants participating in the scheme in 2024-25, and the estimated provision involved?
- (2) Will the Government reflect to the Mainland the views of allowing new recruits and junior civil servants to participate in internship programmes on the Mainland, where they will serve as interns within our country's civil service and gain a better understanding of our country and its civil service? If yes, what are the details; if no, what are the reasons?
- (3) Will the Government reflect to the Mainland the desire for state-level cadre training institutions such as the National Academy of Governance to collaborate with the Civil Service College (CSC) of the HKSAR in conducting more online courses for inclusion in the courses offered by CSC, so that more newly recruited civil servants will have the opportunities to receive relevant training from the Mainland?

Asked by: Hon LEE Wai-king, Starry (LegCo internal reference no.: 15)

Reply:

The HKSAR Government and the Guangdong Provincial Government signed the Agreement on Civil Service Staff Exchange and Collaboration Programme with the Mainland Municipalities in the Greater Bay Area (GBA) in September 2023 to foster exchange between civil servants from various professional areas of the two sides, thereby supporting the high-quality development of the GBA. The first batch of 10 Hong Kong participants were assigned to different government departments in Futian and Qianhai of Shenzhen in December 2023 to engage in in-depth exchanges in areas such as district management, technology development, town planning, transportation and environmental protection. The exchange activities were completed successfully in early March 2024.

According to the above signed agreement on the staff exchange programme jointly organised with the Mainland municipalities in the GBA, we will arrange for about 10 middle and senior-level civil servants to participate in the programme every year. These officers are considered suitable and nominated by their respective departments and grades. The HKSAR Government will pursue discussion with the Guangdong Provincial Government on the detailed arrangement of the 2024-25 programme. The estimated expenditure for 2024-25 will be comparable to the expenses in 2023-24, which amount to around \$1 million. The expenditure involved mainly covered the expenses incurred by Hong Kong civil servants in travelling between Hong Kong and the Mainland participating cities, their accommodation and living expenses during the attachment. The expenses related to the attachment in Hong Kong incurred by Mainland civil servants will be borne by the relevant Mainland government departments.

As the number of training places is limited, those participating in exchange activities are mainly civil servants in the middle and senior ranks, who should have a certain level of experience and competence. They are responsible for the formulation and implementation of public policies, and carrying out various collaboration projects with the Mainland in support of the country's development strategies. They have the practical needs for gaining a deeper understanding of the country's system and policies, and building their professional network as well as connection with relevant Mainland authorities. In light of the actual staff training needs and resource constraints, CSB currently has no arrangement for new recruits and junior civil servants to participate in internship programmes on the Mainland. We will continue to explore the feasibility of different training options.

The Civil Service College (CSC) offers suitable national studies training for officers at different levels. Civil servants are being arranged to attend national studies training at different stages of their career, including a series of training programmes held locally and on the Mainland, visits and exchange activities. Currently, all new recruits are required to complete within their probationary period a foundation training programme. The contents cover understanding "One Country, Two Systems", the Constitution, the Basic Law, the Hong Kong National Security Law, as well as the country's system and major policies. Officers of degree or professional grades are also required to take part in advanced training upon confirmation to the permanent establishment, so as to reinforce their national identity and awareness of safeguarding national security. CSC also arranges for middle and senior-level civil servants to attend national studies training, visits and exchange activities on the Mainland as they advance in their career.

Individual departments/grades can also arrange for their new recruits to participate in Mainland training and exchange activities to cater for their departments' operational and professional training needs. For example, the Civil Service Bureau (CSB) has arranged for all Executive Officers (EO) IIs who joined the civil service in or after June 2020 to attend the "Mainland Training Programme for EO IIs" jointly organised with the Sun Yat-sen University since 2023, which serves to further enhance the foundation training for the EO grade.

Enriching the provision of e-learning resources is part of the strategies for strengthening training for civil servants. Currently, CSC provides diversified e-learning resources for civil servants at different levels, including new recruits, through the online learning platform of Cyber Learning Centre Plus (CLC Plus). The resources cover topics such as the Constitution, the Basic Law, safeguarding national security, the GBA development, the

National 14th Five-Year Plan, etc. Besides, CSC collaborates with Tsinghua University and provides, through the “Tsinghua Lecture Series”, a series of pre-recorded lectures on national policies and the latest development in the Mainland. CSC is now exploring collaboration with National Academy of Governance in providing online learning resources that are suitable for Hong Kong civil servants, so as to provide them with more learning opportunities.

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB044**

**(Question Serial No. 2430)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the stepping up of recruitment and promotion efforts targeting university students, will the Government inform this Committee of the following:

1. details of the first large-scale Government Career Fairs held at universities last year, including the manpower and resources involved, the number of such fairs held at universities, the number of university students attracted to each of the activities, the number of enquiries answered on spot, and the number of on-site applications;
2. whether the number of targeted candidates applying for civil service jobs has increased year on year since the expansion of the pool of eligible candidates to penultimate year undergraduate and postgraduate students last year, as well as the relevant details;
3. details of the recruitment and promotion efforts targeting university students this year, such as the number of exhibitions and talks to be held, as well as the manpower and resources involved in this regard; and
4. apart from local university students, what recruitment and promotion efforts have been made in respect of Hong Kong students studying in the Mainland and overseas universities? How much manpower and resources are planned to be set aside this year to take forward the relevant work?

Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 70)

Reply:

- 1 & 3. The Government adopts a multi-pronged approach to attract young talents to join the government. The Civil Service Bureau (CSB) has strengthened the collaboration and message dissemination with universities (e.g. disseminating the most updated recruitment information via instant messaging applications). Besides, CSB held the first large-scale Government Career Fair (i.e. career fair involving government departments only) at three local universities in September 2023 for students to learn about the work of more than 40 civil service grades in over 20 departments, which attracted over 1 000 students to participate. Some grades that conducted recruitment exercises on the spot have received more

than 100 job applications. Students could also submit applications online. CSB coordinated the above activities with existing manpower and resources. We do not keep information on the expenditure incurred by individual department in participating in the career fairs.

Moreover, individual departments may also arrange different recruitment and publicity activities (e.g. recruitment talks and recruitment day) with a view to deepening university students' understanding of the work of the civil servants.

We will continue to organise career fairs and recruitment talks in more local universities in 2024-25 to attract young talents to join the civil service.

2. Starting from June 2023, various grades may, having regard to their manpower resources and operational needs, consider whether to expand the pool of eligible candidates to undergraduate or postgraduate students in their penultimate year of study. The new initiative was well-received. The number of university students applying for the Common Recruitment Examination and the Basic Law and National Security Law Test has increased significantly by 110% from around 2 500 in June 2023 to around 5 300 in October 2023, with nearly 30% of them were in their third year of study.
4. To ensure that possible candidates studying / living outside Hong Kong are equally informed of the recruitment information of the Government, the Economic and Trade Offices have been proactively reaching out in their respective jurisdiction to carry out promotions on recruitment of various grades. Besides, with more and more local students pursuing further studies in the Mainland, departments have strengthened promotion and recruitment efforts on local students studying in the Mainland. For example, the CSB started sending delegations to the Mainland, including Beijing, Shanghai, Guangzhou and Xiamen, in September 2023. A total of eight recruitment talks / sharing cum recruitment sessions were organised in a number of universities and local offices of the Hong Kong Special Administrative Region (HKSAR) Government to publicise the various job opportunities offered by the HKSAR Government as well as the new measure of expanding the pool of eligible candidates in recruitment to Hong Kong students and Hong Kong people residing in the Mainland, attracting an online and in-person participation of over 2 000 Hong Kong people.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB045**

**(Question Serial No. 2431)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the streamlined mechanism for retiring civil servants in the public interest on grounds of persistent sub-standard performance, will the Government inform this Committee of the following:

1. What are the percentages of ratings for various ranks assessed on a six-level rating scale, with a breakdown by grade?
2. Are there any changes in the number of cases warranting advice and counselling (i.e. management actions) before and after the implementation of the streamlined mechanism? If so, what are the details; if no, what are the reasons?
3. What are the number of cases in which civil servants with sub-standard performance were given an observation period in the past 3 years, and the duration and number of extensions of such period in respect of the longest case?
4. What are the number of cases requiring the initiation of the mechanism for further follow-up since the implementation of the streamlined mechanism, and the current follow-up status of such cases?
5. Have there been any cases of stoppage or deferment of increment or termination of service since the implementation of the streamlined mechanism? If so, what are the details and how much time is saved after the streamlining?
6. Has the Government taken the initiative to check with the departments the progress of long-outstanding cases since the implementation of the streamlined mechanism? If so, what are the details; if no, what are the reasons?
7. There are views that even after the streamlining of procedures, the senior management still has to spend additional time on administration to deal with problems. Therefore, the senior management tended to transfer staff with sub-standard performance from their own departments rather than imposing punishments through a lengthy mechanism. In this connection, has the Government assessed whether the implementation of the streamlined mechanism can help alleviate the relevant problems? If so, what are the details; if no, what are the reasons?

Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 71)

Reply:

In September 2023, the Civil Service Bureau (“CSB”) promulgated and implemented the streamlined mechanism of retiring civil servants in the public interest on grounds of persistent sub-standard performance (“the streamlined mechanism”) under Section 12 of the Public Service (Administration) Order (“Section 12 action”) to strengthen the management of staff with sub-standard performance.

1. In accordance with the current practice, performance ratings should be given in the light of the appraisee’s actual performance and the description of each rating, and should not be given to meet a fixed rating distribution. CSB does not maintain statistical record on the distribution of overall ratings under the six-level rating scale for performance in bureaux/departments/grades.
2. Before or after the implementation of the streamlined mechanism, when the management is aware that an officer is not performing up to the standard appropriate to his/her rank and experience, it should assist the officer to improve his/her performance through supervision, counselling, training, posting or other administrative measures. This requirement is carried out by individual departments and supervisors having regard to the specific circumstances of each case and the actual needs of the officers concerned. CSB does not maintain the relevant figures.
3. In the 2020-21 to 2023-24 financial years (as of 31 December 2023), a total of 13 officers were issued with “Section 12 Notification” due to sub-standard performance. They were advised to improve their performance to the acceptable standard within a specified “observation period”; otherwise “Section 12 action” would be taken. At present, the case with the longest “observation period” is handled in accordance with the old mechanism. It involved special circumstances and the department concerned has extended the “observation period” to 3 years and 6 months in the light of the officer’s continuous sick leave and the assessment of the medical board.
- 4&5. Since the implementation of the streamlined mechanism (up to 31 December 2023), a total of 4 officers were issued with a “Section 12 Notification” by the departmental management; 1 officer resigned upon receipt of the Notification and the remaining 3 are still under “observation period”. Among them, the increment for 2 officers has been stopped or will be stopped/deferred as their performance during the appraisal period has not reached an acceptable level. As the streamlined mechanism was implemented in September 2023, there has been no case of termination of appointment at present. Hence, the average processing time of cases is not available.
6. CSB has been overseeing departments to make good use of the streamlined mechanism and stepping up efforts to monitor their handling of cases, as well as monitoring potential and on-going cases of “Section 12 action” through departments’ quarterly returns. CSB will take a pro-active role in checking with departments the progress of cases which remain outstanding for a prolonged period of time and offer advice.

7. The streamlined mechanism enhances the efficiency of departments in handling cases of “Section 12 action” through measures such as removing unnecessary procedures. CSB will continue to oversee and encourage departments to make good use of the streamlined mechanism to terminate the appointment of civil servants with persistent sub-standard performance in a timely manner. In October 2023, the Secretary for the Civil Service wrote to all Heads of Department (“HoDs”) personally. Briefing sessions were also held for HoDs, Departmental Secretaries and civil servants handling personnel matters to explain the substance of the streamlined mechanism and the assistance provided by CSB. Procedural guidelines and a management kit were issued to departments to ensure the management had a good grasp of the approach to handling cases of “Section 12 action”.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB046**

**(Question Serial No. 2187)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The HKSAR Government provides systematic training programmes for civil servants each year to help enhance the service quality of the civil service. Regarding civil service training, will the Government inform this Committee of:

- the numbers of participants in training on the constitutional order of the HKSAR, national security, the country's development and strategies in each of the past 2 years; and
- the estimated expenditure on national security education for civil servants this year.

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 36)

Reply:

The Civil Service College (CSC) under the Civil Service Bureau organises training programmes held both locally and on the Mainland for civil servants at different levels on the constitutional order of the HKSAR, national security and the country's development and strategies, to strengthen their sense of national identity and awareness of safeguarding national security.

The number of trainees and trainee-days for training programmes on the constitutional order of the HKSAR, national security and the country's development and strategies in the past 2 years (2022-2023) are as follows:

|                             | <b>2022</b> | <b>2023</b>              |
|-----------------------------|-------------|--------------------------|
| <b>No. of Trainees</b>      | 29 200      | 21 800                   |
| <b>No. of Trainees-days</b> | 19 800      | 36 800 <sup>(Note)</sup> |

Note: CSC strengthened national studies training for civil servants by enhancing the programme content and structure. The number of trainee-days increased significantly from 19 800 in 2022 to 36 800 in 2023. CSC will make timely adjustment to the training facility, delivery mode, duration and number of training

places as training resources and capability are enhanced. Accordingly, there will be adjustment in the estimated number of trainees.

Apart from the above training, individual departments/grades can also arrange for their staff to attend national studies training on their job and professional training needs. Besides, in 2023, the Government organised a training activity on strengthening the sense of national security, whereby bureaux/departments arranged all civil servants under their purview to complete this training.

In 2024-25, the estimated expenditure on training programmes related to national security (including training on the Constitution, the Basic Law, national security and other national studies) is \$42.1 million, which mainly covers speaker fees for local programmes, tuition fees for Mainland programmes, expenses for participants' travelling between Hong Kong and the Mainland and their accommodation, study grants, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB047**

**(Question Serial No. 0214)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

1. What were the staff establishments, payroll costs and total expenditures of the Civil Service Training and Development Institute (CSTDI) for the past 3 years, and what will they be for the coming year?
2. What were the numbers of civil servants eligible to participate in national studies programmes (i.e. Master Pay Scale 28 to 44 or equivalent), civil servants who have completed the programmes, places offered and participants in the programmes in each of the past 3 years, and what will the number of eligible civil servants and places offered be in the coming year?
3. How many training activities relating to the Constitution and the Basic Law were organised by the CSTDI and how many civil servants received training in the past 3 years, and what will the estimated number of training activities and participants be for the coming year?

Asked by: Hon LEUNG Mei-fun, Priscilla (LegCo internal reference no.: 1)

Reply:

1. The staff establishment, salary expenditure and total expenditure of the Civil Service College (CSC) under the Civil Service Bureau in the past three years and 2024-25 are as follows:

Establishment

| <b>2021-22</b> | <b>2022-23</b> | <b>2023-24</b> | <b>2024-25</b> |
|----------------|----------------|----------------|----------------|
| 135            | 136            | 165            | 164            |



Salary Expenditure (including personal emoluments, and Mandatory Provident Fund or Civil Service Provident Fund contribution)

| <b>2021-22<br/>Actual<br/>Expenditure</b> | <b>2022-23<br/>Actual<br/>Expenditure</b> | <b>2023-24<br/>Revised<br/>Estimate</b> | <b>2024-25<br/>Estimated<br/>Expenditure</b> |
|---|---|---|--|
| \$93.7 million                            | \$103.9 million                           | \$113.8 million                         | \$142.2 million                              |

Total Expenditure

| <b>2021-22<br/>Actual<br/>Expenditure</b> | <b>2022-23<br/>Actual<br/>Expenditure</b> | <b>2023-24<br/>Revised<br/>Estimate</b> | <b>2024-25<br/>Estimated<br/>Expenditure</b> |
|---|---|---|--|
| \$144.4 million                           | \$160.9 million                           | \$199 million                           | \$250.4 million                              |

2. CSC arranges civil servants to attend national studies training at different stages of their career, including training programmes held on the Mainland and local programmes. For programmes held on the Mainland, CSC collaborates with nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University) to organise programmes for officers at middle, senior and directorate levels and also arranges for civil servants to participate in visits and exchange activities on the Mainland. For local programmes, CSC arranges induction training for new recruits and national studies seminars for officers at different levels. For example, CSC launched an in-depth programme on “One Country, Two Systems” and contemporary China, and a dedicated seminar series on the theme of “Holistic View of National Security” in 2023. CSC will also continue to organise a series of talks on the country’s foreign affairs. These programmes aim to deepen civil servants’ understanding of the constitutional order of the HKSAR, the international scene and the country’s development. The actual/estimated number of trainees and trainee-days for national studies training programmes (including the Constitution, the Basic Law and national security training) in the past 3 years (2021-2023) and for 2024 are as follows:

|                        | <b>2021<br/>Actual</b> | <b>2022<br/>Actual</b> | <b>2023<br/>Actual</b> | <b>2024<br/>Estimate</b> |
|------------------------|------------------------|------------------------|------------------------|--------------------------|
| Number of Trainees     | 24 500                 | 29 200                 | 21 800                 | 21 900                   |
| Number of Trainee-days | 11 300                 | 19 800                 | 36 800 <sup>Note</sup> | 37 500 <sup>Note</sup>   |

Note: CSC strengthened national studies training for civil servants by enhancing the programme content and structure. The number of trainee-days increased significantly from 19 800 in 2022 to 36 800 in 2023 and 37 500 in 2024. CSC will make timely adjustment to the training venue, delivery mode, duration and number of training places as training resources and capability are enhanced. Accordingly, there will be adjustment in the number of trainees.

3. In the past three years (2021-2023), CSC organised about 270 sessions of training programmes and thematic seminars on the Constitution, the Basic Law and national security, and the number of trainees was around 45 000. In 2024, CSC plans to arrange around 80 sessions of training programmes on the constitutional order of the HKSAR and national security, and the estimated number of participants is around 15 000. CSC also provides multi-media learning resources at the dedicated Basic Law webpage “Constitution and Basic Law Portal” and the “Dedicated Webpage on Safeguarding National Security”, which include web courses, video clips, podcasts, seminars’ recording etc., so as to enhance civil servants’ understanding of the above topics.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB048**

**(Question Serial No. 0215)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

What were the numbers of trainees of national studies programmes for the past 3 years? What were the expenditures involved in organising these programmes for the past 3 years and what will it be for the coming year?

Asked by: Hon LEUNG Mei-fun, Priscilla (LegCo internal reference no.: 2)

Reply:

The Civil Service College (CSC) under the Civil Service Bureau organises national studies training programmes for civil servants at different levels. Apart from local programmes and thematic seminars, CSC has also collaborated with nine Mainland institutions to organise national studies programmes on the Mainland, and arranged for civil servants to participate in visits and exchange activities on the Mainland. The number of trainees and trainee-days for national studies training programmes (including the Constitution, the Basic Law and national security training) in the past 3 years (2021-2023) are as follows:

|                        | <b>2021</b> | <b>2022</b> | <b>2023</b>            |
|------------------------|-------------|-------------|------------------------|
| Number of Trainees     | 24 500      | 29 200      | 21 800                 |
| Number of Trainee-days | 11 300      | 19 800      | 36 800 <sup>Note</sup> |

Note: CSC strengthened national studies training for civil servants by enhancing the programme content and structure. The number of trainee-days increased significantly from 19 800 in 2022 to 36 800 in 2023. CSC will make timely adjustment to the training facility, delivery mode, duration and number of training places as training resources and capability are enhanced. Accordingly, there will be adjustment in the number of trainees.

The expenditure on national studies training programmes (including the Constitution, the Basic Law and national security training) in the past 3 years and the estimated expenditure in 2024-25 (which mainly covers speaker fees for local programmes, tuition fees for the Mainland programmes, expenses for participants' travelling between Hong Kong and the Mainland and their accommodation, study grants, etc.) are as follows:

| <b>2021-22<br/>Actual<br/>Expenditure</b> | <b>2022-23<br/>Actual<br/>Expenditure</b> | <b>2023-24<br/>Revised<br/>Estimate</b> | <b>2024-25<br/>Estimated<br/>Expenditure</b> |
|---|---|---|--|
| \$2.6 million                             | \$10.1 million                            | \$34.1 million                          | \$42.1 million                               |

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 2984)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned under Programme (4) that the Civil Service College (CSC) has implemented a new organisational structure by setting up the School of Public Sector Leadership, School of Professional Development and Centre for Research and Development as well as strengthening civil service training in five key areas including enhancing governance and leadership capabilities; understanding the constitutional order, national development and strategies; building a people-oriented service culture; strengthening professional competence; and promoting a culture of continuous learning. In this connection, will the Government inform this Committee of:

1. the expenditures incurred by the CSC since its establishment, and the staff establishment and estimated expenditure involved after the implementation of the new organisational structure;
2. the category/theme, mode, number of training hours and number of participants of the programmes organised for civil servants in the past;
3. the estimated number of training places for Mainland training programmes, thematic visits and staff exchange programmes in 2024-25 and the expenditure involved.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 28)

Reply:

1. Since the establishment of the Civil Service College (CSC), the total expenditure starting from 2021-22 are tabulated below:

| <b>2021-22<br/>Actual<br/>Expenditure</b> | <b>2022-23<br/>Actual<br/>Expenditure</b> | <b>2023-24<br/>Revised<br/>Estimate</b> | <b>2024-25<br/>Estimated<br/>Expenditure</b> |
|---|---|---|--|
| \$144.4 million                           | \$160.9 million                           | \$199 million                           | \$250.4 million                              |

CSC has operated under the new organisational structure since November 2023. The staff establishment and estimate of CSC in 2023-24 and 2024-25 under the new organisational structure are as follows:

|                                     | <b>2023-24</b>                      | <b>2024-25</b>                |
|-------------------------------------|-------------------------------------|-------------------------------|
| Establishment                       | 165                                 | 164                           |
| Total Expenditure <sup>(Note)</sup> | \$199 million<br>(Revised Estimate) | \$250.4 million<br>(Estimate) |

Note: The salary expenditure in 2023-24 and 2024-25 are \$113.8 million (Revised Estimate) and \$142.2 million (Estimate) respectively.

2. CSC has strengthened the training programmes since its re-organisation in 2023. The relevant performance indicators have been revised to focus mainly on five core areas including (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; (iv) strengthening professional competence; and (v) promoting a culture of continuous learning.

On “enhancing governance and leadership capabilities”, CSC offers a series of flagship leadership development programmes, executive workshops and seminars by experts for directorate and senior-level civil servants. These programmes cover leadership capabilities, public policy, international perspectives, community engagement, media and crisis communication, etc. Apart from lectures by experts, different programmes are conducted in a variety of modes to enhance training effectiveness, such as case analysis, experience sharing and visits. Duration of programmes varies from half day to 15 days depending on the type of programmes. The Civil Service Bureau also arranges for middle and senior-ranking civil servants with potential to attend training overseas to broaden their international perspectives.

To help groom officers in departments, CSC works with departments to arrange for promising officers to attach to policy bureaux for a period of 6 months, so as to enhance their knowledge and skills outside of their own professions, and promote a culture of mutual learning and collaboration in the civil service.

As regards “understanding the constitutional order, national development and strategies”, CSC arranges civil servants to attend training programmes held locally and on the Mainland, visits and exchange activities at different stages of their career. For local training, currently, all new recruits are required to complete within their probationary period a foundation training programme. The contents cover understanding “one country, two systems”, the Constitution, the Basic Law, the Hong Kong National Security Law, as well as the country’s system and major policies. Officers of degree or professional grades are also required to take part in advanced training upon confirmation to the permanent establishment, so as to reinforce their national identity and awareness of safeguarding national security. In 2024, CSC continues to organise thematic seminars, including the in-depth programme on “One Country, Two Systems” and contemporary China, the dedicated seminar series on the theme of “Holistic View of National Security” and a series of talks on the country’s foreign affairs in collaboration with the Office of the Commissioner of the Ministry of Foreign Affairs in the HKSAR.

For programmes held on the Mainland, CSC collaborates with nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University) to organise programmes for officers at middle, senior and directorate levels. In addition, CSC collaborates with Peking University to organise the two-year Master’s Degree in Public Policy Programme for senior civil servants with potential for advancement, and continues to provide sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University. Furthermore, the Civil Service Staff Exchange Programme, jointly organised by the HKSAR and the Mainland has first launched the exchange activities with the Mainland municipalities in the Greater Bay Area. The first batch of 10 Hong Kong civil servants were assigned to different government departments in Futian and Qianhai of Shenzhen in December 2023 to engage in in-depth exchanges in areas such as district management, technology development, town planning, transportation and environmental protection, for about 3 months. The exchange activities were completed successfully in early March 2024.

CSC provides dedicated programmes on “building a people-oriented service culture”, covering public service values and application, service skills and team collaboration. These programmes aim to strengthen inter-departmental collaboration and cultivate the ‘One Government’ culture in the civil service for enhancing governance efficacy. The public service ethos is also infused in all training programmes, such as induction training for new recruits, leadership and management training for middle and senior-level civil servants.

On “strengthening professional competence”, CSC continues to strengthen training for civil servants at different stages of their career so as to reinforce the essential mindset and impart updated knowledge and skills for their professional development. These training programmes cover areas of management, innovation and technology application, human resources management, language and communication, etc. Examples of training programmes include supervisory management, negotiation, performance management, big data analytics, application of emerging technologies, media communication, official writing and workplace Putonghua.

On “promoting a culture of continuous learning”, CSC has been actively integrating the modes of face-to-face and online training to enrich civil servants’ learning experience. We seek to establish a continuous learning culture and habit among colleagues through providing multi-media learning resources on the Cyber Learning Centre Plus, covering the areas of leadership and management, innovation and technology, the Constitution and the Basic Law, safeguarding national security, the civil service’s core values and public service culture, etc.

In 2023, the number of trainees and trainee-days of the programmes organised under different categories are as follows:

| <b>Categories</b>   | <b>Number of Trainees</b>             | <b>Number of Trainee-days</b> |
|---|---------------------------------------|-------------------------------|
| Enhancing governance and leadership capabilities                            | 2 700                                 | 10 400                        |
| Understanding the constitutional order, national development and strategies | 21 800                                | 36 800                        |
| Building a people-oriented service culture                                  | 11 000                                | 7 900                         |
| Strengthening professional competence                                       | 32 300                                | 38 900                        |
| Promoting a culture of continuous learning                                  | 711 000 (Number of e-learning access) |                               |

3. In 2024, it is expected that about 1 500 civil servants will attend national studies programmes, visits and exchange activities held on the Mainland. The estimated expenditure on national studies training programmes held on the Mainland in 2024-25 (which mainly covers tuition fees for the Mainland programmes, expenses for participants' travelling between Hong Kong and the Mainland and their accommodation, study grants etc.) is around \$36.2 million.

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB050**

**(Question Serial No. 2986)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (4) Civil Service Training and Development  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in Programme (4) Civil Service Training and Development that the provision for 2024-25 is 25.8% higher than the estimate for 2023-24. Where there is no increase in the number of existing posts, the estimate is mainly for training expenses. In this connection, will the Bureau please provide the expenditure and scope of work involved in relation to the additional posts, as well as the increases in training expenditure?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 30)

Reply:

To tie in with the initiative to enhance civil service training as put forward in the Chief Executive's 2023 Policy Address, the Civil Service College (CSC) must be adequately provisioned in order to produce the desired outcome, and assist the HKSAR Government to build a team of civil servants who are patriotic and love Hong Kong, possess good morals, have good integrity, are competent, people-oriented, and efficient. In 2023-24, CSC underwent a re-organisation by setting up the School of Public Sector Leadership, School of Professional Development and Centre for Research and Development, and created 29 new posts to support its new structure and promote its development.

The School of Public Sector Leadership is dedicated to the training of senior civil servants, in particular those with potential for advancement to the senior echelons. It enhances the leadership, governance and public policy-making capabilities of senior civil servants and ensures their accurate understanding of the "One Country, Two Systems" principle and the national development strategies, so as to give full support to the HKSAR Government's implementation of the principle of "patriots administering Hong Kong". The School of Professional Development is dedicated to the provision of foundation and professional development training for civil servants. It enables civil servants to undergo continuous training throughout their career, so as to update their knowledge and skills required at work and reinforce their public service values. The Centre for Research and Development will build research capabilities through collaborating with academics and research institutions in Hong Kong, the Mainland and other countries, conducting case studies

and public policy researches to inform CSC's curriculum and support the building of institutional knowledge on good governance.

The provision for 2024-25 is 25.8% higher than the revised estimate for 2023-24. This is mainly due to the increased provisions for personal emoluments and training expenses. The expenditure for 2023-24 is lower because some of the new posts have not yet been filled and CSC has gradually resumed arranging middle and senior-level civil servants to attend Mainland and overseas training only after mid-2023. The estimated expenditure for 2024-25 reflects the full-year salaries of all staff establishment and the expenditure required for full resumption of the Mainland and overseas training programmes for middle and senior-level civil servants, resulting in higher expenditure as compared with the revised estimate for 2023-24.

The estimated expenditure of CSC for its major training and development areas (excluding personal emoluments, personnel related expenses and general departmental expenses) in 2024-25 as compared with 2023-24 are as follows:

|    | <b>Civil Service Training and Development Areas</b>                         | <b>2023-24<br/>Revised<br/>Estimate<br/>(\$m)</b> | <b>2024-25<br/>Estimate<br/>(\$m)</b> |
|----|---|---|---------------------------------------|
| 1. | Enhancing governance and leadership capabilities                            | 15.7  | 26.1                                  |
| 2. | Understanding the constitutional order, national development and strategies | 34.1  | 42.1                                  |
| 3. | Building a people-oriented service culture <sup>(Note 1)</sup>              | 2.5   | 1.6                                   |
| 4. | Strengthening professional competence                                       | 5.6   | 6.6                                   |
| 5. | Promoting a culture of continuous learning                                  | 4.1   | 4.6                                   |
|    | Other training related expenditure  | 8.5   | 8.4                                   |
|    | <b>Total training expenses</b> <sup>(Note 2)</sup>                          | <b>70.5</b>                                       | <b>89.4</b>                           |

Note 1: Apart from dedicated training courses, CSC has also incorporated public service ethos into training programmes grouped under various training and development areas. The estimated expenditure mainly covers programme-related expenditure and do not include the salaries of Training Officers of CSC who conduct the training programmes.

Note 2: Training expenses mainly cover course design and speaker fees; tuition, traveling and accommodation fees of the training arranged outside Hong Kong; study grants, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB051**

**(Question Serial No. 2987)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of civil servants, will the Government inform this Committee of:

1. the changes in the civil service establishment of bureaux/departments/offices according to the Estimates of Expenditures in the past 3 years; as well as the current numbers of supernumerary directorate posts broken down by bureau/department/office;
2. the numbers of civil servants having left the service and the percentages they accounted for in the entire civil service in the past 3 years, broken down by policy bureau/department/office, reason of wastage, age group and length of service; and
3. the expected numbers of vacancies and the posts required to be filled in various policy bureaux/departments/offices in 2024-25, and the expenditures and timetable involved for the recruitment exercises?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 31)

Reply:

1. In the past 3 financial years (i.e. 2021-22 to 2023-24), the changes in the civil service establishment<sup>Note 1</sup> of bureaux/departments/offices are set out at **Annex A**.

According to the 2024-25 Estimates of Expenditure, the number of time-limited supernumerary directorate civil service posts<sup>Note 2</sup> in various bureaux/departments/offices as at 31 March 2024 is set out at **Annex B**.

2. In the past 3 years from 2020-21 to 2022-23, the numbers of wastage of civil servants were 8 494, 10 487 and 10 126 respectively. When compared with the civil service strength at the beginning of the year concerned, the wastage rates were 4.8%, 5.9% and 5.7% respectively. A breakdown of the statistics by bureaux/departments/offices, reason of wastage, age group and length of service is set out at **Annex C**.
3. As the recruitment exercises are conducted by relevant departments/grades, the Civil Service Bureau does not keep information on the number of civil service vacancies or

the expenditure and timetable involved in handling civil service recruitment in various departments/grades.

Note 1: Civil service establishment excludes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

Note 2: The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as “supernumerary directorate posts”, which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment.

**Change in Civil Service Establishment<sup>@</sup>  
by Bureaux/Departments/Offices from 2021-22 to 2023-24**

<sup>@</sup> Civil service establishment excludes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

\* The name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# The name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| Bureau/Department/Office  | Change in Civil Service Establishment |         |         |
|---|---------------------------------------|---------|---------|
|   | 2021-22                               | 2022-23 | 2023-24 |
| Agriculture, Fisheries and Conservation Department  | + 14                                  | + 9     | -       |
| Architectural Services Department   | - 4                                   | - 9     | -       |
| Audit Commission  | + 1                                   | -       | -       |
| Auxiliary Medical Service   | -                                     | -       | -       |
| Buildings Department  | - 2                                   | -       | + 7     |
| Census and Statistics Department  | - 95                                  | - 24    | - 5     |
| Chief Executive's Office  | -                                     | -       | -       |
| Chief Secretary for Administration's Office and Financial Secretary's Office              | - 3                                   | - 12    | - 9     |
| Civil Aid Service   | + 2                                   | - 1     | - 1     |
| Civil Aviation Department   | + 1                                   | -       | - 1     |
| Civil Engineering and Development Department  | - 13                                  | - 3     | + 25    |
| Civil Service Bureau  | - 3                                   | -       | + 40    |
| Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)*         | - 13                                  | - 2     |         |
| Commerce and Economic Development Bureau (Communications and Creative Industries Branch)* | -                                     | -       |         |
| Commerce and Economic Development Bureau#   |                                       |         | - 3     |
| Companies Registry  | -                                     | -       | -       |
| Constitutional and Mainland Affairs Bureau  | -                                     | - 1     | -       |
| Correctional Services Department  | -                                     | -       | - 27    |

| Bureau/Department/Office   | Change in Civil Service Establishment |         |         |
|--|---------------------------------------|---------|---------|
|  | 2021-22                               | 2022-23 | 2023-24 |
| Culture, Sports and Tourism Bureau#                                    |                                       |         | + 12    |
| Customs and Excise Department  | - 2                                   | + 69    | -       |
| Department of Health   | + 76                                  | - 11    | - 60    |
| Department of Justice  | - 8                                   | - 10    | + 4     |
| Development Bureau (Planning and Lands Branch)                         | + 7                                   | - 2     | + 6     |
| Development Bureau (Works Branch)                                      | + 1                                   | - 5     | + 4     |
| Drainage Services Department   | -                                     | -       | + 7     |
| Education Bureau   | + 10                                  | - 3     | - 4     |
| Electrical and Mechanical Services Department                          | - 9                                   | -       | - 10    |
| Environment Bureau*  | -                                     | -       |         |
| Environment and Ecology Bureau (Environment Branch)#                   |                                       |         | - 5     |
| Environment and Ecology Bureau (Food Branch)#                          |                                       |         | -       |
| Environmental Protection Department                                    | - 8                                   | - 16    | - 11    |
| Financial Services and the Treasury Bureau (Financial Services Branch) | -                                     | - 1     | - 3     |
| Financial Services and the Treasury Bureau (The Treasury Branch)       | + 3                                   | - 4     | - 1     |
| Fire Services Department   | + 112                                 | + 79    | - 22    |
| Food and Environmental Hygiene Department                              | - 2                                   | - 1     | - 11    |
| Food and Health Bureau (Food Branch)*                                  | -                                     | -       |         |
| Food and Health Bureau (Health Branch)*                                | -                                     | - 3     |         |
| General Expenses of the Civil Service                                  | -                                     | -       | -       |
| Government Flying Service  | + 5                                   | -       | - 4     |
| Government Laboratory  | + 6                                   | + 4     | + 2     |
| Government Logistics Department  | -                                     | -       | + 2     |
| Government Property Agency   | -                                     | - 8     | - 9     |
| Health Bureau#   |                                       |         | + 4     |
| Highways Department  | - 42                                  | - 11    | + 20    |
| Home Affairs Bureau*   | + 35                                  | - 37    |         |
| Home and Youth Affairs Bureau#   |                                       |         | + 3     |
| Home Affairs Department  | - 8                                   | + 2     | + 20    |

| Bureau/Department/Office   | Change in Civil Service Establishment |         |         |
|--|---------------------------------------|---------|---------|
|  | 2021-22                               | 2022-23 | 2023-24 |
| Hong Kong Monetary Authority   | - 2                                   | - 1     | -       |
| Hong Kong Observatory  | + 1                                   | + 8     | -       |
| Hong Kong Police Force   | - 16                                  | + 7     | - 132   |
| Hospital Authority   | - 95                                  | - 77    | - 62    |
| Housing Authority  | + 73                                  | + 3     | - 1     |
| Immigration Department   | + 15                                  | - 248   | - 81    |
| Information Services Department  | - 1                                   | - 2     | - 1     |
| Inland Revenue Department  | - 5                                   | + 3     | + 23    |
| Innovation and Technology Bureau*  | - 15                                  | - 6     |         |
| Innovation, Technology and Industry Bureau#  |                                       |         | - 5     |
| Innovation and Technology Commission   | - 7                                   | -       | + 14    |
| Intellectual Property Department   | -                                     | + 4     | + 1     |
| Invest Hong Kong   | -                                     | -       | -       |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | - 11                                  | -       | -       |
| Judiciary (excluding Judges and Judicial Officers)   | + 4                                   | - 2     | + 8     |
| Labour and Welfare Bureau  | -                                     | - 1     | + 26    |
| Labour Department  | - 14                                  | - 5     | - 10    |
| Land Registry  | -                                     | -       | -       |
| Lands Department   | - 7                                   | - 30    | - 40    |
| Legal Aid Department   | -                                     | -       | -       |
| Legal Aid Services Council   | -                                     | -       | -       |
| Leisure and Cultural Services Department   | + 25                                  | + 44    | - 7     |
| Marine Department  | - 1                                   | -       | -       |
| Office for Film, Newspaper and Article Administration  | - 2                                   | -       | -       |
| Office of the Communications Authority   | + 5                                   | + 2     | - 4     |
| Office of the Government Chief Information Officer   | - 11                                  | - 1     | + 26    |
| Official Receiver's Office   | - 7                                   | - 4     | - 1     |
| Overseas Economic and Trade Offices (excluding locally engaged staff)                                      | -                                     | -       | + 1     |
| Planning Department  | - 5                                   | - 4     | + 4     |

| Bureau/Department/Office   | Change in Civil Service Establishment |              |              |
|--|---------------------------------------|--------------|--------------|
|  | 2021-22                               | 2022-23      | 2023-24      |
| Post Office  | -                                     | -            | -            |
| Public Service Commission Secretariat  | + 1                                   | -            | -            |
| Radio Television Hong Kong   | -                                     | + 8          | - 1          |
| Rating and Valuation Department  | - 93                                  | + 61         | + 17         |
| Registration and Electoral Office  | + 14                                  | - 2          | - 6          |
| Secretariat, Commissioner on Interception of Communications and Surveillance | -                                     | -            | -            |
| Security Bureau  | + 6                                   | - 2          | - 1          |
| Social Welfare Department  | - 6                                   | - 6          | + 22         |
| Trade and Industry Department  | -                                     | -            | -            |
| Transport and Housing Bureau (Transport Branch)*                             | + 1                                   | - 1          |              |
| Transport and Logistics Bureau#  |                                       |              | + 2          |
| Transport Department   | + 1                                   | - 4          | - 1          |
| Treasury   | + 1                                   | + 14         | - 6          |
| University Grants Committee  | -                                     | - 5          | -            |
| Vocational Training Council (Note)   | -                                     | - 1          |              |
| Water Supplies Department  | - 6                                   | - 14         | - 11         |
| Working Family and Student Financial Assistance Agency                       | - 2                                   | -            | -            |
| <b>Total</b>   | <b>- 98</b>                           | <b>- 263</b> | <b>- 256</b> |

Note : As at 31 March 2023, there was no shadow post in the establishment of the Vocational Training Council (VTC) and no new shadow post will be created in VTC in future.



**Establishment of Time-limited Directorate Civil Service Posts<sup>@</sup>**  
**(As at 31.3.2024 Revised Estimate)**

<sup>@</sup> Civil service establishment excludes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

| <b>Bureau/Department/Office</b>  | <b>Establishment of<br/>Time-limited Directorate<br/>Civil Service Posts</b> |
|--|--|
| Architectural Services Department  | 2  |
| Buildings Department   | 1  |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 1  |
| Civil Aviation Department  | 2  |
| Civil Engineering and Development Department                                 | 14   |
| Commerce and Economic Development Bureau                                     | 3  |
| Constitutional and Mainland Affairs Bureau                                   | 2  |
| Culture, Sports and Tourism Bureau   | 7  |
| Department of Health   | 1  |
| Department of Justice  | 3  |
| Development Bureau (Planning and Lands Branch)                               | 5  |
| Development Bureau (Works Branch)  | 2  |
| Drainage Services Department   | 1  |
| Education Bureau   | 5  |
| Electrical and Mechanical Services Department                                | 3  |
| Environment and Ecology Bureau (Food Branch)                                 | 1  |
| Environmental Protection Department  | 2  |
| Financial Services and the Treasury Bureau (Financial Services Branch)       | 3  |
| Fire Services Department   | 2  |
| Food and Environmental Hygiene Department                                    | 4  |
| Government Property Agency   | 1  |
| Highways Department  | 9  |
| Home Affairs Department  | 1  |
| Home and Youth Affairs Bureau  | 1  |
| Hong Kong Police Force   | 1  |
| Housing Authority  | 3  |

| <b>Bureau/Department/Office</b>                       | <b>Establishment of<br/>Time-limited Directorate<br/>Civil Service Posts</b> |
|---|--|
| Immigration Department                                | 1  |
| Judiciary<br>(excluding Judges and Judicial Officers) | 2  |
| Labour and Welfare Bureau                             | 3  |
| Labour Department                                     | 1  |
| Lands Department                                      | 2  |
| Planning Department                                   | 2  |
| Registration and Electoral Office                     | 2  |
| Social Welfare Department                             | 1  |
| Transport and Logistics Bureau                        | 4  |
| Transport Department                                  | 4  |
| <b>Total</b>  | <b>102</b>   |

**Statistics on Civil Servants Leaving the Service  
from 2020-21 to 2022-23**

A. Bureau/Department/Office

\* The name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# The name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 97             | 120            | 128            |
| Architectural Services Department  | 107            | 133            | 143            |
| Audit Commission   | 16             | 18             | 8              |
| Auxiliary Medical Service  | 5              | 7              | 11             |
| Buildings Department   | 62             | 83             | 82             |
| Census and Statistics Department   | 64             | 94             | 91             |
| Chief Executive's Office   | 5              | 7              | 4              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 36             | 29             | 33             |
| Civil Aid Service  | 4              | 7              | 6              |
| Civil Aviation Department  | 33             | 50             | 52             |
| Civil Engineering and Development Department                                 | 95             | 138            | 125            |
| Civil Service Bureau   | 39             | 55             | 73             |
| Commerce and Economic Development Bureau                                     | 16             | 29             | 21             |
| Companies Registry   | 13             | 23             | 24             |
| Constitutional and Mainland Affairs Bureau                                   | 6              | 11             | 9              |
| Correctional Services Department   | 290            | 283            | 303            |
| Culture, Sports and Tourism Bureau#  |                |                | 13             |
| Customs and Excise Department  | 224            | 314            | 321            |
| Department of Health   | 389            | 549            | 501            |
| Department of Justice  | 59             | 92             | 88             |

| <b>Bureau/Department/Office</b>               | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|
| Development Bureau                            | 21             | 33             | 39             |
| Drainage Services Department                  | 103            | 111            | 106            |
| Education Bureau                              | 269            | 389            | 392            |
| Electrical and Mechanical Services Department | 168            | 189            | 184            |
| Environment and Ecology Bureau#               |                |                | 4              |
| Environment Bureau*                           | 1              | 6              | 1              |
| Environmental Protection Department           | 94             | 147            | 122            |
| Financial Services and the Treasury Bureau    | 11             | 12             | 18             |
| Fire Services Department                      | 455            | 502            | 524            |
| Food and Environmental Hygiene Department     | 578            | 716            | 685            |
| Food and Health Bureau*                       | 8              | 17             | 4              |
| Government Flying Service                     | 15             | 13             | 29             |
| Government Laboratory                         | 17             | 20             | 19             |
| Government Logistics Department               | 44             | 52             | 42             |
| Government Property Agency                    | 12             | 16             | 27             |
| Health Bureau#                                |                |                | 9              |
| Highways Department                           | 118            | 171            | 148            |
| Home Affairs Bureau*                          | 11             | 12             | 6              |
| Home Affairs Department                       | 92             | 145            | 130            |
| Home and Youth Affairs Bureau#                |                |                | 7              |
| Hong Kong Monetary Authority                  | 1              | 2              | -              |
| Hong Kong Observatory                         | 17             | 25             | 24             |
| Hong Kong Police Force                        | 1 537          | 1 486          | 1 180          |
| Hongkong Post                                 | 311            | 322            | 371            |
| Hospital Authority                            | 142            | 138            | 105            |
| Housing Department                            | 520            | 629            | 590            |
| Immigration Department                        | 307            | 399            | 423            |
| Information Services Department               | 16             | 23             | 19             |
| Inland Revenue Department                     | 160            | 233            | 214            |

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Innovation and Technology Bureau*  | 8              | 9              | 4              |
| Innovation and Technology Commission   | 10             | 19             | 18             |
| Innovation, Technology and Industry Bureau#  |                |                | 10             |
| Intellectual Property Department   | 4              | 20             | 9              |
| Invest Hong Kong   | 2              | 1              | 5              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 3              | -              | 2              |
| Judiciary  | 86             | 106            | 106            |
| Labour and Welfare Bureau  | 9              | 9              | 12             |
| Labour Department  | 102            | 130            | 119            |
| Land Registry  | 33             | 38             | 37             |
| Lands Department   | 219            | 298            | 267            |
| Legal Aid Department   | 27             | 38             | 34             |
| Leisure and Cultural Services Department   | 427            | 601            | 656            |
| Marine Department  | 73             | 100            | 81             |
| Office of the Communications Authority   | 23             | 33             | 25             |
| Office of the Government Chief Information Officer   | 34             | 40             | 34             |
| Official Receiver's Office   | 12             | 21             | 15             |
| Planning Department  | 48             | 48             | 56             |
| Public Service Commission  | 1              | 4              | 2              |
| Radio Television Hong Kong   | 32             | 64             | 55             |
| Rating and Valuation Department  | 37             | 70             | 59             |
| Registration and Electoral Office  | 7              | 19             | 15             |
| Secretariat, Commissioner on Interception of Communications and Surveillance                               | -              | 1              | -              |
| Security Bureau  | 12             | 12             | 6              |
| Social Welfare Department  | 241            | 355            | 384            |
| Trade and Industry Department  | 19             | 33             | 29             |
| Transport and Housing Bureau*  | 7              | 13             | 4              |

| <b>Bureau/Department/Office</b>                        | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Transport and Logistics Bureau#                        |                |                | 6              |
| Transport Department                                   | 101            | 100            | 121            |
| Treasury   | 32             | 40             | 40             |
| University Grants Committee Secretariat                | 2              | 9              | 7              |
| Water Supplies Department                              | 220            | 299            | 354            |
| Working Family and Student Financial Assistance Agency | 75             | 107            | 96             |
| <b>Total</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

B. Reason of Wastage

| <b>Reason of Wastage</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Retirement               | 6 137          | 6 310          | 5 918          |
| Resignation              | 1 863          | 3 734          | 3 863          |
| Completion of Agreement  | 241            | 153            | 78             |
| Death                    | 136            | 112            | 98             |
| Dismissal                | 13             | 35             | 47             |
| Termination of Service   | 31             | 66             | 46             |
| Other Reasons            | 73             | 77             | 76             |
| <b>Total</b>             | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

C. Age Group

| <b>Age Group</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|
| Below 20         | 5              | 2              | 1              |
| 20 to below 30   | 687            | 1 024          | 997            |
| 30 to below 40   | 700            | 1 367          | 1 517          |
| 40 to below 50   | 377            | 985            | 965            |
| 50 to below 60   | 3 049          | 3 009          | 2 490          |
| 60 and above     | 3 676          | 4 100          | 4 156          |
| <b>Total</b>     | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

D. Length of Service

| <b>Length of Service</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Below 3 years            | 1 018          | 1 488          | 1 454          |
| 3 to below 5 years       | 268            | 665            | 759            |
| 5 to below 10 years      | 299            | 670            | 763            |
| 10 to below 20 years     | 286            | 697            | 772            |
| 20 to below 30 years     | 1 469          | 1 882          | 1 693          |
| 30 to below 40 years     | 4 492          | 4 107          | 3 462          |
| 40 years and above       | 662            | 978            | 1 223          |
| <b>Total</b>             | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB052**

**(Question Serial No. 3082)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Government announced in the 2024-25 Budget Speech that all departments need to cut recurrent government expenditure by another 1% in 2026-27, on the premise that such schemes as the Comprehensive Social Security Assistance Scheme and the Social Security Allowance Scheme will not be affected. The Government has implemented the Productivity Enhancement Programme to deduct 1% from its recurrent expenditure resources for 2024-25, and an additional 1% will be deducted for 2025-26. Some staff unions are concerned that if recurrent expenditure will be cut by a further 1% in each of the next 3 financial years, the Government will implement a recruitment freeze to the civil service, thereby aggravating the problem of manpower shortage. Moreover, the remuneration and establishment of non-civil service contract staff will also be reduced, thus affecting the delivery of public services. The civil service establishment was around 192 000 and the strength was around 174 000 as at 31 March 2023. The difference of 18 000 between the two figures indicates room for civil service recruitment. In this connection, will the Government inform this Committee of the following:

whether the expenditure being cut under the Productivity Enhancement Programme involves staff establishment; if so, its share in the 1% cut, and the number of civil service and non-civil service posts being affected, imposed a recruitment freeze or being subject to cancellation of recruitment exercises.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 41)

Reply:

As announced in the 2024-25 Budget, the Government will strictly contain the growth of operating expenditure by continuing to maintain zero-growth in the civil service establishment and implementing the Productivity Enhancement Programme (PEP). On the premise that such schemes as the Comprehensive Social Security Assistance (CSSA) Scheme and the Social Security Allowance (SSA) Scheme will not be affected, all bureaux/departments (B/Ds) are required to cut recurrent government expenditure by one per cent in both 2024-25 and 2025-26 as announced earlier in the PEP. The resources thus saved



will be re-allocated internally for enhancing existing or introducing new public services. To further contain the pace of expenditure growth, on the same premise that such schemes as the CSSA Scheme and the SSA Scheme will not be affected, all B/Ds need to cut recurrent government expenditure by another one per cent in 2026-27.

As regards the control of the civil service establishment, in order to maintain the sustainability of our public finances, the Government has maintained zero-growth in the civil service establishment since 2021-22. The Government will continue to implement this initiative, and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. B/Ds have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward. However, it does not necessarily mean that there is no growth in the establishment of each B/D. The establishment of individual B/Ds may still increase having regard to operational needs and with full justifications. B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned. The Government will continue to keep in view the overall manpower requirement and recruitment situation, remind B/Ds to take early action to formulate manpower plans, launch recruitment exercises in a timely manner and strengthen publicity work to fill vacancies.

The Non-Civil Service Contract (NCSC) Staff Scheme enables departments to flexibly deploy their manpower to promptly cope with changing service or operational needs. B/Ds may decide on the employment of NCSC staff and related employment matters having regard to their service or operational needs. The expenditure of employing NCSC staff should be charged to the relevant subheads of the respective B/Ds. The Civil Service Bureau does not maintain records on the recruitment plan for NCSC staff and the related expenditure of respective B/Ds.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB053**

**(Question Serial No. 0172)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in paragraph 212 of the Budget Speech that in 2024-25, the Government will maintain its target of zero growth in the civil service establishment. Departments will enhance their effectiveness and efficiency through reprioritisation, internal redeployment and streamlining of work processes in taking forward different new policies and initiatives of the Government. In this connection, please inform this Committee:

1. Please illustrate in a table, the respective total additional numbers of construction and related engineering professionals employed by the relevant government departments (including the Planning Department, Housing Department, Buildings Department, Civil Engineering and Development Department, Drainage Services Department, Water Supplies Department, Electrical and Mechanical Services Department, Transport Department, Highways Department and Environmental Protection Department) and the percentages they took up in the existing establishments of the relevant professional grades in 2022-23 and 2023-24. Please also provide the numbers and percentages of those leaving the service for the same periods; and
2. If the Government adopts a zero growth policy in the civil service establishment across the board, has it considered in detail the adverse impact on the effective implementation of major works projects in future including those for implementing the planning for the Northern Metropolis, increasing land and housing supply, improving railway and road networks even though internal manpower deployment is feasible. If yes, what are the details, and if no, what are the reasons?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 37)

Reply:

1. There were 6 022 and 6 158 posts in the construction and relevant engineering professional grades in the departments referred to in the question in 2022-23 and 2023-24 respectively. A breakdown of the statistics and percentage change in number of such posts by departments is set out at **Annex A**.

The numbers of wastage and wastage rate in the construction and relevant engineering professional grades in the departments referred to in the question in 2022-23 are set out at **Annex B**. We are not yet able to provide the relevant figures for 2023-24 at this stage.

While the civil service establishment has been maintained at zero-growth, this does not prevent departments from recruiting officers to fill vacancies arising from retirement, resignation, etc.

2. In order to maintain the sustainability of our public finances, the Government has strictly controlled the civil service establishment since 2021-22. The Government will continue to implement this initiative, and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward. In addition, under the zero-growth policy of the civil service establishment, it does not necessarily mean that there is no growth in the establishment of each B/D. The establishment of individual B/Ds may still increase having regard to operational needs and with full justifications. B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned.

**Number of posts in the construction and relevant engineering professional grades<sup>Note</sup> in 2022-23 and 2023-24**

| <b>Department</b>                             | <b>Number of posts in relevant professional grades on 31 March 2023</b> | <b>Number of posts in relevant professional grades on 31 March 2024</b> | <b>Change in number of post</b> | <b>Percentage change in number of post</b> |
|---|---|---|---------------------------------|--|
| Planning Department                           | 325   | 330   | +5                              | +1.5%                                      |
| Housing Department                            | 1 202   | 1 258   | +56                             | +4.7%                                      |
| Buildings Department                          | 730   | 738   | +8                              | +1.1%                                      |
| Civil Engineering and Development Department  | 791   | 825   | +34                             | +4.3%                                      |
| Drainage Services Department                  | 390   | 393   | +3                              | +0.8%                                      |
| Water Supplies Department                     | 396   | 403   | +7                              | +1.8%                                      |
| Electrical and Mechanical Services Department | 606   | 608   | +2                              | +0.3%                                      |
| Transport Department                          | 255   | 257   | +2                              | +0.8%                                      |
| Highways Department                           | 676   | 698   | +22                             | +3.3%                                      |
| Environmental Protection Department           | 651   | 648   | -3                              | -0.5%                                      |
| <b>Total</b>                                  | <b>6 022</b>  | <b>6 158</b>  | <b>+136</b>                     | <b>+2.3%</b>                               |

Note: The relevant professional grades refer to Architect, Building Services Engineer, Building Surveyor, Electrical and Mechanical Engineer, Electrical Engineer, Electronics Engineer, Engineer, Estate Surveyor, Geotechnical Engineer, Land Surveyor, Landscape Architect, Maintenance Surveyor, Mechanical Engineer, Planning Officer, Quantity Surveyor, Shift Charge Engineer, Structural Engineer, Town Planner, Cartographer, Chemist, Environmental Protection Officer and Waterworks Chemist.

**Wastage<sup>2</sup> and wastage rate<sup>3</sup> in the construction and relevant engineering professional grades<sup>1</sup> in 2022-23**

| <b>Department</b>                             | <b>Wastage</b> | <b>Wastage Rate</b> |
|---|----------------|---------------------|
| Planning Department                           | 14             | 4.6%                |
| Housing Department                            | 70             | 6.0%                |
| Buildings Department                          | 18             | 2.5%                |
| Civil Engineering and Development Department  | 37             | 5.0%                |
| Drainage Services Department                  | 12             | 3.3%                |
| Water Supplies Department                     | 15             | 4.1%                |
| Electrical and Mechanical Services Department | 21             | 3.7%                |
| Transport Department                          | 15             | 6.3%                |
| Highways Department                           | 27             | 4.3%                |
| Environmental Protection Department           | 35             | 4.9%                |

Note 1: The relevant professional grades refer to Architect, Building Services Engineer, Building Surveyor, Electrical and Mechanical Engineer, Electrical Engineer, Electronics Engineer, Engineer, Estate Surveyor, Geotechnical Engineer, Land Surveyor, Landscape Architect, Maintenance Surveyor, Mechanical Engineer, Planning Officer, Quantity Surveyor, Shift Charge Engineer, Structural Engineer, Town Planner, Cartographer, Chemist, Environmental Protection Officer and Waterworks Chemist.

Note 2: Reasons of wastage include retirement, resignation, completion of agreement, death, dismissal, termination of service, etc.

Note 3: The percentage of strength of relevant grades at the beginning of the year concerned.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0707)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

According to Civil Service Regulations (CSRs) 904 and 1100, civil servants and non-civil service contract (NCSC) staff are allowed to take time off from duty for attendance at clinics for approved treatment, examination or consultation, and to take sick leave. In this connection, will the Government inform this Committee of:

- the statistics on the time off from duty taken by civil servants and NCSC staff according to CSR 904, set out in table form by year;

| 2021              |                |           |            |           |
|-------------------|----------------|-----------|------------|-----------|
|                   | Civil Servants |           | NCSC Staff |           |
|                   | Number         | Frequency | Number     | Frequency |
| Bureau/Department |                |           |            |           |
|                   |                |           |            |           |

| 2022              |                |           |            |           |
|-------------------|----------------|-----------|------------|-----------|
|                   | Civil Servants |           | NCSC Staff |           |
|                   | Number         | Frequency | Number     | Frequency |
| Bureau/Department |                |           |            |           |
|                   |                |           |            |           |

| 2023              |                |           |            |           |
|-------------------|----------------|-----------|------------|-----------|
|                   | Civil Servants |           | NCSC Staff |           |
|                   | Number         | Frequency | Number     | Frequency |
| Bureau/Department |                |           |            |           |
|                   |                |           |            |           |

- the statistics on the sick leave taken by civil servants and NCSC staff according to CSR 1100, set out in table form by year; and

| 2021              |                |           |            |           |
|-------------------|----------------|-----------|------------|-----------|
|                   | Civil Servants |           | NCSC Staff |           |
|                   | Number         | Frequency | Number     | Frequency |
| Bureau/Department |                |           |            |           |
|                   |                |           |            |           |

| 2022              |                |           |            |           |
|-------------------|----------------|-----------|------------|-----------|
|                   | Civil Servants |           | NCSC Staff |           |
|                   | Number         | Frequency | Number     | Frequency |
| Bureau/Department |                |           |            |           |
|                   |                |           |            |           |

| 2023              |                |           |            |           |
|-------------------|----------------|-----------|------------|-----------|
|                   | Civil Servants |           | NCSC Staff |           |
|                   | Number         | Frequency | Number     | Frequency |
| Bureau/Department |                |           |            |           |
|                   |                |           |            |           |

- At present, the electronic attendance and sick leave recommendation records of civil servants seeking treatment at general out-patient clinics, specialist out-patient clinics or hospitals under the Hospital Authority are inaccessible by the Electronic Leave Application and Processing System of the Civil Service Bureau. Manual processing of the medical treatment and sick leave records will incur unnecessary administrative expenses. Does the Government have any plans to interconnect the two systems in order to save costs and enhance administrative efficiency?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 24)

Reply:

In 2021 and 2022, the total number of days of sick leave (including sick leave due to injuries on duty) taken by civil servants was around 1 million days each year. The statistics of sick leave of civil servants in 2023 are still being processed. The Civil Service Bureau (CSB) does not maintain the statistics in relation to civil servants who were allowed time off from duty for attendance at clinics for approved treatment, examination or consultation under Civil Service Regulation 904.

For Non-Civil Service Contract (NCSC) staff, their employment terms are different from those of civil servants. Under the NCSC Staff Scheme, departments may determine the entitlements of NCSC staff to sick leave and sickness allowance having regard to the management and operational needs, provided that they are no less favourable than those provided under the Employment Ordinance and no more favourable than those applicable to civil servants in comparable civil service ranks or with comparable levels of responsibilities. Hence, CSB does not maintain statistics on sick leave taken by NCSC staff, and time-off from duty granted to NCSC staff for attendance at clinics for approved treatment, examination or consultation.

Civil servants who need to be absent from duty due to medical consultation or sick leave are required to submit applications to their supervisors in accordance with the established procedures and provide relevant proof (e.g. attendance record or medical certificates) as appropriate. Except for the submission of medical certificates, the entire process of sick leave application, approval and balance calculation procedures can generally be handled electronically. Considering the launch of electronic medical certificates by the Hospital Authority (HA) since last year, CSB will maintain contact with HA to explore the feasibility of further enhancing the e-Leave system to facilitate the submission of electronic medical certificates by sick leave applicants.

- End -



**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0719)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the civil service establishment, will the Government inform this Committee of the following:

- the numbers of civil servants having left the service and the percentages they accounted for in the entire civil service in each of the past 3 years, broken down by reason for leaving the service, age distribution, department and seniority;
- of the above staff leaving the service, how many had left the service before the end of the probation period; how many had been in the service for 10 or more years but left before reaching normal retirement age and the percentage such staff accounted for in the number of civil servants leaving the service in the respective year, broken down by reason for leaving the service, age distribution and department;
- the estimated numbers of civil service vacancies in government departments in 2024-25, broken down by job type, post and pay level;
- whether the Government has reconsidered and evaluated the establishment and the job nature of the civil service to cater for the increasing workload, for example, the replacement of administrative staff with technology and engineering staff and the development of intelligent systems and advanced engineering systems to assist in highly repetitive tasks; if yes, the details, and the respective numbers of departments and staff involved; and if no, the reasons.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 36)

Reply:

In the past 3 years from 2020-21 to 2022-23, the numbers of wastage of civil servants were 8 494, 10 487 and 10 126 respectively. When compared with the civil service strength at the beginning of the year concerned, the wastage rates were 4.8%, 5.9% and 5.7% respectively. A breakdown of the statistics by reason of wastage, age group, bureau/department/office and length of service is set out at **Annex A**.

The numbers of staff who left the service before the end of the probationary period in the past 3 years from 2020-21 to 2022-23 were 1 087, 1 589 and 1 574 respectively, accounting for 12.8%, 15.2% and 15.5% of staff wastage of the year concerned. A breakdown of the statistics by reason of wastage, age group and bureau/department/office is set out at **Annex B**.

As regards the numbers of staff who had been in the service for 10 or more years and left the service before reaching the normal retirement age in the past 3 years from 2020-21 to 2022-23, they were 560, 1 345 and 1 345 respectively, accounting for 6.6%, 12.8% and 13.3% of staff wastage of the year concerned. A breakdown of the statistics by reason of wastage, age group and bureau/department/office is set out at **Annex C**.

As recruitment exercises are conducted by relevant departments/grades, and the recruitment result and wastage number are difficult to be estimated, the Civil Service Bureau does not keep information on the number of civil service vacancies in various departments/grades in 2024-25.

In order to maintain the sustainability of our public finances, we will continue to strictly control the civil service establishment size and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) would enhance effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward. B/Ds would, having regard to the operational need, examine and flexibly deploy the manpower of various grades, including technical, professional and executive staff, etc. We also encourage civil servants to make good use of technology proactively with a view to delivering quality public services efficiently.

**Statistics on Civil Servants Leaving the Service  
from 2020-21 to 2022-23**

## A. Reason of Wastage

| <b>Reason of Wastage</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Retirement               | 6 137          | 6 310          | 5 918          |
| Resignation              | 1 863          | 3 734          | 3 863          |
| Completion of Agreement  | 241            | 153            | 78             |
| Death                    | 136            | 112            | 98             |
| Dismissal                | 13             | 35             | 47             |
| Termination of Service   | 31             | 66             | 46             |
| Other Reasons            | 73             | 77             | 76             |
| <b>Total</b>             | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

## B. Age Group

| <b>Age Group</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|
| Below 20         | 5              | 2              | 1              |
| 20 to below 30   | 687            | 1 024          | 997            |
| 30 to below 40   | 700            | 1 367          | 1 517          |
| 40 to below 50   | 377            | 985            | 965            |
| 50 to below 60   | 3 049          | 3 009          | 2 490          |
| 60 and above     | 3 676          | 4 100          | 4 156          |
| <b>Total</b>     | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

C. Bureau/Department/Office

\* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 97             | 120            | 128            |
| Architectural Services Department  | 107            | 133            | 143            |
| Audit Commission   | 16             | 18             | 8              |
| Auxiliary Medical Service  | 5              | 7              | 11             |
| Buildings Department   | 62             | 83             | 82             |
| Census and Statistics Department   | 64             | 94             | 91             |
| Chief Executive's Office   | 5              | 7              | 4              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 36             | 29             | 33             |
| Civil Aid Service  | 4              | 7              | 6              |
| Civil Aviation Department  | 33             | 50             | 52             |
| Civil Engineering and Development Department                                 | 95             | 138            | 125            |
| Civil Service Bureau   | 39             | 55             | 73             |
| Commerce and Economic Development Bureau                                     | 16             | 29             | 21             |
| Companies Registry   | 13             | 23             | 24             |
| Constitutional and Mainland Affairs Bureau                                   | 6              | 11             | 9              |
| Correctional Services Department   | 290            | 283            | 303            |
| Culture, Sports and Tourism Bureau#  |                |                | 13             |
| Customs and Excise Department  | 224            | 314            | 321            |
| Department of Health   | 389            | 549            | 501            |
| Department of Justice  | 59             | 92             | 88             |
| Development Bureau   | 21             | 33             | 39             |
| Drainage Services Department   | 103            | 111            | 106            |
| Education Bureau   | 269            | 389            | 392            |

| <b>Bureau/Department/Office</b>               | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|
| Electrical and Mechanical Services Department | 168            | 189            | 184            |
| Environment and Ecology Bureau#               |                |                | 4              |
| Environment Bureau*                           | 1              | 6              | 1              |
| Environmental Protection Department           | 94             | 147            | 122            |
| Financial Services and the Treasury Bureau    | 11             | 12             | 18             |
| Fire Services Department                      | 455            | 502            | 524            |
| Food and Environmental Hygiene Department     | 578            | 716            | 685            |
| Food and Health Bureau*                       | 8              | 17             | 4              |
| Government Flying Service                     | 15             | 13             | 29             |
| Government Laboratory                         | 17             | 20             | 19             |
| Government Logistics Department               | 44             | 52             | 42             |
| Government Property Agency                    | 12             | 16             | 27             |
| Health Bureau#                                |                |                | 9              |
| Highways Department                           | 118            | 171            | 148            |
| Home Affairs Bureau*                          | 11             | 12             | 6              |
| Home Affairs Department                       | 92             | 145            | 130            |
| Home and Youth Affairs Bureau#                |                |                | 7              |
| Hong Kong Monetary Authority                  | 1              | 2              | 0              |
| Hong Kong Observatory                         | 17             | 25             | 24             |
| Hong Kong Police Force                        | 1 537          | 1 486          | 1 180          |
| Hongkong Post                                 | 311            | 322            | 371            |
| Hospital Authority                            | 142            | 138            | 105            |
| Housing Department                            | 520            | 629            | 590            |
| Immigration Department                        | 307            | 399            | 423            |
| Information Services Department               | 16             | 23             | 19             |
| Inland Revenue Department                     | 160            | 233            | 214            |
| Innovation and Technology Bureau*             | 8              | 9              | 4              |
| Innovation and Technology Commission          | 10             | 19             | 18             |
| Innovation, Technology and Industry Bureau#   |                |                | 10             |

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Intellectual Property Department   | 4              | 20             | 9              |
| Invest Hong Kong   | 2              | 1              | 5              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 3              | 0              | 2              |
| Judiciary  | 86             | 106            | 106            |
| Labour and Welfare Bureau  | 9              | 9              | 12             |
| Labour Department  | 102            | 130            | 119            |
| Land Registry  | 33             | 38             | 37             |
| Lands Department   | 219            | 298            | 267            |
| Legal Aid Department   | 27             | 38             | 34             |
| Leisure and Cultural Services Department   | 427            | 601            | 656            |
| Marine Department  | 73             | 100            | 81             |
| Office of the Communications Authority   | 23             | 33             | 25             |
| Office of the Government Chief Information Officer   | 34             | 40             | 34             |
| Official Receiver's Office   | 12             | 21             | 15             |
| Planning Department  | 48             | 48             | 56             |
| Public Service Commission  | 1              | 4              | 2              |
| Radio Television Hong Kong   | 32             | 64             | 55             |
| Rating and Valuation Department  | 37             | 70             | 59             |
| Registration and Electoral Office  | 7              | 19             | 15             |
| Secretariat, Commissioner on Interception of Communications and Surveillance                               | 0              | 1              | 0              |
| Security Bureau  | 12             | 12             | 6              |
| Social Welfare Department  | 241            | 355            | 384            |
| Trade and Industry Department  | 19             | 33             | 29             |
| Transport and Housing Bureau*  | 7              | 13             | 4              |
| Transport and Logistics Bureau#  |                |                | 6              |
| Transport Department   | 101            | 100            | 121            |
| Treasury   | 32             | 40             | 40             |
| University Grants Committee Secretariat  | 2              | 9              | 7              |

| <b>Bureau/Department/Office</b>                        | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Water Supplies Department                              | 220            | 299            | 354            |
| Working Family and Student Financial Assistance Agency | 75             | 107            | 96             |
| <b>Total</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

D. Length of Service

| <b>Length of Service</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Below 3 years            | 1 018          | 1 488          | 1 454          |
| 3 to below 5 years       | 268            | 665            | 759            |
| 5 to below 10 years      | 299            | 670            | 763            |
| 10 to below 20 years     | 286            | 697            | 772            |
| 20 to below 30 years     | 1 469          | 1 882          | 1 693          |
| 30 to below 40 years     | 4 492          | 4 107          | 3 462          |
| 40 years and above       | 662            | 978            | 1 223          |
| <b>Total</b>             | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

**Statistics on Officers Leaving the Service  
Before End of Probationary Period  
from 2020-21 to 2022-23**

## A. Reason of Wastage

| <b>Reason of Wastage</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Retirement               | 1              | 0              | 0              |
| Resignation              | 989            | 1 443          | 1 465          |
| Death                    | 5              | 10             | 2              |
| Dismissal                | 1              | 6              | 3              |
| Termination of Service   | 31             | 65             | 44             |
| Other Reasons            | 60             | 65             | 60             |
| <b>Total</b>             | <b>1 087</b>   | <b>1 589</b>   | <b>1 574</b>   |

## B. Age Group

| <b>Age Group</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|
| Below 20         | 5              | 2              | 1              |
| 20 to below 30   | 585            | 807            | 728            |
| 30 to below 40   | 303            | 458            | 534            |
| 40 to below 50   | 70             | 154            | 154            |
| 50 to below 60   | 43             | 60             | 62             |
| 60 and above     | 81             | 108            | 95             |
| <b>Total</b>     | <b>1 087</b>   | <b>1 589</b>   | <b>1 574</b>   |



C. Bureau/Department/Office

\* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 7              | 12             | 18             |
| Architectural Services Department  | 17             | 26             | 17             |
| Audit Commission   | 1              | 3              | 0              |
| Auxiliary Medical Service  | 1              | 3              | 2              |
| Buildings Department   | 8              | 11             | 13             |
| Census and Statistics Department   | 2              | 14             | 13             |
| Chief Executive's Office   | 1              | 1              | 1              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 4              | 2              | 7              |
| Civil Aid Service  | 0              | 0              | 1              |
| Civil Aviation Department  | 10             | 15             | 16             |
| Civil Engineering and Development Department                                 | 11             | 12             | 19             |
| Civil Service Bureau   | 5              | 7              | 5              |
| Commerce and Economic Development Bureau                                     | 1              | 0              | 6              |
| Companies Registry   | 3              | 3              | 4              |
| Constitutional and Mainland Affairs Bureau                                   | 1              | 1              | 0              |
| Correctional Services Department   | 70             | 58             | 58             |
| Customs and Excise Department  | 39             | 51             | 36             |
| Department of Health   | 64             | 125            | 129            |
| Department of Justice  | 11             | 18             | 13             |
| Development Bureau   | 2              | 6              | 8              |
| Drainage Services Department   | 8              | 17             | 24             |
| Education Bureau   | 35             | 51             | 64             |
| Electrical and Mechanical Services Department                                | 15             | 20             | 14             |
| Environment and Ecology Bureau#  |                |                | 1              |

| <b>Bureau/Department/Office</b>             | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|
| Environment Bureau*                         | 1              | 1              | 0              |
| Environmental Protection Department         | 14             | 27             | 14             |
| Financial Services and the Treasury Bureau  | 0              | 2              | 0              |
| Fire Services Department                    | 46             | 63             | 85             |
| Food and Environmental Hygiene Department   | 104            | 133            | 137            |
| Food and Health Bureau*                     | 2              | 0              | 0              |
| Government Flying Service                   | 1              | 3              | 5              |
| Government Laboratory                       | 1              | 3              | 4              |
| Government Logistics Department             | 3              | 9              | 7              |
| Government Property Agency                  | 3              | 2              | 5              |
| Health Bureau#                              |                |                | 1              |
| Highways Department                         | 11             | 17             | 23             |
| Home Affairs Bureau*                        | 6              | 2              | 0              |
| Home Affairs Department                     | 23             | 32             | 30             |
| Home and Youth Affairs Bureau#              |                |                | 2              |
| Hong Kong Observatory                       | 4              | 6              | 6              |
| Hong Kong Police Force                      | 184            | 198            | 140            |
| Hongkong Post                               | 10             | 17             | 24             |
| Housing Department                          | 41             | 67             | 78             |
| Immigration Department                      | 40             | 65             | 62             |
| Information Services Department             | 2              | 5              | 0              |
| Inland Revenue Department                   | 25             | 51             | 45             |
| Innovation and Technology Bureau*           | 2              | 3              | 2              |
| Innovation and Technology Commission        | 1              | 4              | 2              |
| Innovation, Technology and Industry Bureau# |                |                | 1              |
| Intellectual Property Department            | 2              | 3              | 1              |
| Invest Hong Kong                            | 1              | 0              | 0              |
| Judiciary                                   | 15             | 14             | 19             |
| Labour and Welfare Bureau                   | 1              | 1              | 2              |
| Labour Department                           | 13             | 21             | 19             |

| <b>Bureau/Department/Office</b>                        | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Land Registry  | 2              | 6              | 4              |
| Lands Department                                       | 33             | 43             | 45             |
| Legal Aid Department                                   | 7              | 8              | 9              |
| Leisure and Cultural Services Department               | 63             | 148            | 166            |
| Marine Department                                      | 9              | 10             | 11             |
| Office of the Communications Authority                 | 1              | 3              | 4              |
| Office of the Government Chief Information Officer     | 4              | 4              | 5              |
| Official Receiver's Office                             | 1              | 3              | 1              |
| Planning Department                                    | 6              | 5              | 4              |
| Public Service Commission                              | 1              | 0              | 0              |
| Radio Television Hong Kong                             | 1              | 4              | 2              |
| Rating and Valuation Department                        | 5              | 11             | 8              |
| Registration and Electoral Office                      | 3              | 1              | 0              |
| Security Bureau  | 2              | 1              | 1              |
| Social Welfare Department                              | 26             | 49             | 50             |
| Trade and Industry Department                          | 2              | 2              | 6              |
| Transport and Housing Bureau*                          | 1              | 2              | 1              |
| Transport and Logistics Bureau#                        |                |                | 2              |
| Transport Department                                   | 15             | 19             | 26             |
| Treasury   | 6              | 6              | 4              |
| University Grants Committee Secretariat                | 1              | 2              | 1              |
| Water Supplies Department                              | 16             | 42             | 35             |
| Working Family and Student Financial Assistance Agency | 10             | 15             | 6              |
| <b>Total</b>   | <b>1 087</b>   | <b>1 589</b>   | <b>1 574</b>   |

**Statistics on Officers Who Had Been in the Service for 10 or More Years  
and Left the Service Before Reaching the Normal Retirement Age  
from 2020-21 to 2022-23**

A. Reason of Wastage

| <b>Reason of Wastage</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Resignation              | 444            | 1 250          | 1 255          |
| Death                    | 104            | 77             | 64             |
| Dismissal                | 6              | 16             | 25             |
| Other Reasons            | 6              | 2              | 1              |
| <b>Total</b>             | <b>560</b>     | <b>1 345</b>   | <b>1 345</b>   |

B. Age Group

| <b>Age Group</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|
| 20 to below 30   | 1              | 0              | 1              |
| 30 to below 40   | 139            | 274            | 337            |
| 40 to below 50   | 213            | 599            | 598            |
| 50 to below 60   | 207            | 461            | 409            |
| 60 and above     | 0              | 11             | 0              |
| <b>Total</b>     | <b>560</b>     | <b>1 345</b>   | <b>1 345</b>   |

C. Bureau/Department/Office

\* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 8              | 18             | 18             |
| Architectural Services Department  | 3              | 15             | 10             |
| Audit Commission   | 2              | 1              | 2              |
| Auxiliary Medical Service  | 0              | 3              | 0              |
| Buildings Department   | 8              | 14             | 14             |
| Census and Statistics Department   | 6              | 9              | 9              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 8              | 4              | 8              |
| Civil Aid Service  | 0              | 2              | 1              |
| Civil Aviation Department  | 2              | 11             | 17             |
| Civil Engineering and Development Department                                 | 7              | 13             | 15             |
| Civil Service Bureau   | 11             | 13             | 18             |
| Commerce and Economic Development Bureau                                     | 2              | 14             | 6              |
| Companies Registry   | 2              | 4              | 7              |
| Constitutional and Mainland Affairs Bureau                                   | 2              | 4              | 2              |
| Correctional Services Department   | 13             | 22             | 28             |
| Culture, Sports and Tourism Bureau#  |                |                | 3              |
| Customs and Excise Department  | 19             | 41             | 55             |
| Department of Health   | 45             | 113            | 88             |
| Department of Justice  | 9              | 15             | 23             |
| Development Bureau   | 3              | 11             | 11             |
| Drainage Services Department   | 4              | 13             | 6              |
| Education Bureau   | 27             | 90             | 77             |
| Electrical and Mechanical Services Department                                | 8              | 18             | 26             |
| Environment and Ecology Bureau#  |                |                | 2              |

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Environment Bureau*  | 0              | 1              | 0              |
| Environmental Protection Department  | 12             | 24             | 23             |
| Financial Services and the Treasury Bureau   | 4              | 3              | 9              |
| Fire Services Department   | 29             | 77             | 93             |
| Food and Environmental Hygiene Department  | 18             | 51             | 64             |
| Food and Health Bureau*  | 3              | 7              | 3              |
| Government Flying Service  | 0              | 0              | 3              |
| Government Laboratory  | 2              | 2              | 3              |
| Government Logistics Department  | 4              | 5              | 4              |
| Government Property Agency   | 1              | 5              | 4              |
| Health Bureau#   |                |                | 2              |
| Highways Department  | 4              | 16             | 11             |
| Home Affairs Bureau*   | 1              | 3              | 1              |
| Home Affairs Department  | 11             | 23             | 17             |
| Hong Kong Observatory  | 0              | 4              | 3              |
| Hong Kong Police Force   | 78             | 70             | 99             |
| Hongkong Post  | 11             | 44             | 35             |
| Hospital Authority   | 5              | 8              | 2              |
| Housing Department   | 18             | 73             | 60             |
| Immigration Department   | 13             | 57             | 58             |
| Information Services Department  | 4              | 5              | 9              |
| Inland Revenue Department  | 17             | 35             | 27             |
| Innovation and Technology Bureau*  | 1              | 3              | 1              |
| Innovation and Technology Commission   | 2              | 4              | 1              |
| Innovation, Technology and Industry Bureau#  |                |                | 3              |
| Intellectual Property Department   | 1              | 9              | 4              |
| Invest Hong Kong   | 0              | 0              | 3              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 1              | 0              | 1              |
| Judiciary  | 2              | 14             | 16             |

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Labour and Welfare Bureau  | 1              | 1              | 3              |
| Labour Department  | 14             | 39             | 25             |
| Land Registry  | 2              | 3              | 2              |
| Lands Department   | 7              | 32             | 27             |
| Legal Aid Department   | 2              | 5              | 4              |
| Leisure and Cultural Services Department                                     | 28             | 72             | 85             |
| Marine Department  | 5              | 11             | 2              |
| Office of the Communications Authority                                       | 2              | 3              | 1              |
| Office of the Government Chief Information Officer                           | 5              | 7              | 8              |
| Official Receiver's Office   | 1              | 4              | 0              |
| Planning Department  | 4              | 7              | 14             |
| Public Service Commission  | 0              | 1              | 1              |
| Radio Television Hong Kong   | 2              | 9              | 13             |
| Rating and Valuation Department  | 5              | 8              | 4              |
| Registration and Electoral Office  | 0              | 8              | 4              |
| Secretariat, Commissioner on Interception of Communications and Surveillance | 0              | 1              | 0              |
| Security Bureau  | 2              | 3              | 2              |
| Social Welfare Department  | 29             | 94             | 86             |
| Trade and Industry Department  | 2              | 4              | 2              |
| Transport and Housing Bureau*  | 1              | 2              | 0              |
| Transport and Logistics Bureau#  |                |                | 2              |
| Transport Department   | 6              | 9              | 26             |
| Treasury   | 2              | 2              | 1              |
| University Grants Committee Secretariat                                      | 0              | 3              | 2              |
| Water Supplies Department  | 6              | 17             | 17             |
| Working Family and Student Financial Assistance Agency                       | 3              | 9              | 9              |
| <b>Total</b>   | <b>560</b>     | <b>1 345</b>   | <b>1 345</b>   |

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1338)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of civil servants and disciplined service officers, please inform this Committee of:

1. the numbers of new recruits to the civil service in each bureau and department in the past 3 years.
2. the numbers of civil service vacancies in various bureaux and departments last year.
3. whether the Government has implemented any plans to retain and recruit talents to join the civil service and the disciplined services in the past year? If yes, what are the details and results, and if no, what are the reasons?

Asked by: Hon QUAT Elizabeth (LegCo internal reference no.: 6)

Reply:

1. From 2020-21 to 2022-23, there were a total of 32 770 new recruits (i.e. assumed duty in the years concerned) to the civil service. A breakdown of the annual recruitment figures by bureau/department/office is set out at **Annex A**.
2. A breakdown of the vacancy figures as at 30 November 2023 by bureau/department/office is set out at **Annex B**.
3. Starting from June 2023, various grades may, having regard to their manpower resources and operational needs, consider whether to expand the pool of eligible candidates to undergraduate or postgraduate students in their penultimate year of study. At present, 30 grades/ranks (including 23 civilian grades and 7 disciplined services) have considered/will consider students graduating in 2025. The new initiative was well- received. The number of university students applying for the Common Recruitment Examination and the Basic Law and National Security Law Test has increased significantly by 110% from around 2 500 in June 2023 to around 5 300 in October 2023, with nearly 30% of them were in their third year of study.



The Civil Service Bureau (CSB) has strengthened the promotion of the diversified job opportunities in the Government. For example, we held the first large-scale Government Career Fair (i.e. career fair involving government departments only) at three local universities in September 2023, expanded the scale of participation in the Education & Careers Expo held in January 2024 and, for the first time, held 20 sharing sessions under the “Careers in the Government Talk Series” in our booth, so students and job seekers could learn about the work of various civil service grades. Individual departments may also arrange different recruitment and publicity activities (e.g. recruitment talks and recruitment day) with a view to deepening job seekers’ understanding of the work of the civil servants.

Besides, with more and more local students pursuing further studies in the Mainland, departments have strengthened promotion and recruitment efforts on Hong Kong students studying in the Mainland. The CSB started sending delegations to the Mainland, including Beijing, Shanghai, Guangzhou and Xiamen, in September 2023. A total of eight recruitment talks / sharing cum recruitment sessions were organised in a number of universities and local offices of the Hong Kong Special Administrative Region (HKSAR) Government to publicise the various job opportunities offered by the HKSAR Government as well as the new measure of expanding the pool of eligible candidates in recruitment to Hong Kong students and Hong Kong people residing in the Mainland, attracting an online and in-person participation of over 2 000 Hong Kong people. The publicity expenditure involved was approximately \$250,000. The Economic and Trade Offices have also been proactively reaching out in their respective jurisdiction to carry out promotion on the recruitment of various grades.

The CSB coordinates the youth internship programmes of various bureaux and departments (B/Ds) on a yearly basis to provide a variety of internship opportunities. These internship programmes could cultivate the interest of young people in public service and their enthusiasm for serving the community, nurturing new blood who are committed to participating in Hong Kong’s development. In 2023-24, the Government and public bodies engaged a total of around 4 000 young people as interns.

The Government maintains a clear and well-structured career development system for civil servants to attract, nurture and retain talent. The Government has put greater emphasis on identifying as early as possible officers with commitment, potential and outstanding performance. For officers with shorter years of service, we will enhance training and career management (e.g. arrange appropriate postings, professional and management trainings, Mainland and overseas visit, and secretariat attachments) for them in order to prepare them for effective performance and for taking up higher responsibilities.

B/Ds may also flexibly deploy various measures for extending the service of civil servants, including the Post-retirement Service Contract Scheme, final extension of service and mechanism for further employment beyond retirement age, to retain experienced civil servants who have reached their retirement age with a view to meeting genuine operational needs and flexibly adjusting the staffing level and mix.

We will continue to keep in view the overall manpower requirement and recruitment situation, and remind recruiting B/Ds to take early actions to formulate manpower plans, launch recruitment exercises timely, as well as step up publicity to fill vacancies.

**Number of New Recruits to the Civil Service in  
2020-21 to 2022-23**

| <b>Bureau/Department/Office</b>                       | <b>New Recruits</b> |                |                |
|---|---------------------|----------------|----------------|
|   | <b>2020/21</b>      | <b>2021/22</b> | <b>2022/23</b> |
| Agriculture, Fisheries and Conservation Department    | 281                 | 180            | 195            |
| Auxiliary Medical Service                             | 5                   | 6              | 6              |
| Architectural Services Department                     | 172                 | 176            | 139            |
| Audit Commission                                      | 8                   | 3              | 24             |
| Buildings Department                                  | 142                 | 77             | 60             |
| Civil Aviation Department                             | 16                  | 64             | 22             |
| Civil Aid Service                                     | 0                   | 4              | 1              |
| Commerce and Economic Development Bureau              | 12                  | 27             | 11             |
| Civil Engineering and Development Department          | 215                 | 136            | 129            |
| Census and Statistics Department                      | 60                  | 82             | 74             |
| Companies Registry                                    | 2                   | 20             | 3              |
| Civil Service Bureau                                  | 2 170               | 2 418          | 1 605          |
| Correctional Services Department                      | 384                 | 354            | 237            |
| Chief Executive's Office                              | 5                   | 4              | 20             |
| Chief Secretary for Administration's Office           |                     |                |                |
| Financial Secretary's Office                          |                     |                |                |
| Customs and Excise Department                         | 311                 | 195            | 178            |
| Development Bureau                                    | 12                  | 11             | 11             |
| Department of Health                                  | 377                 | 314            | 281            |
| Department of Justice                                 | 42                  | 84             | 53             |
| Drainage Services Department                          | 3                   | 27             | 14             |
| Education Bureau                                      | 295                 | 205            | 162            |
| Electrical and Mechanical Services Department         | 486                 | 507            | 314            |
| Environment Bureau* / Environment and Ecology Bureau# | 164                 | 84             | 163            |
| Environmental Protection Department                   |                     |                |                |
| Food and Environmental Hygiene Department             | 672                 | 568            | 574            |
| Fire Services Department                              | 727                 | 638            | 610            |

| Bureau/Department/Office  | New Recruits |         |         |
|---|--------------|---------|---------|
|   | 2020/21      | 2021/22 | 2022/23 |
| Government Flying Service   | 29           | 15      | 13      |
| Government Logistics Department   | 318          | 432     | 315     |
| Government Laboratory   | 17           | 27      | 11      |
| Government Property Agency  | 6            | 3       | 10      |
| Home Affairs Department   | 26           | 130     | 39      |
| Housing Bureau#   | 0            | 0       | 1       |
| Housing Department  | 611          | 760     | 528     |
| Hong Kong Observatory   | 41           | 33      | 12      |
| Hong Kong Police Force  | 889          | 851     | 806     |
| Hongkong Post   | 66           | 169     | 220     |
| Highways Department   | 444          | 170     | 210     |
| Immigration Department  | 225          | 154     | 282     |
| Invest Hong Kong  | 1            | 0       | 0       |
| Intellectual Property Department  | 10           | 10      | 1       |
| Inland Revenue Department   | 128          | 104     | 251     |
| Information Services Department   | 33           | 30      | 17      |
| Innovation and Technology Bureau* /<br>Innovation, Technology and Industry<br>Bureau# | 10           | 0       | 19      |
| Innovation and Technology<br>Commission   | 14           | 5       | 7       |
| Judiciary   | 67           | 36      | 14      |
| Labour Department   | 34           | 141     | 69      |
| Legal Aid Department  | 20           | 23      | 15      |
| Land Registry   | 12           | 6       | 3       |
| Lands Department  | 284          | 307     | 210     |
| Leisure and Cultural Services<br>Department   | 622          | 595     | 827     |
| Marine Department   | 59           | 54      | 93      |
| Office of the Communications<br>Authority   | 46           | 40      | 13      |
| Office of the Government<br>Chief Information Officer                                 | 160          | 121     | 98      |
| Official Receiver's Office  | 2            | 9       | 11      |
| Planning Department   | 45           | 30      | 22      |
| Registration and Electoral Office   | 1            | 0       | 0       |
| Radio Television Hong Kong  | 10           | 0       | 0       |

| Bureau/Department/Office   | New Recruits  |               |              |
|--|---------------|---------------|--------------|
|  | 2020/21       | 2021/22       | 2022/23      |
| Rating and Valuation Department                                    | 25            | 69            | 56           |
| Social Welfare Department  | 239           | 330           | 266          |
| Transport Department   | 56            | 74            | 76           |
| Transport and Housing Bureau* /<br>Transport and Logistics Bureau# | 2             | 0             | 0            |
| Trade and Industry Department                                      | 2             | 2             | 1            |
| Treasury   | 76            | 72            | 68           |
| University Grants Committee<br>Secretariat                         | 0             | 2             | 0            |
| Water Supplies Department  | 381           | 375           | 365          |
| <b>Total</b>   | <b>11 572</b> | <b>11 363</b> | <b>9 835</b> |

\* the name of the relevant bureau is the previous name before the government reorganisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government reorganisation on 1 July 2022.

**Establishment, Strength and Vacancy of the Civil Service in 2023-24  
(position as at 30 November 2023)**

| <b>Bureau/Department/Office</b>                    | <b>Establishment<br/>Note 1</b> | <b>Strength<br/>Note 2</b> | <b>Vacancy</b> |
|--|---------------------------------|----------------------------|----------------|
| Agriculture, Fisheries and Conservation Department | 2 347                           | 1 887                      | 460            |
| Auxiliary Medical Service                          | 98                              | 92                         | 6              |
| Architectural Services Department                  | 2 025                           | 1 927                      | 98             |
| Audit Commission                                   | 198                             | 185                        | 13             |
| Buildings Department                               | 2 135                           | 2 067                      | 68             |
| Civil Aviation Department                          | 904                             | 772                        | 132            |
| Civil Aid Service                                  | 108                             | 97                         | 11             |
| Commerce and Economic Development Bureau           | 279                             | 260                        | 19             |
| Civil Engineering and Development Department       | 2 100                           | 1 957                      | 143            |
| Census and Statistics Department                   | 1 229                           | 1 168                      | 61             |
| Chief Executive's Office                           | 103                             | 95                         | 8              |
| Constitutional and Mainland Affairs Bureau         | 219                             | 194                        | 25             |
| Companies Registry                                 | 394                             | 370                        | 24             |
| Civil Service Bureau                               | 1 062                           | 970                        | 92             |
| Correctional Services Department                   | 7 240                           | 6 483                      | 757            |
| Chief Secretary for Administration's Office        | 553                             | 511                        | 42             |
| Culture, Sports and Tourism Bureau                 | 347                             | 325                        | 22             |
| Customs and Excise Department                      | 7 585                           | 6 869                      | 716            |
| Development Bureau                                 | 665                             | 646                        | 19             |
| Department of Health                               | 6 927                           | 6 031                      | 896            |
| Department of Justice                              | 1 511                           | 1 319                      | 192            |
| Drainage Services Department                       | 2 051                           | 1 748                      | 303            |
| Education Bureau                                   | 6 292                           | 5 309                      | 983            |
| Environment and Ecology Bureau                     | 269                             | 249                        | 20             |
| Electrical and Mechanical Services Department      | 4 354                           | 4 099                      | 255            |
| Environmental Protection Department                | 2 135                           | 1 987                      | 148            |
| Food and Environmental Hygiene Department          | 11 492                          | 10 256                     | 1236           |

| <b>Bureau/Department/Office</b>  | <b>Establishment</b><br>Note 1 | <b>Strength</b><br>Note 2 | <b>Vacancy</b> |
|--|--------------------------------|---------------------------|----------------|
| Fire Services Department   | 11 487                         | 11 131                    | 356            |
| Financial Services and the Treasury Bureau   | 320                            | 311                       | 9              |
| Government Flying Service  | 333                            | 276                       | 57             |
| Government Logistics Department  | 744                            | 706                       | 38             |
| Government Laboratory  | 517                            | 494                       | 23             |
| Government Property Agency   | 327                            | 296                       | 31             |
| Hospital Authority <sup>Note 3</sup>   | 324                            | 324                       | 0              |
| Home Affairs Department  | 2 307                          | 2 157                     | 150            |
| Housing Bureau   | 13                             | 13                        | 0              |
| Housing Department   | 9 826                          | 9 221                     | 605            |
| Health Bureau  | 232                            | 218                       | 14             |
| Hong Kong Monetary Authority <sup>Note 3</sup>   | 2                              | 1                         | 1              |
| Hong Kong Observatory  | 372                            | 335                       | 37             |
| Hong Kong Police Force   | 37 993                         | 31 156                    | 6837           |
| Post Office  | 4 485                          | 4 280                     | 205            |
| Home and Youth Affairs Bureau  | 181                            | 177                       | 4              |
| Highways Department  | 2 509                          | 2 261                     | 248            |
| Immigration Department   | 8 804                          | 8 383                     | 421            |
| Invest Hong Kong   | 40                             | 38                        | 2              |
| Intellectual Property Department   | 185                            | 172                       | 13             |
| Inland Revenue Department  | 2 958                          | 2 703                     | 255            |
| Information Services Department  | 452                            | 433                       | 19             |
| Innovation and Technology Commission   | 329                            | 309                       | 20             |
| Innovation, Technology and Industry Bureau   | 169                            | 160                       | 9              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 35                             | 35                        | 0              |
| Judiciary  | 1 857                          | 1 680                     | 177            |
| Labour Department  | 2 551                          | 2 407                     | 144            |
| Legal Aid Department   | 563                            | 528                       | 35             |
| Land Registry  | 578                            | 491                       | 87             |
| Lands Department   | 4 713                          | 4 248                     | 465            |

| <b>Bureau/Department/Office</b>  | <b>Establishment</b><br>Note 1 | <b>Strength</b><br>Note 2 | <b>Vacancy</b> |
|--|--------------------------------|---------------------------|----------------|
| Leisure and Cultural Services Department                                     | 10 291                         | 9 505                     | 786            |
| Labour and Welfare Bureau  | 154                            | 151                       | 3              |
| Marine Department  | 1 483                          | 1 329                     | 154            |
| Office of the Communications Authority                                       | 434                            | 403                       | 31             |
| Office of the Government Chief Information Officer                           | 720                            | 674                       | 46             |
| Official Receiver's Office   | 281                            | 273                       | 8              |
| Planning Department  | 960                            | 868                       | 92             |
| Public Service Commission  | 33                             | 34                        | -1             |
| Registration and Electoral Office  | 297                            | 281                       | 16             |
| Radio Television Hong Kong   | 736                            | 561                       | 175            |
| Rating and Valuation Department  | 994                            | 886                       | 108            |
| Security Bureau  | 241                            | 227                       | 14             |
| Secretariat, Commissioner on Interception of Communications and Surveillance | 23                             | 21                        | 2              |
| Social Welfare Department  | 6 530                          | 6 031                     | 499            |
| Transport Department   | 1 913                          | 1 800                     | 113            |
| Trade and Industry Department  | 518                            | 485                       | 33             |
| Transport and Logistics Bureau   | 227                            | 220                       | 7              |
| Treasury   | 578                            | 504                       | 74             |
| University Grants Committee  | 91                             | 88                        | 3              |
| Working Family and Student Financial Assistance Agency                       | 1 328                          | 1 215                     | 113            |
| Water Supplies Department  | 4 663                          | 4 176                     | 487            |
| <b>Total</b>   | <b>192 323</b>                 | <b>172 549</b>            | <b>19 774</b>  |

Note 1: Establishment figures include permanent posts and time-limited posts, but exclude Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff working in Hong Kong Economic and Trade Offices.

Note 2: Strength figures include officers on final leave and hence the strength may be larger than the establishment in certain departments.

Note 3: These organisations have posts to accommodate staff who have remained in the Civil Service.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB057**

**(Question Serial No. 1339)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding wastage of civil servants and disciplined service officers, will the Government inform this Committee of the following:

1. the numbers of civil servants and disciplined service officers having left the service and the percentages they accounted for in the entire civil service and disciplined service in each of the past 3 years, broken down by reason of wastage, age distribution, department and length of service;
2. whether targeted measures were implemented to boost the morale of the civil service and alleviate further deterioration of staff wastage? If yes, what were the details and effectiveness; if no, what were the reasons?

Asked by: Hon QUAT Elizabeth (LegCo internal reference no.: 7)

Reply:

1. In the past 3 years from 2020-21 to 2022-23, the numbers of wastage of civil servants were 8 494, 10 487 and 10 126 respectively. When compared with the civil service strength at the beginning of the year concerned, the wastage rates were 4.8%, 5.9% and 5.7% respectively. A breakdown of the statistics by reason of wastage, age group, bureau/department/office and length of service is set out at **Annex A**.

According to the information of the disciplined services departments (DSDs), the numbers of wastage of disciplined services staff (excluding civilian staff in DSDs) in the past 3 years from 2020-21 to 2022-23 were 2 253, 2 119 and 2 026 respectively. When compared with the strength of the disciplined services staff at the beginning of the year concerned, the wastage rates were 3.9%, 3.7% and 3.6%. A breakdown of the statistics by reason of wastage, age group, department and length of service is set out at **Annex B**.

2. The Government maintains a clear and well-structured career development system for civil servants to attract, nurture and retain talent. The Government has put greater



emphasis on identifying as early as possible officers with commitment, potential and outstanding performance. For officers with shorter years of service, we will enhance training and career management (e.g. arrange appropriate postings, professional and management trainings, Mainland and overseas visit, and secretariat attachments) for them in order to prepare them for effective performance and for taking up higher responsibilities. Moreover, departments will also systematically arrange these officers to attend advanced leadership programmes to help them fulfill the role of a directorate officer in the future.

Bureaux and departments (B/Ds) may also flexibly deploy various measures for extending the service of civil servants, including the Post-retirement Service Contract Scheme, final extension of service and mechanism for further employment beyond retirement age, to retain experienced civil servants reaching their retirement age with a view to meeting genuine operational needs and flexibly adjusting the staffing level and mix.

The Civil Service Bureau will also continue to give due recognition to civil servants with outstanding performances and dedication to serving the community through various commendation schemes for civil servants, including the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme, the Civil Service Outstanding Service Award Scheme, the Long and Meritorious Service Travel Award Scheme, etc., while B/Ds have put in place the Commendation Letter Scheme and Staff Motivation Scheme, etc. to boost the morale of their colleagues. In addition, fair and deserving comments made by the public are crucial to maintaining and enhancing the morale of the civil service. We will continue our efforts to publicise the good stories of civil servants through different publicity channels, including dedicated TV programmes, media interviews and social media posts, to enable the public to better understand the nature of civil servants' work and to learn about their challenges at work and their contribution to society.

**Statistics on Civil Servants Leaving the Service  
from 2020-21 to 2022-23**

A. Reason of Wastage

| <b>Reason of Wastage</b>                 | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Retirement                               | 6 137          | 6 310          | 5 918          |
| Resignation                              | 1 863          | 3 734          | 3 863          |
| Completion of Agreement                  | 241            | 153            | 78             |
| Death                                    | 136            | 112            | 98             |
| Dismissal                                | 13             | 35             | 47             |
| Termination of Service <sup>Note 1</sup> | 31             | 66             | 46             |
| Other Reasons <sup>Note 2</sup>          | 73             | 77             | 76             |
| <b>Total</b> <sup>Note 3</sup>           | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

Note 1: Termination of service includes termination of appointment during probationary period.

Note 2: Other reasons include completion of apprenticeship, resolution of agreement by mutual consent, etc.

Note 3: Number of wastage excludes staff transferred to other grades in the civil service.

B. Age Group

| <b>Age Group</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|
| Below 20         | 5              | 2              | 1              |
| 20 to below 30   | 687            | 1 024          | 997            |
| 30 to below 40   | 700            | 1 367          | 1 517          |
| 40 to below 50   | 377            | 985            | 965            |
| 50 to below 60   | 3 049          | 3 009          | 2 490          |
| 60 and above     | 3 676          | 4 100          | 4 156          |
| <b>Total</b>     | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

C. Bureau/Department/Office

\* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Agriculture, Fisheries and Conservation Department                           | 97             | 120            | 128            |
| Architectural Services Department  | 107            | 133            | 143            |
| Audit Commission   | 16             | 18             | 8              |
| Auxiliary Medical Service  | 5              | 7              | 11             |
| Buildings Department   | 62             | 83             | 82             |
| Census and Statistics Department   | 64             | 94             | 91             |
| Chief Executive's Office   | 5              | 7              | 4              |
| Chief Secretary for Administration's Office and Financial Secretary's Office | 36             | 29             | 33             |
| Civil Aid Service  | 4              | 7              | 6              |
| Civil Aviation Department  | 33             | 50             | 52             |
| Civil Engineering and Development Department                                 | 95             | 138            | 125            |
| Civil Service Bureau   | 39             | 55             | 73             |
| Commerce and Economic Development Bureau                                     | 16             | 29             | 21             |
| Companies Registry   | 13             | 23             | 24             |
| Constitutional and Mainland Affairs Bureau                                   | 6              | 11             | 9              |
| Correctional Services Department   | 290            | 283            | 303            |
| Culture, Sports and Tourism Bureau#  |                |                | 13             |
| Customs and Excise Department  | 224            | 314            | 321            |
| Department of Health   | 389            | 549            | 501            |
| Department of Justice  | 59             | 92             | 88             |
| Development Bureau   | 21             | 33             | 39             |
| Drainage Services Department   | 103            | 111            | 106            |
| Education Bureau   | 269            | 389            | 392            |

| <b>Bureau/Department/Office</b>               | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|
| Electrical and Mechanical Services Department | 168            | 189            | 184            |
| Environment and Ecology Bureau#               |                |                | 4              |
| Environment Bureau*                           | 1              | 6              | 1              |
| Environmental Protection Department           | 94             | 147            | 122            |
| Financial Services and the Treasury Bureau    | 11             | 12             | 18             |
| Fire Services Department                      | 455            | 502            | 524            |
| Food and Environmental Hygiene Department     | 578            | 716            | 685            |
| Food and Health Bureau*                       | 8              | 17             | 4              |
| Government Flying Service                     | 15             | 13             | 29             |
| Government Laboratory                         | 17             | 20             | 19             |
| Government Logistics Department               | 44             | 52             | 42             |
| Government Property Agency                    | 12             | 16             | 27             |
| Health Bureau#                                |                |                | 9              |
| Highways Department                           | 118            | 171            | 148            |
| Home Affairs Bureau*                          | 11             | 12             | 6              |
| Home Affairs Department                       | 92             | 145            | 130            |
| Home and Youth Affairs Bureau#                |                |                | 7              |
| Hong Kong Monetary Authority                  | 1              | 2              | 0              |
| Hong Kong Observatory                         | 17             | 25             | 24             |
| Hong Kong Police Force                        | 1 537          | 1 486          | 1 180          |
| Hongkong Post                                 | 311            | 322            | 371            |
| Hospital Authority                            | 142            | 138            | 105            |
| Housing Department                            | 520            | 629            | 590            |
| Immigration Department                        | 307            | 399            | 423            |
| Information Services Department               | 16             | 23             | 19             |
| Inland Revenue Department                     | 160            | 233            | 214            |
| Innovation and Technology Bureau*             | 8              | 9              | 4              |
| Innovation and Technology Commission          | 10             | 19             | 18             |
| Innovation, Technology and Industry Bureau#   |                |                | 10             |

| <b>Bureau/Department/Office</b>  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Intellectual Property Department   | 4              | 20             | 9              |
| Invest Hong Kong   | 2              | 1              | 5              |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 3              | 0              | 2              |
| Judiciary  | 86             | 106            | 106            |
| Labour and Welfare Bureau  | 9              | 9              | 12             |
| Labour Department  | 102            | 130            | 119            |
| Land Registry  | 33             | 38             | 37             |
| Lands Department   | 219            | 298            | 267            |
| Legal Aid Department   | 27             | 38             | 34             |
| Leisure and Cultural Services Department   | 427            | 601            | 656            |
| Marine Department  | 73             | 100            | 81             |
| Office of the Communications Authority   | 23             | 33             | 25             |
| Office of the Government Chief Information Officer   | 34             | 40             | 34             |
| Official Receiver's Office   | 12             | 21             | 15             |
| Planning Department  | 48             | 48             | 56             |
| Public Service Commission  | 1              | 4              | 2              |
| Radio Television Hong Kong   | 32             | 64             | 55             |
| Rating and Valuation Department  | 37             | 70             | 59             |
| Registration and Electoral Office  | 7              | 19             | 15             |
| Secretariat, Commissioner on Interception of Communications and Surveillance                               | 0              | 1              | 0              |
| Security Bureau  | 12             | 12             | 6              |
| Social Welfare Department  | 241            | 355            | 384            |
| Trade and Industry Department  | 19             | 33             | 29             |
| Transport and Housing Bureau*  | 7              | 13             | 4              |
| Transport and Logistics Bureau#  |                |                | 6              |
| Transport Department   | 101            | 100            | 121            |
| Treasury   | 32             | 40             | 40             |
| University Grants Committee Secretariat  | 2              | 9              | 7              |

| <b>Bureau/Department/Office</b>                        | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Water Supplies Department                              | 220            | 299            | 354            |
| Working Family and Student Financial Assistance Agency | 75             | 107            | 96             |
| <b>Total</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

D. Length of Service

| <b>Length of Service</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|
| Below 3 years            | 1 018          | 1 488          | 1 454          |
| 3 to below 5 years       | 268            | 665            | 759            |
| 5 to below 10 years      | 299            | 670            | 763            |
| 10 to below 20 years     | 286            | 697            | 772            |
| 20 to below 30 years     | 1 469          | 1 882          | 1 693          |
| 30 to below 40 years     | 4 492          | 4 107          | 3 462          |
| 40 years and above       | 662            | 978            | 1 223          |
| <b>Total</b>             | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

**Statistics on Disciplined Services Staff (Excluding Civilian Staff) Leaving the Service  
from 2020-21 to 2022-23**

A. Reason of Wastage

| <b>Reason of Wastage</b>                 | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|
| Retirement                               | 1 426          | 1 164          | 1 018          |
| Resignation                              | 490            | 697            | 770            |
| Death                                    | 29             | 23             | 24             |
| Dismissal                                | 7              | 16             | 20             |
| Termination of Service <sup>Note 1</sup> | 10             | 17             | 11             |
| Other Reasons <sup>Note 2</sup>          | 291            | 202            | 183            |
| <b>Total</b>                             | <b>2 253</b>   | <b>2 119</b>   | <b>2 026</b>   |

Note 1: Termination of service refers to termination of appointment during probationary period.

Note 2: Other reasons include transfer to other grades in the civil service, retirement on invaliding and compulsory retirement, etc.

B. Age Group

| <b>Age Group</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|------------------|----------------|----------------|----------------|
| Below 20         | 172            | 164            | 1              |
| 20 to below 30   | 245            | 252            | 398            |
| 30 to below 40   | 299            | 352            | 423            |
| 40 to below 50   | 85             | 160            | 149            |
| 50 to below 60   | 1 452          | 1 191          | 1 055          |
| <b>Total</b>     | <b>2 253</b>   | <b>2 119</b>   | <b>2 026</b>   |

C. Department

| Department                       | Wastage Figures<br>(Wastage Rate <sup>Note 3</sup> ) |                               |                               |
|----------------------------------|--|-------------------------------|-------------------------------|
|                                  | 2020-21  | 2021-22                       | 2022-23                       |
| Correctional Services Department | 345<br>(6.1%)  | 242<br>(4.3%)                 | 282<br>(4.9%)                 |
| Customs and Excise Department    | 214<br>(3.6%)  | 238<br>(3.9%)                 | 276<br>(4.6%)                 |
| Fire Services Department         | 458<br>(4.6%)  | 492<br>(4.8%)                 | 503<br>(4.9%)                 |
| Hong Kong Police Force           | 975<br>(3.4%)  | 806<br>(2.9%)                 | 615<br>(2.2%)                 |
| Immigration Department           | 248<br>(3.5%)  | 332<br>(4.7%)                 | 326<br>(4.7%)                 |
| Government Flying Service        | 13<br>(6.0%)   | 9<br>(3.9%)                   | 24<br>(10.1%)                 |
| <b>Total</b>                     | <b>2 253</b><br><b>(3.9%)</b>                        | <b>2 119</b><br><b>(3.7%)</b> | <b>2 026</b><br><b>(3.6%)</b> |

Note 3: Wastage rates = Wastage Figure / Department's Actual Number of Staff as at 1 April of the year.

D. Length of Service

| Department                       | Length of Service | 2020-21 | 2021-22 | 2022-23 |
|----------------------------------|-------------------|---------|---------|---------|
| Correctional Services Department | 10 years or below | 168     | 79      | 100     |
|                                  | 11 – 20 years     | 12      | 11      | 17      |
|                                  | 21 – 30 years     | 77      | 84      | 67      |
|                                  | Above 30 years    | 88      | 68      | 98      |
| Customs and Excise Department    | 10 years or below | 85      | 97      | 116     |
|                                  | 11 – 20 years     | 16      | 23      | 37      |
|                                  | 21 – 30 years     | 26      | 30      | 43      |
|                                  | Above 30 years    | 87      | 88      | 80      |



| <b>Department</b>         | <b>Length of Service</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---------------------------|--------------------------|----------------|----------------|----------------|
| Fire Services Department  | 10 years or below        | 88             | 127            | 163            |
|                           | 11 – 20 years            | 22             | 56             | 61             |
|                           | 21 – 30 years            | 57             | 64             | 59             |
|                           | Above 30 years           | 291            | 245            | 220            |
| Hong Kong Police Force    | 10 years or below        | 256            | 271            | 219            |
|                           | 11 – 20 years            | 34             | 51             | 52             |
|                           | 21 – 30 years            | 132            | 120            | 118            |
|                           | Above 30 years           | 553            | 364            | 226            |
| Immigration Department    | 10 years or below        | 56             | 91             | 103            |
|                           | 11 – 20 years            | 8              | 41             | 39             |
|                           | 21 – 30 years            | 6              | 18             | 27             |
|                           | Above 30 years           | 178            | 182            | 157            |
| Government Flying Service | 10 years or below        | 4              | 3              | 6              |
|                           | 11 – 20 years            | 0              | 0              | 0              |
|                           | 21 – 30 years            | 6              | 4              | 6              |
|                           | Above 30 years           | 3              | 2              | 12             |
| <b>Total</b>              |                          | <b>2 253</b>   | <b>2 119</b>   | <b>2 026</b>   |

– End –

**CONTROLLING OFFICER'S REPLY**

**CSB058**

**(Question Serial No. 2354)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

There is public concern over the manpower shortage in the HKSAR Government. It was reported that there was a manpower shortage of more than 18 000 in the civil service last year. Moreover, the Financial Secretary mentioned in this year's Budget Speech that the Government would continue to maintain zero growth in the civil service establishment, and that all government departments would need to cut recurrent government expenditure by another 1% in 2026-27. In this connection, will the Government inform this Committee of the following:

1. Please provide a specific definition for the term "zero growth". Does it represent a zero growth in the number of civil servants as a whole or a zero growth in the numbers of both directorate and non-directorate civil servants at the same time?
2. How can the Government ensure that sufficient manpower will be available in this financial year to meet the additional human resource requirements arising from the huge workload as "our economy is regaining positive growth"? Has allocation of sufficient resources been duly considered in the relevant financial estimate? And given the large number of vacancies existing in the civil service establishment, how will the Government address the issue in a timely manner?
3. While the Government has repeatedly mentioned its plans to increase the number of supernumerary posts, it has demanded zero growth in the number of civil service posts at the same time. How will the Government strike a balance in this dilemma to achieve the target of zero growth in the number of posts?
4. Will consideration be given to the simultaneous creation of high-paid posts and deletion of certain low-paid civil service posts? Will the Government impose stringent control on the "creation" of directorate posts in the future so as to rationalise the co-operative relationship among various departments, thereby enhancing the work efficiency of the Government?
5. In order to further achieve "zero growth", will the Government consider changing the requirement to obtaining the approval of at least three Secretaries of Departments or three Deputy Secretaries of Departments before further submission to the Establishment Subcommittee of the Legislative Council for the creation of each permanent or supernumerary directorate post in the future?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 1)

Reply:

1. & 2. In order to maintain the sustainability of our public finances, the Government has strictly controlled the civil service establishment since 2021-22. The Government will continue to maintain the target of zero-growth in the overall civil service establishment in 2024-25, with the aim of containing the overall establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward.

Maintaining the target of zero-growth in the overall establishment does not necessarily mean that there is no growth in the establishment of each B/D. The establishment of individual B/Ds may still increase having regard to operational needs and with full justifications. B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned. As compared to that of end-March 2021, not only has there been no increase in the size of civil service establishment in the four-year period, but there is also a reduction of about 2 000 posts on an accumulated basis, despite the increase in the provision of public services.

The government departments have put in place mechanisms for handling the duties of vacant posts, such as by recruitment, promotion, appointing suitable officers to take up acting appointments and, if necessary, extending the service of civil servants beyond the retirement age. We will continue to keep in view the overall manpower requirement and recruitment situation, remind recruiting B/Ds to take early actions to formulate manpower plans, launch recruitment exercises in a timely manner, as well as step up publicity to fill vacancies.

3. – 5. The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as “supernumerary directorate posts”, which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment. Therefore, it follows that both permanent and time-limited posts have been taken into account in the Government’s implementation of the zero-growth policy of the civil service establishment.

The Government will only consider creating new posts when there are sufficient justifications in order to ensure that B/Ds can make good use of public funds to provide effective services to the public. Whether permanent or time-limited posts should be created depends on the nature of the work. For tasks that are time-limited in nature or require review in future, we are of the view that the practice of creating time-limited posts for specific durations is more appropriate for proper use of public resources. In addition, the number of directorate posts is maintained at less than 1% of the total establishment of the civil service. A rigorous system is in place to ensure that there are sufficient justifications and actual operational needs for any proposals for the creation of directorate posts before seeking necessary approval from the

Legislative Council, and that they have been thoroughly discussed among senior management in the Government.

As regards time-limited non-directorate posts, time-limited non-directorate posts are already counted towards the establishment. In other words, zero-growth in the civil service establishment also applies to time-limited non-directorate posts.

In creating posts at different ranks, the primary consideration rests with the operational needs of the Government. With the on-going development of the society, the complexity of various issues increases, and competition in the international arena has also grown in intensity. Under such circumstances, the civil service would require additional manpower with leadership, co-ordination, organisation and professional competencies at the directorate and senior levels to steer the government team in delivering the relevant policies and measures. Accordingly, while maintaining zero-growth in the civil service establishment, the mix of posts at different ranks will be adjusted as appropriate having regard to operational needs.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB059**

**(Question Serial No. 0151)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service Bureau mentioned in the Matters Requiring Special Attention in 2024-25 that during 2024-25, it will continue to keep the size of the civil service establishment under control while maintaining effectiveness, and continue to enhance recruitment and promotion efforts, such as promoting equal employment opportunities for all civil service job applicants (including non-ethnic Chinese). In this connection, will the Government inform this Committee of the following:

1. How many non-ethnic Chinese people have been appointed as civil servants in Hong Kong? What are their races? Which departments and positions have they been assigned to?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 23)

Reply:

The Government is committed to promoting equal access to job opportunities in the Government for non-ethnic Chinese, just like other applicants. In the civil service recruitment process, bureaux/departments will assess all candidates on the basis of their ability, performance, character, and the stipulated entry requirements set according to the job requirements (including language proficiency requirements). Race is not a relevant consideration.

Given that neither job applicants for civil service jobs nor serving civil servants are required to declare their ethnic origins, we do not possess statistical information on the number of non-ethnic Chinese in the civil service.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB060**

**(Question Serial No. 0755)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in paragraph 225 of the Budget Speech that the Government will continue to maintain zero growth in the civil service establishment, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. In this connection, will the Government inform this Committee of the following:

1. Regarding the requirement of zero growth in the establishment, does it apply to bureaux/departments (B/Ds) individually, or could it be applied to multiple bureaux or multiple departments as a whole?
2. If it is applied to B/Ds individually, how will the Government address situations in B/Ds which, despite their already small and lean establishment, have to undertake more new tasks or provide more new services in response to government policies or demands of society?
3. If it could be applied to multiple bureaux or multiple departments as a whole, how is it applied in actual practice, and what are the criteria for manpower/establishment deployment?
4. Apart from asking individual B/Ds review and deploy their own manpower/establishment, will the Civil Service Bureau take the initiative to review situations in B/Ds alleged to have a bloated structure and a relatively larger number of redundant staff, and subsequently make relevant deployment suggestions or instructions?
5. The policy of zero growth in the establishment has been in place for nearly 3 years. Has the Government reviewed its actual practice and effectiveness for making improvements, so as to avoid situations of “fattening the top and thinning the bottom”, “some are working themselves to the ground while some get very little to do”, etc. as commonly rumoured?

Asked by: Hon TSE Wai-chuen, Tony (LegCo internal reference no.: 49)

Reply:

1 to 5. In order to maintain the sustainability of our public finances, the Government has strictly controlled the civil service establishment since 2021-22. The Government will continue to implement this initiative, and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward. Under the zero-growth policy of the civil service establishment, it does not necessarily mean that there is no growth in the establishment of each B/D. The establishment of individual B/Ds may still increase having regard to operational needs and with full justifications. B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned.

In creating posts at different ranks, the primary consideration rests with the operational needs of the Government. With the on-going development of the society, the complexity of various issues increases, and competition in the international arena has also grown in intensity. Under such circumstances, the civil service would require additional manpower with leadership, co-ordination, organisation and professional competencies at the directorate and senior levels to steer the government team in delivering the relevant policies and measures. Accordingly, while maintaining zero-growth in the civil service establishment, the mix of posts at different ranks will be adjusted as appropriate having regard to the latest operational needs.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 3056)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

To enable Hong Kong to achieve sustainable development and to provide Hong Kong people with a quality living environment, the SAR Government needs to provide and identify more suitable sites for construction of housing and infrastructure and community facilities as well as for development of industries. Such work requires the participation of and implementation by an adequate number of professionals in the planning, design and construction fields and from the real estate sector. In this connection, please provide the information on the staff establishment of the architectural, surveying, planning and landscape professionals in 2023-24 and the projected establishment in 2024-25. Please set out such information by (i) ranks and (ii) grades in respective bureaux/departments, with separate presentation of the permanent/non-permanent staff establishment of the ranks in relevant departments, as well as the strength, wastage, number of staff having opted for extension of service and number of retirees of the ranks.

Asked by: Hon TSE Wai-chuen, Tony (LegCo internal reference no.: 36)

Reply:

According to the information provided by relevant bureaux/departments (B/Ds), the estimated total establishment of the grades relating to the Architectural, Surveying, Planning and Landscape professions in 2023-24 and 2024-25 with breakdown by rank is set out at **Annex A**. The breakdown of establishment by individual grades in B/Ds is set out at **Annex B**.

The strength of the relevant professional grades with breakdown by rank as at 31 January 2024 is set out at **Annex C**. The breakdown of strength by individual grades in B/Ds is set out at **Annex D**.

Retirement has always been the primary reason for departure of civil servants. The estimated number of retirees in grades relating to the Architectural, Surveying, Planning and Landscape professions in 2023-24 and 2024-25 is set out at **Annex E**.



Separately, in July 2018, the Government launched the option for serving civil servants who joined the Government between 1 June 2000 and 31 May 2015 (hereafter referred to as “Eligible Civil Servants”) to choose to retire at the age of 65 (for civilian grades) or 60 (for disciplined services grades, regardless of ranks) (hereafter referred to as “the Option”). Among those who had taken the Option, the overall statistics of the major bureaux/departments with grades relating to the Architectural, Surveying, Planning and Landscape professions are set out at **Annex F**.

**Number of posts in the grades relating to the Architectural,  
Surveying, Planning and Landscape Professions in Bureaux / Departments <sup>[Note]</sup>**

| <b>Bureau /<br/>Department</b>                               | <b>2023-24</b>      |           |           |   |  | <b>2024-25</b>      |           |           |                         |                                      |
|--|---------------------|-----------|-----------|---|--|---------------------|-----------|-----------|-------------------------|--------------------------------------|
|  | <b>Above<br/>D2</b> | <b>D2</b> | <b>D1</b> | <b>Senior<br/>Professional<br/>(Sr Prof)<br/>Rank</b> | <b>Professional<br/>/ Assistant<br/>Professional<br/>(Prof / Asst<br/>Prof) Rank</b> | <b>Above<br/>D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof<br/>Rank</b> | <b>Prof /<br/>Asst Prof<br/>Rank</b> |
| Agriculture,<br>Fisheries and<br>Conservation<br>Department  | -                   | -         | -         | -   | 1  | -                   | -         | -         | -                       | 1                                    |
| Architectural<br>Services<br>Department                      | -                   | 7         | 21        | 112   | 268  | -                   | 7         | 21        | 110                     | 269                                  |
| Buildings<br>Department                                      | -                   | 4         | 16        | 90  | 318  | -                   | 4         | 16        | 92                      | 324                                  |
| Chief Secretary and<br>Financial<br>Secretary's Offices      | -                   | -         | -         | 1   | -  | -                   | -         | -         | 1                       | -                                    |
| Civil Aviation<br>Department                                 | -                   | -         | -         | 1   | 1  | -                   | -         | -         | 1                       | 1                                    |
| Civil Engineering<br>and Development<br>Department           | -                   | 1         | 3         | 16  | 37   | -                   | 1         | 3         | 16                      | 37                                   |
| Culture, Sports and<br>Tourism Bureau                        | -                   | 1         | -         | 5   | 1  | -                   | 1         | -         | 5                       | 1                                    |
| Department of<br>Health                                      | -                   | -         | -         | -   | 1  | -                   | -         | -         | -                       | 1                                    |
| Development<br>Bureau<br>(Planning and<br>Lands Branch)      | -                   | 1         | 1         | 21  | 13   | -                   | 1         | 1         | 21                      | 14                                   |
| Development<br>Bureau<br>(Works Branch)                      | 1                   | 1         | 2         | 17  | 23   | 1                   | 1         | 2         | 17                      | 23                                   |
| Drainage Services<br>Department                              | -                   | -         | -         | 2   | 5  | -                   | -         | -         | 2                       | 6                                    |
| Education Bureau   | -                   | -         | 1         | 6   | 15   | -                   | -         | 1         | 5                       | 13                                   |
| Environment and<br>Ecology Bureau<br>(Environment<br>Branch) | -                   | -         | -         | 1   | 4  | -                   | -         | -         | 1                       | 4                                    |
| Environmental<br>Protection<br>Department                    | -                   | -         | -         | 1   | 1  | -                   | -         | -         | 1                       | 1                                    |

| Bureau / Department  | 2023-24  |           |            |                                    |   | 2024-25  |           |            |              |                       |
|--|----------|-----------|------------|------------------------------------|---|----------|-----------|------------|--------------|-----------------------|
|  | Above D2 | D2        | D1         | Senior Professional (Sr Prof) Rank | Professional / Assistant Professional (Prof / Asst Prof) Rank | Above D2 | D2        | D1         | Sr Prof Rank | Prof / Asst Prof Rank |
| Financial Services and the Treasury Bureau (The Treasury Branch) | -        | -         | -          | -                                  | 1   | -        | -         | -          | -            | 1                     |
| Fire Services Department   | -        | -         | -          | 1                                  | 1   | -        | -         | -          | 1            | 1                     |
| Government Property Agency                                       | -        | -         | 6          | 21                                 | 47  | -        | -         | 6          | 21           | 47                    |
| Health Bureau  | -        | -         | -          | -                                  | 1   | -        | -         | -          | -            | 1                     |
| Highways Department  | -        | -         | 2          | 9                                  | 33  | -        | -         | 2          | 9            | 34                    |
| Home Affairs Department  | -        | -         | 1          | 5                                  | 23  | -        | -         | 1          | 5            | 22                    |
| Housing Authority  | -        | -         | 21         | 169                                | 509   | -        | -         | 21         | 168          | 507                   |
| Judiciary  | -        | -         | -          | 1                                  | -   | -        | -         | -          | 1            | -                     |
| Lands Department   | 3        | 9         | 25         | 122                                | 298   | 3        | 9         | 25         | 122          | 295                   |
| Leisure and Cultural Services Department                         | -        | -         | -          | 2                                  | 2   | -        | -         | -          | 2            | 2                     |
| Marine Department  | -        | -         | -          | 2                                  | 6   | -        | -         | -          | 2            | 6                     |
| Planning Department  | 3        | 6         | 18         | 89                                 | 210   | 3        | 6         | 18         | 91           | 214                   |
| Post Office  | -        | -         | -          | 1                                  | 2   | -        | -         | -          | 1            | 2                     |
| Rating and Valuation Department                                  | 2        | 4         | 8          | 27                                 | 76  | 2        | 4         | 8          | 27           | 76                    |
| Social Welfare Department  | -        | -         | -          | 4                                  | 16  | -        | -         | -          | 4            | 16                    |
| Transport and Logistics Bureau                                   | -        | -         | -          | 2                                  | -   | -        | -         | -          | 2            | -                     |
| Water Supplies Department  | -        | -         | -          | 1                                  | 4   | -        | -         | -          | 1            | 4                     |
| <b>Total</b>   | <b>9</b> | <b>34</b> | <b>125</b> | <b>729</b>                         | <b>1 917</b>  | <b>9</b> | <b>34</b> | <b>125</b> | <b>729</b>   | <b>1 923</b>          |

Note: Posts that can be filled by multi-disciplined officers are excluded.

**Number of posts in the grades relating to the Architectural, Surveying,  
Planning and Landscape Professions in Bureaux / Departments  
Breakdown by grades**

**Architect**

| Bureau / Department                                 | 2023-24  |          |           |                                    |   | 2024-25  |          |           |              |                       |
|---|----------|----------|-----------|------------------------------------|---|----------|----------|-----------|--------------|-----------------------|
|   | Above D2 | D2       | D1        | Senior Professional (Sr Prof) Rank | Professional / Assistant Professional (Prof / Asst Prof) Rank | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank |
| Architectural Services Department                   | -        | 5        | 11        | 51                                 | 110   | -        | 5        | 11        | 50           | 108                   |
| Civil Engineering and Development Department        | -        | -        | -         | 3                                  | 6   | -        | -        | -         | 3            | 6                     |
| Culture, Sports and Tourism Bureau                  | -        | 1        | -         | -                                  | -   | -        | 1        | -         | -            | -                     |
| Development Bureau (Planning and Lands Branch)      | -        | -        | -         | 1                                  | 3   | -        | -        | -         | 1            | 3                     |
| Development Bureau (Works Branch)                   | -        | 1        | 1         | 8                                  | 12  | -        | 1        | 1         | 8            | 12                    |
| Drainage Services Department                        | -        | -        | -         | -                                  | 1   | -        | -        | -         | -            | 1                     |
| Education Bureau                                    | -        | -        | -         | 1                                  | 1   | -        | -        | -         | -            | -                     |
| Environment and Ecology Bureau (Environment Branch) | -        | -        | -         | -                                  | 1   | -        | -        | -         | -            | 1                     |
| Environmental Protection Department                 | -        | -        | -         | 1                                  | 1   | -        | -        | -         | 1            | 1                     |
| Government Property Agency                          | -        | -        | 1         | 3                                  | 4   | -        | -        | 1         | 3            | 4                     |
| Health Bureau                                       | -        | -        | -         | -                                  | 1   | -        | -        | -         | -            | 1                     |
| Highways Department                                 | -        | -        | -         | -                                  | 2   | -        | -        | -         | -            | 2                     |
| Home Affairs Department                             | -        | -        | -         | 2                                  | 9   | -        | -        | -         | 2            | 9                     |
| Housing Authority                                   | -        | -        | 10        | 67                                 | 187   | -        | -        | 10        | 65           | 185                   |
| Judiciary   | -        | -        | -         | 1                                  | -   | -        | -        | -         | 1            | -                     |
| Leisure and Cultural Services Department            | -        | -        | -         | 1                                  | -   | -        | -        | -         | 1            | -                     |
| Social Welfare Department                           | -        | -        | -         | 2                                  | 5   | -        | -        | -         | 2            | 5                     |
| <b>Total</b>  | -        | <b>7</b> | <b>23</b> | <b>141</b>                         | <b>343</b>  | -        | <b>7</b> | <b>23</b> | <b>137</b>   | <b>338</b>            |

## Building Surveyor

| Bureau / Department                            | 2023-24  |          |           |              |                       | 2024-25  |          |           |              |                       |
|--|----------|----------|-----------|--------------|-----------------------|----------|----------|-----------|--------------|-----------------------|
|  | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank |
| Buildings Department                           | -        | 4        | 16        | 90           | 318                   | -        | 4        | 16        | 92           | 324                   |
| Civil Engineering and Development Department   | -        | -        | -         | -            | 1                     | -        | -        | -         | -            | 1                     |
| Development Bureau (Planning and Lands Branch) | -        | -        | -         | 1            | -                     | -        | -        | -         | 1            | 1                     |
| Development Bureau (Works Branch)              | -        | -        | -         | 2            | -                     | -        | -        | -         | 2            | -                     |
| Highways Department                            | -        | -        | -         | 1            | 1                     | -        | -        | -         | 1            | 1                     |
| Home Affairs Department                        | -        | -        | 1         | 2            | 11                    | -        | -        | 1         | 2            | 10                    |
| Housing Authority                              | -        | -        | -         | 3            | 2                     | -        | -        | -         | 4            | 2                     |
| Lands Department                               | -        | -        | -         | 1            | 1                     | -        | -        | -         | 1            | 1                     |
| Social Welfare Department                      | -        | -        | -         | -            | 5                     | -        | -        | -         | -            | 5                     |
| <b>Total</b>                                   | -        | <b>4</b> | <b>17</b> | <b>100</b>   | <b>339</b>            | -        | <b>4</b> | <b>17</b> | <b>103</b>   | <b>345</b>            |

## Estate Surveyor

| Bureau / Department                            | 2023-24  |          |           |              |                       | 2024-25  |          |           |              |                       |
|--|----------|----------|-----------|--------------|-----------------------|----------|----------|-----------|--------------|-----------------------|
|  | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank |
| Culture, Sports and Tourism Bureau             | -        | -        | -         | 1            | -                     | -        | -        | -         | 1            | -                     |
| Development Bureau (Planning and Lands Branch) | -        | -        | -         | 5            | -                     | -        | -        | -         | 5            | -                     |
| Development Bureau (Works Branch)              | -        | -        | -         | -            | 1                     | -        | -        | -         | -            | 1                     |
| Government Property Agency                     | -        | -        | 1         | 5            | 11                    | -        | -        | 1         | 5            | 11                    |
| Housing Authority                              | -        | -        | 3         | 21           | 76                    | -        | -        | 3         | 21           | 76                    |
| Lands Department                               | 2        | 7        | 21        | 89           | 209                   | 2        | 7        | 21        | 89           | 206                   |
| <b>Total</b>                                   | <b>2</b> | <b>7</b> | <b>25</b> | <b>121</b>   | <b>297</b>            | <b>2</b> | <b>7</b> | <b>25</b> | <b>121</b>   | <b>294</b>            |

## Land Surveyor

| Bureau / Department                                | 2023-24  |          |          |              |                       | 2024-25  |          |          |              |                       |
|--|----------|----------|----------|--------------|-----------------------|----------|----------|----------|--------------|-----------------------|
|  | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank |
| Agriculture, Fisheries and Conservation Department | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Civil Engineering and Development Department       | -        | -        | 1        | 3            | 8                     | -        | -        | 1        | 3            | 8                     |
| Department of Health                               | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Development Bureau (Planning and Lands Branch)     | -        | -        | 1        | 3            | 3                     | -        | -        | 1        | 3            | 3                     |
| Development Bureau (Works Branch)                  | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| Drainage Services Department                       | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| Fire Services Department                           | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| Highways Department                                | -        | -        | 1        | 2            | 8                     | -        | -        | 1        | 2            | 8                     |
| Home Affairs Department                            | -        | -        | -        | 1            | 2                     | -        | -        | -        | 1            | 2                     |
| Housing Authority                                  | -        | -        | -        | 1            | 9                     | -        | -        | -        | 1            | 9                     |
| Lands Department                                   | 1        | 2        | 4        | 31           | 84                    | 1        | 2        | 4        | 31           | 84                    |
| Marine Department                                  | -        | -        | -        | 2            | 6                     | -        | -        | -        | 2            | 6                     |
| Water Supplies Department                          | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| <b>Total</b>                                       | <b>1</b> | <b>2</b> | <b>7</b> | <b>46</b>    | <b>126</b>            | <b>1</b> | <b>2</b> | <b>7</b> | <b>46</b>    | <b>126</b>            |

## Maintenance Surveyor

| Bureau / Department                      | 2023-24  |          |          |              |                       | 2024-25  |          |          |              |                       |
|--|----------|----------|----------|--------------|-----------------------|----------|----------|----------|--------------|-----------------------|
|  | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank |
| Architectural Services Department        | -        | 1        | 4        | 25           | 64                    | -        | 1        | 4        | 25           | 67                    |
| Civil Aviation Department                | -        | -        | -        | 1            | -                     | -        | -        | -        | 1            | -                     |
| Development Bureau (Works Branch)        | -        | -        | -        | -            | 2                     | -        | -        | -        | -            | 2                     |
| Education Bureau                         | -        | -        | 1        | 4            | 10                    | -        | -        | 1        | 4            | 10                    |
| Government Property Agency               | -        | -        | -        | 4            | 6                     | -        | -        | -        | 4            | 6                     |
| Housing Authority                        | -        | -        | 4        | 33           | 98                    | -        | -        | 4        | 33           | 98                    |
| Leisure and Cultural Services Department | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| Post Office                              | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| Social Welfare Department                | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| <b>Total</b>                             | -        | <b>1</b> | <b>9</b> | <b>70</b>    | <b>183</b>            | -        | <b>1</b> | <b>9</b> | <b>70</b>    | <b>186</b>            |



## Quantity Surveyor

| Bureau / Department  | 2023-24  |          |          |              |                       | 2024-25  |          |          |              |                       |
|--|----------|----------|----------|--------------|-----------------------|----------|----------|----------|--------------|-----------------------|
|  | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank |
| Architectural Services Department                                | -        | 1        | 5        | 30           | 77                    | -        | 1        | 5        | 29           | 77                    |
| Civil Aviation Department  | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Civil Engineering and Development Department                     | -        | -        | -        | -            | 2                     | -        | -        | -        | -            | 2                     |
| Culture, Sports and Tourism Bureau                               | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| Development Bureau (Planning and Lands Branch)                   | -        | -        | -        | -            | 2                     | -        | -        | -        | -            | 2                     |
| Development Bureau (Works Branch)                                | -        | -        | -        | 1            | 2                     | -        | -        | -        | 1            | 2                     |
| Drainage Services Department                                     | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Education Bureau   | -        | -        | -        | 1            | 4                     | -        | -        | -        | 1            | 3                     |
| Financial Services and the Treasury Bureau (The Treasury Branch) | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Government Property Agency                                       | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Highways Department  | -        | -        | -        | 1            | 5                     | -        | -        | -        | 1            | 5                     |
| Home Affairs Department  | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Housing Authority  | -        | -        | 2        | 21           | 66                    | -        | -        | 2        | 21           | 66                    |
| Post Office  | -        | -        | -        | -            | 1                     | -        | -        | -        | -            | 1                     |
| Social Welfare Department  | -        | -        | -        | 1            | 5                     | -        | -        | -        | 1            | 5                     |
| Water Supplies Department  | -        | -        | -        | 1            | 1                     | -        | -        | -        | 1            | 1                     |
| <b>Total</b>   | -        | <b>1</b> | <b>7</b> | <b>57</b>    | <b>171</b>            | -        | <b>1</b> | <b>7</b> | <b>56</b>    | <b>170</b>            |

## Valuation Surveyor

| Bureau / Department             | 2023-24  |          |           |              |                       | 2024-25  |          |           |              |                       |
|---------------------------------|----------|----------|-----------|--------------|-----------------------|----------|----------|-----------|--------------|-----------------------|
|                                 | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank |
| Government Property Agency      | -        | -        | 4         | 9            | 24                    | -        | -        | 4         | 9            | 24                    |
| Rating and Valuation Department | 2        | 4        | 8         | 27           | 76                    | 2        | 4        | 8         | 27           | 76                    |
| <b>Total</b>                    | <b>2</b> | <b>4</b> | <b>12</b> | <b>36</b>    | <b>100</b>            | <b>2</b> | <b>4</b> | <b>12</b> | <b>36</b>    | <b>100</b>            |

## Town Planner

| Bureau / Department                                 | 2023-24  |          |           |              |                       | 2024-25  |          |           |              |                       |
|---|----------|----------|-----------|--------------|-----------------------|----------|----------|-----------|--------------|-----------------------|
|   | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1        | Sr Prof Rank | Prof / Asst Prof Rank |
| Chief Secretary and Financial Secretary's Offices   | -        | -        | -         | 1            | -                     | -        | -        | -         | 1            | -                     |
| Civil Engineering and Development Department        | -        | 1        | 1         | 4            | 3                     | -        | 1        | 1         | 4            | 3                     |
| Culture, Sports and Tourism Bureau                  | -        | -        | -         | 2            | -                     | -        | -        | -         | 2            | -                     |
| Development Bureau (Planning and Lands Branch)      | -        | 1        | -         | 11           | 3                     | -        | 1        | -         | 11           | 3                     |
| Development Bureau (Works Branch)                   | 1        | -        | -         | 2            | 1                     | 1        | -        | -         | 2            | 1                     |
| Environment and Ecology Bureau (Environment Branch) | -        | -        | -         | 1            | 2                     | -        | -        | -         | 1            | 2                     |
| Planning Department                                 | 3        | 6        | 18        | 87           | 201                   | 3        | 6        | 18        | 89           | 205                   |
| Transport and Logistics Bureau                      | -        | -        | -         | 2            | -                     | -        | -        | -         | 2            | -                     |
| <b>Total</b>  | <b>4</b> | <b>8</b> | <b>19</b> | <b>110</b>   | <b>210</b>            | <b>4</b> | <b>8</b> | <b>19</b> | <b>112</b>   | <b>214</b>            |

### Planning Officer

| Bureau / Department | 2023-24  |          |          |              |                       | 2024-25  |          |          |              |                       |
|---------------------|----------|----------|----------|--------------|-----------------------|----------|----------|----------|--------------|-----------------------|
|                     | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2       | D1       | Sr Prof Rank | Prof / Asst Prof Rank |
| Housing Authority   | -        | -        | 2        | 16           | 46                    | -        | -        | 2        | 16           | 46                    |
| <b>Total</b>        | <b>-</b> | <b>-</b> | <b>2</b> | <b>16</b>    | <b>46</b>             | <b>-</b> | <b>-</b> | <b>2</b> | <b>16</b>    | <b>46</b>             |

## Landscape Architect

| Bureau / Department                                 | 2023-24  |    |          |              |                       | 2024-25  |    |          |              |                       |
|---|----------|----|----------|--------------|-----------------------|----------|----|----------|--------------|-----------------------|
|   | Above D2 | D2 | D1       | Sr Prof Rank | Prof / Asst Prof Rank | Above D2 | D2 | D1       | Sr Prof Rank | Prof / Asst Prof Rank |
| Architectural Services Department                   | -        | -  | 1        | 6            | 17                    | -        | -  | 1        | 6            | 17                    |
| Civil Engineering and Development Department        | -        | -  | 1        | 6            | 17                    | -        | -  | 1        | 6            | 17                    |
| Culture, Sports and Tourism Bureau                  | -        | -  | -        | 1            | -                     | -        | -  | -        | 1            | -                     |
| Development Bureau (Planning and Lands Branch)      | -        | -  | -        | -            | 2                     | -        | -  | -        | -            | 2                     |
| Development Bureau (Works Branch)                   | -        | -  | 1        | 3            | 4                     | -        | -  | 1        | 3            | 4                     |
| Drainage Services Department                        | -        | -  | -        | 1            | 2                     | -        | -  | -        | 1            | 3                     |
| Environment and Ecology Bureau (Environment Branch) | -        | -  | -        | -            | 1                     | -        | -  | -        | -            | 1                     |
| Government Property Agency                          | -        | -  | -        | -            | 1                     | -        | -  | -        | -            | 1                     |
| Highways Department                                 | -        | -  | 1        | 5            | 17                    | -        | -  | 1        | 5            | 18                    |
| Housing Authority                                   | -        | -  | -        | 7            | 25                    | -        | -  | -        | 7            | 25                    |
| Lands Department                                    | -        | -  | -        | 1            | 4                     | -        | -  | -        | 1            | 4                     |
| Leisure and Cultural Services Department            | -        | -  | -        | -            | 1                     | -        | -  | -        | -            | 1                     |
| Planning Department                                 | -        | -  | -        | 2            | 9                     | -        | -  | -        | 2            | 9                     |
| Water Supplies Department                           | -        | -  | -        | -            | 2                     | -        | -  | -        | -            | 2                     |
| <b>Total</b>  | -        | -  | <b>4</b> | <b>32</b>    | <b>102</b>            | -        | -  | <b>4</b> | <b>32</b>    | <b>104</b>            |

**Strength of the grades relating to the Architectural, Surveying,  
Planning and Landscape Professions in Bureaux / Departments  
(position as at 31 January 2024)**

| <b>Bureau / Department</b>                                       | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Senior Professional Rank</b> | <b>Professional / Assistant Professional Rank</b> |
|--|-----------------|-----------|-----------|---------------------------------|---|
| Agriculture, Fisheries and Conservation Department               | -               | -         | -         | -                               | 1   |
| Architectural Services Department                                | -               | 3         | 19        | 100                             | 255   |
| Buildings Department   | -               | 4         | 16        | 84                              | 324   |
| Civil Aviation Department  | -               | -         | -         | 1                               | 1   |
| Civil Engineering and Development Department                     | -               | 1         | 3         | 15                              | 34  |
| Culture, Sports and Tourism Bureau                               | -               | 1         | -         | 5                               | 1   |
| Department of Health   | -               | -         | -         | -                               | 1   |
| Development Bureau (Planning and Lands Branch)                   | -               | 1         | 1         | 20                              | 13  |
| Development Bureau (Works Branch)                                | -               | 1         | 5         | 14                              | 22  |
| Drainage Services Department                                     | -               | -         | -         | 2                               | 6   |
| Education Bureau   | -               | -         | 1         | 5                               | 16  |
| Environment and Ecology Bureau (Environment Branch)              | -               | -         | -         | 1                               | 3   |
| Environmental Protection Department                              | -               | -         | -         | 1                               | 2   |
| Financial Services and the Treasury Bureau (The Treasury Branch) | -               | -         | -         | -                               | 1   |
| Fire Services Department   | -               | -         | -         | 1                               | 1   |
| Government Property Agency                                       | -               | -         | 2         | 18                              | 50  |
| Health Bureau  | -               | -         | -         | -                               | 1   |
| Highways Department  | -               | -         | -         | 8                               | 35  |
| Home Affairs Department  | -               | -         | 1         | 4                               | 24  |

| <b>Bureau / Department</b>               | <b>Above D2</b> | <b>D2</b> | <b>D1</b>  | <b>Senior Professional Rank</b> | <b>Professional / Assistant Professional Rank</b> |
|--|-----------------|-----------|------------|---------------------------------|---|
| Housing Authority                        | -               | -         | 19         | 150                             | 498   |
| Judiciary                                | -               | -         | -          | 1                               | -   |
| Lands Department                         | 1               | 6         | 21         | 110                             | 284   |
| Leisure and Cultural Services Department | -               | -         | -          | 2                               | 2   |
| Marine Department                        | -               | -         | -          | 1                               | 7   |
| Planning Department                      | 3               | 5         | 18         | 76                              | 207   |
| Post Office                              | -               | -         | -          | 1                               | 3   |
| Rating and Valuation Department          | 2               | 2         | 9          | 16                              | 79  |
| Social Welfare Department                | -               | -         | -          | 4                               | 15  |
| Transport and Logistics Bureau           | -               | -         | -          | 2                               | -   |
| Water Supplies Department                | -               | -         | -          | 1                               | 4   |
| <b>Total</b>                             | <b>6</b>        | <b>24</b> | <b>115</b> | <b>643</b>                      | <b>1 890</b>                                      |

**Strength of the grades relating to the Architectural, Surveying,  
Planning and Landscape Professions in Bureaux / Departments**

**Breakdown by grades  
(position as at 31 January 2024)**

**Architect**

| <b>Bureau / Department</b>                          | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Senior Professional (Sr Prof) Rank</b> | <b>Professional / Assistant Professional (Prof / Asst Prof) Rank</b> |
|---|-----------------|-----------|-----------|---|--|
| Architectural Services Department                   | -               | 1         | 9         | 43  | 105  |
| Civil Engineering and Development Department        | -               | -         | -         | 2   | 4  |
| Culture, Sports and Tourism Bureau                  | -               | 1         | -         | -   | -  |
| Development Bureau (Planning and Lands Branch)      | -               | -         | -         | 1   | 3  |
| Development Bureau (Works Branch)                   | -               | -         | 2         | 6   | 12   |
| Drainage Services Department                        | -               | -         | -         | -   | 1  |
| Education Bureau                                    | -               | -         | -         | 1   | 1  |
| Environment and Ecology Bureau (Environment Branch) | -               | -         | -         | 1   | 1  |
| Environmental Protection Department                 | -               | -         | -         | 1   | 1  |
| Government Property Agency                          | -               | -         | 1         | 3   | 3  |
| Health Bureau                                       | -               | -         | -         | -   | 1  |
| Highways Department                                 | -               | -         | -         | -   | 2  |
| Home Affairs Department                             | -               | -         | -         | 1   | 10   |
| Housing Authority                                   | -               | -         | 9         | 53  | 196  |
| Judiciary   | -               | -         | -         | 1   | -  |
| Leisure and Cultural Services Department            | -               | -         | -         | 1   | -  |



| <b>Bureau / Department</b> | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Senior Professional (Sr Prof) Rank</b> | <b>Professional / Assistant Professional (Prof / Asst Prof) Rank</b> |
|----------------------------|-----------------|-----------|-----------|---|--|
| Social Welfare Department  | -               | -         | -         | 2   | 4  |
| <b>Total</b>               | -               | <b>2</b>  | <b>21</b> | <b>116</b>                                | <b>344</b>   |

### Building Surveyor

| <b>Bureau / Department</b>                     | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|--|-----------------|-----------|-----------|---------------------|------------------------------|
| Buildings Department                           | -               | 4         | 16        | 84                  | 324                          |
| Civil Engineering and Development Department   | -               | -         | -         | -                   | 1                            |
| Development Bureau (Planning and Lands Branch) | -               | -         | -         | 1                   | -                            |
| Development Bureau (Works Branch)              | -               | -         | -         | 2                   | -                            |
| Highways Department                            | -               | -         | -         | 1                   | 1                            |
| Home Affairs Department                        | -               | -         | 1         | 2                   | 11                           |
| Housing Authority                              | -               | -         | -         | 3                   | 2                            |
| Lands Department                               | -               | -         | -         | 1                   | 1                            |
| Social Welfare Department                      | -               | -         | -         | -                   | 5                            |
| <b>Total</b>                                   | -               | <b>4</b>  | <b>17</b> | <b>94</b>           | <b>345</b>                   |

### Estate Surveyor

| <b>Bureau / Department</b>                     | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|--|-----------------|-----------|-----------|---------------------|------------------------------|
| Culture, Sports and Tourism Bureau             | -               | -         | -         | 1                   | -                            |
| Development Bureau (Planning and Lands Branch) | -               | -         | -         | 5                   | -                            |
| Government Property Agency                     | -               | -         | -         | 4                   | 12                           |
| Housing Authority                              | -               | -         | 3         | 20                  | 72                           |
| Lands Department                               | -               | 5         | 18        | 79                  | 209                          |
| <b>Total</b>                                   | <b>-</b>        | <b>5</b>  | <b>21</b> | <b>109</b>          | <b>293</b>                   |

## Land Surveyor

| <b>Bureau / Department</b>                         | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|--|-----------------|-----------|-----------|---------------------|------------------------------|
| Agriculture, Fisheries and Conservation Department | -               | -         | -         | -                   | 1                            |
| Civil Engineering and Development Department       | -               | -         | 1         | 4                   | 8                            |
| Department of Health                               | -               | -         | -         | -                   | 1                            |
| Development Bureau (Planning and Lands Branch)     | -               | -         | 1         | 3                   | 3                            |
| Development Bureau (Works Branch)                  | -               | -         | -         | 1                   | 1                            |
| Drainage Services Department                       | -               | -         | -         | 1                   | 1                            |
| Fire Services Department                           | -               | -         | -         | 1                   | 1                            |
| Highways Department                                | -               | -         | -         | 2                   | 9                            |
| Home Affairs Department                            | -               | -         | -         | 1                   | 2                            |
| Housing Authority                                  | -               | -         | -         | 1                   | 8                            |
| Lands Department                                   | 1               | 1         | 3         | 29                  | 71                           |
| Marine Department                                  | -               | -         | -         | 1                   | 7                            |
| Water Supplies Department                          | -               | -         | -         | -                   | 1                            |
| <b>Total</b>                                       | <b>1</b>        | <b>1</b>  | <b>5</b>  | <b>44</b>           | <b>114</b>                   |

### Maintenance Surveyor

| <b>Bureau / Department</b>               | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|--|-----------------|-----------|-----------|---------------------|------------------------------|
| Architectural Services Department        | -               | 1         | 4         | 25                  | 61                           |
| Civil Aviation Department                | -               | -         | -         | 1                   | -                            |
| Development Bureau (Works Branch)        | -               | -         | -         | -                   | 2                            |
| Education Bureau                         | -               | -         | 1         | 3                   | 11                           |
| Environmental Protection Department      | -               | -         | -         | -                   | 1                            |
| Government Property Agency               | -               | -         | -         | 3                   | 7                            |
| Housing Authority                        | -               | -         | 3         | 36                  | 100                          |
| Leisure and Cultural Services Department | -               | -         | -         | 1                   | 1                            |
| Post Office                              | -               | -         | -         | 1                   | 2                            |
| Social Welfare Department                | -               | -         | -         | 1                   | 1                            |
| <b>Total</b>                             | <b>-</b>        | <b>1</b>  | <b>8</b>  | <b>71</b>           | <b>186</b>                   |

### Quantity Surveyor

| <b>Bureau / Department</b>                                       | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|--|-----------------|-----------|-----------|---------------------|------------------------------|
| Architectural Services Department                                | -               | 1         | 5         | 28                  | 72                           |
| Civil Aviation Department  | -               | -         | -         | -                   | 1                            |
| Culture, Sports and Tourism Bureau                               | -               | -         | -         | 1                   | 1                            |
| Civil Engineering and Development Department                     | -               | -         | -         | -                   | 2                            |
| Development Bureau (Planning and Lands Branch)                   | -               | -         | -         | -                   | 2                            |
| Development Bureau (Works Branch)                                | -               | -         | -         | 1                   | 2                            |
| Drainage Services Department                                     | -               | -         | -         | -                   | 1                            |
| Education Bureau   | -               | -         | -         | 1                   | 4                            |
| Financial Services and the Treasury Bureau (The Treasury Branch) | -               | -         | -         | -                   | 1                            |
| Government Property Agency                                       | -               | -         | -         | -                   | 1                            |
| Highways Department  | -               | -         | -         | 1                   | 4                            |
| Home Affairs Department  | -               | -         | -         | -                   | 1                            |
| Housing Authority  | -               | -         | 2         | 17                  | 62                           |
| Post Office  | -               | -         | -         | -                   | 1                            |
| Social Welfare Department  | -               | -         | -         | 1                   | 5                            |
| Water Supplies Department  | -               | -         | -         | 1                   | 1                            |
| <b>Total</b>   | <b>-</b>        | <b>1</b>  | <b>7</b>  | <b>51</b>           | <b>161</b>                   |

### Valuation Surveyor

| <b>Bureau / Department</b>      | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|---------------------------------|-----------------|-----------|-----------|---------------------|------------------------------|
| Government Property Agency      | -               | -         | 1         | 8                   | 26                           |
| Rating and Valuation Department | 2               | 2         | 9         | 16                  | 79                           |
| <b>Total</b>                    | <b>2</b>        | <b>2</b>  | <b>10</b> | <b>24</b>           | <b>105</b>                   |

### Town Planner

| <b>Bureau / Department</b>                          | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|---|-----------------|-----------|-----------|---------------------|------------------------------|
| Civil Engineering and Development Department        | -               | 1         | 1         | 4                   | 2                            |
| Culture, Sports and Tourism Bureau                  | -               | -         | -         | 2                   | -                            |
| Development Bureau (Planning and Lands Branch)      | -               | 1         | -         | 10                  | 3                            |
| Development Bureau (Works Branch)                   | -               | 1         | -         | 2                   | 1                            |
| Environment and Ecology Bureau (Environment Branch) | -               | -         | -         | -                   | 2                            |
| Planning Department                                 | 3               | 5         | 18        | 74                  | 200                          |
| Transport and Logistics Bureau                      | -               | -         | -         | 2                   | -                            |
| <b>Total</b>  | <b>3</b>        | <b>8</b>  | <b>19</b> | <b>94</b>           | <b>208</b>                   |



### Planning Officer

| <b>Bureau / Department / Office</b> | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|-------------------------------------|-----------------|-----------|-----------|---------------------|------------------------------|
| Housing Authority                   | -               | -         | 2         | 15                  | 33                           |
| <b>Total</b>                        | -               | -         | <b>2</b>  | <b>15</b>           | <b>33</b>                    |

## Landscape Architect

| <b>Bureau / Department / Office</b>            | <b>Above D2</b> | <b>D2</b> | <b>D1</b> | <b>Sr Prof Rank</b> | <b>Prof / Asst Prof Rank</b> |
|--|-----------------|-----------|-----------|---------------------|------------------------------|
| Architectural Services Department              | -               | -         | 1         | 4                   | 17                           |
| Civil Engineering and Development Department   | -               | -         | 1         | 5                   | 17                           |
| Culture, Sports and Tourism Bureau             | -               | -         | -         | 1                   | -                            |
| Development Bureau (Planning and Lands Branch) | -               | -         | -         | -                   | 2                            |
| Development Bureau (Works Branch)              | -               | -         | 3         | 2                   | 4                            |
| Drainage Services Department                   | -               | -         | -         | 1                   | 3                            |
| Government Property Agency                     | -               | -         | -         | -                   | 1                            |
| Highways Department                            | -               | -         | -         | 4                   | 19                           |
| Housing Authority                              | -               | -         | -         | 5                   | 25                           |
| Lands Department                               | -               | -         | -         | 1                   | 3                            |
| Leisure and Cultural Services Department       | -               | -         | -         | -                   | 1                            |
| Planning Department                            | -               | -         | -         | 2                   | 7                            |
| Water Supplies Department                      | -               | -         | -         | -                   | 2                            |
| <b>Total</b>                                   | -               | -         | <b>5</b>  | <b>25</b>           | <b>101</b>                   |

**Estimated Number of Retirees in Grades Relating to the  
Architectural, Surveying, Planning and Landscape Professions  
in 2023-24 and 2024-25**

| <b>Grade</b>         | <b>Estimated Number of Retirees</b> |                |
|----------------------|-------------------------------------|----------------|
|                      | <b>2023-24</b>                      | <b>2024-25</b> |
| Architect            | 16                                  | 11             |
| Building Surveyor    | 6                                   | 7              |
| Estate Surveyor      | 20                                  | 9              |
| Land Surveyor        | 6                                   | 4              |
| Maintenance Surveyor | 7                                   | 8              |
| Quantity Surveyor    | 6                                   | 1              |
| Valuation Surveyor   | 1                                   | 3              |
| Town Planner         | 11                                  | 12             |
| Planning Officer     | 1                                   | 2              |
| Landscape Architect  | 1                                   | 8              |

**Number of Eligible Civil Servants who had taken the Option in  
Major Bureaux/Departments with Grades relating to  
the Architectural, Surveying, Planning and Landscape professions  
(As at 16 September 2020, i.e. Expiry of Option Period)**

| <b>Bureau / Department</b>        | <b>Number of Eligible Civil Servants</b> | <b>Number of Eligible Civil Servants who had taken the Option</b> |
|-----------------------------------|--|---|
| Architectural Services Department | 518                                      | 438   |
| Buildings Department              | 881                                      | 770   |
| Development Bureau                | 256                                      | 168   |
| Government Property Agency        | 76                                       | 64  |
| Housing Department                | 2 608                                    | 2 255   |
| Lands Department                  | 1 282                                    | 1 139   |
| Planning Department               | 207                                      | 150   |
| Rating and Valuation Department   | 172                                      | 132   |

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1230)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Despite the HKSAR Government's clear intention to freeze the civil service establishment, increasing the number of supernumerary posts will likewise result in an increase in public expenditure. In this connection, will the Government inform this Committee:

1. of the number of additional supernumerary posts in each of the past 3 financial years and the current financial year (with their post titles, remuneration packages and end-of-contract gratuity set out in detail);
2. of the total public expenditure on the additional supernumerary posts in each of the past 3 financial years and the current financial year?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 7)

Reply:

The Government will only consider creating new posts when there are sufficient justifications in order to ensure that bureaux and departments (B/Ds) can make good use of public funds to provide effective services to the public. Whether permanent or time-limited supernumerary posts<sup>(Note 1)</sup> (i.e. time-limited post) should be created depends on the nature of the work. For tasks that are time-limited or require review in the future, we are of the view that the practice of creating time-limited posts for specific durations is more appropriate for proper use of public resources.

In order to maintain the sustainability of our public finances, the Government will continue to strictly control the civil service establishment and maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Both permanent and time-limited posts have been taken into account in the Government's implementation of zero-growth policy of the civil service establishment. B/Ds have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward.

As regards time-limited directorate civil service posts<sup>(Note 2)</sup>, the Finance Committee has approved the creation of 23, 8 and 18<sup>(Note 3)</sup> time-limited directorate posts in the past 3 financial years respectively for jobs of time-limited nature or jobs that are subject to future review, for example, co-ordination of the Northern Metropolis development, taking forward talent attraction work, taking forward the planning and implementation of the 15th National Games, the 12th National Games for People with Disabilities and the 9th National Special Olympics Games in Hong Kong, and responsible for the implementation of Light Public Housing, etc. The notional annual salary cost at mid-point of the time-limited directorate posts above in the past 3 financial years amounts to approximately \$49 million, \$18 million and \$45 million per year respectively.

Proposals on creating a total of 2 time-limited directorate posts, one each to be created in the Customs and Excise Department and the Department of Justice, are planned for submission to the Legislative Council in the financial year 2024-25 to fulfill the obligations of the World Customs Organization Vice-Chairperson for the Asia/Pacific Region (2024-2026) and to implement the policy initiative of setting up a dedicated office and an expert group within 2024 to take forward the establishment of the Hong Kong International Legal Talents Training Academy. The notional annual salary cost at mid-point of these two time-limited directorate posts is about \$4 million per year. For tasks that are time-limited, we are of the view that the practice of creating time-limited posts for specific durations is more appropriate for proper use of public resources.

As regards time-limited non-directorate posts, to meet their staffing needs flexibly, B/Ds may, with regard to their operational needs, create time-limited posts in non-directorate ranks provided that their respective establishment and provision ceilings in their Controlling Officer's Reports are not exceeded. The Civil Service Bureau does not maintain records on time-limited non-directorate posts created in B/Ds in the past 3 financial years (i.e. from 2021-22 to 2023-24) and the current financial year (i.e. 2024-25).

Note 1: The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as "supernumerary directorate posts", which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment.

Note 2: Excluding Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of Overseas Economic and Trade Offices.

Note 3: Excluding retained/re-created time-limited directorate posts.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB063**

**(Question Serial No. 1252)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

A number of academics have pointed out that in the face of successive years of “structural fiscal deficits” exceeding hundreds of billions of dollars, and even with the introduction of a progressive rating system for domestic tenements and a two-tiered standard rates regime for tax under personal assessment, the annual increase in tax revenue for the Treasury is less than \$2 billion, and the policy on raising revenue is just a drop in the ocean. It has been suggested that the Government should be more austere and strictly contain growth of expenditure. Regarding expenditure cut, will the Secretary inform this Committee of the following:

apart from maintaining zero growth in the civil service establishment, would the objective of zero growth be extended to “supernumerary posts”?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 29)

Reply:

In order to maintain the sustainability of our public finances, the Government has strictly controlled the civil service establishment since 2021-22. The Government will continue to maintain the target of zero-growth in the civil service establishment in 2024-25, with the aim of containing the establishment at a level not exceeding that as at end-March 2021. Bureaux and departments (B/Ds) have enhanced effectiveness and efficiency through re-prioritisation, internal redeployment and streamlining of work processes, so that various new policies and initiatives of the Government can be taken forward.

The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as “supernumerary directorate posts”, which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment. As regards non-directorate posts, non-directorate time-limited civil service posts are also counted towards the establishment.

Therefore, under the zero-growth policy of the civil service establishment implemented by the Government, the overall establishment (including the total number of permanent and time-limited posts, directorate and non-directorate posts) will not exceed the level as at end-March 2021.

Under the zero-growth policy of the civil service establishment, it does not necessarily mean that there is no growth in the establishment of each B/D. B/Ds will review manpower requirements from time to time and may delete certain posts due to changes in the mode of operation. Time-limited posts which were created to handle specific tasks will also be deleted upon completion of the tasks concerned. In creating posts at different ranks, the primary consideration rests with the operational needs of the Government.

The Government will only consider creating new posts when there are sufficient justifications in order to ensure that B/Ds can make good use of public funds to provide effective services to the public. Whether permanent or time-limited posts should be created depends on the nature of the work. For tasks that are time-limited in nature or require review in the future, we are of the view that the practice of creating time-limited posts for specific durations is more appropriate for proper use of public resources.

- End -



**CONTROLLING OFFICER'S REPLY**

**CSB064**

**(Question Serial No. 0459)**

Head: (46) General Expenses of the Civil Service

Subhead (No. & title): (-) Not Specified

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Please provide the details of various allowances under the Home Purchase, Home Financing, Private Tenancy Allowance, Accommodation Allowance, Rent Allowance and Non-accountable Cash Allowance Schemes, including the salary points covered, eligibility criteria, number of eligible officers, number of recipients, the actual expenditure for the past year and the estimate for this year.

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 7)

Reply:

Details of the allowances and schemes raised in the question, and the number of recipients and expenditure for 2023-24 and 2024-25 are as follows –

| Scheme                           | Salary points covered and basic eligibility criteria   | 2023-24<br>(Revised Estimate) |                      | 2024-25<br>(Estimate) |                      |
|----------------------------------|--|-------------------------------|----------------------|-----------------------|----------------------|
|                                  |  | No. of recipients             | Expenditure (\$'000) | No. of recipients     | Expenditure (\$'000) |
| <b>Home Purchase</b>             | <p>The allowance is payable to officers who were offered appointment before 1.6.2000, and -</p> <p>(a) with salary between Master Pay Scale (MPS) Point 22 and 33 (or equivalent) and who have been confirmed to the permanent establishment or have completed one agreement; or</p> <p>(b) with salary not exceeding MPS Point 33 (or equivalent) with 20 years' continuous service.</p> <p>The allowance is given out upon application according to a quota system to eligible officers in the order of their priority on a priority list.</p> | 7 100                         | 519,000              | 6 710                 | 498,000              |
| <b>Home Financing</b>            | The allowance is payable to officers who were offered appointment before 1.6.2000 (excluding officers offered appointment on overseas terms on or after 1.10.1990) and with salary on or above MPS Point 34 (or equivalent).   | 1 930                         | 633,000              | 2 080                 | 694,000              |
| <b>Private Tenancy Allowance</b> | The allowance is payable to officers who were offered appointment on local terms before 1.10.1990 and with salary on or above MPS Point 34 (or equivalent), or officers who were offered appointment on overseas terms before 1.10.1990.   | 110                           | 42,000               | 100                   | 38,000               |
| <b>Accommodation Allowance</b>   | The allowance is payable to officers who were offered appointment on overseas terms between 1.10.1990 and 31.12.1998.  | 15                            | 8,000                | 15                    | 8,000                |
| <b>Rent Allowance</b>            | The allowance is payable to agreement officers who were offered appointment on common terms between 1.1.1999 and 31.5.2000 and with salary on or above MPS Point 34 (or equivalent).   | 1                             | 400                  | 1                     | 400                  |

| Scheme                                | Salary points covered and basic eligibility criteria   | 2023-24<br>(Revised Estimate) |                      | 2024-25<br>(Estimate) |                      |
|---------------------------------------|--|-------------------------------|----------------------|-----------------------|----------------------|
|                                       |  | No. of recipients             | Expenditure (\$'000) | No. of recipients     | Expenditure (\$'000) |
| <b>Non-accountable Cash Allowance</b> | <p>The allowance is payable to officers who were offered appointment on new terms on or after 1.6.2000. For officers -</p> <p>(a) on or above MPS Point 34 (or equivalent), they are eligible for the allowance as a condition of service; or</p> <p>(b) below MPS Point 34 (or equivalent), they are eligible for the allowance subject to the same quota system under the Home Purchase Scheme upon meeting the specified service requirements i.e. officers with salary between MPS Point 22 and 33 (or equivalent) meeting the three-year continuous service requirement and officers below MPS Point 22 (or equivalent) with 20 years' continuous service.</p> <p>Officers who were offered appointment before 1.6.2000 and eligible for the Accommodation Allowance may opt to switch to receive this allowance subject to the specified conditions.</p> | 14 000                        | 3,174,000            | 16 600                | 3,782,000            |

Eligible officers who join the schemes will receive a monthly allowance at specified rates appropriate to their salary points. For Home Purchase, Home Financing, Rent Allowance and Non-accountable Cash Allowance Schemes, the maximum entitlement period is 120 months.

As officers who meet the basic eligibility criteria of the relevant schemes may opt to join the schemes at any time of their choice according to their individual circumstances (e.g. whether the relevant officer or his/her spouse is enjoying other civil service/public housing benefits) and needs, and they have to undergo further verification of their eligibility (e.g. compliance with the rules on prevention of double housing benefits) in claiming the housing benefits, we are unable to provide information on the total number of eligible officers for the relevant schemes.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB065**

**(Question Serial No. 0554)**

Head: (46) General Expenses of the Civil Service

Subhead (No. & title): (-) Not Specified

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

At present, eligible civil servants may claim the Overseas Education Allowance (OEA) to assist them in their children's education in the United Kingdom or in their country of origin. In this connection, will the Government inform this Committee of the following:

- 1) details of subsidies in the past 3 years, set out in table form:

| 2021           |                                       |                               |             |
|----------------|---------------------------------------|-------------------------------|-------------|
|                | Number of civil servants claiming OEA | Number of subsidised children | Expenditure |
| United Kingdom |                                       |                               |             |
| USA            |                                       |                               |             |
| Australia      |                                       |                               |             |
| Canada         |                                       |                               |             |
| New Zealand    |                                       |                               |             |
| Others         |                                       |                               |             |

| 2022           |                                       |                               |             |
|----------------|---------------------------------------|-------------------------------|-------------|
|                | Number of civil servants claiming OEA | Number of subsidised children | Expenditure |
| United Kingdom |                                       |                               |             |
| USA            |                                       |                               |             |
| Australia      |                                       |                               |             |
| Canada         |                                       |                               |             |
| New Zealand    |                                       |                               |             |
| Others         |                                       |                               |             |

| 2023           |                                       |                               |             |
|----------------|---------------------------------------|-------------------------------|-------------|
|                | Number of civil servants claiming OEA | Number of subsidised children | Expenditure |
| United Kingdom |                                       |                               |             |
| USA            |                                       |                               |             |
| Australia      |                                       |                               |             |
| Canada         |                                       |                               |             |
| New Zealand    |                                       |                               |             |
| Others         |                                       |                               |             |

- 2) the manpower and administrative expenses incurred by the Government in vetting and processing OEA applications in the past 3 years; and
- 3) the number of subsidised children of civil servants who returned to Hong Kong to live and work after completing their studies in the past 3 years?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 12)

Reply:

- 1) The number of officers claiming the Overseas Education Allowance (OEA) (Note 1), the number of students involved and the actual expenditure in the past 3 financial years are tabulated below –

| Financial year | Number of officers claiming OEA | Number of students involved (Note 2) | Actual expenditure (\$ million) |
|----------------|---------------------------------|--------------------------------------|---------------------------------|
| 2020-21        | 1 414                           | 1 101<br>(Note 3)                    | 85.1                            |
| 2021-22        | 1 256                           | 866<br>(Note 3)                      | 74.5                            |
| 2022-23        | 1 352                           | 1 303                                | 101.1                           |

In the past 3 financial years, the schools attended by students claiming OEA are all located in the United Kingdom.

(Note 1) OEA is provided to eligible civil servants in respect of the cost of full-time education of their children, within the age limit from 9 to 19, in a school in the United Kingdom (for officers on local terms) or a school in the officer's country of origin (for officers on overseas terms). This allowance is not applicable to civil servants who were offered appointment on or after 1 August 1996.

(Note 2) At present, most of the schools attended by students in the United Kingdom charge tuition fees for 3 terms a year. Generally speaking, the Government also processes the applications from the relevant officers on the basis of 3 standard school terms a year. As such, the number of students involved

is calculated by dividing the total number of claims for the allowance by the number of standard school terms. As some applicants may not be able to claim the full 3 terms of fees in the first and last year of their claim period (mainly because an eligible civil servant may only claim OEA from the beginning of the term in which his/her child reaches the age of 9 up to the end of the term in which that child becomes 19), the number of claiming students is less than that of claiming officers by adopting the said calculation basis.

(Note 3) Due to the COVID-19 epidemic, some students did not finish the 3 standard school terms in the United Kingdom in 2020/21 and 2021/22 school years. As such, the numbers of students derived by adopting the calculation basis mentioned in Note 2 are comparatively smaller.

- 2) Since the vetting and processing work related to OEA are handled by the respective departments of applicants, it would be impracticable to provide a breakdown on the manpower and administrative expenses involved, and the processing of OEA only constitutes a very small portion of relevant officers' daily work.
- 3) We do not maintain information on the employment and place of residence of the civil servants' children after graduation.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB066**

**(Question Serial No. 0556)**

Head: (46) General Expenses of the Civil Service

Subhead (No. & title): (-) Not Specified

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Civil servants offered appointment before 1 August 1996 may claim a school passage allowance for their eligible children. In this connection, will the Government inform this Committee:

1) of the details of the allowance in the past 3 years in table form;

| 2021                          |   |                               |             |
|-------------------------------|---|-------------------------------|-------------|
|                               | Number of civil servants receiving such subsidy | Number of subsidised children | Expenditure |
| Aged 19 or above but below 21 |   |                               |             |
| Aged 12 or above but below 19 |   |                               |             |
| Aged below 12                 |   |                               |             |

| 2022                          |   |                               |             |
|-------------------------------|---|-------------------------------|-------------|
|                               | Number of civil servants receiving such subsidy | Number of subsidised children | Expenditure |
| Aged 19 or above but below 21 |   |                               |             |
| Aged 12 or above but below 19 |   |                               |             |
| Aged below 12                 |   |                               |             |



| 2023                          |   |                               |             |
|-------------------------------|---|-------------------------------|-------------|
|                               | Number of civil servants receiving such subsidy | Number of subsidised children | Expenditure |
| Aged 19 or above but below 21 |   |                               |             |
| Aged 12 or above but below 19 |   |                               |             |
| Aged below 12                 |   |                               |             |

- 2) of the manpower and administrative expenses incurred by the Government in vetting and processing applications for school passage allowance for children of civil servants in the past 3 years; and
- 3) whether it has any plan to set up a similar allowance scheme in the future to subsidise visits by children of civil servants to the Mainland and the Belt and Road countries; if so, of the estimate concerned.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 14)

Reply:

- 1) Details of the claims for School Passage Allowance (SPA) from 2020-21 to 2022-23 are tabulated below:

| <b>2020-21 financial year</b> |   |   |                                |
|-------------------------------|---|---|--------------------------------|
|                               | Number of subsidised children <sup>(Note)</sup> | Number of officers claiming the allowance | Actual expenditure (\$million) |
| Aged 19 or above but below 21 | 507   | 1 590                                     | 23.7                           |
| Aged 12 or above but below 19 | 1 181   |   |                                |
| Aged below 12                 | 44  |   |                                |

| <b>2021-22 financial year</b> |   |   |                                |
|-------------------------------|---|---|--------------------------------|
|                               | Number of subsidised children <sup>(Note)</sup> | Number of officers claiming the allowance | Actual expenditure (\$million) |
| Aged 19 or above but below 21 | 292   | 1 155                                     | 16.2                           |
| Aged 12 or above but below 19 | 943   |   |                                |
| Aged below 12                 | 28  |   |                                |

| <b>2022-23 financial year</b> |   |   |                                |
|-------------------------------|---|---|--------------------------------|
|                               | Number of subsidised children <sup>(Note)</sup> | Number of officers claiming the allowance | Actual expenditure (\$million) |
| Aged 19 or above but below 21 | 456   | 1 350                                     | 26.0                           |
| Aged 12 or above but below 19 | 1 020   |   |                                |
| Aged below 12                 | 17  |   |                                |

Note: An officer claiming the allowance may submit claims for more than one eligible child.

- 2) As the vetting and processing of applications for SPA are handled by the applicants' respective departments, it would be impracticable for us to provide a breakdown on the manpower and administrative expenses involved.
- 3) SPA is provided to eligible civil servants in respect of the expenses incurred by their eligible children aged below 21 travelling between Hong Kong and the place where they receive full-time education, namely the United Kingdom (for officers on local terms) or a place outside Hong Kong (for officers on overseas terms). This allowance is not applicable to civil servants who were offered appointment on or after 1 August 1996, and will be phased out gradually over time. Given the substantial policy changes involved and long-term financial commitments to be incurred, we have no plan to provide similar SPA to other civil servants.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB067**

**(Question Serial No. 2568)**

Head: (46) General Expenses of the Civil Service  
Subhead (No. & title): (025) Long and Meritorious Service Travel Award Scheme  
Programme: General Expenses of the Civil Service  
Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Under the Long and Meritorious Service Travel Award Scheme, which aims at recognising staff with a continuous service of 20 years or more and a track record of consistently very good performance, the Government will grant award amounts to selected local non-directorate officers and their travelling companions. In this connection, will the Government inform this Committee of the following:

- (1) the maximum amount of awards of the Scheme in each year from 2018-19 to 2023-24;
- (2) the respective revised estimated expenditure and the estimated expenditure of the Scheme in 2023-24 and 2024-25; and
- (3) the actual expenditure and the number of recipients of the Scheme in each year from 2018-19 to 2022-23.

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 36)

Reply:

- (1) The Long and Meritorious Service Travel Award Scheme (Scheme) aims at recognising long and meritorious service of serving civil servants. The award amount granted to each awardee and his/her travelling companion is the same. The maximum amount of award in each year since 2018-19 is tabulated below –

| Year    | Maximum amount of travel award per awardee or travelling companion (\$) |
|---------|---|
| 2018-19 | 24,320  |
| 2019-20 | 26,140  |
| 2020-21 | 27,470  |
| 2021-22 | 27,470  |
| 2022-23 | 27,470  |
| 2023-24 | 27,470  |

- (2) The revised estimate for 2023-24 is \$172.9 million while the estimated expenditure for 2024-25 is \$105.4 million.
- (3) The actual expenditure and the number of recipients of the Scheme in each financial year since 2018-19 are tabulated below –

| Financial Year | Actual expenditure<br>(\$ million) | No. of recipients in the civil<br>service in the corresponding<br>calendar year (excluding<br>travelling companion) |
|----------------|------------------------------------|---|
| 2018-19        | 104.87                             | 2 859   |
| 2019-20        | 122.92 <sup>(Note 1)</sup>         | 2 338 <sup>(Note 1)</sup>   |
| 2020-21        | 1.19 <sup>(Note 2)</sup>           | 646 <sup>(Note 3)</sup>   |
| 2021-22        | 81.33 <sup>(Note 2)</sup>          | 2 704 <sup>(Note 3)</sup>   |
| 2022-23        | 140.07                             | 1 950 <sup>(Note 3)</sup>   |

Note 1: With the introduction of enhancement measures since 2019-20, awardee may nominate one person (not confined to spouse) as his/her travelling companion to receive the same amount of award. The increase in actual expenditure was due to the increase in the number of travelling companions.

Note 2: Given that the COVID-19 epidemic had severely affected outbound travel since early 2020, awardees were unable to use the travel awards to travel to places outside Hong Kong. The actual expenditure for 2020-21 and 2021-22 was thus lower than usual.

Note 3: In view of the COVID-19 epidemic, awardees of 2020-21 to 2022-23 were allowed to claim reimbursement of the award amount in any of the years concerned under special arrangements. The annual figure refers to the number of recipients in the civil service (i.e. eligible for the award) beginning to incur expenditure in the corresponding calendar year with the awards granted.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 2569)**

Head: (46) General Expenses of the Civil Service

Subhead (No. & title): (-) Not Specified

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Civil servants are crucial to the operation of the Government. In this connection, will the Government inform this Committee of:

- (1) the numbers of civil servants recruited in each of the past 5 years;
- (2) the numbers of civil servants leaving the service broken down by reasons in each of the past 5 years;
- (3) the numbers of candidates taking each of the 3 papers of the Common Recruitment Examination, the absence rates and the passing rates in each of the past 5 years;
- (4) the numbers of candidates taking the Joint Recruitment Examination for Administrative Officer, Executive Officer II and the relevant posts, the absence rates and the passing rates for the Chinese written test and English written test in each of the past 5 years;
- (5) the numbers of candidates who were invited to and had attended the selection interviews for the Administrative Officer Grade, the numbers of those who passed both rounds of interviews, and the numbers of those who were appointed as Administrative Officers in each of the past 5 years;
- (6) the numbers of candidates who were invited to and had attended the selection interviews for the Executive Officer Grade, the numbers of those who passed the interview, and the numbers of those who were appointed as Executive Officers in each of the past 5 years; and
- (7) the numbers of candidates taking the Basic Law and National Security Law Test, the absence rates and the passing rates in each of the past 2 years.

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 37)

Reply:

- (1) The recruitment figures from 2018-19 to 2022-23 are tabulated as follows –

| <b>Financial Year</b>                   | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|----------------|----------------|
| <b>Appointment to the Civil Service</b> | 14 657         | 13 545         | 11 576         | 11 367         | 9 841          |

- (2) From 2018-19 to 2022-23, the numbers of wastage of civil servants were 8 557, 8 311, 8 494, 10 487 and 10 126 respectively. A breakdown of the statistics by reason of wastage is set out below –

| <b>Reason of Wastage</b> | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--------------------------|----------------|----------------|----------------|----------------|----------------|
| Retirement               | 6 507          | 6 137          | 6 137          | 6 310          | 5 918          |
| Resignation              | 1 443          | 1 571          | 1 863          | 3 734          | 3 863          |
| Completion of Agreement  | 424            | 404            | 241            | 153            | 78             |
| Death                    | 130            | 130            | 136            | 112            | 98             |
| Dismissal                | 14             | 14             | 13             | 35             | 47             |
| Termination of Service   | 14             | 15             | 31             | 66             | 46             |
| Other Reasons            | 25             | 40             | 73             | 77             | 76             |
| <b>Total</b>             | <b>8 557</b>   | <b>8 311</b>   | <b>8 494</b>   | <b>10 487</b>  | <b>10 126</b>  |

- (3) The Common Recruitment Examination consists of three papers, namely Use of English, Use of Chinese and Aptitude Test. The numbers of eligible applicants, the absence rates and the passing rates for each paper in the past 5 years are provided below –

Use of English

| <b>Year</b> | <b>No. of eligible applicants</b> | <b>Absence rate</b> | <b>Passing rate</b> |
|-------------|-----------------------------------|---------------------|---------------------|
| 2019        | around 28 900                     | around 36%          | around 72%          |
| 2020        | around 29 600                     | around 28%          | around 74%          |
| 2021        | around 19 000                     | around 37%          | around 72%          |
| 2022        | around 22 200                     | around 36%          | around 71%          |
| 2023        | around 31 800                     | around 35%          | around 69%          |

Use of Chinese

| <b>Year</b> | <b>No. of eligible applicants</b> | <b>Absence rate</b> | <b>Passing rate</b> |
|-------------|-----------------------------------|---------------------|---------------------|
| 2019        | around 26 700                     | around 33%          | around 75%          |
| 2020        | around 28 100                     | around 25%          | around 76%          |
| 2021        | around 17 800                     | around 33%          | around 77%          |
| 2022        | around 19 800                     | around 31%          | around 79%          |
| 2023        | around 28 900                     | around 31%          | around 74%          |

### Aptitude Test

| <b>Year</b> | <b>No. of eligible applicants</b> | <b>Absence rate</b> | <b>Passing rate</b> |
|-------------|-----------------------------------|---------------------|---------------------|
| 2019        | around 29 100                     | around 33%          | around 74%          |
| 2020        | around 30 300                     | around 25%          | around 73%          |
| 2021        | around 18 500                     | around 33%          | around 68%          |
| 2022        | around 21 600                     | around 33%          | around 73%          |
| 2023        | around 31 000                     | around 32%          | around 73%          |

- (4) The numbers of eligible applicants for the Joint Recruitment Examination for Administrative Officer, Executive Officer II and relevant posts, the absence rates, and the passing rates for the Chinese written test and English written test in the past 5 years are provided below –

| <b>Year</b> | <b>No. of eligible applicants</b> | <b>Absence rate</b> | <b>Passing rate for the Chinese written test</b> | <b>Passing rate for the English written test</b> |
|-------------|-----------------------------------|---------------------|--|--|
| 2019        | around 19 600                     | around 36%          | around 47%                                       | around 48%                                       |
| 2020        | around 19 700                     | around 34%          | around 55%                                       | around 49%                                       |
| 2021        | around 14 600                     | around 35%          | around 56%                                       | around 50%                                       |
| 2022        | around 13 000                     | around 38%          | around 54%                                       | around 46%                                       |
| 2023        | around 20 900                     | around 39%          | around 46%                                       | around 36%                                       |

- (5) The recruitment figures of the Administrative Officer grade in the past 5 years are as follows –

| <b>Year</b>   | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|---|----------------|----------------|----------------|----------------|----------------|
| <b>No. of candidates invited to the first round interview</b> | Around 630     | Around 440     | Around 640     | Around 630     | Around 470     |
| <b>No. of candidates invited to the final round interview</b> | Around 150     | Around 110     | Around 140     | Around 120     | Around 140     |
| <b>No. of intakes</b>   | 38             | 29             | 26             | 32             | 52             |

- (6) The recruitment figures of the Executive Officer grade in the past 5 years are as follows –

| <b>Year</b>                                    | <b>2018-19</b> | <b>2019-20</b> | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> |
|--|----------------|----------------|----------------|----------------|----------------|
| <b>No. of candidates invited for interview</b> | Around 1 700   | Around 1 800   | Around 2 000   | Around 2 000   | Around 1 700   |
| <b>No. of intakes</b>                          | Around 320     | Around 200     | Around 220     | Around 250     | Around 240     |

- (7) For the Basic Law and National Security Law Test (degree/professional grades) conducted by the Civil Service Bureau which was held alongside the Common Recruitment Examination, the numbers of eligible applicants in 2022 and 2023 were around 58 900 and 49 600 respectively and the absence rates were around 23% and 30% respectively. The passing rates in both years were over 90%.

- End -



**CONTROLLING OFFICER'S REPLY**

|               |
|---------------|
| <b>CSB069</b> |
|---------------|

**(Question Serial No. 0705)**

Head: (46) General Expenses of the Civil Service

Subhead (No. & title): (-) Not Specified

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Clement LEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

In order to attract people with aspirations to serve the community to join the civil service, starting from 2023, the Government has expanded the pool of eligible candidates for civil service jobs requiring an undergraduate degree to students in their third year of undergraduate studies. Regarding the recruitment of Administrative Officers/Executive Officers/Labour Officers/Trade Officers/Management Services Officers/Transport Officers through the Joint Recruitment Examination (JRE) in 2023-24, will the Government inform this Committee of the following:

- the recruitment situation of the aforementioned grades in table form:

| Administrative Officer Grade                                      |       |                          |                          |
|---|-------|--------------------------|--------------------------|
|   | Total | No. of graduates in 2024 | No. of graduates in 2025 |
| No. of applicants   |       |                          |                          |
| No. of candidates sitting the written examination                 |       |                          |                          |
| No. of candidates passing the written examination                 |       |                          |                          |
| No. of candidates invited to the first round interview            |       |                          |                          |
| No. of candidates invited to the second and third round interview |       |                          |                          |

| Executive Officer Grade                           |       |                          |                          |
|---|-------|--------------------------|--------------------------|
|   | Total | No. of graduates in 2024 | No. of graduates in 2025 |
| No. of applicants                                 |       |                          |                          |
| No. of candidates sitting the written examination |       |                          |                          |
| No. of candidates passing the written examination |       |                          |                          |
| No. of candidates invited for interview           |       |                          |                          |

| Labour Officer Grade                              |       |                          |                          |
|---|-------|--------------------------|--------------------------|
|   | Total | No. of graduates in 2024 | No. of graduates in 2025 |
| No. of applicants                                 |       |                          |                          |
| No. of candidates sitting the written examination |       |                          |                          |
| No. of candidates passing the written examination |       |                          |                          |
| No. of candidates invited for interview           |       |                          |                          |

| Trade Officer Grade                               |       |                          |                          |
|---|-------|--------------------------|--------------------------|
|   | Total | No. of graduates in 2024 | No. of graduates in 2025 |
| No. of applicants                                 |       |                          |                          |
| No. of candidates sitting the written examination |       |                          |                          |
| No. of candidates passing the written examination |       |                          |                          |
| No. of candidates invited for interview           |       |                          |                          |

| Management Services Officer Grade                 |       |                          |                          |
|---|-------|--------------------------|--------------------------|
|   | Total | No. of graduates in 2024 | No. of graduates in 2025 |
| No. of applicants                                 |       |                          |                          |
| No. of candidates sitting the written examination |       |                          |                          |
| No. of candidates passing the written examination |       |                          |                          |
| No. of candidates invited for interview           |       |                          |                          |

| Transport Officer Grade                           |       |                          |                          |
|---|-------|--------------------------|--------------------------|
|   | Total | No. of graduates in 2024 | No. of graduates in 2025 |
| No. of applicants                                 |       |                          |                          |
| No. of candidates sitting the written examination |       |                          |                          |
| No. of candidates passing the written examination |       |                          |                          |
| No. of candidates invited for interview           |       |                          |                          |

- the promotion work (including local, Mainland and overseas) on “expanding the pool of eligible candidates for civil service jobs requiring an undergraduate degree to students in their third year of undergraduate studies” in table form; and

|  | Frequency | Attendance | Expenditure involved |
|--|-----------|------------|----------------------|
| Type of event<br>(e.g. recruitment talk at university) |           |            |                      |

- whether or not more grades will be included in the JRE to reduce expenditure incurred by other departments in conducting individual recruitment examinations.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 22)

Reply:

1. The number of applications for the Joint Recruitment Exercise (JRE) has increased by around 38% from around 15 180 in 2022-23 to around 21 000 in 2023-24. University students accounted for more than 10% of the total applications, and about 25% of the university students were in their third year of study. Relevant recruitment exercises are still in progress. The recruitment information of the grades participating in the JRE are tabulated as follows:

|   | Administrative Officer Grade  | Executive Officer Grade | Labour Officer Grade | Trade Officer Grade | Management Services Officer Grade | Transport Officer Grade |
|---|---|-------------------------|----------------------|---------------------|-----------------------------------|-------------------------|
| (No. of candidates)                     |   |                         |                      |                     |                                   |                         |
| No. of applicants                       | About 12 600  | About 18 400            | About 14 000         | About 13 400        | About 13 000                      | About 9 400             |
| No. of candidates sitting the JRE       | About 8 000   | About 11 000            | About 8 000          | About 8 000         | About 8 000                       | About 6 000             |
| No. of candidates passing the JRE       | About 3 300   | About 4 000             | About 2 800          | About 2 800         | About 2 800                       | About 1 900             |
| No. of candidates invited for interview | Figures not available as relevant recruitment exercises are still in progress |                         |                      |                     |                                   |                         |

2. The Government adopts a multi-pronged approach to attract young talents to join the government. The Civil Service Bureau (CSB) has strengthened the collaboration and message dissemination with universities (e.g. disseminating the most updated recruitment information via instant messaging applications). Besides, CSB held the first large-scale Government Career Fair (i.e. career fair involving government departments only) at three local universities in September 2023 for students to learn about the work of more than 40 civil service grades in over 20 departments, which attracted over 1 000 students

to participate. We will continue to organise career fairs and recruitment talks in more local universities in 2024-25 to encourage young talents to join the civil service.

A number of government departments join the Education & Career Expo every year to introduce the work of different civil service grades to people with aspirations to join the civil service. This year, CSB expanded the scale of participation (i.e. exhibition area tripled in size) and, for the first time, held 20 sharing sessions under the “Careers in the Government Talk Series” in our booth. The booth of CSB attracted around 3 000 visitors, and the expenditure involved was around \$560,000.

On Mainland publicity, the CSB started sending delegations to the Mainland, including Beijing, Shanghai, Guangzhou and Xiamen, in September 2023. A total of eight recruitment talks / sharing cum recruitment sessions were organised in a number of universities and local offices of the Hong Kong Special Administrative Region (HKSAR) Government to publicise the various job opportunities offered by the HKSAR Government as well as the new measure of expanding the pool of eligible candidates in recruitment to Hong Kong students and Hong Kong people residing in the Mainland, attracting an online and in-person participation of over 2 000 Hong Kong people. The publicity expenditure involved was approximately \$250,000.

3. Various factors are taken into account when considering if an individual grade is suitable for inclusion in the JRE, such as whether the entry requirements for the post concerned are comparable to those of the six existing JRE grades, whether JRE is a suitable means to assess applicants for the post having regard to its job nature, examination venues and manpower requirements, etc. If any grade finds the format, content and requirements of the JRE suitable, the CSB will consider the case proactively.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB070**

**(Question Serial No. 2582)**

Head: (120) Pensions

Subhead (No. & title): (-) Not Specified

Programme: (1) Public and Judicial Service Pension Benefits

Controlling Officer: Director of Accounting Services (Susanna CHEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

The aim of this programme is to make provision for the payment of public and judicial service pension benefits. In this connection, would the Government inform this Committee of:

1. the number of public and judicial service pensioners and the average annual amount of pension per pensioner in the past 3 financial years and the estimated figures for the coming financial year;

| Amount of monthly pension | Number of pensioners |         |         |         | Average annual amount of pension per pensioner (\$) |         |         |         |
|---------------------------|----------------------|---------|---------|---------|---|---------|---------|---------|
|                           | 2021-22              | 2022-23 | 2023-24 | 2024-25 | 2021-22   | 2022-23 | 2023-24 | 2024-25 |
| Below \$5,000             |                      |         |         |         |   |         |         |         |
| \$5,001-\$10,000          |                      |         |         |         |   |         |         |         |
| \$10,001-\$30,000         |                      |         |         |         |   |         |         |         |
| \$30,001-\$50,000         |                      |         |         |         |   |         |         |         |
| \$50,001-\$100,000        |                      |         |         |         |   |         |         |         |
| \$100,001 or above        |                      |         |         |         |   |         |         |         |

2. the number of recipients of widows' and orphans'/surviving spouses' and children's pensions and the average annual amount of pension per recipient in the past 3 financial years and the estimated figures for the coming financial year;

| Amount of monthly pension | Number of recipients |         |         |         | Average annual amount of pension per recipient (\$) |         |         |         |
|---------------------------|----------------------|---------|---------|---------|---|---------|---------|---------|
|                           | 2021-22              | 2022-23 | 2023-24 | 2024-25 | 2021-22   | 2022-23 | 2023-24 | 2024-25 |
| Below \$5,000             |                      |         |         |         |   |         |         |         |
| \$5,001-\$10,000          |                      |         |         |         |   |         |         |         |
| \$10,001-\$30,000         |                      |         |         |         |   |         |         |         |
| \$30,001-\$50,000         |                      |         |         |         |   |         |         |         |
| \$50,001-\$100,000        |                      |         |         |         |   |         |         |         |
| \$100,001 or above        |                      |         |         |         |   |         |         |         |

3. the estimated number of public and judicial service officers retiring in 2024-25 and the number of those who will take the option of extending their service, with a breakdown by government department;
4. the number of recipients of widows' and orphans'/surviving spouses' and children's pensions who were subject to pension suspension in the past 3 financial years; and
5. the number of public and judicial service pensioners whose pensions were ceased, suspended, reduced or cancelled in the past 3 financial years and the specific reasons for that?

Asked by: Hon LAU Ip-keung, Kenneth (LegCo internal reference no.: 37)

Reply:

1. The number of public and judicial service pensioners and the average amount of pension in the past 3 financial years are tabulated below:

| Amount of monthly pension | Number of pensioners            |                                 |   | Average annual amount of pension per pensioner (\$) |                                 |   |
|---------------------------|---------------------------------|---------------------------------|---|---|---------------------------------|---|
|                           | 2021-22 Financial Year (Actual) | 2022-23 Financial Year (Actual) | 2023-24 Financial Year (Revised Estimate) | 2021-22 Financial Year (Actual)                     | 2022-23 Financial Year (Actual) | 2023-24 Financial Year (Revised Estimate) |
| \$5,000 or below          | 34 694                          | 33 201                          | 31 947                                    | 36,211  | 36,406                          | 36,505                                    |
| \$5,001–\$10,000          | 29 232                          | 29 709                          | 30 010                                    | 85,940  | 85,943                          | 85,638                                    |
| \$10,001–\$30,000         | 67 940                          | 70 828                          | 73 633                                    | 207,073   | 207,803                         | 208,201                                   |
| \$30,001–\$50,000         | 13 364                          | 14 721                          | 16 050                                    | 450,583   | 448,129                         | 445,955                                   |
| \$50,001–\$100,000        | 4 754                           | 5 302                           | 5 916                                     | 759,436   | 759,833                         | 758,527                                   |
| Above \$100,000           | 233                             | 282                             | 364                                       | 1,410,262   | 1,416,451                       | 1,465,618                                 |

The 2024-25 estimate is based on the overall general profile of the civil service. Hence, there is no breakdown of the relevant figures.

2. The number of recipients of widows’ and orphans’/surviving spouses’ and children’s pensions and the average amount of pension in the past 3 financial years are tabulated below:

| Amount of monthly pension | Number of recipients            |                                 |   | Average annual amount of pension per recipient (\$) |                                 |   |
|---------------------------|---------------------------------|---------------------------------|---|---|---------------------------------|---|
|                           | 2021-22 Financial Year (Actual) | 2022-23 Financial Year (Actual) | 2023-24 Financial Year (Revised Estimate) | 2021-22 Financial Year (Actual)                     | 2022-23 Financial Year (Actual) | 2023-24 Financial Year (Revised Estimate) |
| \$5,000 or below          | 6 177                           | 6 229                           | 6 343                                     | 34,435  | 34,495                          | 34,861                                    |
| \$5,001–\$10,000          | 3 233                           | 3 547                           | 3 725                                     | 85,660  | 84,959                          | 85,273                                    |
| \$10,001–\$30,000         | 1 458                           | 1 625                           | 1 752                                     | 191,732   | 190,171                         | 189,628                                   |
| \$30,001–\$50,000         | 128                             | 142                             | 164                                       | 448,022   | 446,699                         | 445,430                                   |
| \$50,001–\$100,000        | 26                              | 31                              | 36  | 731,056   | 721,235                         | 726,282                                   |
| \$100,001 or above        | Not applicable                  |                                 |   |   |                                 |   |

The 2024-25 estimate is based on the overall general profile of recipients of the widows' and orphans'/surviving spouses' and children's pensions. Hence, there is no breakdown of the relevant figures.

3. The number of public and judicial service officers retiring in 2024-25 financial year estimated by bureau/department (B/D) is shown in the Annex. As regards the estimated number of officers applying for extension of service, we cannot forecast the relevant figures since the officers concerned may apply for extension having regard to their own circumstances or the operational needs of the relevant B/Ds, and that their applications are also subject to approval.
4. According to the relevant legislation, payment of pensions will be suspended if the recipient is adjudicated bankrupt or is declared insolvent. In the past 3 financial years, a total of 2 recipients have had their dependant pension suspended upon being adjudicated bankrupt.
5. In the past 3 financial years (i.e. from 2021-22 to 2023-24 (up to 31 December 2023)), the Government has exercised the power under the relevant provisions of the Pensions Ordinance (Cap. 89) or the Pension Benefits Ordinance (Cap. 99) to cancel, reduce or refuse to grant the deferred pension of a total of 9 civil servants who have retired or left service. The specific reasons include:
  - (i) the officer retired during disciplinary proceedings brought against him by the Government, or resigned from the service to avoid such disciplinary proceedings;
  - (ii) conviction of any offence in connection with the public service under the Government, being an offence which is certified by the Chief Executive to have been gravely injurious to Hong Kong or to be liable to lead to serious loss of confidence in the public service; and
  - (iii) conviction of any offence under Part II of the Prevention of Bribery Ordinance (Cap. 201), being an offence related to the person's previous public service under the Government.

We do not maintain the number of judicial service pensioners whose pensions were ceased, suspended, reduced or cancelled and the specific reasons.



**Estimated Number of Public and Judicial Service Officers Retiring in  
Financial Year 2024-25 by Bureau/Department**

| <b>Bureau/Department</b>   | <b>Financial Year<br/>Estimated Number</b> |
|--|--|
| Chief Executive's Office   | 3  |
| Agriculture, Fisheries and Conservation Department                 | 15   |
| Architectural Services Department                                  | 36   |
| Audit Commission   | 9  |
| Auxiliary Medical Service  | 2  |
| Buildings Department   | 32   |
| Census and Statistics Department                                   | 57   |
| Civil Aid Service  | 3  |
| Civil Aviation Department  | 13   |
| Civil Engineering and Development Department                       | 64   |
| Companies Registry   | 16   |
| Correctional Services Department                                   | 244  |
| Customs and Excise Department                                      | 213  |
| Department of Health   | 225  |
| Department of Justice  | 48   |
| Drainage Services Department                                       | 69   |
| Electrical and Mechanical Services Department                      | 28   |
| Electrical and Mechanical Services Trading Fund                    | 99   |
| Environmental Protection Department                                | 67   |
| Fire Services Department   | 345  |
| Food and Environmental Hygiene Department                          | 189  |
| Government Flying Service  | 9  |
| Government Laboratory  | 13   |
| Government Logistics Department                                    | 26   |
| Government Property Agency   | 6  |
| Government Secretariat: Civil Service Bureau                       | 24   |
| Government Secretariat: Commerce and Economic Development Bureau   | 9  |
| Government Secretariat: Constitutional and Mainland Affairs Bureau | 3  |
| Government Secretariat: Culture, Sports and Tourism Bureau         | 12   |

| <b>Bureau/Department</b>   | <b>Financial Year<br/>Estimated Number</b> |
|--|--|
| Government Secretariat: Development Bureau (Planning and Lands Branch)                                     | 2  |
| Government Secretariat: Development Bureau (Works Branch)  | 12   |
| Government Secretariat: Education Bureau   | 167  |
| Government Secretariat: Environment and Ecology Bureau (Environment Branch)                                | 5  |
| Government Secretariat: Environment and Ecology Bureau (Food Branch)                                       | 1  |
| Government Secretariat: Financial Services and the Treasury Bureau (Financial Services Branch)             | 3  |
| Government Secretariat: Financial Services and the Treasury Bureau (Treasury Branch)                       | 6  |
| Government Secretariat: Health Bureau  | 2  |
| Government Secretariat: Home and Youth Affairs Bureau  | 4  |
| Government Secretariat: Innovation, Technology and Industry Bureau   | 3  |
| Government Secretariat: Innovation and Technology Commission   | 10   |
| Government Secretariat: Labour and Welfare Bureau  | 2  |
| Government Secretariat: Office of the Government Chief Information Officer                                 | 20   |
| Government Secretariat: Offices of the Chief Secretary for Administration and Financial Secretary          | 15   |
| Government Secretariat: Overseas Economic and Trade Offices  | 2  |
| Government Secretariat: Security Bureau  | 3  |
| Government Secretariat: Transport and Logistics Bureau   | 3  |
| Highways Department  | 81   |
| Home Affairs Department  | 53   |
| Hong Kong Observatory  | 13   |
| Hong Kong Police Force   | 629  |
| Housing Department   | 357  |
| Immigration Department   | 215  |
| Information Services Department  | 11   |
| Inland Revenue Department  | 76   |
| Intellectual Property Department   | 4  |
| Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service | 1  |
| Judiciary  | 48   |

| <b>Bureau/Department</b>   | <b>Financial Year<br/>Estimated Number</b> |
|--|--|
| Labour Department  | 23   |
| Land Registry  | 20   |
| Lands Department   | 186  |
| Legal Aid Department   | 19   |
| Leisure and Cultural Services Department                                     | 331  |
| Marine Department  | 45   |
| Office for Film, Newspaper and Article Administration                        | 1  |
| Office of the Communications Authority                                       | 10   |
| Official Receiver's Office   | 15   |
| Planning Department  | 24   |
| Post Office  | 194  |
| Public Service Commission Secretariat  | 2  |
| Radio Television Hong Kong   | 12   |
| Rating and Valuation Department  | 37   |
| Registration and Electoral Office  | 13   |
| Secretariat, Commissioner on Interception of Communications and Surveillance | 1  |
| Social Welfare Department  | 199  |
| Trade and Industry Department  | 24   |
| Transport Department   | 52   |
| Treasury   | 25   |
| University Grants Committee  | 1  |
| Water Supplies Department  | 134  |
| Working Family and Student Financial Assistance Agency                       | 39   |

Note: The above estimated figures do not include 382 ex-civil servants/civil servants transferred to the Hospital Authority retiring in the financial year 2024-25.

– End –

**CONTROLLING OFFICER'S REPLY**

**CSB071**

**(Question Serial No. 1846)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Pilot Scheme on Dental Services (Dental Scaling) (Pilot Scheme), will the Government please advise this Committee on:

- (1) the number of (i) serving civil servants, (ii) retired civil servants, and (iii) eligible persons qualified for the Pilot Scheme;
- (2) the monthly cumulative number of (i) invitations issued, (ii) people who have accepted the invitation, (iii) successful appointments made at private dental clinics, (iv) cancellations without rebooking before the specified deadline, (v) appointments not kept, (vi) people who have received dental scaling service at private dental clinics, and (vii) the participation rate of the Pilot Scheme, broken down by type of civil service eligible person (CSEP) since the implementation of the Pilot Scheme;
- (3) the data of the Pilot Scheme's opinion survey, including (i) the satisfaction rate, (ii) the number of complaints received, (iii) the grounds for complaint, and (iv) the follow-up actions taken by the Department of Health (DH);
- (4) regarding each of the private dental clinics participating in the Pilot Scheme, (i) the service capacity that they have committed to providing, (ii) the number of dental scaling attendances at such clinics, and (iii) the amount of subsidy they have received and the administration costs incurred;
- (5) in view of the Government's remark made at the meeting of the Legislative Council's Subcommittee to Follow Up Issues Relating to Benefits for Civil Servants, Retired Civil Servants and Eligible Persons that the CSEPs may be referred to the DH for follow-up should they are found to have other problems while attending private dental clinics, the number of cases referred from private dental clinics since the implementation of the Pilot Scheme and the average waiting time of the above cases; and
- (6) the quotas for new cases provided by the dental clinics of DH each month, and the overall waiting time of the CSEPs for regular dental check-ups and dental follow-up treatment since the implementation of the Pilot Scheme?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 1)

Reply:

- (1) & (2) Following the launch of the Pilot Scheme on Dental Services (Dental Scaling) for Civil Service Eligible Persons (Pilot Scheme) in July 2023, as at 29 February 2024, the Department of Health (DH) has sent invitations to about 132 000 civil servants eligible persons (CSEPs), and among them, a total of about 45 100 CSEPs have received or made appointments for dental scaling services, representing a participation rate of about 34%. There were 11 CSEPs who had cancelled their appointments without rebooking before the specified deadline or did not attend their appointment as scheduled. The DH does not have a breakdown of the above statistics by civil servants, retired civil servants and eligible persons.
- (3) As at 29 February 2024, about 41% of CSEPs who had received dental scaling services completed an opinion survey on the Pilot Scheme, of which 91% of the respondents expressed satisfaction. The DH has received 13 complaints, mainly related to not being invited to participate in the Pilot Scheme, the limited scope of services offered (as only dental scaling is available), unsatisfactory arrangements by the participating private dental clinics and service attitude of their staff. Upon receipt of the complaints, the DH has taken follow-up actions, including explaining the details of the Pilot Scheme to the complainants. For complaints about the services of private dental clinics, the DH has asked the private dental organisation (PDO) concerned to follow up and make improvements. The DH will also carry out investigation as and when necessary.
- (4) According to the service agreement signed with the DH, each PDO shall provide a minimum of 400 dental scaling sessions through a minimum of 4 of its dental clinics each month during the service period. As at 29 February 2024, about 45 100 CSEPs have received or made appointments for dental scaling services. The expenditure thus incurred is about \$27 million. The DH will re-allocate the existing provision for medical and dental services for civil servants to cover the relevant expenditure of the Pilot Scheme.
- (5) As at 29 February 2024, private dental clinics participating in the Pilot Scheme have referred about 8 100 cases to the DH for follow-up. Most of the cases could be followed up within 6 months upon referral.
- (6) The monthly quotas for new cases provided by dental clinics of the DH since the implementation of the Pilot Scheme are set out in the table below:

| <b>Month</b>   | <b>Quota for new cases</b> |
|----------------|----------------------------|
| August 2023    | 200                        |
| September 2023 | 300                        |
| October 2023   | 400                        |
| November 2023  | 500                        |
| December 2023  | 600                        |

With the implementation of new registration arrangements for new dental cases from 5 January 2024, CSEPs are now able to join the waiting list for new dental appointment by completing the one-time e-Registration Form for New Dental

Consultation Waiting List for CSEPs. There is no quota restriction on the registration platform. Eligible registrants will be put onto the waiting list, and the DH will arrange appointments based on the order of the assigned sequence number.

As at 31 December 2023, the waiting time of CSEPs for regular dental check-up and follow-up dental treatment at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics in hospitals) ranged from 24 to 48 months and 8 to 44 months respectively.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB072**

**(Question Serial No. 0114)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding public dental services, please advise this Committee on the following figures for the past 3 years:

- (1) the total number of attendances of civil service eligible persons (CSEPs) at dental clinics;
- (2) the number of CSEP attendances at each dental clinic broken down by District Council district;
- (3) the waiting time of CSEPs for dental services at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals), including regular dental check-ups, follow-up dental treatments and consultation for elective specialised dental services; and
- (4) the number of CSEPs unable to secure an appointment for dental treatment since all appointments were fully booked?

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 1)

Reply:

- (1) The total numbers of attendances of civil service eligible persons (CSEPs) at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals) in the past 3 years are as follows –

| <b>Year</b> | <b>Attendance</b><br>(rounded to the nearest hundred) |
|-------------|---|
| 2021        | 708 600   |
| 2022        | 585 700   |
| 2023        | 530 300   |

Note: The attendances in 2022 and 2023 are lower than that in 2021 due to the Coronavirus Disease 2019 epidemic and staff wastage in dental clinics.

- (2) The attendances of CSEPs at each dental clinic (including OMS&DCs in hospitals) by District Council district in the past 3 years are at **Annex**.
- (3) The waiting time of CSEPs for dental services at dental clinics (including OMS&DCs in hospitals) in the past 3 years is as follows –

| <b>Year<br/>(as at 31 December)</b> | <b>Regular Dental<br/>Check-up</b> | <b>Follow-up Dental<br/>Treatment</b> | <b>Consultation for<br/>Elective<br/>Specialised<br/>Dental Service</b> |
|-------------------------------------|------------------------------------|---------------------------------------|---|
| 2021                                | 12 to 16 months                    | 4 to 16 months                        | 6 to 42 months  |
| 2022                                | 18 to 32 months                    | 8 to 37 months                        | 4 to 47 months  |
| 2023                                | 24 to 48 months                    | 8 to 44 months                        | 1 to 48 months  |

- (4) The Department of Health does not maintain information on the number of CSEPs who were unable to secure an appointment for dental treatment when all appointments were fully booked.



| District            | Dental Clinic                                   | Attendance <sup>^</sup> |        |        |
|---------------------|---|-------------------------|--------|--------|
|                     |   | 2021                    | 2022   | 2023   |
| Central and Western | Harbour Building Dental Clinic                  | 26 200                  | 19 500 | 18 100 |
|                     | Harbour Building Orthodontic Clinic             | 12 800                  | 11 000 | 11 100 |
|                     | Kennedy Town Community Complex Dental Clinic    | 18 000                  | 13 400 | 13 600 |
|                     | Queensway Government Offices Dental Clinic      | 27 100                  | 23 600 | 22 600 |
|                     | Sai Ying Pun Dental Clinic 3/F <sup>@</sup>     | 3 900                   | 0      | 0      |
|                     | Sai Ying Pun Dental Clinic 8/F                  | 13 100                  | 11 100 | 8 200  |
|                     | Victoria Road Dental Clinic                     | 3 500                   | 3 600  | 5 300  |
|                     | Western Dental Clinic                           | 5 000                   | 4 400  | 4 700  |
| Eastern             | Chai Wan Government Dental Clinic <sup>@</sup>  | 17 100                  | 15 000 | 9 200  |
|                     | Tang Shiu Kin Dental Clinic                     | 23 100                  | 18 800 | 19 400 |
| Southern            | Aberdeen Jockey Club Dental Clinic <sup>@</sup> | 8 800                   | 7 000  | 5 000  |
|                     | Hong Kong Police College Dental Clinic          | 400                     | 200    | 100    |
| Wanchai             | MacLehose Dental Centre 2/F                     | 9 300                   | 7 800  | 8 100  |
|                     | MacLehose Dental Centre 6/F                     | 31 500                  | 26 300 | 25 800 |
|                     | Wan Chai Dental Clinic                          | 30 500                  | 20 200 | 17 700 |
| Kowloon City        | Kowloon City Dental Clinic                      | 36 300                  | 31 000 | 25 600 |
| Kwun Tong           | Kwun Tong Dental Clinic                         | 17 000                  | 15 600 | 15 000 |
|                     | Kwun Tong Yung Fung Shee Dental Clinic          | 15 200                  | 13 100 | 10 700 |
| Sham Shui Po        | Cheung Sha Wan Government Offices Dental Clinic | 60 900                  | 47 600 | 42 500 |
| Yau Tsim Mong       | Li Po Chun Dental Clinic                        | 15 100                  | 11 800 | 12 100 |
|                     | West Kowloon Government Offices Dental Clinic   | 12 000                  | 13 200 | 14 100 |
|                     | Yau Ma Tei Dental Clinic                        | 33 700                  | 25 800 | 24 400 |
|                     | Yau Ma Tei Orthodontic Clinic                   | 27 300                  | 21 700 | 19 800 |
| Islands             | Cheung Chau Dental Clinic <sup>@</sup>          | 500                     | <100   | 0      |
|                     | Tai O Dental Clinic <sup>@</sup>                | 100                     | <100   | 0      |
|                     | Tung Chung Dental Clinic <sup>@</sup>           | 7 700                   | 7 100  | 3 800  |
| Kwai Tsing          | Ha Kwai Chung Government Dental Clinic          | 11 300                  | 10 400 | 8 400  |
|                     | Kwai Chung Hospital Dental Clinic <sup>@</sup>  | 2 500                   | 800    | 0      |
|                     | Sheung Kwai Chung Government Dental Clinic      | 25 900                  | 20 500 | 18 900 |
|                     | Sheung Kwai Chung Prosthodontic Clinic          | 7 300                   | 8 100  | 8 400  |
| North               | Fanling Health Centre Dental Clinic             | 24 600                  | 21 800 | 19 100 |
| Sai Kung            | Mona Fong Dental Clinic <sup>@</sup>            | 4 600                   | 4 200  | 1 500  |
|                     | Tseung Kwan O Dental Clinic                     | 21 400                  | 19 700 | 17 800 |

| District  | Dental Clinic                                    | Attendance <sup>^</sup> |        |        |
|-----------|--|-------------------------|--------|--------|
|           |  | 2021                    | 2022   | 2023   |
| Shatin    | Ma On Shan Dental Clinic                         | 12 200                  | 9 700  | 9 700  |
|           | Pamela Youde Government Dental Clinic            | 23 400                  | 19 600 | 17 900 |
| Tai Po    | Tai Po Wong Siu Ching Dental Clinic              | 12 400                  | 10 600 | 10 200 |
| Tsuen Wan | Tsuen Wan Dental Clinic                          | 7 600                   | 7 800  | 8 300  |
|           | Tsuen Wan Government Offices Dental Clinic       | 16 500                  | 14 600 | 10 500 |
| Tuen Mun  | Castle Peak Hospital Dental Clinic               | 10 900                  | 9 900  | 7 300  |
|           | Yan Oi Dental Clinic                             | 8 700                   | 8 000  | 6 900  |
| Yuen Long | Madam Yung Fung Shee Dental Clinic               | 12 500                  | 10 900 | 9 500  |
|           | Yuen Long Government Offices Dental Clinic       | 12 700                  | 12 900 | 13 900 |
|           | Yuen Long Jockey Club Dental Clinic <sup>@</sup> | 8 200                   | 3 500  | 0      |

| District      | OMS&DCs in Hospitals                            | Attendance <sup>^</sup> |       |       |
|---------------|---|-------------------------|-------|-------|
|               |   | 2021                    | 2022  | 2023  |
| Eastern       | Pamela Youde Nethersole Eastern Hospital OMS&DC | 3 900                   | 3 300 | 3 300 |
| Southern      | Queen Mary Hospital OMS&DC                      | 5 000                   | 3 900 | 3 800 |
| Yau Tsim Mong | Queen Elizabeth Hospital OMS&DC                 | 6 100                   | 4 200 | 5 000 |
| Kwai Tsing    | Princess Margaret Hospital OMS&DC               | 3 300                   | 2 900 | 3 100 |
| North         | North District Hospital OMS&DC                  | 4 400                   | 3 500 | 3 100 |
| Shatin        | Prince of Wales Hospital OMS&DC                 | 5 300                   | 3 900 | 4 300 |
| Tuen Mun      | Tuen Mun Hospital OMS&DC                        | 1 800                   | 2 100 | 2 500 |

Note: The attendances in 2022 and 2023 are lower than that in 2021 due to the Coronavirus Disease 2019 epidemic and staff wastage in dental clinics.

<sup>^</sup> The number of attendances is rounded to the nearest hundred except those specified as <100.

<sup>@</sup> The services provided by Sai Ying Pun Dental Clinic 3/F, Cheung Chau Dental Clinic, Tai O Dental Clinic, Kwai Chung Hospital Dental Clinic, Yuen Long Jockey Club Dental Clinic, Mona Fong Dental Clinic, Tung Chung Dental Clinic, Aberdeen Jockey Club Dental Clinic and Chai Wan Government Dental Clinic to CSEPs have been suspended by phases since October 2021 in view of the development of the epidemic and the manpower situation of the Dental Officer Grade. Affected patients have been transferred to dental clinics nearby for service.

- End -

**CONTROLLING OFFICER'S REPLY****CSB073****(Question Serial No. 0115)**Head: (37) Department of HealthSubhead (No. & title): (-) Not SpecifiedProgramme: (7) Medical and Dental Treatment for Civil ServantsControlling Officer: Director of Health (Dr. Ronald LAM)Director of Bureau: Secretary for the Civil ServiceQuestion:

The Department of Health provides general out-patient services for civil service eligible persons (CSEPs) through 6 families clinics. In this connection, will the Government please advise this Committee on:

- (1) the number of attendances of CSEPs in each of the past 3 years, broken down by families clinic;
- (2) the actual expenditure of, revised estimate for or estimated expenditure of the families clinics in each of the past 3 years and in 2024-25; and
- (3) whether separate expenditure accounts are maintained for individual families clinics; if yes, the details for the past 3 years?

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 2)Reply:

- (1) The attendances of civil service eligible persons at each families clinic in the past 3 years are as follows –

| <b>Number of attendances</b> <small>Note</small> | <b>2021</b> | <b>2022</b> | <b>2023</b> |
|--|-------------|-------------|-------------|
| Chai Wan Families Clinic                         | 52 000      | 44 000      | 46 000      |
| Hong Kong Families Clinic                        | 52 000      | 52 000      | 56 000      |
| Kowloon Families Clinic                          | 59 000      | 49 000      | 52 000      |
| New Territories Families Clinic                  | 48 000      | 39 000      | 41 000      |
| Fanling Families Clinic                          | 43 000      | 31 000      | 39 000      |
| Sai Kung Families Clinic                         | 10 000      | 9 000       | 11 000      |

Note: The number of attendances is rounded to the nearest thousand.

- (2) The actual expenditures of the families clinics for 2021-22 and 2022-23 were \$210.2 million and \$209.4 million respectively, while the revised estimate for 2023-24 and the estimated expenditure for 2024-25 are \$197.8 million and \$215.3 million respectively.
- (3) The Department of Health does not maintain statistics on the expenditure of individual families clinics.

- End -

**CONTROLLING OFFICER'S REPLY****CSB074****(Question Serial No. 2174)**Head: (37) Department of HealthSubhead (No. & title): (-) Not SpecifiedProgramme: (7) Medical and Dental Treatment for Civil ServantsControlling Officer: Director of Health (Dr. Ronald LAM)Director of Bureau: Secretary for the Civil ServiceQuestion:

Regarding public dental services, please provide the Committee with the following information:

1. in respect of the government dental services, the quota of and attendance at each clinic, broken down by age group (0-18, 19-40, 41-60, 61-64 and 65 or above) over the past 3 years; and
2. the Government's measures in response to the rather low participation rate of the Pilot Scheme on Dental Services (Dental Scaling) for Civil Service Eligible Persons.

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 23)Reply:

1. The attendances of civil service eligible persons (CSEPs) at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals) in the past 3 years are as follows –

| Dental Clinic                                   | Attendance <sup>^</sup> |        |        |
|---|-------------------------|--------|--------|
|   | 2021                    | 2022   | 2023   |
| Aberdeen Jockey Club Dental Clinic <sup>@</sup> | 8 800                   | 7 000  | 5 000  |
| Castle Peak Hospital Dental Clinic              | 10 900                  | 9 900  | 7 300  |
| Chai Wan Government Dental Clinic <sup>@</sup>  | 17 100                  | 15 000 | 9 200  |
| Cheung Chau Dental Clinic <sup>@</sup>          | 500                     | <100   | 0      |
| Cheung Sha Wan Government Offices Dental Clinic | 60 900                  | 47 600 | 42 500 |
| Fanling Health Centre Dental Clinic             | 24 600                  | 21 800 | 19 100 |
| Ha Kwai Chung Government Dental Clinic          | 11 300                  | 10 400 | 8 400  |
| Harbour Building Dental Clinic                  | 26 200                  | 19 500 | 18 100 |
| Harbour Building Orthodontic Clinic             | 12 800                  | 11 000 | 11 100 |
| Hong Kong Police College Dental Clinic          | 400                     | 200    | 100    |

| Dental Clinic                                    | Attendance <sup>^</sup> |        |        |
|--|-------------------------|--------|--------|
|  | 2021                    | 2022   | 2023   |
| Kennedy Town Community Complex Dental Clinic     | 18 000                  | 13 400 | 13 600 |
| Kowloon City Dental Clinic                       | 36 300                  | 31 000 | 25 600 |
| Kwai Chung Hospital Dental Clinic <sup>@</sup>   | 2 500                   | 800    | 0      |
| Kwun Tong Dental Clinic                          | 17 000                  | 15 600 | 15 000 |
| Kwun Tong Yung Fung Shee Dental Clinic           | 15 200                  | 13 100 | 10 700 |
| Li Po Chun Dental Clinic                         | 15 100                  | 11 800 | 12 100 |
| Ma On Shan Dental Clinic                         | 12 200                  | 9 700  | 9 700  |
| MacLehose Dental Centre 2/F                      | 9 300                   | 7 800  | 8 100  |
| MacLehose Dental Centre 6/F                      | 31 500                  | 26 300 | 25 800 |
| Madam Yung Fung Shee Dental Clinic               | 12 500                  | 10 900 | 9 500  |
| Mona Fong Dental Clinic <sup>@</sup>             | 4 600                   | 4 200  | 1 500  |
| Pamela Youde Government Dental Clinic            | 23 400                  | 19 600 | 17 900 |
| Queensway Government Offices Dental Clinic       | 27 100                  | 23 600 | 22 600 |
| Sai Ying Pun Dental Clinic 3/F <sup>@</sup>      | 3 900                   | 0      | 0      |
| Sai Ying Pun Dental Clinic 8/F                   | 13 100                  | 11 100 | 8 200  |
| Sheung Kwai Chung Government Dental Clinic       | 25 900                  | 20 500 | 18 900 |
| Sheung Kwai Chung Prosthodontic Clinic           | 7 300                   | 8 100  | 8 400  |
| Tai O Dental Clinic <sup>@</sup>                 | 100                     | <100   | 0      |
| Tai Po Wong Siu Ching Dental Clinic              | 12 400                  | 10 600 | 10 200 |
| Tang Shiu Kin Dental Clinic                      | 23 100                  | 18 800 | 19 400 |
| Tseung Kwan O Dental Clinic                      | 21 400                  | 19 700 | 17 800 |
| Tsuen Wan Dental Clinic                          | 7 600                   | 7 800  | 8 300  |
| Tsuen Wan Government Offices Dental Clinic       | 16 500                  | 14 600 | 10 500 |
| Tung Chung Dental Clinic <sup>@</sup>            | 7 700                   | 7 100  | 3 800  |
| Victoria Road Dental Clinic                      | 3 500                   | 3 600  | 5 300  |
| Wan Chai Dental Clinic                           | 30 500                  | 20 200 | 17 700 |
| West Kowloon Government Offices Dental Clinic    | 12 000                  | 13 200 | 14 100 |
| Western Dental Clinic                            | 5 000                   | 4 400  | 4 700  |
| Yan Oi Dental Clinic                             | 8 700                   | 8 000  | 6 900  |
| Yau Ma Tei Dental Clinic                         | 33 700                  | 25 800 | 24 400 |
| Yau Ma Tei Orthodontic Clinic                    | 27 300                  | 21 700 | 19 800 |
| Yuen Long Government Offices Dental Clinic       | 12 700                  | 12 900 | 13 900 |
| Yuen Long Jockey Club Dental Clinic <sup>@</sup> | 8 200                   | 3 500  | 0      |

| OMS&DCs in Hospitals                            | Attendance <sup>^</sup> |       |       |
|---|-------------------------|-------|-------|
|   | 2021                    | 2022  | 2023  |
| North District Hospital OMS&DC                  | 4 400                   | 3 500 | 3 100 |
| Pamela Youde Nethersole Eastern Hospital OMS&DC | 3 900                   | 3 300 | 3 300 |
| Prince of Wales Hospital OMS&DC                 | 5 300                   | 3 900 | 4 300 |
| Princess Margaret Hospital OMS&DC               | 3 300                   | 2 900 | 3 100 |
| Queen Elizabeth Hospital OMS&DC                 | 6 100                   | 4 200 | 5 000 |
| Queen Mary Hospital OMS&DC                      | 5 000                   | 3 900 | 3 800 |
| Tuen Mun Hospital OMS&DC                        | 1 800                   | 2 100 | 2 500 |

Note: The attendances in 2022 and 2023 are lower than that in 2021 due to the Coronavirus Disease 2019 epidemic and staff wastage in dental clinics.

<sup>^</sup> The number of attendances is rounded to the nearest hundred except those specified as <100.

@ The services provided by Sai Ying Pun Dental Clinic 3/F, Cheung Chau Dental Clinic, Tai O Dental Clinic, Kwai Chung Hospital Dental Clinic, Yuen Long Jockey Club Dental Clinic, Mona Fong Dental Clinic, Tung Chung Dental Clinic, Aberdeen Jockey Club Dental Clinic and Chai Wan Government Dental Clinic to CSEPs have been suspended by phases since October 2021 in view of the development of the epidemic and the manpower situation of the Dental Officer Grade. Affected patients have been transferred to dental clinics nearby for service.

The Department of Health does not have a breakdown of attendances by age group.

- To increase the participation rate of the Pilot Scheme on Dental Services (Dental Scaling) (Pilot Scheme), the Government has implemented a series of measures, including conducting a sample survey to learn about the reasons of CSEPs not participating in the Pilot Scheme, sending reminder SMS to CSEPs who have been invited to participate in the Pilot Scheme but have not yet made an appointment for dental scaling services before the deadline, promoting and explaining the Pilot Scheme to serving civil servants and retirees' associations through social media, staff networks, emails and the Civil Service Newsletter, as well as incorporating the link to the Pilot Scheme webpage within the intranet systems of different bureaux/departments for civil servants' easy access to its information. As a result of the above promotional efforts, the overall participation rate of the Pilot Scheme has increased from less than 25% at the onset of its implementation to 34% as at end-February 2024. The participation rate of those invited to join the Pilot Scheme in recent month has further reached 46%. The Government will continue to closely monitor the implementation of the Pilot Scheme and encourage CSEPs to participate in it.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB075**

**(Question Serial No. 2356)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The demand for civil service dental services has seen a continuous rise in recent years. The suspension of dental services on multiple occasions during the Coronavirus Disease 2019 epidemic, coupled with issues such as staff attrition, resulted in an accumulation of cases awaiting dental services and a significant extension of waiting time. In response to this situation, the Civil Service Bureau launched an 18-month Pilot Scheme on Dental Services (Dental Scaling) for Civil Service Eligible Persons (Pilot Scheme) in July last year, arranging over 140 000 civil service eligible persons (CSEPs) to receive dental scaling services at private dental clinics. The Pilot Scheme is implemented in the form of public-private partnership. As at 23 October 2023, the Department of Health has sent invitations to about 29 300 CSEPs, and a total of about 7 300 CSEPs have made appointments for or received dental scaling services. In this connection, will the Government please advise this Committee on:

1. whether the Government will consider providing civil servants with dental services in the Mainland to offer more choices and to possibly shorten the overall waiting time since the excessive waiting time still persists despite the implementation of the 18-month Pilot Scheme for the CSEPs;
2. whether any new measures have been formulated for 2024-25 to enhance the service quality and reduce the waiting time for appointments at families clinics and specialist outpatient clinics; if yes, the details including the additional expenditure and manpower involved; if not, the reasons; and
3. given that the Government stated last October that it was developing a new clinical information system which will allow the CSEPs to make appointments via electronic means in addition to telephone bookings, the Government's current plans to roll out the system and whether there is a preliminary timeline for its launch?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 3)



Reply:

1. To alleviate the situation where civil service eligible persons (CSEPs) have to wait a long time for dental services, the Government launched the Pilot Scheme on Dental Services (Dental Scaling) for Civil Service Eligible Persons (Pilot Scheme) in July 2023 to arrange some CSEPs to receive dental scaling services at private dental clinics. CSEPs who are invited to join the Pilot Scheme can receive dental scaling services at a time earlier than their original appointments, and the consultation time slots thus freed up can be allocated to new consultations, regular check-ups or follow-up treatments. The Government will initiate a review about 1 year after the launch of the Pilot Scheme with a view to determining the way forward. As to the feasibility of further extending the provision of dental services for CSEPs by the private healthcare sector (including healthcare institutions in the Mainland), the Government has to carefully examine and review other factors such as cost effectiveness, monitoring mechanism and service capacity of the private healthcare sector apart from the experience gained and the effectiveness of the Pilot Scheme.
2. To enhance its services, the DH launched the Integrated Care Programme (ICP) and the Stable Drug Use (SDU) pilot programme at families clinics in March 2020. The ICP aims at improving the quality of care for patients with diabetes mellitus, and identifying complications early to reduce the extra consultation time arising from development of complications. The SDU pilot programme seeks to enhance drug use safety for patients with chronic diseases under stable conditions and who are required to take multiple types of drugs, and to minimise their needs for follow-up consultations with doctors. To date, the numbers of participants of the ICP and SDU pilot programmes are about 3 000 and 1 000 respectively. Since the launch of both programmes, the doctor consultation quotas released have been allocated to other CSEPs in need. To further enhance the service of the SDU pilot programme, the DH will create 3 civil service posts (including 1 Pharmacist, 1 Dietitian and 1 Dispenser) in 2024-25 with an estimated expenditure of around \$2.04 million.
3. The DH is currently upgrading its Clinical Information Management System, which would support registration and appointment booking by electronic means upon completion of the upgrading works. The upgrading works relating to families clinics are expected to be completed in 2025. In addition, the DH launched the e-Registration Form for New Dental Consultation Waiting List for CSEPs on 5 January 2024. CSEPs are now able to join the waiting list for new dental appointment by completing the one-time e-Registration Form for New Dental Consultation Waiting List for CSEPs.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB076**

**(Question Serial No. 2077)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the 18-month Pilot Scheme on Dental Services (Dental Scaling) implemented by the Department of Health since 1 August 2023, will the Government please advise on:

1. the respective attendances of civil service eligible persons since the Scheme was launched, and the ratio between public and private dental clinics under the Scheme;
2. the estimated expenditure of this Scheme?

Asked by: Hon TANG Ka-piu (LegCo internal reference no.: 35)

Reply:

1. The Pilot Scheme on Dental Services (Dental Scaling) (Pilot Scheme) is being implemented in the form of public-private partnership, with more than 100 participating private dental clinics across the territory. As at 29 February 2024, the Department of Health (DH) has invited about 132 000 civil service eligible persons (CSEPs) to join the Pilot Scheme. Among them, about 45 100 CSEPs have received or made appointments for dental scaling services.
2. Considering that the DH will arrange over 140 000 CSEPs to join the Pilot Scheme, the estimated total expenditure on payment to private dental organisations is around \$84 million, while the actual total expenditure will be subject to the total number of participants. The DH will re-allocate the existing provision for medical and dental services for civil servants to cover the relevant expenditure of the Pilot Scheme.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB077**

**(Question Serial No. 1530)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the medical and dental treatment for civil servants, will the Government inform this Committee of the following:

1. the maximum daily service capacity, actual numbers of appointments and attendances as well as utilisation rates in respect of services provided to eligible persons by each government dental clinic in the past 3 years;
2. the actual attendances of dental procedures and the average waiting time for such cases in the past 3 years; and
3. whether the Government has considered extending the service hours or introducing evening services for civil service eligible persons at the families clinics, given that these clinics only provide services during normal office hours at present?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 22)

Reply:

1&2. The utilisation rate of government dental clinics providing dental services to civil service eligible persons (CSEPs) has reached 100% over the past 3 years. Currently, government dental clinics provide dental services to CSEPs by appointment. As the time required for each appointment depends on the type and complexity of the dental treatment, we are unable to define a specific service capacity or maximum daily service capacity for the clinics. In addition to serving scheduled appointments, government dental clinics also provide emergency services to CSEPs with urgent conditions. No quota is set for such emergency services. Clients in need of urgent treatment can register at dental clinics during operating hours and no prior appointment is required.

Dental procedures encompass general and specialised dental treatment, which vary in type and complexity. CSEPs can receive general follow-up dental treatment by appointment, and also specialised dental services through referral from general

dental clinics under the DH. Appointments are arranged according to the urgency and nature of the clinical conditions, and patients with urgent conditions will be provided treatment as early as possible.

The attendances of CSEPs at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals) in the past 3 years are as follows –

| <b>Year</b> | <b>Attendance</b><br>(rounded to the nearest hundred) |
|-------------|---|
| 2021        | 708 600   |
| 2022        | 585 700   |
| 2023        | 530 300   |

Note: The attendances in 2022 and 2023 are lower than that in 2021 due to the Coronavirus Disease 2019 epidemic and staff wastage in dental clinics.

The waiting times of CSEPs for appointment of services with dental clinics (including the OMS&DCs in hospitals) in the past 3 years are as follows –

| <b>Year</b><br>(as at 31 December) | <b>Follow-up Dental Treatment</b> | <b>Consultation for Elective Specialised Dental Service</b> |
|------------------------------------|-----------------------------------|---|
| 2021                               | 4 to 16 months                    | 6 to 42 months  |
| 2022                               | 8 to 37 months                    | 4 to 47 months  |
| 2023                               | 8 to 44 months                    | 1 to 48 months  |

3. Extension of service hours or introducing evening services in families clinics requires additional manpower. Given the DH's current shortage of healthcare workers and recruitment difficulties, the present situation does not meet the conditions to consider extending the service hours.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB078**

**(Question Serial No. 1531)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

According to the Government's 2024-25 Budget, the estimated total expenditure on healthcare amounts to \$127.9 billion, of which the Health Bureau and the Department of Health account for more than \$99.8 billion and more than \$15.2 billion respectively in their estimates. In this regard, please advise on:

1. the estimated expenditure on the medical treatment for serving civil servants, retirees and other eligible persons (such as dependents of civil servants) and its percentage in the said estimates in 2024-25;
2. the expenditure on medical treatment for serving civil servants, retirees and other eligible persons (such as dependents of civil servants) and its percentage in the total expenditure in 2021-22, 2022-23 and 2023-24; and
3. the attendance of serving civil servants, retirees and other eligible persons for various types of medical treatment (including out-patient and dental services) and the average cost per attendance of each type of treatment over the past 3 years.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 23)

Reply:

- 1.&2. In respect of the medical and dental treatment for civil servants provided by the Department of Health (DH), the expenditure involved from 2021-22 to 2022-23, the revised estimate for 2023-24, the estimate for 2024-25 and their percentage in the DH's overall expenditure/estimate in the respective year are as follows:

|  | 2021-22<br>Actual<br>expenditure<br>(\$million) | 2022-23<br>Actual<br>expenditure<br>(\$million) | 2023-24<br>Revised<br>estimate<br>(\$million) | 2024-25<br>Estimate<br>(\$million) |
|--|---|---|---|------------------------------------|
| Medical and dental<br>treatment for civil<br>servants                    | 1,939.6   | 2,140.0   | 2,360.0                                       | 2,914.7                            |
| Percentage in the DH's<br>overall<br>expenditure/estimate in<br>the year | 10%   | 10%   | 18%   | 19%                                |

It must be pointed out that DH provides medical and dental treatment for civil servants under Programme (7) which is in different policy areas from other Programmes. The service provided under Programme (7) is the contractual obligations of the Government as the employer while those under other Programmes are mainly within the ambit of public health. As their provisions are drawn from different envelopes, their expenditure should not be compared.

In addition to the above expenditure incurred by the DH, resources for the provision of medical benefits for civil service eligible persons (CSEPs) are absorbed in the annual lump sum provision allocated by the Government to the Hospital Authority (HA). However, the Government has not separately accounted for the amount of subvention to the HA for providing CSEPs with medical treatment. Moreover, the Government also allocates dedicated funding for the HA annually to enhance the provision of diagnostic services, specialist out-patient services and Civil Service Chinese Medicine Clinics' services for CSEPs.

3. The attendances of CSEPs at families clinics and dental clinics under the DH (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals) over the past 3 years are as follows:

Families clinics

| <b>Year</b> | <b>Attendance</b><br>(rounded to the nearest thousand) |
|-------------|--|
| 2021        | 263 000  |
| 2022        | 224 000  |
| 2023        | 245 000  |

Dental clinics (including the OMS&DCs in hospitals)

| <b>Year</b> | <b>Attendance</b><br>(rounded to the nearest hundred) |
|-------------|---|
| 2021        | 708 600   |
| 2022        | 585 700   |
| 2023        | 530 300   |

Note: The attendances in 2022 and 2023 are lower than that in 2021 due to the Coronavirus Disease 2019 epidemic and staff wastage in dental clinics.

Given the wide variety of medical treatment for CSEPs, the DH does not keep any statistics on the average cost per attendance of each type of treatment.

- End -

**CONTROLLING OFFICER'S REPLY**

**CSB079**

**(Question Serial No. 2207)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

With regard to the dental services of the Department of Health (DH), will the Government please advise this Committee on:

1. the staff establishment, the strength, the attrition figure and the number of retirees in respect of the Dental Officer Grade and Dental Hygienist Grade of the DH in each of the past 3 years;
2. the number of attendances at each dental clinic in each of the past 3 years;
3. the overall waiting time of civil service eligible persons for appointments for regular dental check-ups and follow-up treatment (including filling treatment and root canal treatment) in each of the past 3 years; and
4. regarding the Pilot Scheme on Dental Services (Dental Scaling) for Civil Service Eligible Persons, the number of people invited and participating, as well as the expenditure incurred since its launch?

Asked by: Hon YANG Wing-kit (LegCo internal reference no.: 12)

Reply:

1. The establishment and strength of the Dental Officer Grade and Dental Hygienist Grade deployed to government dental clinics under the Department of Health (DH) in the past 3 years are as follows –

| Grade            | 2021-22<br>(as at 31.3.2022) |          | 2022-23<br>(as at 31.3.2023) |          | 2023-24<br>(as at 1.2.2024) |          |
|------------------|------------------------------|----------|------------------------------|----------|-----------------------------|----------|
|                  | Establishment                | Strength | Establishment                | Strength | Establishment               | Strength |
| Dental Officer   | 291                          | 246      | 291                          | 224      | 291                         | 202      |
| Dental Hygienist | 14                           | 9        | 14                           | 9        | 14                          | 8        |



The wastage of the Dental Officer Grade and Dental Hygienist Grade in the DH in the past 3 years is as follows –

|                  | <b>2021-22</b><br>(as at 31.3.2022) |                   | <b>2022-23</b><br>(as at 31.3.2023) |                   | <b>2023-24</b><br>(as at 1.2.2024) |                   |
|------------------|-------------------------------------|-------------------|-------------------------------------|-------------------|------------------------------------|-------------------|
| <b>Grade</b>     | <b>Leaving Service ^</b>            | <b>Retirement</b> | <b>Leaving Service ^</b>            | <b>Retirement</b> | <b>Leaving Service ^</b>           | <b>Retirement</b> |
| Dental Officer   | 39                                  | 4                 | 38                                  | 6                 | 33                                 | 13                |
| Dental Hygienist | 2                                   | 2                 | 1                                   | 0                 | 1                                  | 1                 |

Note: The above figures account for the overall wastage of the Dental Officer Grade and Dental Hygienist Grade in the DH.

^ Including the number of retirees.

2. The attendances of civil service eligible persons (CSEPs) at each dental clinic (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals) in the past 3 years are as follows –

| <b>Dental Clinic</b>                            | <b>Attendance ^</b> |             |             |
|---|---------------------|-------------|-------------|
|   | <b>2021</b>         | <b>2022</b> | <b>2023</b> |
| Aberdeen Jockey Club Dental Clinic <sup>@</sup> | 8 800               | 7 000       | 5 000       |
| Castle Peak Hospital Dental Clinic              | 10 900              | 9 900       | 7 300       |
| Chai Wan Government Dental Clinic <sup>@</sup>  | 17 100              | 15 000      | 9 200       |
| Cheung Chau Dental Clinic <sup>@</sup>          | 500                 | <100        | 0           |
| Cheung Sha Wan Government Offices Dental Clinic | 60 900              | 47 600      | 42 500      |
| Fanling Health Centre Dental Clinic             | 24 600              | 21 800      | 19 100      |
| Ha Kwai Chung Government Dental Clinic          | 11 300              | 10 400      | 8 400       |
| Harbour Building Dental Clinic                  | 26 200              | 19 500      | 18 100      |
| Harbour Building Orthodontic Clinic             | 12 800              | 11 000      | 11 100      |
| Hong Kong Police College Dental Clinic          | 400                 | 200         | 100         |
| Kennedy Town Community Complex Dental Clinic    | 18 000              | 13 400      | 13 600      |
| Kowloon City Dental Clinic                      | 36 300              | 31 000      | 25 600      |
| Kwai Chung Hospital Dental Clinic <sup>@</sup>  | 2 500               | 800         | 0           |
| Kwun Tong Dental Clinic                         | 17 000              | 15 600      | 15 000      |
| Kwun Tong Yung Fung Shee Dental Clinic          | 15 200              | 13 100      | 10 700      |
| Li Po Chun Dental Clinic                        | 15 100              | 11 800      | 12 100      |
| Ma On Shan Dental Clinic                        | 12 200              | 9 700       | 9 700       |
| MacLehose Dental Centre 2/F                     | 9 300               | 7 800       | 8 100       |
| MacLehose Dental Centre 6/F                     | 31 500              | 26 300      | 25 800      |
| Madam Yung Fung Shee Dental Clinic              | 12 500              | 10 900      | 9 500       |

| Dental Clinic                                    | Attendance <sup>^</sup> |        |        |
|--|-------------------------|--------|--------|
|  | 2021                    | 2022   | 2023   |
| Mona Fong Dental Clinic <sup>@</sup>             | 4 600                   | 4 200  | 1 500  |
| Pamela Youde Government Dental Clinic            | 23 400                  | 19 600 | 17 900 |
| Queensway Government Offices Dental Clinic       | 27 100                  | 23 600 | 22 600 |
| Sai Ying Pun Dental Clinic 3/F <sup>@</sup>      | 3 900                   | 0      | 0      |
| Sai Ying Pun Dental Clinic 8/F                   | 13 100                  | 11 100 | 8 200  |
| Sheung Kwai Chung Government Dental Clinic       | 25 900                  | 20 500 | 18 900 |
| Sheung Kwai Chung Prosthodontic Clinic           | 7 300                   | 8 100  | 8 400  |
| Tai O Dental Clinic <sup>@</sup>                 | 100                     | <100   | 0      |
| Tai Po Wong Siu Ching Dental Clinic              | 12 400                  | 10 600 | 10 200 |
| Tang Shiu Kin Dental Clinic                      | 23 100                  | 18 800 | 19 400 |
| Tseung Kwan O Dental Clinic                      | 21 400                  | 19 700 | 17 800 |
| Tsuen Wan Dental Clinic                          | 7 600                   | 7 800  | 8 300  |
| Tsuen Wan Government Offices Dental Clinic       | 16 500                  | 14 600 | 10 500 |
| Tung Chung Dental Clinic <sup>@</sup>            | 7 700                   | 7 100  | 3 800  |
| Victoria Road Dental Clinic                      | 3 500                   | 3 600  | 5 300  |
| Wan Chai Dental Clinic                           | 30 500                  | 20 200 | 17 700 |
| West Kowloon Government Offices Dental Clinic    | 12 000                  | 13 200 | 14 100 |
| Western Dental Clinic                            | 5 000                   | 4 400  | 4 700  |
| Yan Oi Dental Clinic                             | 8 700                   | 8 000  | 6 900  |
| Yau Ma Tei Dental Clinic                         | 33 700                  | 25 800 | 24 400 |
| Yau Ma Tei Orthodontic Clinic                    | 27 300                  | 21 700 | 19 800 |
| Yuen Long Government Offices Dental Clinic       | 12 700                  | 12 900 | 13 900 |
| Yuen Long Jockey Club Dental Clinic <sup>@</sup> | 8 200                   | 3 500  | 0      |

| OMS&DCs in Hospitals                            | Attendance <sup>^</sup> |       |       |
|---|-------------------------|-------|-------|
|   | 2021                    | 2022  | 2023  |
| North District Hospital OMS&DC                  | 4 400                   | 3 500 | 3 100 |
| Pamela Youde Nethersole Eastern Hospital OMS&DC | 3 900                   | 3 300 | 3 300 |
| Prince of Wales Hospital OMS&DC                 | 5 300                   | 3 900 | 4 300 |
| Princess Margaret Hospital OMS&DC               | 3 300                   | 2 900 | 3 100 |
| Queen Elizabeth Hospital OMS&DC                 | 6 100                   | 4 200 | 5 000 |
| Queen Mary Hospital OMS&DC                      | 5 000                   | 3 900 | 3 800 |
| Tuen Mun Hospital OMS&DC                        | 1 800                   | 2 100 | 2 500 |

Note: The attendances in 2022 and 2023 are lower than that in 2021 due to the Coronavirus Disease 2019 epidemic and staff wastage in dental clinics.

^ The number of attendances is rounded to the nearest hundred except those specified as < 100.

@ The services provided by Sai Ying Pun Dental Clinic 3/F, Cheung Chau Dental Clinic, Tai O Dental Clinic, Kwai Chung Hospital Dental Clinic, Yuen Long Jockey Club Dental Clinic, Mona Fong Dental Clinic, Tung Chung Dental Clinic, Aberdeen Jockey Club Dental Clinic and Chai Wan Government Dental Clinic to CSEPs have been suspended by phases since October 2021 in view of the development of the epidemic and the manpower situation of the Dental Officer Grade. Affected patients have been transferred to dental clinics nearby for service.

3. The overall waiting time of CSEPs for appointment for regular dental check-ups and follow-up dental treatment (including filling and root canal treatment) in the past 3 years is as follows –

| <b>Year<br/>(as at 31 December)</b> | <b>Regular Dental Check-up</b> | <b>Follow-up Dental Treatment</b> |
|-------------------------------------|--------------------------------|-----------------------------------|
| 2021                                | 12 to 16 months                | 4 to 16 months                    |
| 2022                                | 18 to 32 months                | 8 to 37 months                    |
| 2023                                | 24 to 48 months                | 8 to 44 months                    |

4. As at 29 February 2024, the DH has invited about 132 000 CSEPs to join the Pilot Scheme on Dental Services (Dental Scaling) for Civil Service Eligible Persons (Pilot Scheme). Among them, about 45 100 CSEPs have received or made appointments for dental scaling services. The expenditure thus incurred is about \$27 million. The DH will re-allocate the existing provision for medical and dental services for civil servants to cover the relevant expenditure of the Pilot Scheme.

- End -