

CONTROLLING OFFICER'S REPLY

HAB163

(Question Serial No. 2868)

Head: (95) Leisure and Cultural Services Department

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

Programme: (1) Recreation and Sports

Controlling Officer: Director of Leisure and Cultural Services (Ms Michelle LI)

Director of Bureau: Secretary for Home Affairs

Question:

With regard to the planning and development of manpower, will the Government inform this Committee of:

- a. the contents and requirements of the recruitment examinations for civil service lifeguards (including senior lifeguards and lifeguards) and seasonal lifeguards;
- b. the details of the last 6 rounds of recruitment exercise for civil service lifeguards (including senior lifeguards and lifeguards) in the table below;

Date of recruitment exercise (the last 6 rounds)	Targeted number of recruits	Number of applications received/Number of applicants invited for interview	Number of offers made	Number of offers declined	Number of candidates reported to duty	Total recruitment expenses involved

c. the details of the last 6 rounds of recruitment exercise for seasonal lifeguards in the table below:

Date of recruitment exercise (the last 6 rounds)	Targeted number of recruits	Number of applications received/Number of applicants invited for interview	Number of offers made	No. of offers declined	Number of candidates reported to duty	Total recruitment expenses involved

A comparison of the establishment, strength and vacancy rates of civil service lifeguards (including senior lifeguards and lifeguards), and the numbers and names of new public swimming pools/beaches in the past 3 years:

In 2015-16

Rank	Establishment	Strength	Vacancy rate (%)	Number and name of new public swimming pools/beaches (Please specify)
Senior Civil Service Lifeguard				
Civil Service Lifeguard				
Total				

In 2016-17

Rank	Establishment	Strength	Vacancy rate (%)	Number and name of new public swimming pools/beaches (Please specify)
Senior Civil Service Lifeguard				
Civil Service Lifeguard				
Total				

In 2017-18

Rank	Establishment	Strength	Vacancy rate (%)	Number and name of new public swimming pools/beaches (Please specify)
Senior Civil Service Lifeguard				
Civil Service Lifeguard				
Total				

- d. the contents of training and refresher courses provided by the dedicated Training Section of the Leisure and Cultural Services Department and relevant departments to civil service lifeguards in each of the past 3 years, and the details of such courses broken down by course name, number of participants, number of sessions, course date and the manpower and expenditures involved.

Asked by: Hon HO Kai-ming (Member Question No. (LegCo use): 40)

Reply:

- (a) The recruitment examinations for civil service lifeguards comprise selection interviews and trade tests to assess candidates' competencies or attributes. Trade tests are conducted to assess candidates' physical fitness, life-saving skills and first-aid skills. Candidates will also be tested orally on their knowledge of the Basic Law during recruitment interviews. For civil service senior lifeguards, the supervisory ability of candidates will also be tested. Medical examination including eye-sight test and colour blindness test will be carried out for successful candidates before appointment.
- (b) Details of recruitment exercises for civil service lifeguards (including senior lifeguards and lifeguards) in the past 6 years are set out at **Annex I**.
- (c) Details of the recruitment exercises for seasonal lifeguards in the past 6 years are set out at **Annex II**.

A comparison of the establishment, strength and vacancy rates of civil service lifeguards (including senior lifeguards and lifeguards), and the numbers and names of new public swimming pools/beaches in the past 3 years are set out at **Annex III**.

- (d) The training programmes for lifeguards are mainly conducted during the winter months (from November to March next year). 2 Training Assistants and about 15 instructors are responsible for conducting the training courses. The training expenses are around \$800,000 per year.

Details of the training programmes for lifeguards in the past 3 years are shown in the table below –

Programmes	2015-16		2016-17		2017-18	
	No. of programme	No. of trainee	No. of programme	No. of trainee	No. of programme	No. of trainee
Induction Training Courses for Lifeguards	30	472	25	395	42	718
Beach/Pool Lifeguard Award Revalidation Courses	34	777	31	594	28	530
First Aid Refresher Course	17	491	14	389	16	443
Automated External Defibrillator (AED) Training Course	4	59	2	25	3	34
Skill Enhancement Training Course	37	406	34	384	40	365
Total	122	2 205	106	1 787	129	2 090

**Details of recruitment exercises for civil service lifeguards
(including senior lifeguards and lifeguards) in the past six years**

Date of recruitment exercise	Targeted number of recruits (initial number of vacancy)	Number of applications received/ Number of applicants invited for interview	Number of offers made	Number of offers declined	Number of candidates reported for duty*	Total recruitment expenses involved [#]
<i>Senior Artisan (Beach/Swimming Pool)</i>						
January 2015	13	245 / 229	48	3	40	N.A. as in-service recruitment exercises were conducted
<i>Artisan (Beach/Swimming Pool)</i>						
September 2015	20	768 / 322	113	18	105	\$1,050
July 2013	10	1 103 / 266	143	13	130	\$3,995
<i>Artisan (Lifeguard at Water Sports Centre)</i>						
July 2017	7	96 / 43	5	0	5	\$5,608
September 2013	2	110 / 48	42	19	23	\$12,061

* The number of candidates finally reported for duty was larger than the number of targeted number of recruits as additional new recruits were engaged to fill new vacancies arising from natural wastage/resignation of staff/creation of new posts, etc. afterwards.

[#] Recruitment expenses mainly covered the issue of recruitment advertisements on newspapers. Other expenses including manpower and administrative costs, etc. could not be separately identified as the staff and administrative costs were also involved in conducting recruitment exercises for other grades/positions.

Note

No recruitment exercise of Senior Artisan (Lifeguard at Water Sports Centre) has been conducted since the establishment of Leisure and Cultural Services Department in 2000.

Details of the recruitment exercises for seasonal lifeguards in the past six years

Date of recruitment exercise	Targeted number of recruits (initial number of vacancy)	Number of applications received/Number of applicants invited for interview	Number of offers made	No. of offers declined	Number of candidates reported for duty	Total recruitment expenses involved [#]
<i>Seasonal Lifeguard on non-civil service contract terms</i>						
November 2016	952	1 164 / 1 160	950	139	811	\$1,479,949
November 2015	930	1 379 / 1 378	1 061	154	907	\$390,413
October 2014	1 000	1 637 / 1 637	1 200	194	1 006	\$114,802
October 2013	981	1 640 / 1 639	1 164	147	1 017	\$731,974
October 2012	982	1 707 / 1 704	1 284	236	1 048	\$1,172,138
November 2011	1 005	1 685 / 1 681	1 299	277	1 022	\$496,672
<i>Seasonal Lifeguard on post-retirement service contract terms[^]</i>						
January 2017	45	29 / 27	24	11	13	N.A.
March 2016	45	25 / 13	13	7	6	

[#] Recruitment expenses mainly covered the issue of recruitment advertisements on newspapers and social media, etc. Other expenses including manpower and administrative costs, etc. could not be separately identified as the staff and administrative costs were also involved in conducting recruitment exercises for other grades/positions.

[^] Leisure and Cultural Services Department conducted recruitment exercise of seasonal lifeguards on post-retirement service terms since 2016.

Annex III to Reply Serial No. HAB163

**Establishment, strength and vacancy rates of civil service lifeguards
and new public swimming pools/beaches in the past 3 years**

In 2015-16 (as at 1 August 2015)

Rank	Establishment	Strength	Vacancy (%) [@]	Number and name of new public swimming pools/beaches (Please specify)
SAr(B/SP)	165	163	2 (1.2%)	Nil
SAr(LGWSC)	3	3	0 (0%)	
Ar(B/SP)	994	981	13 (1.3%)	
Ar(LGWSC)	19	19	0 (0%)	
Total	1 181	1 166	15 (1.3%)	

In 2016-17 (as at 1 August 2016)

Rank	Establishment	Strength	Vacancy (%) [@]	Number and name of new public swimming pools/beaches (Please specify)
SAr(B/SP)	168	161	7 (4.2%)	Nil
SAr(LGWSC)	3	3	0 (0%)	
Ar(B/SP)	1 007	979	28 (2.8%)	
Ar(LGWSC)	19	19	0 (0%)	
Total	1 197	1 162	35 (2.9%)	

In 2017-18 (as at 1 August 2017)

Rank	Establishment	Strength	Vacancy (%) [@]	Number and name of new public swimming pools/beaches (Please specify)
SAr(B/SP)	172	170	2 (1.2%)	1 (Tsing Yi Southwest Swimming Pool)
SAr(LGWSC)	3	3	0 (0%)	
Ar(B/SP)	1 035	1 011	24 (2.3%)	
Ar(LGWSC)	22	20	2 (9.1%)	
Total	1 232	1 204	28 (2.3%)	

Legend

SAr(B/SP)	Senior Artisan (Beach/Swimming Pool)
SAr(LGWSC)	Senior Artisan (Lifeguard at Water Sports Centre)
Ar(B/SP)	Artisan (Beach/Swimming Pool)
Ar(LGWSC)	Artisan (Lifeguard at Water Sports Centre)

Note

[@] Some of the vacancies were non-fillable vacancies as the officers concerned were transferred to other grade/rank on trial terms. In accordance with the practices in the Civil Service, these vacancies arising from their transfer could not be substantially filled during their trial period. The remaining fillable vacancies had been filled within a short period of time.

- End -