

HAB410

CONTROLLING OFFICER'S REPLY

(Question Serial No. 5090)

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:

In connection with human resources management, will the Government inform this Committee of the following:

- a. the staff establishment and expenditures involved in providing safe and good quality recreation and sports facilities, especially public swimming pools and beaches, broken down by the nature of work, grade, mode of appointment (civil servants, non-civil service contract staff or outsourced staff), full-time/part-time employment, and total expenditure on emoluments;
- b. the staff establishment, strength, number of vacancies and staff percentage of civil service lifeguards (including senior lifeguards and lifeguards) and seasonal lifeguards responsible for water sports activities in the past 3 years broken down by district, individual public swimming pool and beach, and peak/non-peak season;
- c. whether there is data on the average number of overtime hours per person per month and the monthly expenditure on overtime compensation for each of the above grades in the past 3 years.

Asked by: Hon HO Kai-ming (Member Question No. (LegCo use): 41)

Reply:

- a. The Leisure and Cultural Services Department (LCSD) currently manages 44 public swimming pools and 41 gazetted beaches in which 38 of them are provided with lifeguard services. The number and cost of civil service (CS) staff at public swimming pools and beaches are set out at **Annex I**. Additional seasonal lifeguards, temporary filtration plant staff, other temporary staff and contractor staff are employed on a seasonal basis to enhance lifesaving and meet operational needs during the swimming season, LCSD does not keep statistics on the breakdown of the staff cost by grade and by the nature of work.

- b. LCSD deploys CS lifeguards to serve at public swimming pools and gazetted beaches on a district basis. Non-civil service contract (NCSC) seasonal lifeguards will be employed to augment the lifeguard manpower during the swimming season. The number of CS lifeguards (including senior lifeguards) and NCSC seasonal lifeguards at public swimming pools and gazetted beaches by districts is set out at **Annex II**.
- c. LCSD does not keep statistics on the average number of overtime hours per person per month and expenditure on overtime compensation for individual grades in the past 3 years.

**The Number and Cost of Civil Service (CS) Staff ¹
in Public Swimming Pools**

Swimming Pool		2015-16		2016-17		2017-18	
		CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million) (up to February 2018)
<u>Hong Kong Island</u>							
Central and Western							
1	Kennedy Town Swimming Pool	25	6.79	25	5.38	47	10.65
2	Sun Yat Sen Memorial Park Swimming Pool	36	9.75	36	10.43	36	9.07
Eastern							
3	Chai Wan Swimming Pool	25	7.68	25	7.52	26	7.63
4	Island East Swimming Pool	27	6.69	27	7.31	27	6.60
5	Siu Sai Wan Swimming Pool	31	6.81	31	7.54	31	7.49
6	Victoria Park Swimming Pool ²	40	12.08	40	12.30	41	11.68
Southern							
7	Pao Yue Kong Swimming Pool	33	6.18	33	6.40	33	6.59
Wan Chai							
8	Morrison Hill Swimming Pool	26	7.35	30	8.06	30	7.45
9	Wan Chai Swimming Pool	14	4.24	14	4.84	15	4.10
<u>Kowloon</u>							
Kowloon City							
10	Ho Man Tin Swimming Pool	22	6.41	22	6.24	22	6.13
11	Kowloon Tsai Swimming Pool	30	7.28	30	7.65	30	7.29
12	Tai Wan Shan Swimming Pool	27	7.52	27	7.13	27	7.30
Kwun Tong							
13	Jordan Valley Swimming Pool	25	6.34	25	6.50	25	6.24
14	Kwun Tong Swimming Pool	40	12.10	40	12.73	40	11.85
15	Lam Tin Swimming Pool	33	8.63	33	8.96	33	8.41

Swimming Pool		2015-16		2016-17		2017-18	
		CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million) (up to February 2018)
Sham Shui Po							
16	Lai Chi Kok Park Swimming Pool	34	9.80	34	11.41	34	11.33
17	Lei Cheng Uk Swimming Pool	27	6.66	27	7.24	27	7.01
18	Sham Shui Po Park Swimming Pool	30	8.09	30	9.03	31	8.83
Wong Tai Sin							
19	Hammer Hill Road Swimming Pool	29	8.54	30	8.81	29	8.26
20	Morse Park Swimming Pool	27	7.90	27	8.65	27	8.18
Yau Tsim Mong							
21	Kowloon Park Swimming Pool	53	13.15	53	13.57	55	13.72
22	Tai Kok Tsui Swimming Pool	30	7.42	30	8.33	30	8.16
<u>New Territories</u>							
Islands							
23	Mui Wo Swimming Pool	15	3.75	15	4.09	15	3.80
24	Tung Chung Swimming Pool	28	7.23	37	9.21	37	8.56
Kwai Tsing							
25	Kwai Shing Swimming Pool	32	7.17	32	8.01	32	8.27
26	North Kwai Chung Jockey Club Swimming Pool	26	7.17	26	7.31	26	6.69
27	Tsing Yi Swimming Pool	30	7.81	30	8.28	31	8.70
28	Tsing Yi Southwest Swimming Pool ³	-	-	-	-	28	5.45
North							
29	Fanling Swimming Pool	32	8.06	32	8.18	32	7.73
30	Sheung Shui Swimming Pool	24	6.10	24	6.01	24	5.70
Sai Kung							
31	Sai Kung Swimming Pool	25	7.88	25	8.50	25	8.23
32	Tseung Kwan O Swimming Pool	44	11.39	45	12.13	45	11.12

Swimming Pool		2015-16		2016-17		2017-18	
		CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million) (up to February 2018)
Sha Tin							
33	Hin Tin Swimming Pool	42	11.44	44	11.74	44	11.40
34	Ma On Shan Swimming Pool	37	8.42	37	9.30	37	8.46
35	Sha Tin Jockey Club Swimming Pool	35	9.37	35	9.43	35	8.97
Tai Po							
36	Tai Po Swimming Pool	35	9.15	35	10.19	35	10.07
Tsuen Wan							
37	Shing Mun Valley Swimming Pool	44	11.61	45	13.19	45	12.68
38	Tsuen King Circuit Wu Chung Swimming Pool	26	6.77	26	7.36	26	6.68
Tuen Mun							
39	The Jockey Club Yan Oi Tong Swimming Pool	20	4.39	20	4.74	20	3.94
40	Tuen Mun North West Swimming Pool	44	10.48	44	12.37	44	10.91
41	Tuen Mun Swimming Pool	34	8.83	34	9.36	34	8.51
Yuen Long							
42	Ping Shan Tin Shui Wai Swimming Pool	25	6.46	29	7.32	29	7.69
43	Tin Shui Wai Swimming Pool	27	7.69	27	8.31	27	6.93
44	Yuen Long Swimming Pool	31	8.74	31	9.75	31	8.51

Notes

1. Additional seasonal lifeguards, temporary filtration plant staff and other temporary staff are employed on a seasonal basis to enhance lifesaving and meet operational needs during the swimming season.
2. Due to revision of boundary between Eastern District and Wan Chai District, the management of Victoria Park Swimming Pool has been transferred from Eastern District Leisure Services Office to Wan Chai District Leisure Services Office with effect from 1 April 2016.
3. Tsing Yi Southwest Swimming Pool has been opened for public use since 26 July 2017.

**The Number and Cost of Civil Service (CS) Staff ⁴
in Gazetted Beaches ⁵**

District		2015-16		2016-17		2017-18	
		CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million)	CS Staff (Nos.)	Staff Cost (\$ million) (up to February 2018)
<u>Hong Kong Island</u>							
1	Southern	117	32.75	118	35.71	118	33.47
<u>New Territories</u>							
2	Islands	83	18.71	83	20.44	83	19.11
3	Sai Kung	80	21.39	86	22.25	86	22.14
4	Tsuen Wan	61	15.52	61	15.96	61	14.83
5	Tuen Mun	87	23.29	87	24.17	87	23.32

Notes

4. Additional seasonal lifeguards and other temporary staff are employed on a seasonal basis to enhance lifesaving and meet operational needs during the swimming season.
5. The number and cost of staff of gazetted beaches are counted on a district basis.

Lifeguards at Public Swimming Pools and Gazetted Beaches in 2015

District	No. of Civil Service Lifeguards (Senior Lifeguard and Lifeguard as at 1 August)				No. of Seasonal Lifeguards (SLG)							
					Non-peak Months (as at 1 April)				Peak Months (as at 1 August)			
	Establishment (a)	Strength (b)	Vacancy / Surplus (c) # = (a) - (b)	Percentage of Vacancy over Establishment (c) / (a)	Basic Requirement (d)	No. of SLG Recruited (e)	Vacancy / Surplus (f) = (d) - (e)	Percentage of Vacancy over Basic Requirement (f) / (d)	Basic Requirement (g)	No. of SLG Recruited (h)	Vacancy/ Surplus (i) = (g) - (h)	Percentage of Vacancy over Basic Requirement (i) / (g)
Central and Western	34	36	-2	-5.9%	12	8	4	33.3%	16	14	2	12.5%
Eastern	72	74	-2	-2.8%	34	25	9	26.5%	41	38	3	7.3%
Southern	111	107	4	3.6%	73	73	0	0.0%	107	89	18	16.8%
Wan Chai	23	23	0	0.0%	14	14	0	0.0%	16	14	2	12.5%
Kowloon City	41	44	-3	-7.3%	37	37	0	0.0%	49	44	5	10.2%
Kwun Tong	58	59	-1	-1.7%	14	14	0	0.0%	34	30	4	11.8%
Sham Shui Po	62	54	8	12.9%	28	28	0	0.0%	62	60	2	3.2%
Wong Tai Sin	36	38	-2	-5.6%	21	21	0	0.0%	36	33	3	8.3%
Yau Tsim Mong	49	56	-7	-14.3%	11	11	0	0.0%	37	35	2	5.4%
Islands	93	85	8	8.6%	47	46	1	2.1%	57	55	2	3.5%
Kwai Tsing	57	55	2	3.5%	44	43	1	2.3%	55	54	1	1.8%
North	31	29	2	6.5%	15	15	0	0.0%	26	25	1	3.8%
Sai Kung	114	117	-3	-2.6%	31	31	0	0.0%	94	80	14	14.9%
Sha Tin	76	74	2	2.6%	28	28	0	0.0%	66	65	1	1.5%
Tai Po	24	22	2	8.3%	26	26	0	0.0%	25	25	0	0.0%
Tsuen Wan	88	87	1	1.1%	42	42	0	0.0%	78	73	5	6.4%

District	No. of Civil Service Lifeguards (Senior Lifeguard and Lifeguard as at 1 August)				No. of Seasonal Lifeguards (SLG)							
					Non-peak Months (as at 1 April)				Peak Months (as at 1 August)			
	Establishment (a)	Strength (b)	Vacancy / Surplus (c) # = (a) - (b)	Percentage of Vacancy over Establishment (c) / (a)	Basic Requirement (d)	No. of SLG Recruited (e)	Vacancy / Surplus (f) = (d) - (e)	Percentage of Vacancy over Basic Requirement (f) / (d)	Basic Requirement (g)	No. of SLG Recruited (h)	Vacancy/ Surplus (i) = (g) - (h)	Percentage of Vacancy over Basic Requirement (i) / (g)
Tuen Mun	133	130	3	2.3%	48	48	0	0.0%	100	100	0	0.0%
Yuen Long	49	46	3	6.1%	25	25	0	0.0%	40	40	0	0.0%
Total	1 151	1 136	15	1.3%	550	535	15	2.7%	939	874	65	6.9%

Note

Vacancies/surplus in individual districts were mainly due to officers on trial in other civil service grades and temporary redeployment of manpower to meet operational needs.

Lifeguards at Public Swimming Pools and Gazetted Beaches in 2016

District	No. of Civil Service Lifeguards (Senior Lifeguard and Lifeguard as at 1 August)				No. of Seasonal Lifeguards							
					Non-peak Months (as at 1 April)				Peak Months (as at 1 August)			
	Establishment (a)	Strength (b)	Vacancy / Surplus (c) # = (a) - (b)	Percentage of Vacancy over Establishment (c) / (a)	Basic Requirement (d)	No. of SLG Recruited (e)	Vacancy / Surplus (f) = (d) - (e)	Percentage of Vacancy over Basic Requirement (f) / (d)	Basic Requirement (g)	No. of SLG Recruited (h)	Vacancy/ Surplus (i) = (g) - (h)	Percentage of Vacancy over Basic Requirement (i) / (g)
Central and Western	34	32	2	5.9%	2	2	0	0.0%	5	4	1	20.0%
Eastern	47	45	2	4.3%	31	24	7	22.6%	36	34	2	5.6%
Southern	111	105	6	5.4%	80	69	11	13.8%	112	89	23	20.5%
Wan Chai	51	55	-4	-7.8%	11	11	0	0.0%	17	10	7	41.2%
Kowloon City	41	41	0	0.0%	38	35	3	7.9%	51	38	13	25.5%
Kwun Tong	58	56	2	3.4%	13	13	0	0.0%	37	34	3	8.1%
Sham Shui Po	62	61	1	1.6%	25	25	0	0.0%	55	52	3	5.5%
Wong Tai Sin	36	39	-3	-8.3%	21	21	0	0.0%	35	26	9	25.7%
Yau Tsim Mong	49	54	-5	-10.2%	13	13	0	0.0%	39	29	10	25.6%
Islands	93	92	1	1.1%	37	27	10	27.0%	52	34	18	34.6%
Kwai Tsing	57	49	8	14.0%	45	43	2	4.4%	56	56	0	0.0%
North	31	29	2	6.5%	0	0	0	0.0%	26	25	1	3.8%
Sai Kung	121	113	8	6.6%	34	34	0	0.0%	97	78	19	19.6%
Sha Tin	77	71	6	7.8%	27	27	0	0.0%	67	67	0	0.0%
Tai Po	24	24	0	0.0%	23	23	0	0.0%	23	23	0	0.0%
Tsuen Wan	89	87	2	2.2%	43	43	0	0.0%	79	67	12	15.2%

District	No. of Civil Service Lifeguards (Senior Lifeguard and Lifeguard as at 1 August)				No. of Seasonal Lifeguards							
					Non-peak Months (as at 1 April)				Peak Months (as at 1 August)			
	Establishment (a)	Strength (b)	Vacancy / Surplus (c) # = (a) - (b)	Percentage of Vacancy over Establishment (c) / (a)	Basic Requirement (d)	No. of SLG Recruited (e)	Vacancy / Surplus (f) = (d) - (e)	Percentage of Vacancy over Basic Requirement (f) / (d)	Basic Requirement (g)	No. of SLG Recruited (h)	Vacancy/ Surplus (i) = (g) - (h)	Percentage of Vacancy over Basic Requirement (i) / (g)
Tuen Mun	133	130	3	2.3%	47	47	0	0.0%	101	92	9	8.9%
Yuen Long	53	49	4	7.5%	24	24	0	0.0%	38	37	1	2.6%
Total	1 167	1 132	35	3.0%	514	481	33	6.4%	926	795	131	14.1%

Note

Vacancies/surplus in individual districts were mainly due to officers on trial in other civil service grades and temporary redeployment of manpower to meet operational needs.

Lifeguards at Public Swimming Pools and Gazetted Beaches in 2017

District	No. of Civil Service Lifeguards (Senior Lifeguard and Lifeguard as at 1 August)				No. of Seasonal Lifeguards							
					Non-peak Months (as at 1 April)				Peak Months (as at 1 August)			
	Establishment (a)	Strength (b)	Vacancy / Surplus (c) # = (a) - (b)	Percentage of Vacancy over Establishment (c) / (a)	Basic Requirement (d)	No. of SLG Recruited (e)	Vacancy / Surplus (f) = (d) - (e)	Percentage of Vacancy over Basic Requirement (f) / (d)	Basic Requirement (g)	No. of SLG Recruited (h)	Vacancy/ Surplus (i) = (g) - (h)	Percentage of Vacancy over Basic Requirement (i) / (g)
Central and Western	53	52	1	1.9%	2	2	0	0.0%	19	12	7	36.8%
Eastern	48	45	3	6.3%	33	16	17	51.5%	38	21	17	44.7%
Southern	111	105	6	5.4%	78	65	13	16.7%	112	81	31	27.7%
Wan Chai	51	54	-3	-5.9%	12	4	8	66.7%	20	5	15	75.0%
Kowloon City	41	44	-3	-7.3%	38	25	13	34.2%	49	31	18	36.7%
Kwun Tong	58	53	5	8.6%	16	16	0	0.0%	41	39	2	4.9%
Sham Shui Po	62	64	-2	-3.2%	23	23	0	0.0%	53	49	4	7.5%
Wong Tai Sin	36	37	-1	-2.8%	21	20	1	4.8%	36	27	9	25.0%
Yau Tsim Mong	49	54	-5	-10.2%	12	10	2	16.7%	39	26	13	33.3%
Islands	93	87	6	6.5%	34	22	12	35.3%	50	35	15	30.0%
Kwai Tsing	72	70	2	2.8%	46	27	19	41.3%	56	48	8	14.3%
North	31	29	2	6.5%	15	15	0	0.0%	26	25	1	3.8%
Sai Kung	121	119	2	1.7%	30	27	3	10.0%	93	65	28	30.1%
Sha Tin	77	73	4	5.2%	28	28	0	0.0%	70	58	12	17.1%
Tai Po	24	25	-1	-4.2%	23	23	0	0.0%	23	23	0	0.0%
Tsuen Wan	89	87	2	2.2%	45	43	2	4.4%	81	59	22	27.2%

District	No. of Civil Service Lifeguards (Senior Lifeguard and Lifeguard as at 1 August)				No. of Seasonal Lifeguards							
					Non-peak Months (as at 1 April)				Peak Months (as at 1 August)			
	Establishment (a)	Strength (b)	Vacancy / Surplus (c) # = (a) - (b)	Percentage of Vacancy over Establishment (c) / (a)	Basic Requirement (d)	No. of SLG Recruited (e)	Vacancy / Surplus (f) = (d) - (e)	Percentage of Vacancy over Basic Requirement (f) / (d)	Basic Requirement (g)	No. of SLG Recruited (h)	Vacancy/ Surplus (i) = (g) - (h)	Percentage of Vacancy over Basic Requirement (i) / (g)
Tuen Mun	133	125	8	6.0%	52	52	0	0.0%	91	90	1	1.1%
Yuen Long	53	53	0	0.0%	19	19	0	0.0%	33	35	-2	-6.1%
Total	1 202	1 176	26	2.2%	527	437	90	17.1%	930	729	201	21.6%

Note

Vacancies/surplus in individual districts were mainly due to officers on trial in other civil service grades and temporary redeployment of manpower to meet operational needs.

- End-