CONTROLLING OFFICER'S REPLY

(Question Serial No. 2538)

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. What are the staff establishment and expenditures involved in providing safe and good quality recreation and sports facilities, especially public swimming pools and beaches, with a breakdown 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. Further to the above, what are 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 each of the past 3 years, with a breakdown by district, individual public swimming pool and beach, and peak/non-peak season?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 40)

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 of various grades and ranks 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**.

Annex I to Reply Serial No. HAB119

The Number and Cost of Civil Service (CS) Staff (1) in Public Swimming Pools and Gazetted Beaches (2)

Swimming Pool/ District		2018-19	
		CS Staff (Nos.)	Staff Cost ($ million) (up to February 2019)
A. Public Swimming Pools			
Hong Kong Island			
Central and Western			
1	Kennedy Town Swimming Pool	46	11.59
2	Sun Yat Sen Memorial Park Swimming Pool	35	9.22
Eastern			
3	Chai Wan Swimming Pool	28	7.86
4	Island East Swimming Pool	26	6.93
5	Siu Sai Wan Swimming Pool	30	8.35
Southern			
6	Pao Yue Kong Swimming Pool	24	6.70
Wan Chai			
7	Morrison Hill Swimming Pool	30	8.26
8	Victoria Park Swimming Pool	41	11.74
9	Wan Chai Swimming Pool	15	4.70
Kowloon			
Kowloon City			
10	Ho Man Tin Swimming Pool	22	6.18
11	Kowloon Tsai Swimming Pool	30	6.97
12	Tai Wan Shan Swimming Pool	27	7.70
Kwun Tong			
13	Jordan Valley Swimming Pool	26	7.03
14	Kwun Tong Swimming Pool	40	11.54
15	Lam Tin Swimming Pool	33	9.10
Sham Shui Po			
16	Lai Chi Kok Park Swimming Pool	40	11.49
17	Lei Cheng Uk Swimming Pool	27	7.46
18	Sham Shui Po Park Swimming Pool	32	8.28

Swimming Pool/ District		2018-19	
		CS Staff (Nos.)	Staff Cost ($ million) (up to February 2019)
Wong Tai Sin			
19	Hammer Hill Road Swimming Pool	30	9.50
20	Morse Park Swimming Pool	24	8.47
Yau Tsim Mong			
21	Kowloon Park Swimming Pool	55	14.86
22	Tai Kok Tsui Swimming Pool	30	8.32
New Territories			
Islands			
23	Mui Wo Swimming Pool	15	4.02
24	Tung Chung Swimming Pool	33	9.02
Kwai Tsing			
25	Kwai Shing Swimming Pool	30	8.21
26	North Kwai Chung Jockey Club Swimming Pool	23	6.84
27	Tsing Yi Swimming Pool	31	8.96
28	Tsing Yi Southwest Swimming Pool	28	8.24
North			
29	Fanling Swimming Pool	26	7.89
30	Sheung Shui Swimming Pool	24	6.76
Sai Kung			
31	Sai Kung Swimming Pool	24	8.48
32	Tseung Kwan O Swimming Pool	41	11.37
Sha Tin			
33	Hin Tin Swimming Pool	46	12.45
34	Ma On Shan Swimming Pool	35	8.91
35	Sha Tin Jockey Club Swimming Pool	35	9.48
Tai Po			
36	Tai Po Swimming Pool	35	10.17
Tsuen Wan			
37	Shing Mun Valley Swimming Pool	44	12.82
38	Tsuen King Circuit Wu Chung Swimming Pool	25	7.29

Swimming Pool/ District		2018-19	
		CS Staff (Nos.)	Staff Cost ($ million) (up to February 2019)
Tuen Mun			
39	The Jockey Club Yan Oi Tong Swimming Pool	18	5.31
40	Tuen Mun North West Swimming Pool	41	11.06
41	Tuen Mun Swimming Pool	33	9.49
Yuen Long			
42	Ping Shan Tin Shui Wai Swimming Pool	29	7.99
43	Tin Shui Wai Swimming Pool	26	6.90
44	Yuen Long Swimming Pool	31	8.57
B. Gazetted Beaches (2)			
Hong Kong Island			
1	Southern District	116	35.38
New Territories			
2	Islands District	83	20.44
3	Sai Kung District	86	23.72
4	Tsuen Wan District	57	15.59
5	Tuen Mun District	83	23.79

Notes

(1) The figures cover civil service staff of various grades such as Amenities Assistant, lifeguards and senior lifeguards, etc. involved in the management, life-saving, filtration and other duties at the venues/districts. 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) The number and cost of staff of gazetted beaches are counted on a district basis.

Annex II to Reply Serial No. HAB119

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%

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)
Tsuen Wan	89	87	2	2.2%	43	43	0	0.0%	79	67	12	15.2%
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							
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	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.

Lifeguards at Public Swimming Pools and Gazetted Beaches in 2018

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	53	0	0%	2	2	0	0.0%	21	6	15	71.4%
Eastern	48	46	2	4.2%	32	15	17	53.1%	36	19	17	47.2%
Southern	111	108	3	2.7%	80	65	15	18.8%	110	77	33	30.0%
Wan Chai	52	53	-1	-1.9%	5	5	0	0.0%	21	8	13	61.9%
Kowloon City	41	42	-1	-2.4%	38	24	14	36.8%	51	32	19	37.3%
Kwun Tong	58	57	1	1.7%	15	15	0	0.0%	38	38	0	0.0%
Sham Shui Po	62	63	-1	-1.6%	23	23	0	0.0%	53	44	9	16.9%
Wong Tai Sin	36	38	-2	-5.6%	21	19	2	9.5%	36	35	1	2.8%
Yau Tsim Mong	49	56	-7	-14.3%	11	11	0	0.0%	39	23	16	41.0%
Islands	93	89	4	4.3%	44	12	32	72.7%	62	28	34	54.8%
Kwai Tsing	72	66	6	8.3%	46	20	26	56.5%	59	37	22	37.3%
North	31	28	3	9.7%	15	15	0	0.0%	27	26	1	3.7%
Sai Kung	121	119	2	1.7%	29	21	8	27.6%	93	47	46	49.5%
Sha Tin	77	74	3	3.9%	28	28	0	0.0%	68	50	18	26.5%
Tai Po	24	24	0	0%	23	23	0	0.0%	23	23	0	0.0%
Tsuen Wan	89	88	1	1.1%	44	44	0	0.0%	80	65	15	18.8%

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	128	5	3.8%	48	47	1	2.1%	100	81	19	19.0%
Yuen Long	53	52	1	1.9%	19	19	0	0.0%	36	35	1	2.8%
Total	**1 203**	**1 184**	**19**	**1.6%**	**523**	**408**	**115**	**21.9%**	**953**	**674**	**279**	**29.3%**

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.

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