

HAB156

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2627)

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 (Vincent LIU)

Director of Bureau: Secretary for Home Affairs

Question:

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

- the number of civil service lifeguard (including senior lifeguard and lifeguard) posts created in each of the past 3 years (i.e. 2018-2020);
- the details of the last 6 rounds of recruitment exercises for civil service lifeguards (including senior lifeguards and lifeguards) in the table below;

Date of recruitment exercise (the last 6 rounds)	Target number of recruits	Number of applications received/ Number of applicants invited for interview	Number of candidates who passed the trade test	Number of candidates who passed the recruitment interview	Number of candidates who passed the medical examination and other procedures	Number of offers made	Number of offers declined	Number of candidates reported to duty	Total recruitment expenses involved

- the details of the last 6 rounds of recruitment exercises for seasonal lifeguards in the table below:

Date of recruitment exercise (the last 6 rounds)	Target number of recruits	Number of applications received/ Number of applicants invited for interview	Number of candidates who passed the trade test	Number of candidates who passed the recruitment interview	Number of candidates who passed the medical examination and other procedures	Number of offers made	Number of offers declined	Number of candidates reported to duty	Total recruitment expenses involved

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 57)

Reply:

- a. The number of civil service lifeguard (including senior lifeguard and lifeguard) posts created in each of the past 3 years is tabulated below:

Financial year	Number of civil service lifeguard posts created			Total
	Senior Artisan (Beach/Swimming Pool)	Artisan (Beach/Swimming Pool)	Artisan (Lifeguard at Water Sports Centre)	
2020-21	3	91	-	94
2019-20	1	83	-	84
2018-19	4	4	10	18

- 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 recruitment exercises for seasonal lifeguards in the past 6 years are set out at **Annex II**.

Annex I to Reply Serial No. HAB156

**Details of recruitment exercises for civil service lifeguards
(including senior lifeguards and lifeguards) in the past 6 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 candidates who passed the trade tests	Number of candidates who passed the recruitment interview	Number of offers made ⁽¹⁾	Number of offers declined ⁽¹⁾	Number of candidates who passed the medical examination and other procedures ⁽¹⁾	Number of candidates reported for duty (position as at 1 March 2021) ⁽²⁾	Total recruitment expenses involved ⁽³⁾ (\$)
Senior Artisan (Beach/Swimming Pool)									
February 2019	20	233 / 174	72	72	34	0	33	29	N.A. as in-service recruitment exercise was conducted
January 2015	13	245 / 229	171	171	58	2	56	56	
Senior Artisan (Lifeguard at Water Sports Centre)									
July 2018	2	59 / 23	12	19	5	0	5	5	5,848
Artisan (Beach/Swimming Pool)									
September 2020	72	299 / 229	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	3,724
August 2019	37	338 / 279	169	174	128	2	126	126	3,724
August 2018	52	488 / 356	171	272	134	1	130	129	5,848
September 2015	20	768 / 322	186	186	177	29	148	148	1,050
Artisan (Lifeguard at Water Sports Centre)									
September 2020	10	44 / 17	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	N.A. ⁽⁴⁾	3,724
August 2019	8	48 / 19	7	7	3	4	3	3	3,724
July 2017	7	96 / 43	28	28	28	10	18	18	5,608

Notes

- (1) The figures are subject to change, depending on the actual results of the recruitment exercises.
- (2) 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.
- (3) 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.
- (4) As the recruitment exercise is still in progress, the statistics are not available at this stage.

Details of recruitment exercises for seasonal lifeguards in the past 6 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 candidates who passed the trade tests	Number of candidates who passed the recruitment interview	Number passed recruitment procedures ⁽¹⁾	Number of offers made ⁽¹⁾	Number of offers declined	Number reported for duty	Total recruitment expenses involved ⁽²⁾ (\$)
<i>Seasonal lifeguard on non-civil service contract (NCSC) terms</i>									
November 2019 ⁽³⁾	786	831 / 800	491	526	489	489	107	382	547,366
November 2018	861	915 / 861	657	716	705	705	110	595	652,306
November 2017	963	1 020 / 990	837	861	934	934	130	804	519,472
November 2016	952	1 164 / 1 160	918	978	950	950	139	811	1,479,949
November 2015	930	1 379 / 1 378	1 043	1 101	1 061	1 061	154	907	390,413
October 2014	1 000	1 637 / 1 637	1 184	1 226	1 200	1 200	194	1 006	114,802
<i>Seasonal lifeguard on post-retirement service contract (PRSC) terms⁽⁴⁾</i>									
December 2019	45	13 / 12	11	11	11	11	1	10	N.A.
December 2018	45	10 / 10	9	9	9	10	1	9	
December 2017	45	20 / 20	19	19	19	19	0	19	
January 2017	45	29 / 27	24	24	24	24	11	13	
March 2016	45	25 / 13	13	13	13	13	7	6	

Notes

- (1) Since there are different periods of short-term appointment of seasonal lifeguards throughout a swimming season (e.g. peak months and non-peak months), there may be occasions that 1 candidate would be offered with multiple contracts for different periods of appointment. Under the above circumstances, the number passed recruitment procedures and the number of offers made would be greater than the number of candidates who passed the trade tests/recruitment interview.
- (2) 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.
- (3) Due to the COVID-19 pandemic, the Leisure and Cultural Services Department (LCSD) temporarily suspended the selection interviews/trade tests for recruitment of seasonal lifeguards from early February to late May 2020 and from mid-July to late September 2020.
- (4) The LCSD conducted recruitment exercises of seasonal lifeguards on PRSC terms since 2016.