LEISURE AND CULTURAL SERVICES DEPARTMENT
Combined Seasonal Lifeguard Training Scheme (2026 swimming season)
Post 3 Combined Seasonal Lifeguard Trainees
(Pool Lifeguard Award and Beach Lifeguard Award)
[Allowance: HK$15,080 / HK$16,890]

The Leisure and Cultural Services Department (LCSD) is inviting eligible persons to apply for the Combined Seasonal Lifeguard Training Scheme (CSLGTS). Successful applicants will be employed as Combined Seasonal Lifeguard Trainees (Pool Lifeguard Award and Beach Lifeguard Award) ("Trainees") and will undergo full-time training for around two months ("the training period"). Upon successful completion of training and passing the examinations as designated by the LCSD, Trainees will obtain both Pool Lifeguard Award and Beach Lifeguard Award issued by the Hong Kong China Life Saving Society (HKLSS). Trainees will also be directly appointed by the LCSD as full-time Seasonal Lifeguard (Beaches) or Seasonal Lifeguard (Water Sports Centres) [SLG(B/WSC)] to perform lifesaving and related duties at any public beaches, water sports centres, or aquatic venues of the LCSD during the 2026 swimming season until 31 October 2026 or the end of the swimming season according to operational need.

Entry Requirements

Candidates must:

(1) have attained a level of proficiency in the Chinese and English languages equivalent to Primary 6 standard;
(2) pass an eyesight test and the Ishihara's Test for colour-blindness without wearing any assistive eyesight equipment (including contact lenses) (A candidate's visual acuity should be at least 6/60, i.e. myopia not exceeding roughly 300 degrees. Wearing of plastic corrective lens and goggles with appropriate prescription while on duty is mandatory unless candidates have unaided good eyesight for lifesaving duties);
(3) pass a swimming test by swimming 100 metres forward within two and a half minutes in any style without wearing swimming goggles and tread water for one minute without any auxiliary equipment; and
(4) pass a selection interview.

[Notes:

(1) Applicants will not be considered if they possess a valid Pool Lifeguard Award or Beach Lifeguard Award or above issued by the HKLSS on the closing date of application.
(2) The Hong Kong Life Saving Society was renamed as the Hong Kong China Life Saving Society with effect from October 2023. As advised by the HKLSS, the name of "The Hong Kong Life Saving Society" on all lifesaving certificates will be valid and remain unchanged until further notice.
(3) Candidates without supporting documents of the Chinese and English languages proficiency requirement in (1) above may also apply. There will be assessment of Chinese and English languages proficiency during the interview.
(4) During the Pool Lifeguard Award training period (approximately the first four weeks of the whole training period), Trainees would receive a monthly training allowance of HK$15,080. Upon completion of the training, passing of examinations as designated by the LCSD and successful acquisition of Pool Lifeguard Award issued by the HKLSS, during the subsequent

training period of Pool Lifeguard Award (lasting approximately four weeks), Trainees would receive a monthly training allowance of HK$16,890.

(5) Trainees who can successfully complete and pass the training and examinations as designated by the LCSD will be directly appointed as a full-time SLG(B/WSC). He/she will be remunerated at a salary of a full-time SLG(B/WSC) from the date of appointment.

(6) Applicants who possess a valid First Aid Certificate issued by the St John Ambulance Association, Hong Kong Red Cross or Auxiliary Medical Service throughout the whole contract period of full-time SLG(B/WSC) as determined by the LCSD (on a single contract basis, excluding the training period) may be granted an additional amount of HK$300 per month during the whole said period (excluding the training period) as determined by the LCSD. To be eligible for the additional pay as specified above, selected candidates who are offered an appointment as full-time SLG(B/WSC) must present the original copy of valid First Aid Certificate prior to his/her signing of a contract with the LCSD, and the remaining validity period of that First Aid Certificate (calculated from the effective date of the contract of full-time SLG(B/WSC)) must be longer than or equivalent to the contract period of the full-time SLG(B/WSC) as designated by the LCSD.

(7) The LCSD reserves the rights to modify, abort or cancel the CSLGTS.]

Training and Duties

Trainees mainly undergo training in lifesaving and get familiar with the daily operation of swimming pools and beaches for the purpose of acquisition of both Pool Lifeguard Award and Beach Lifeguard Award issued by the HKLSS.

Full-time SLG(B/WSC)

(1) To ensure the safety of swimmers at public beaches, water sports centres or aquatic venues of the LCSD;
(2) To rescue drowning swimmers;
(3) To maintain order; and
(4) To perform cleaning work, etc.

Training

The LCSD will arrange Trainees to attend related vocational training courses (provided by relevant professional institutions) and sit for professional examinations for attainment of the following lifesaving qualifications during the employment period:

(1) Bronze Medallion;
(2) First Aid;
(3) Aquatic First Aid;
(4) Pool Lifeguard Award;
(5) Open Water Rescue Basic Certificate;
(6) Canoe Rescue Award; and
(7) Beach Lifeguard Award

Trainees are required to first pay a deposit of HK$2,500 for attending the training and examinations. To encourage Trainees to successfully acquire lifesaving qualifications and serve as full-time

SLG(B/WSC), the deposit will be refunded to those who have successfully completed and passed the training and examinations as designated by the LCSD, accepted the direct appointment as full-time SLG(B/WSC) and completed the whole contract period of full-time SLG(B/WSC) to the satisfaction of the LCSD.

On abortion and cancellation of the CSLGTS, the LCSD will refund to the Trainees the amount of deposit that they have paid.

The deposit will **not** be refunded to Trainees who –

(1) fail to successfully complete the training and on-site practical training as designated by the LCSD;
(2) fail to pass the examinations as designated by the LCSD;
(3) do not accept or cannot accept the direct appointment as full-time SLG(B/WSC) after successfully completing and passing the training and examinations as designated by the LCSD; or
(4) fail to complete the whole contract period as full-time SLG(B/WSC) to the satisfaction of the LCSD.

Salary

During the training period of Pool Lifeguard Award (approximately the first four weeks of the whole training period), Trainees would receive a monthly training allowance of HK$15,080. Upon completion of the training, passing of examinations as designated by the LCSD and successful acquisition of Pool Lifeguard Award issued by the HKLSS, during the subsequent training period of Beach Lifeguard Award (lasting approximately four weeks), Trainees would receive a monthly training allowance of HK$16,890.

Full-time SLG(B/WSC)

Full-time SLGs(B/WSC) of the 2025 swimming season are remunerated with the monthly salary of HK$23,100 and a gratuity at the rate of 10% to 15% of the total actual salary during the employment period. The monthly salary and terms of appointment to be offered for the 2026 swimming season will be subject to the prevailing contract terms at the time when the offer of appointment is made.

Training and Working Hours

Trainees are required to receive full-time mode training and examinations of around 200 hours as designated by the LCSD (normally scheduled from Monday to Saturday), the duration will be approximately two months. Trainees are also required to be deployed to work at any aquatic venues at the discretion of the LCSD based on operational needs. The total hours of training and work are around 45 hours net per week (excluding meal breaks). Trainees may need to work irregular hours, overtime and on shifts (including on Saturdays, Sundays and Public Holidays). Actual training and working hours will be arranged by supervisors.

Full-time SLG (B/WSC)

The conditioned working hours of a full-time SLG(B/WSC) are 45 hours net per week (i.e. 7.5 hours per day excluding meal breaks). The incumbents are required to work on shifts during the period from 7:45 am to 7:15 pm according to supervisors' arrangements or to work overtime. They are also

required to work on Saturdays, Sundays and public holidays. Actual working hours will be arranged by supervisors.

Terms of Appointment

Successful candidates will be appointed on non-civil service contract (NCSC) terms.

Training will normally begin in the first quarter of 2026 (actual training period will be subject to contract terms). Trainees who have successfully completed and passed the training and examinations as designated by the LCSD will be directly appointed as full-time SLGs(B/WSC) after the end of the training. On appointment, they are required to perform lifesaving and related duties at any public beaches, water sports centres or aquatic venues as deployed by the LCSD throughout the 2026 swimming season.

[Note: Successful candidates will be deployed, from time to time, to work at any aquatic venues at the discretion of the LCSD based on operational needs.]

Successful full-time SLGs(B/WSC) will be appointed on NCSC terms.

Fringe Benefits

Rest days, statutory holidays (or substituted holidays), annual leave, maternity/paternity leave, sickness allowance, where appropriate, will be granted in line with the provisions of the Employment Ordinance.

Upon satisfactory completion of a continuous contract (excluding the training period) and subject to satisfactory performance and conduct during the contract period, full-time SLGs(B/WSC) may be granted a gratuity as follows:

(1) For a continuous contract for three months or above but less than four months, the gratuity payable for the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485) , equals to 10% of the total basic salary of substantive office drawn during the period of contract (excluding the training period); or

(2) For a continuous contract for four months or above, the gratuity payable for the first three months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the first three months of the contract (excluding the training period). The gratuity payable for the fourth and subsequent months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 15% of the total basic salary of substantive office drawn during the fourth and subsequent months of contract (excluding the training period); and

(3) For those who serve a continuous contract for three months or above (excluding the training period), and obtain/revalidate their valid Pool Lifeguard Award or Beach Lifeguard Award or above issued by the HKLSS between 1 November 2025 and 31 October 2026 or the prescribed contract end date (whichever is earlier), an additional end-of-contract gratuity of HK$2,000 will be payable. (Note: To be eligible for the above additional end-of-contract gratuity, SLGs(B/WSC) must present the original copy of the abovementioned lifesaving award during contract signing. The issue date of the award should be between 1 November 2025 and 31 October 2026 or the prescribed contract end date

(whichever is earlier). In any case, the additional end-of-contract gratuity will only be released once for each valid Lifeguard Award or above obtained / revalidated and is capped at HK$2,000)