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Replies to initial questions raised by Legislative Council Members in examining the Estimates of Expenditure 2026-27

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CONTROLLING OFFICER'S REPLY

(Question Serial No. 2560)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service College will collaborate with the Digital Policy Office to provide artificial intelligence training for civil servants to better grasp the relevant knowledge. Will this training be compulsory for all civil servants or will it be targeted at specific grades (such as the Executive Officer grade or professional and technical grades)? Will the Government also consider establishing a regular mechanism to assess the effectiveness of the training and update the training contents on a regular basis?

Asked by: Hon CHAN Hiu-fung, Nicholas (LegCo internal reference no.: 15)

Reply:

The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026, mainly aimed at middle and senior-level civil servants. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training. CSC attaches great importance to training effectiveness and adopts suitable assessment methods, which generally consist of discussions, sharing and exchange, thematic projects, experiential learning and presentations etc. Feedback will also be collected from trainees through questionnaires at the end of training. CSC will consolidate the above evaluation results and, in line with technological developments, continually enhance and update the training content.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) should review their operations and business needs, and explore ways to apply AI technologies to their work through suitable means (such as seeking expert advice) to enhance public services. During this process, B/Ds will also arrange training on AI application related to departmental business, big data analysis, etc., so as to effectively promote AI-empowered public service and accelerate digital intelligence transformation of the Government.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1642)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service Bureau has been encouraging civil servants to participate in volunteer service during spare time to serve the community. In this connection, will the Government inform this Committee of the following:

1. What are the current numbers of civil service volunteer teams established in each bureau and government department?

2. What were the numbers of volunteer activities organised by the civil service volunteer teams and their service hours in each of the past 3 years? What was the number of participating civil service volunteers?

3. What were the numbers of volunteer activities and service hours, broken down by type of volunteer service (e.g. elderly service, post-disaster support, environmental protection, etc.), in each of the past 3 years?

4. What financial or policy support has the Government provided to the civil service volunteer teams for them to organise various volunteer activities?

5. What were the expenditures on organising the Civil Service Volunteer Commendation Scheme (Scheme) for each of the past 3 years? What is the estimated expenditure on organising the Scheme for this year?

6. In addition to the above Scheme, what measures has the Government implemented to encourage civil servants to join the volunteer teams and participate in volunteer service? What were the expenditures for the past 3 years, if any, and what is the estimated expenditure for this year?

Asked by: Hon CHAN Kapui, Judy (LegCo internal reference no.: 12)

Reply:

1. At present, there are a total of 77 civil service volunteer teams in various policy bureaux and government departments participating in volunteer service.

2. The number of activities, service hours and attendances of participating civil service volunteers in the past 3 years are set out as follows:

Year	**Number of volunteer activities**	**Hours of volunteer service**	**Attendances of participating volunteers**
2023	1 627	89 300	22 100
2024	2 037	111 700	23 500
2025	1 362	155 300	26 000

3. The types of volunteer activities participated by civil service volunteers in the past 3 years are set out as follows:

Type of activity	**2023**		**2024**		**2025**	
	Number of activities	Service hours	Number of activities	Service hours	Number of activities	Service hours
Youth, children and family/parent-child activities	319	9 100	562	24 900	203	19 700
Activities for caring the elderly	419	20 900	472	21 900	315	16 600
Services for ethnic minorities, new arrivals and grassroots families	95	4 200	108	5 200	98	6 400
Services for disabled and rehabilitating persons	160	2 500	139	6 800	129	7 600
Event support to activities organised by organisations/ charities [Note 1]	358	35 000	529	39 300	495	91 900
Activities for environmental conservation and animal care	149	11 900	156	7 900	69	5 000
Support and publicity for government services [Note 2]	127	5 700	71	5 700	53	8 100
	1 627	**89 300**	**2 037**	**111 700**	**1 362**	**155 300**

[Note 1: Including the provision of crowd control, venue support, guest reception and first aid services, etc. in the 15th National Games (NG), the 12th National Games for Persons with Disabilities (NGD) and the 9th National Special Olympic Games (NSOG) and other large-scale events.]

[Note 2: Including volunteer service for post-disaster relief, activities to promote the Legislative Council Election, traffic safety, fire safety, crime prevention and anti-drug information, etc. in the community, and support for open days of government departments, etc.]

4. The Civil Service Bureau (CSB) has fostered civil service volunteer teams to proactively interact and collaborate with various sectors, charitable organisations, district organisations and district care teams, etc. with a view to establishing partnership, consolidating the strengths of different sectors and organisations in terms of financial resources, venues, supplies and district networks, etc., and leveraging the expertise of the civil service volunteer teams and their strengths in serving the community. In addition, CSB has motivated civil service volunteer teams to support various major events in the community. From September to November 2024, CSB actively co-ordinated 75 civil service volunteer teams to organise or participate in a wide range of volunteer services under the theme of celebrating the 75th anniversary of the founding of the People's Republic of China. With some 4 200 participating volunteers, we shared the joy of the 75th anniversary with the public, fostering a sense of patriotism in the community and showing care and warmth for the needy. In 2025, CSB proactively co-ordinated civil service volunteers to participate in the 15th NG, the 12th NGD and the 9th NSOG. A total of over 3 200 government staff provided volunteer support for various competitions, corroborating civil servants' strong dedication and commitment to serving the community.

5.&6. The Government launched the Civil Service Volunteer Commendation Scheme in 2024 to recognise departmental volunteer teams and individuals with outstanding performance and contributions in the participation or promotion of volunteer service, thereby encouraging more individuals to participate in volunteer service. In 2025, a total of 435 volunteers received individual awards, representing an increase of nearly 30% from 337 in 2024. The total number of service hours contributed by the award-winning volunteers was approximately 53 000, representing an increase of over 11 000 hours compared to 2024. The marked rise underscores the heightened engagement and enthusiasm of civil servants towards volunteerism.

CSB will continue to encourage civil service volunteer teams to strengthen collaboration with various sectors of the community so that greater synergy can be achieved and a diverse range of distinctive volunteer services can be actively promoted by making good use of the professional strengths and resources of various sectors. We will continue to encourage civil servants to actively participate in district voluntary work and provide volunteer support for large-scale community events, while continuing to recognise civil servants who are dedicated to serving the community through regular commendation schemes, thereby encouraging government staff to engage more actively in volunteer service.

CSB will also promote the positive image of civil servants dedicated to serving the community through a variety of channels in order to encourage more civil servants to join as volunteers. We have collaborated with the Radio Television Hong Kong in producing features on inspiring stories of volunteer service to be widely broadcast on television, social media, MTR trains, and in government venues, showcasing the spirit of civil servants in serving the community with dedication and commitment, thereby further encouraging more colleagues to participate in volunteer service.

Promoting volunteer service in the civil service and launching commendation schemes are implemented with existing resources and no additional expenditure is involved.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2249)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the reduction of civil service establishment, please provide corresponding information in the table below:

Department	Civil service establishment ceiling as at 1 April 2025	Number of vacancies in the civil service establishment as at 1 April 2025	Civil service establishment ceiling as at 1 April 2026	Change in the civil service establishment ceiling compared to last year (+/-)
Total				

Asked by: Hon CHAN Yung (LegCo internal reference no.: 12)

Reply:

In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. Together with the posts deleted under the zero-growth policy in the civil service establishment from 2021-22 to 2025-26, it is estimated that a cumulative reduction of over 10 000 posts will be achieved within this term of the Government. The Government will reduce the establishment in 2026-27 and 2027-28 on a bureau basis, reducing the overall establishment of each bureau and its departments as a whole by a standard percentage. A reduction of over 8 000 posts in the civil service establishment is expected by 1 April 2026 over that of 2021-22 when the zero-growth policy commenced.

The changes in the civil service establishment of bureaux/ departments/offices in 2026-27, as compared to 2025-26, and the vacancy situation as at 31 December 2025 are set out at **Annex**.

Since the financial provisions for personal emoluments of recurrent expenditure allocated to B/Ds are calculated based on establishment rather than strength, reducing the establishment will lead to reduction in actual allocation of financial provisions to B/Ds.

Annex

Changes in the Civil Service Establishment and Vacancy Situation by Bureaux/Departments/Offices in 2025-26 and 2026-27

Bureau/Department/Office	2025-26 Revised Estimate	2026-2027 Estimate	Change in the Civil Service Establishment	Vacancy (as at 31.12.2025)
Agriculture, Fisheries and Conservation Department	2 316	2 261	-55	292
Architectural Services Department	1 994	1 943	-51	103
Audit Commission	195	191	-4	11
Auxiliary Medical Service	97	96	-1	5
Buildings Department	2 111	1 997	-114	70
Census and Statistics Department	1 231	1 204	-27	19
Chief Executive's Office	108	107	-1	7
Chief Secretary for Administration's Office and Financial Secretary's Office	551	533	-18	49
Civil Aid Service	106	103	-3	8
Civil Aviation Department	931	915	-16	120
Civil Engineering and Development Department	2 082	1 998	-84	174
Civil Service Bureau	700	684	-16	43
Commerce and Economic Development Bureau	216	216	-	10
Companies Registry	390	382	-8	24
Constitutional and Mainland Affairs Bureau	216	212	-4	13
Correctional Services Department	7 153	6 974	-179	926
Culture, Sports and Tourism Bureau	401	310	-91	10
Customs and Excise Department	7 851	7 680	-171	624
Department of Health	6 943	6 800	-143	1 137
Department of Justice	1 504	1 474	-30	164
Development Bureau (Planning and Lands Branch)	211	202	-9	4
Development Bureau (Works Branch)	458	451	-7	18
Digital Policy Office	880	838	-42	62
Drainage Services Department	2 028	1 983	-45	303
Education Bureau	6 368	6 237	-131	985
Electrical and Mechanical Services Department	565	540	-25	27

Bureau/Department/Office	2025-26 Revised Estimate	2026-2027 Estimate	Change in the Civil Service Establishment	Vacancy (as at 31.12.2025)
Electrical and Mechanical Services Trading Fund	3 859	3 778	-81	340
Environment and Ecology Bureau (Environment Branch)	219	214	-5	7
Environment and Ecology Bureau (Food Branch)	50	50	-	2
Environmental Protection Department	2 055	1 983	-72	75
Financial Services and the Treasury Bureau (Financial Services Branch)	103	100	-3	0
Financial Services and the Treasury Bureau (The Treasury Branch)	201	197	-4	4
Fire Services Department	11 578	11 319	-259	751
Food and Environmental Hygiene Department	11 337	11 102	-235	1 144
General Expenses of the Civil Service	359	355	-4	56
Government Flying Service	352	349	-3	50
Government Laboratory	505	498	-7	20
Government Logistics Department	743	728	-15	43
Government Property Agency	324	309	-15	27
Health Bureau	248	240	-8	16
Highways Department	2 472	2 402	-70	260
Home and Youth Affairs Bureau (Note)	194	225	+31	6
Home Affairs Department	2 296	2 253	-43	105
Hong Kong Observatory	366	357	-9	20
Hong Kong Police Force	37 793	36 458	-1 335	6 531
Hospital Authority	182	160	-22	0
Housing Authority	9 639	9 428	-211	416
Immigration Department	8 806	8 622	-184	491
Information Services Department	449	442	-7	18
Inland Revenue Department	2 925	2 866	-59	232
Innovation, Technology and Industry Bureau	78	77	-1	1
Innovation and Technology Commission	356	335	-21	14
Intellectual Property Department	192	188	-4	20

Bureau/Department/Office	2025-26 Revised Estimate	2026-2027 Estimate	Change in the Civil Service Establishment	Vacancy (as at 31.12.2025)
Invest Hong Kong (Note)	43	45	+2	5
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	31	30	-1	8
Judiciary (excluding Judges and Judicial Officers)	1 852	1 834	-18	156
Labour and Welfare Bureau	159	156	-3	1
Labour Department	2 503	2 447	-56	79
Land Registry	582	570	-12	108
Lands Department	4 535	4 396	-139	502
Legal Aid Department	556	543	-13	24
Legal Aid Services Council	4	4	-	0
Leisure and Cultural Services Department	10 329	10 118	-211	1 000
Marine Department	1 473	1 441	-32	151
Office for Film, Newspaper and Article Administration	65	63	-2	4
Office of the Communications Authority	364	362	-2	18
Official Receiver’s Office	277	270	-7	14
Overseas Economic and Trade Offices (Note) (excluding locally engaged staff)	78	82	+4	5
Planning Department	957	924	-33	85
Post Office	5 280	5 159	-121	334
Public Service Commission Secretariat	34	33	-1	3
Radio Television Hong Kong	758	743	-15	121
Rating and Valuation Department	968	943	-25	104
Registration and Electoral Office	316	302	-14	12
Secretariat, Commissioner on Interception of Communications and Surveillance	23	23	-	2
Security Bureau	244	238	-6	4
Social Welfare Department	6 520	6 380	-140	428
Trade and Industry Department	509	499	-10	30
Transport and Logistics Bureau	210	203	-7	5
Transport Department	1 894	1 833	-61	131

Bureau/Department/Office	2025-26 Revised Estimate	2026-2027 Estimate	Change in the Civil Service Establishment	Vacancy (as at 31.12.2025)
Treasury	507	497	-10	51
University Grants Committee	87	85	-2	4
Water Supplies Department	4 618	4 514	-104	491
Working Family and Student Financial Assistance Agency	1 353	1 326	-27	129
Total	**192 416**	**187 429**	**-4 987**	**19 866**

Note: The civil service establishment in the Home and Youth Affairs Bureau (HYAB), Invest Hong Kong, and overseas Economic and Trade Offices (ETOs) will be increased with new posts mainly for preparing and coordinating the celebration activities and projects for the 30th anniversary of the establishment of the Hong Kong Special Administrative Region, promoting various measures to assist Mainland enterprises "going global" through the platform in Hong Kong, and providing the required manpower for overseas ETOs respectively. The new time-limited posts in HYAB will be deleted after the celebration projects have been completed.

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Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB004

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0652)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of non-civil service contract (NCSC) staff, will the Government inform this Committee of the following:

(1) the number of quotas approved for various departments to employ NCSC staff in each of the past 2 years;

(2) the number of NCSC staff employed by various departments in the past year and this year to date, broken down by (i) employment type (i.e. part-time or full-time), (ii) work type, and (iii) nature of the post (i.e. (a) coping with the operational and service demands which are time-limited or seasonal, (b) coping with the operational and service demands which are subject to market fluctuations, (c) coping with the operational and service demands involving work with working hours of the manpower required less than the conditioned hours of civil servants, (d) tapping from the labour market talent with the latest expertise in a particular area, and (e) coping with the operational and service demands in which the mode of service delivery is under review or likely to be changed);

(3) the number of NCSC staff with the respective length of continuous service of (i) 3 years to less than 5 years, (ii) 5 years to less than 10 years, and (iii) 10 years or more, broken down by department, work type and nature of the post in the past year and this year to date;

(4) in relation to item (3) above, the number of NCSC staff with the respective length of continuous service of 5 years to less than 10 years and 10 years or more, and serving in the same position all along, broken down by department, work type and nature of the post; and

(5) the number of NCSC staff who were successfully employed as civil servants in various departments and the percentage they accounted for in the total number of NCSC staff in the past year and this year to date.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 6)

Reply:

(1) To control the overall number of Non-Civil Service Contract (NCSC) staff, the Civil Service Bureau (CSB) has set a quota on the number of NCSC staff that each bureau/department (B/D) can employ every year. B/Ds are allowed to employ full-time NCSC staff on the conditions that the criteria of NCSC Staff Scheme are met, the number of NCSC staff to be employed does not exceed the quota and B/Ds can bear the required salary cost, so as to flexibly deploy manpower and swiftly respond to service or operational needs. The breakdown of the quota on the number of full-time(Note 1) NCSC staff by bureau/department/office in the past two years (i.e. in 2024 and 2025, as of 30 June) is set out at **Annex A**.

(2) The breakdown of the number of full-time and part-time(Note 2) NCSC staff by bureau/department/office and that of the number of full-time NCSC staff by work type and reason of employment in 2025-26 (as of 30 June 2025) are set out at **Annex B**.

(3) The breakdown of the number of full-time NCSC staff with continuous service(Note 3) of three years or more by bureau/department/office, work type and reason of employment in 2025-26 (as of 30 June 2025) is set out at **Annex C**.

(4) The breakdown of the number of full-time NCSC staff with continuous service of five years to less than 10 years and of 10 years or more in the same position by bureau/department/office, work type and reason of employment in 2025-26 (as of 30 June 2025) is set out at **Annex D**.

(5) It is the Government's policy to select the most suitable persons to fill civil service vacancies through an open, fair and competitive recruitment process. The Government welcomes NCSC staff interested in civil service vacant posts to join the open recruitment exercises. Since relevant work experience is one of the factors to be taken into consideration in the recruitment of civil servants, NCSC staff who meet the basic entry requirements of the civil service ranks should generally enjoy a competitive edge over other applicants because of their work experience in the Government. For the period between September 2024 and August 2025, the number of qualified serving NCSC staff(Note 4) successfully appointed as civil servants was 261, with an success rate(Note 5) of about 10%. The average success rate of other applicants being appointed as civil servants during the same period was about 3%.

Note 1: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance (EO). On 30 June 2025, under EO then in force, an employee is regarded as being employed under a "continuous contract" if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

Note 2: "Part-time" employment means employment whereby the number of working hours of the NCSC staff is less than those specified under a "continuous contract" as defined by EO.

Note 3: "Continuous service" refers to employment in accordance with non-civil service contract conditions in the same B/D without a break in service, including those who have changed different NCSC positions during the service.

Note 4: "Qualified serving NCSC staff" refers to serving NCSC staff who meet the entry requirements of the civil service post applying for.

Note 5: As not all NCSC staff have applied for civil service posts, the total number of NCSC staff is not used in the calculation of the success rate. Instead, the number of qualified serving NCSC staff applying for civil service posts is used as the benchmark.

Annex A

Breakdown of the Quota on the Number of Full-time Non-Civil Service Contract (NCSC) Staff by Bureau/Department/Office

Bureau/Department/Office[Note 6]	Quota[Note 7]	
	Position as of 30 June 2024	Position as of 30 June 2025
Agriculture, Fisheries and Conservation Department	225	224
Architectural Services Department	86	95
Audit Commission	5	5
Auxiliary Medical Service	5	5
Buildings Department	103	94
Census and Statistics Department	167	261
Chief Executive's Office	9	9
Chief Secretary and Financial Secretary's Offices	50	55
Civil Aid Service	7	7
Civil Aviation Department	9	12
Civil Engineering and Development Department	130	130
Civil Service Bureau	9	7
Commerce and Economic Development Bureau	14	11
Constitutional and Mainland Affairs Bureau	10	8
Correctional Services Department	16	16
Culture, Sports and Tourism Bureau	64	213
Customs and Excise Department	25	25
Department of Health	514	570
Department of Justice	58	43
Development Bureau	63	67
Digital Policy Office[Note 8]		509
Drainage Services Department	94	94
Education Bureau (Headquarters)	330	330
Efficiency Office[Note 8]	483	
Electrical and Mechanical Services Department (Regulatory Services)	10	10
Environment and Ecology Bureau	28	27
Environmental Protection Department	201	201
Financial Services and the Treasury Bureau	5	5
Fire Services Department	10	12
Food and Environmental Hygiene Department	239	239
Government Flying Service	7	7
Government Laboratory	14	14
Government Logistics Department	49	49
Government Property Agency	6	6
Health Bureau	86	73
Highways Department	85	85
Home Affairs Department	347	405
Home and Youth Affairs Bureau	115	116

Bureau/Department/Office[Note 6]	Quota[Note 7]	
	Position as of 30 June 2024	Position as of 30 June 2025
Hong Kong Observatory	19	19
Hong Kong Police Force	56	56
Housing Bureau	5	17
Immigration Department	295	69
Information Services Department	28	28
Inland Revenue Department	218	176
Innovation and Technology Commission	36	39
Intellectual Property Department	37	42
Innovation, Technology and Industry Bureau	7	12
Invest Hong Kong	120	123
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	5	5
Judiciary	202	221
Labour and Welfare Bureau	36	41
Labour Department	96	140
Lands Department	114	114
Legal Aid Department	8	8
Leisure and Cultural Services Department	765	791
Marine Department	9	6
Office for Film, Newspaper and Article Administration	22	22
Office of the Government Chief Information Officer[Note 8]	11	
Official Receiver's Office	8	6
Planning Department	28	28
Radio Television Hong Kong	183	183
Rating and Valuation Department	72	60
Registration and Electoral Office	579	945
Security Bureau	49	41
Social Welfare Department	82	91
Trade and Industry Department	47	52
Transport and Logistics Bureau	24	24
Transport Department	60	62
Treasury	66	66
University Grants Committee Secretariat	44	43
Water Supplies Department	72	72
Working Family and Student Financial Assistance Agency	405	417

Note 6 : In view of the flexibility in the use of the relevant trading funds or various education funds/grants, the Government has not set any quota on the number of NCSC staff employed by trading fund departments (i.e. Companies Registry, Electrical and Mechanical Services Department (Trading Services), Hongkong

Post, Land Registry and Office of the Communications Authority) or by government schools of the Education Bureau under various funding schemes.

Note 7 : Including the quota set by CSB on the number of NCSC staff that each bureau/department (B/D) can employ every year, and the time-limited special quotas requested by B/Ds in response to the changes in service needs and approved by CSB.

Note 8 : The Digital Policy Office was set up on 25 July 2024 by merging the Efficiency Office and the Office of the Government Chief Information Officer under the Innovation, Technology and Industry Bureau.

Annex B

Number of Non-Civil Service Contract (NCSC) staff
(Position as of 30 June 2025)

Table 1: Breakdown by bureau/department/office and employment type (i.e. full-time/ part-time)

Bureau / Department / Office	Number of NCSC staff	
	Full-time	Part-time(Note 9)
Agriculture, Fisheries and Conservation Department	151	88
Architectural Services Department	95	7
Audit Commission	3	-
Auxiliary Medical Service	1	-
Buildings Department	94	-
Census and Statistics Department	261	-
Chief Executive's Office	4	-
Chief Secretary and Financial Secretary's Offices	55	1
Civil Aid Service	7	-
Civil Aviation Department	12	99
Civil Engineering and Development Department	53	-
Civil Service Bureau	7	5
Commerce and Economic Development Bureau	11	2
Companies Registry	147	-
Constitutional and Mainland Affairs Bureau	8	-
Correctional Services Department	16	2
Culture, Sports and Tourism Bureau	213	-
Customs and Excise Department	19	-
Department of Health	570	330
Department of Justice	43	-
Development Bureau	67	1
Digital Policy Office	509	90
Drainage Services Department	66	-
Education Bureau	1 261	167
Electrical and Mechanical Services Department	902	-
Environment and Ecology Bureau	27	12
Environmental Protection Department	201	73
Financial Services and the Treasury Bureau	4	-
Fire Services Department	12	204
Food and Environmental Hygiene Department	81	-
Government Flying Service	7	8
Government Laboratory	8	-
Government Logistics Department	23	-
Government Property Agency	6	-
Health Bureau	73	3
Highways Department	46	-
Home Affairs Department	405	475
Home and Youth Affairs Bureau	116	-

Bureau / Department / Office	Number of NCSC staff	
	Full-time	**Part-time**(Note 9)
Hong Kong Observatory	18	-
Hong Kong Police Force	43	8
Hongkong Post	1 151	-
Housing Bureau	17	-
Immigration Department	69	-
Information Services Department	20	1
Inland Revenue Department	145	-
Innovation and Technology Commission	39	4
Intellectual Property Department	42	6
Innovation, Technology and Industry Bureau	12	-
Invest Hong Kong	123	-
Judiciary	221	18
Labour and Welfare Bureau	41	-
Labour Department	140	4
Land Registry	15	-
Lands Department	65	1
Leisure and Cultural Services Department	791	4 080
Marine Department	6	6
Office of the Communications Authority	124	-
Official Receiver's Office	6	-
Planning Department	20	-
Radio Television Hong Kong	157	131
Rating and Valuation Department	58	2
Registration and Electoral Office	945	-
Security Bureau	41	-
Social Welfare Department	91	129
Trade and Industry Department	52	-
Transport and Logistics Bureau	24	-
Transport Department	62	33
Treasury	17	-
University Grants Committee Secretariat	43	-
Water Supplies Department	72	-
Working Family and Student Financial Assistance Agency	417	-
Total	**10 671**	**5 990**

Table 2: Breakdown by work type

Work type	Number of full-time NCSC staff
Administration / Executive support / Project coordination staff	2 235
General / Clerical support staff	1 812
Professionals / Professional support staff	1 123
Inspectorate / Technical support staff	1 094
Non-skilled staff	872
Customer services / Public relations staff	799
Leisure and cultural services staff	653
Postal services staff	614
Education staff	476
IT support staff	417
Research / Research support staff	239
Others	337

Table 3: Breakdown by reason of employment

Reason of employment	Number of full-time NCSC staff
Meeting time-limited or seasonal operational and service needs	6 122
Coping with operational and service needs that are subject to market fluctuations	1 761
Coping with service needs where the operation and mode of delivery of the service involved are under review or likely to be changed	1 364
Tapping from the labour market personnel with specific knowledge or skills	970
Working hours of the manpower required for the work are less than the conditioned hours of civil servants	454

Note 9 : The number of part-time NCSC staff refers to those with contractual employment relations with the user B/Ds as of 30 June 2025. Only some of them were called upon to perform duty on that day.

Annex C

Full-time Non-Civil Service Contract (NCSC) staff with continuous service of 3 years or more (Position as of 30 June 2025)

Table 1: Breakdown by bureau/department/office

Bureau / Department / Office	Number of full-time NCSC staff		
	With 3 years to less than 5 years of continuous service	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Agriculture, Fisheries and Conservation Department	23	4	1
Architectural Services Department	16	-	-
Buildings Department	25	9	23
Census and Statistics Department	2	-	-
Chief Secretary and Financial Secretary's Offices	4	5	-
Civil Aid Service	1	-	-
Civil Aviation Department	3	-	1
Civil Engineering and Development Department	6	1	1
Commerce and Economic Development Bureau	1	1	-
Companies Registry	24	10	-
Constitutional and Mainland Affairs Bureau	3	-	-
Correctional Services Department	2	-	1
Culture, Sports and Tourism Bureau	8	6	5
Customs and Excise Department	3	-	-
Department of Health	85	33	184
Department of Justice	9	3	-
Development Bureau	8	15	4
Digital Policy Office	55	87	127
Drainage Services Department	2	8	15
Education Bureau	151	183	71
Electrical and Mechanical Services Department	285	197	259
Environment and Ecology Bureau	4	7	-
Environmental Protection Department	46	8	1
Financial Services and the Treasury Bureau	-	2	-
Fire Services Department	1	3	-
Food and Environmental Hygiene Department	16	14	17
Government Flying Service	1	2	-
Government Laboratory	1	1	3
Government Logistics Department	1	1	10
Government Property Agency	3	-	-
Health Bureau	9	8	3
Highways Department	4	1	2
Home Affairs Department	33	47	32

Bureau / Department / Office	Number of full-time NCSC staff		
	With 3 years to less than 5 years of continuous service	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Home and Youth Affairs Bureau	9	18	3
Hong Kong Observatory	2	-	-
Hong Kong Police Force	5	5	1
Hongkong Post	51	191	675
Immigration Department	5	9	-
Information Services Department	2	6	6
Inland Revenue Department	21	49	7
Innovation and Technology Commission	3	6	10
Intellectual Property Department	4	3	1
Innovation, Technology and Industry Bureau	-	1	-
Invest Hong Kong	4	18	26
Judiciary	28	24	10
Labour and Welfare Bureau	1	4	1
Labour Department	2	5	23
Land Registry	1	1	4
Lands Department	16	-	-
Leisure and Cultural Services Department	32	17	134
Marine Department	1	1	-
Office of the Communications Authority	19	23	45
Official Receiver's Office	1	2	-
Planning Department	6	-	-
Radio Television Hong Kong	14	25	15
Rating and Valuation Department	18	7	1
Registration and Electoral Office	101	202	38
Security Bureau	-	8	-
Social Welfare Department	13	8	-
Trade and Industry Department	8	8	22
Transport and Logistics Bureau	6	1	-
Transport Department	8	7	4
Treasury	1	-	1
University Grants Committee Secretariat	3	4	2
Water Supplies Department	10	9	13
Working Family and Student Financial Assistance Agency	101	113	44

Table 2: Breakdown by work type

Work type (position filled as of 30 June 2025)	Number of full-time NCSC staff		
	With 3 years to less than 5 years of continuous service	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Administration / Executive support / Project coordination staff	323	247	102
General / Clerical support staff	194	329	327
Professionals / Professional support staff	173	112	62
Inspectorate / Technical support staff	361	209	161
Non-skilled staff	74	169	333
Customer services / Public relations staff	77	131	145
Postal services staff	20	88	379
Leisure and cultural services staff	13	12	73
Education staff	28	24	20
IT support staff	35	56	145
Research / Research support staff	2	2	5
Others	31	52	94

Table 3: Breakdown by reason of employment

Reason of employment (position filled as of 30 June 2025)	Number of full-time NCSC staff		
	With 3 years to less than 5 years of continuous service	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Meeting time-limited or seasonal operational and service needs	672	626	297
Coping with operational and service needs that are subject to market fluctuations	342	312	656
Coping with service needs where the operation and mode of delivery of the service involved are under review or likely to be changed	191	237	396
Tapping from the labour market personnel with specific knowledge or skills	113	175	181
Working hours of the manpower required for the work are less than the conditioned hours of civil servants	13	81	316

Annex D

Full-time Non-Civil Service Contract (NCSC) staff with Continuous Service of 5 years or more in the Same Position (Position as of 30 June 2025)

Table 1: Breakdown by bureau/department/office

Bureau / Department / Office	Number of full-time NCSC staff	
	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Agriculture, Fisheries and Conservation Department	4	1
Buildings Department	9	23
Chief Secretary and Financial Secretary's Offices	4	-
Civil Engineering and Development Department	1	1
Commerce and Economic Development Bureau	1	-
Companies Registry	10	-
Correctional Services Department	-	1
Culture, Sports and Tourism Bureau	5	2
Department of Health	30	172
Department of Justice	2	-
Development Bureau	15	4
Digital Policy Office	61	47
Drainage Services Department	7	14
Education Bureau	121	33
Electrical and Mechanical Services Department	18	79
Environment and Ecology Bureau	6	-
Environmental Protection Department	6	-
Financial Services and the Treasury Bureau	2	-
Fire Services Department	3	-
Food and Environmental Hygiene Department	11	15
Government Flying Service	1	-
Government Laboratory	1	2
Government Logistics Department	1	10
Health Bureau	5	-
Highways Department	1	2
Home Affairs Department	23	16
Home and Youth Affairs Bureau	16	2
Hong Kong Police Force	5	1
Hongkong Post	172	594
Immigration Department	9	-
Information Services Department	6	6
Inland Revenue Department	33	3
Innovation and Technology Commission	6	9
Intellectual Property Department	2	-
Innovation, Technology and Industry Bureau	1	-

Bureau / Department / Office	Number of full-time NCSC staff	
	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Invest Hong Kong	18	25
Judiciary	24	1
Labour and Welfare Bureau	4	-
Labour Department	5	8
Land Registry	1	4
Leisure and Cultural Services Department	15	85
Marine Department	1	-
Office of the Communications Authority	19	18
Official Receiver's Office	2	-
Radio Television Hong Kong	22	11
Rating and Valuation Department	5	1
Registration and Electoral Office	111	28
Security Bureau	7	-
Social Welfare Department	8	-
Trade and Industry Department	6	17
Transport and Logistics Bureau	1	-
Transport Department	2	-
University Grants Committee Secretariat	3	2
Water Supplies Department	9	11
Working Family and Student Financial Assistance Agency	77	17

Table 2: Breakdown by work type

Work type	Number of full-time NCSC staff	
	With 5 years to less than 10 years of continuous service	With 10 years or more of continuous service
Administration / Executive support / Project coordination staff	161	46
General / Clerical support staff	218	257
Professionals / Professional support staff	101	45
Inspectorate / Technical support staff	30	44
Non-skilled staff	148	282
Customer services / Public relations staff	101	55
Postal services staff	81	337
Leisure and cultural services staff	10	56
Education staff	12	6
IT support staff	31	58
Research / Research support staff	2	5
Others	43	74

Table 3: Breakdown by reason of employment

Reason of employment	Number of full-time NCSC staff	
	With 5 years to less than 10 years of continuous service	**With 10 years or more of continuous service**
Meeting time-limited or seasonal operational and service needs(Note 10)	421	155
Coping with operational and service needs that are subject to market fluctuations(Note 11)	121	388
Coping with service needs where the operation and mode of delivery of the service involved are under review or likely to be changed	192	328
Tapping from the labour market personnel with specific knowledge or skills	123	90
Working hours of the manpower required for the work are less than the conditioned hours of civil servants	81	304

Note 10 : Including staff employed in the same position to provide support for different time-limited projects or seasonal work, having regard to operational and service needs of bureaux/departments.

Note 11 : These positions are created in the trading fund departments, where the relevant operational and service needs are subject to the market situation and uncertainties, such as fiscal condition of the clients and competition in the open market, etc. It is more appropriate for NCSC staff to discharge such duties so as to allow the trading fund departments to adjust their staffing level flexibly in response to the business situation, while upholding the service level and quality.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0653)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the central resource allocation mechanism, could the Government inform this Committee of the following:

(1) for the applications submitted by various departments for additional resources under the central resource allocation mechanism to meet additional operational needs in each of the past 2 years and in the current year to date, the main reasons of the Civil Service Bureau for rejection; and

(2) for the successful applications mentioned in item (1), the respective increases in (i) the civil service establishment and (ii) the number of non-civil service contract staff after the applicant departments had secured additional resources, with a detailed breakdown provided for each application.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 8)

Reply:

(1) & (2) The Government's internal Resource Allocation Exercise (RAE) aims to examine the new policy initiatives or operation needs put forward by bureaux/departments (B/Ds). After accessing their resource requirements and considering factors such as the importance and substance of the initiatives, priorities and the Government's fiscal position, the allocation of limited new resources each year will be determined (including applications for creation of new posts). The outcomes of RAE deliberations have been reflected in the expenditure estimates of individual B/Ds which should be submitted for the Legislative Council's scrutiny and approval through the Appropriation Bill. As the RAE is an internal coordination process within the Government, the Civil Service Bureau (CSB) is not able to provide the case details of applications for additional resources.

On the other hand, to control the overall number of Non-Civil Service Contract (NCSC) staff, CSB has set a quota on the number of NCSC staff that each B/D can employ every year. On the conditions that the criteria of NCSC Staff Scheme are

met, the number of NCSC staff to be employed does not exceed the quota and subject to availability of funding, B/Ds are allowed to employ full-time NCSC staff so as to flexibly deploy manpower and swiftly respond to service or operational needs. If there are any unexpected requirements, B/Ds can apply to CSB for adjustments to the quota. The breakdown of the number of full-time(Note) NCSC staff by bureau/department/office in the past two calendar years (i.e. 2024 and 2025, as of 30 June) is set out at **Annex**.

Note: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance. On 30 June 2025, under the Ordinance then in force, an employee is regarded as being employed under a "continuous contract" if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

Annex

Breakdown of full-time Non-Civil Service Contract (NCSC) staff by bureau/department/office

Bureau / Department / Office	Number of full-time NCSC staff	
	Position as of 30 June 2024	Position as of 30 June 2025
Agriculture, Fisheries and Conservation Department	149	151
Architectural Services Department	86	95
Audit Commission	1	3
Auxiliary Medical Service	1	1
Buildings Department	103	94
Census and Statistics Department	167	261
Chief Executive's Office	4	4
Chief Secretary and Financial Secretary's Offices	50	55
Civil Aid Service	7	7
Civil Aviation Department	6	12
Civil Engineering and Development Department	85	53
Civil Service Bureau	9	7
Commerce and Economic Development Bureau	14	11
Companies Registry	124	147
Constitutional and Mainland Affairs Bureau	10	8
Correctional Services Department	16	16
Culture, Sports and Tourism Bureau	64	213
Customs and Excise Department	14	19
Department of Health	514	570
Department of Justice	58	43
Development Bureau	63	67
Digital Policy Office #		509
Drainage Services Department	68	66
Education Bureau	1 283	1 261

Bureau / Department / Office	Number of full-time NCSC staff	
	Position as of 30 June 2024	Position as of 30 June 2025
Efficiency Office #	483	
Electrical and Mechanical Services Department	795	902
Environment and Ecology Bureau	28	27
Environmental Protection Department	201	201
Financial Services and the Treasury Bureau	4	4
Fire Services Department	10	12
Food and Environmental Hygiene Department	94	81
Government Flying Service	7	7
Government Laboratory	11	8
Government Logistics Department	20	23
Government Property Agency	6	6
Health Bureau	86	73
Highways Department	50	46
Home Affairs Department	347	405
Home and Youth Affairs Bureau	115	116
Hong Kong Observatory	14	18
Hong Kong Police Force	30	43
Hongkong Post	1 288	1 151
Housing Bureau	2	17
Immigration Department	295	69
Information Services Department	21	20
Inland Revenue Department	218	145
Innovation and Technology Commission	36	39
Intellectual Property Department	37	42
Innovation, Technology and Industry Bureau	7	12
Invest Hong Kong	120	123
Judiciary	202	221

Bureau / Department / Office	Number of full-time NCSC staff	
	Position as of 30 June 2024	Position as of 30 June 2025
Labour and Welfare Bureau	36	41
Labour Department	96	140
Land Registry	32	15
Lands Department	92	65
Legal Aid Department	1	-
Leisure and Cultural Services Department	765	791
Marine Department	9	6
Office of the Communications Authority	125	124
Office of the Government Chief Information Officer #	10	
Official Receiver's Office	8	6
Planning Department	24	20
Radio Television Hong Kong	148	157
Rating and Valuation Department	72	58
Registration and Electoral Office	579	945
Security Bureau	49	41
Social Welfare Department	82	91
Trade and Industry Department	47	52
Transport and Logistics Bureau	24	24
Transport Department	60	62
Treasury	64	17
University Grants Committee Secretariat	44	43
Water Supplies Department	72	72
Working Family and Student Financial Assistance Agency	405	417
Total	**10 267**	**10 671**

The Digital Policy Office was set up on 25 July 2024 by merging the Efficiency Office and the Office of the Government Chief Information Officer under the Innovation, Technology and Industry Bureau.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0655)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the appointment arrangements for directorate civil servants, will the Government inform this Committee of the following:

(1) the information on the filling of directorate posts by means of open-cum-in-service recruitment for the past 4 years and for the current year to date: (i) post title, (ii) entry requirements, (iii) next lower rank of the post, (iv) ranks open for in-service appointment, (v) number of in-service applicants, (vi) number of applications received through open recruitment, and (vii) number of candidates invited for interview (and the proportion of civil servants);

(2) the respective grade, rank, and years of service of the in-service applicants mentioned in (1); and

(3) given the view that the terms of appointment for certain posts by means of open recruitment stipulate that appointees are not eligible for secondment, promotion or transfer within the Government upon the end of appointment, which may discourage young and capable civil servants from applying for such posts, whether the Government will consider incorporating a "revolving door" arrangement into the terms of appointment to provide an avenue for appointees from the civil service to join the civil service again by the end of appointment; if so, of the details; if not, the reasons for that.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 10)

Reply:

(1) & (2) Depending on the management and operational needs of Bureaux/Departments (B/Ds), the Government adopts the most appropriate way to appoint suitable talents to fill directorate posts. To cast the widest possible trawl for the most meritorious talents, the recruiting B/Ds would set suitable entry requirements and ranking requirements of in-service applicants (if any) after taking into consideration the rank of the recruiting post, job nature and the required skills and experience. While the entry requirements of different posts vary, in general,

applicants for a directorate post should possess a bachelor's degree from a university in Hong Kong (or equivalent) and/or relevant professional qualifications, a certain level of relevant working and management experience as well as competencies required for the post, good language proficiency and a pass result in the Basic Law and National Security Law Test.

A list of directorate posts for which open-cum-in-service recruitment exercises were conducted from 2021-22 to 2025-26 and their next lower rank is set out in **Annex**. As the recruitment exercises were handled by the recruiting B/Ds, the Civil Service Bureau does not maintain information on a breakdown of the number of applicants by way of open recruitment and in-service appointment, the number of civil servants invited for interviews, and details of the civil servants applied for the posts.

(3) The Government provides a clear and structured career of different grades for young civil servants to advance through internal promotion and display their full talents. Regarding individual posts that are filled by open-cum-in-service recruitment, the Government will consider adopting appropriate terms of appointment in order to trawl for suitable talents by taking into consideration the rank, job nature and relevant factors of the posts. For recruitment of directorate posts, a civil servant on permanent terms will normally be appointed to the recruiting directorate post without the need to leave the civil service or cease his/her prevailing appointment. As an appointee is applying for a specific directorate post of a specific grade, he/she is not eligible for transfer or promotion to other posts.

Annex

Directorate posts recruited by means of open-cum-in-service recruitment from 2021-22 to 2025-26

Year	Bureau / Department / Office	Post Title	Next Lower Rank of the Post (Note 1)
2021-22	Civil Service Bureau	Head of the Civil Service College	Nil
	Civil Aid Service	Chief Staff Officer, Civil Aid Service	Staff Officer, Civil Aid Service
2022-23	Former Efficiency Office (Note 2)	Deputy Commissioner for Efficiency	Nil
	Former Office of the Government Chief Information Officer (Note 2)	Government Chief Information Officer	Nil
	Education Bureau	Senior Assistant Director of Education	Assistant Director of Education
	Culture, Sports and Tourism Bureau	Commissioner for Sports	Administrative Officer Staff Grade C
	Innovation and Technology Commission	Commissioner for Innovation and Technology	Nil
2023-24	Invest Hong Kong	Director-General of Investment Promotion	Nil
	Marine Department	Hydrographer	Nil
	Innovation, Technology and Industry Bureau	Commissioner for Industry (Innovation and Technology)	Nil
	Civil Service Bureau	Deputy Head of the Civil Service College	Principal Training Officer
2024-25	Office of the Government Economist	Government Economist	Deputy Government Economist
	Education Bureau	Senior Assistant Director of Education	Assistant Director of Education
	Legal Aid Department	Director of Legal Aid	Deputy Director of Legal Aid, and other suitably qualified and experienced legal/judicial officers at DL3 level or above, or equivalent, in the legal group of departments and the Judiciary
	Innovation and Technology Commission	Executive Administrator (Accreditation)	Nil

Year	Bureau / Department / Office	Post Title	Next Lower Rank of the Post (Note 1)
	Office of the Government Economist	Government Economist	Deputy Government Economist
	Digital Policy Office	Deputy Commissioner (Data Governance)	Nil
	Marine Department	Director of Marine	Deputy Director of Marine
2025-26	Marine Department	Hydrographer	Nil
	Digital Policy Office	Commissioner for Digital Policy	Nil
	Information Services Department	Director of Information Services	Deputy Director of Information Services
	Food and Environmental Hygiene Department	Director of Food and Environmental Hygiene	Administrative Officer Staff Grade B1

Note 1：There is no lower rank for “one-rank grade” post.

Note 2：The Digital Policy Office was set up on 25 July 2024 by merging the former Office of the Government Chief Information Officer and the former Efficiency Office.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB007**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0854)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Chinese medicine services for civil service eligible persons (CSEPs), will the Government inform this Committee of the following:

(1) The numbers of attendances and average utilisation rates of respective Civil Service Chinese Medicine Clinics in each of the past 2 years and this year to date, broken down by service types.

(2) The Government is expected to provide designated services for CSEPs at The Chinese Medicine Hospital of Hong Kong (CMHHK) starting from mid-2026, with a view to providing 5 000 service quotas in each of the first 2 years. What is the estimate required for the relevant services in 2026-27?

(3) As CMHHK is not operated by the Hospital Authority (HA), some groups have expressed concern about whether CMHHK's mode of provision of medical benefits (including the fees and charges arrangement) to CSEPs is in line with that of the hospitals under HA. When does the Government expect to announce the relevant details?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 3)

Reply:

(1) From 2023-24 to 2025-26 (up to end-February 2026), the average utilisation rate of the Civil Service Chinese Medicine Clinics (CSCMCs) exceeded 95%, and the attendance at CSCMCs is tabulated as follows:

CSCMC	Attendance^					
	2023-24		2024-25		2025-26 (Up to end-February 2026)	
	General consultation (GC)	Acupuncture (AC)	GC	AC	GC	AC
CSCMC (Tsuen Wan)	21 500	14 500	21 700	14 500	20 600	13 100
CSCMC (Eastern District)	19 000	17 900	19 400	17 900	18 600	16 400
CSCMC (North District)	13 300	13 100	13 700	13 200	13 400	12 000

^The attendance is rounded to the nearest hundred

(2) We expect to commence the provision of designated services for civil service eligible persons (CSEPs) at The Chinese Medicine Hospital of Hong Kong (CMHHK) from mid-2026. The estimated expenditure for service quotas is around $4 million in each of the first 2 years. We will bear such expenses by flexibly deploying existing resources for the provision of Chinese medicine services to CSEPs.

(3) The scope of designated services provided at CMHHK for CSEPs will be positioned as primary healthcare, covering general outpatient consultation (including Western medicine consultation to be provided as necessary), general outpatient intervention, and outpatient integrated allied health services. In each of the first 2 years, 5 000 service quotas will be provided, totalling 10 000. We expect to announce details to CSEPs in the second quarter of 2026.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2727)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Will the Government inform this Committee of: the number of full-time non-civil service contract staff members, whose duties are similar to those of the technical and the professional grades, employed by the Government in the past year and this year to date, with a breakdown by department and grade.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 1)

Reply:

In 2025-26 (as of 30 June 2025), Government works departments and their bureaux(Note 1) employed a total of 284 full-time(Note 4) Non-Civil Service Contract (NCSC) staff with level of responsibilities comparable to those of civil service technical grades(Note 2) or professional grades(Note 3) under their purview. The breakdowns of the number of the full-time NCSC staff by department and comparable civil service grade are set out at **Annex**.

Note 1: Works departments and their bureaux include Architectural Services Department, Civil Engineering and Development Department, Drainage Services Department, Electrical and Mechanical Services Department, Highways Department, Transport Department, Water Supplies Department, Housing Department, Development Bureau (Works Branch), Housing Bureau, and Transport and Logistics Bureau.

Note 2: The relevant technical grades include Air-Conditioning Inspector, Artisan, Building Services Inspector, Chainman, Clerk of Works, Consumer Services Inspector, Drain Chargeman, Electrical Inspector, Electronics Inspector, Engineering Laboratory Technician, Field Officer, Foreman, Inspector of Works, Laboratory Attendant, Leading Sewerman, Mechanical Inspector, Radio Mechanic, Science Laboratory Technician, Senior Artisan, Survey Officer, Technical Officer, Waterworks Inspector and Works Supervisor.

Note 3: The relevant professional grades include Architect, Building Services Engineer, Building Surveyor, Electrical and Mechanical Engineer, Electrical Engineer, Electronics Engineer, Engineer, Estate Surveyor, Geotechnical Engineer, Land

Surveyor, Landscape Architect, Maintenance Surveyor, Mechanical Engineer, Planning Officer, Quantity Surveyor, Shift Charge Engineer, Structural Engineer, Town Planner, Cartographer, Chemist, Environmental Protection Officer and Waterworks Chemist.

Note 4: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance. On 30 June 2025, under the Ordinance then in force, an employee is regarded as being employed under a "continuous contract" if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

Annex

Number of Full-time Non-Civil Service Contract (NCSC) Staff with Level of Responsibilities Comparable to those of Civil Service Technical Grades or Professional Grades under the Purview of Government Works Departments and their Bureaux (Position as of 30 June 2025)

Bureau / Department	Comparable civil service grades of the NCSC positions concerned	Number of full-time NCSC staff
Architectural Services Department	Architect	40
	Landscape Architect	4
	Maintenance Surveyor	13
	Quantity Surveyor	12
	Structural Engineer	17
Civil Engineering and Development Department	Architect	3
	Engineer	21
	Geotechnical Engineer	15
	Works Supervisor	1
Development Bureau (Works Branch)	Architect	2
	Chainman	1
	Clerk of Works	1
	Engineer	5
	Estate Surveyor	1
	Maintenance Surveyor	1
	Technical Officer	3
Drainage Services Department	Building Services Engineer	1
	Electrical and Mechanical Engineer	8
	Electrical Inspector	1
	Engineer	10
	Landscape Architect	1
	Mechanical Inspector	1
	Works Supervisor	1
Electrical and Mechanical Services Department	Artisan	2
	Building Services Engineer	12
	Electrical and Mechanical Engineer	14
	Electronics Engineer	5

Bureau / Department	Comparable civil service grades of the NCSC positions concerned	Number of full-time NCSC staff
	Electronics Inspector	1
	Technical Officer	3
Highways Department	Building Services Engineer	1
	Building Surveyor	1
	Engineer	30
	Inspector of Works	3
	Land Surveyor	1
	Landscape Architect	3
Transport Department	Architect	1
	Electronics Engineer	1
	Engineer	14
	Technical Officer	1
Water Supplies Department	Engineer	20
	Geotechnical Engineer	1
	Land Surveyor	1
	Waterworks Chemist	1
	Waterworks Inspector	4
	Works Supervisor	1
	Total	**284**

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2728)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the occupational safety and health (OSH) of government employees, will the Government inform this Committee of:

(1) the number of cases involving work-related injuries, occupational diseases or deaths of government employees (including civil servants and non-civil service contract (NCSC) staff) in each of the past 3 years and this year to date, with a breakdown by (i) department, (ii) grade or work type, and (iii) type of accident;

(2) in respect of the education and publicity activities organised by the Civil Service Bureau (CSB) to promote OSH among civil servants, (i) the numbers of activities, (ii) the numbers of attendance and (iii) the expenditures required in the past year, with a breakdown by nature of activity; and the estimated expenditure for organising such activities in 2026-27;

(3) the staff establishment and the ranks of officers responsible for OSH matters in the CSB; and

(4) whether the Government has compiled statistics on the breaches of relevant occupational safety regulations (including but not limited to the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance) by government officers and the penalties imposed in the past year; if no, whether it will consider collecting such information in the future.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 4)

Reply:

(1) According to the Labour Department (LD), the number of occupational injuries reported by bureaux and departments in the past 3 calendar years (i.e. from 2023 to the first 3 quarters of 2025), with breakdown by department and type of accident, are at **Annex A** and **Annex B** respectively. LD does not keep statistics with breakdown by grade or work type.

In the past 3 calendar years and 2026 (as at January), the occupational diseases listed in the Second Schedule of the Employees' Compensation Ordinance (Cap. 282) from which civil servants were confirmed to be suffering were all tenosynovitis of the hand or forearm. The number of cases, the departments of the civil servants concerned and their grades are at **Annex C**.

LD does not keep statistics on cases of non-civil service contract (NCSC) staff confirmed to be suffering from occupational diseases or their breakdown.

(2) In the 2025-26 financial year, the Civil Service Bureau (CSB)'s promotion efforts on the occupational safety and health (OSH) and the expenditure involved are tabulated below:

Financial Year	Educational and promotional activities (Numbers of events and participants/attendance)						Expenditure
	Thematic seminar, training course and experience-sharing seminar		Thematic roving exhibition		Visit		
	No. of events	No. of attendance	No. of events	No. of attendance	No. of events	No. of participants	
2025-26	41	3 644	1	Not available	1	60	About $680,000 (Revised estimate)

In 2026-27, CSB will continue to promote OSH, including organising thematic seminars, training courses and experience-sharing seminars for all staff, strengthening the training for officers responsible for OSH in bureaux/departments, and arranging visits so that they can draw on the successful experience of various departments/organisations and exchange views. In respect of publicity, we will continue to organise thematic roving exhibitions at various government offices to strengthen civil servants' awareness and understanding of OSH. The estimated expenditure of all the above activities is around $990,000.

(3) In CSB, 1 Administrative Officer Staff Grade B, 1 Senior Principal Executive Officer, 1 Chief Executive Officer, 2 Senior Executive Officers, 1 Executive Officer II and 1 Assistant Clerical Officer are responsible for OSH policies, and planning and implementing OSH promotion activities. They are also responsible for handling other tasks within CSB.

(4) Pursuant to the provisions under section 5(1) of the Occupational Safety and Health Ordinance (the Ordinance), the Ordinance binds the Government. However, section 5(2) of the Ordinance stipulates that neither the Government nor any public officer in his/her official capacity as such is liable to be prosecuted for an offence against the Ordinance. Based on the above legislation, LD does not have any information regarding law enforcement against public officers in breach of the relevant OSH regulations, nor does it have any plans to collect or provide such information.

Annex A

Number of Occupational Injuries
Reported by Bureaux and Departments (Breakdown by Department)
In 2023, 2024 and the First 3 Quarters of 2025

Bureau/Department	2023	2024	First 3 Quarters of 2025
Agriculture, Fisheries and Conservation Department	52 (2)	65 (1)	41
Architectural Services Department	1	-	3
Auxiliary Medical Service	4	2	2
Buildings Department	8	4	3
Census and Statistics Department	3	3	5
Chief Executive's Office	-	1	1
Chief Secretary and Financial Secretary's Offices	1	2	2
Civil Aid Service	9	8	11 (1)
Civil Aviation Department	-	1	2
Civil Engineering and Development Department	5	6	5 (1)
Civil Service Bureau	1	1	-
Constitutional and Mainland Affairs Bureau	-	1	-
Correctional Services Department	35	44	30
Customs and Excise Department	13	18 (1)	17
Department of Health	67	59	32
Department of Justice	3	6	3
Development Bureau	1	2	1
Drainage Services Department	6	12	7
Education Bureau	77	66	55
Digital Policy Office (including former Efficiency Office and former Office of the Government Chief Information Officer)	2	-	1
Electrical and Mechanical Services Department	19	21	11
Environmental Protection Department	4	4	5
Financial Services and the Treasury Bureau	1	-	-
Fire Services Department	134	77 (1)	60
Food and Environmental Hygiene Department	171	203	139 (1)
Government Flying Service	5	2	1
Government Laboratory	3	-	1
Government Logistics Department	3	2	4

Bureau/Department	2023	2024	First 3 Quarters of 2025
Highways Department	6	2	1
Home and Youth Affairs Bureau (former Home Affairs Bureau)	1	-	-
Home Affairs Department	8	7	8
Hong Kong Monetary Authority	1	-	1
Hong Kong Observatory	1	-	2
Hong Kong Police Force	197 (1)	168	84
Hospital Authority	6	1	4
Housing Department	23	21	11
Immigration Department	29	18	12
Independent Commission Against Corruption	8	11	5
Inland Revenue Department	6	3	2
Innovation and Technology Commission	-	-	1
Invest Hong Kong	-	-	1
Judiciary	2	12	3
Labour and Welfare Bureau	1	-	-
Labour Department	7	3	10
Land Registry	-	-	1
Lands Department	9	17	8
Legal Aid Department	4	-	-
Leisure and Cultural Services Department	139	172	98
Marine Department	10	8	8
Office of the Communications Authority	-	4	1
Planning Department	-	1	2
Post Office	152	133	95 (1)
Radio Television Hong Kong	1	4	2
Rating and Valuation Department	2	1 (1)	-
Registration and Electoral Office	9	2	1
Security Bureau	2	-	1
Social Welfare Department	37	34	33
Trade and Industry Department	-	1	-
Transport Department	7	13	6 (1)
Treasury	2	-	-
Water Supplies Department	35	33	26
Working Family and Student Financial Assistance Agency	5	5	1
Transport and Logistics Bureau	1	-	-
Official Receiver’s Office	-	-	1

Bureau/Department	2023	2024	First 3 Quarters of 2025
Companies Registry	1	2	1
Culture, Sports and Tourism Bureau	2	2	1
Health Bureau	1	1	-
Total	**1 343 (3)**	**1 289 (4)**	**873 (5)**

Notes:

1. Occupational injuries refer to cases in workplaces reported under the Employees' Compensation Ordinance (Cap. 282), resulting in fatalities or incapacity for work of over 3 days.
2. The numbers of occupational injuries reported by government departments cover civil servants, Independent Commission Against Corruption officers, judges, judicial officers and non-civil service contract staff.
3. Bureaux/departments which are not featured in the above table have not recorded occupational injuries between 2023 and the first 3 quarters of 2025.
4. Figures in brackets denote the number of fatalities which has also been included in the number of injuries, but the causes of death might not be work-related.
5. The latest available statistics are up to the first 3 quarters of 2025.

Annex B

Number of Occupational Injuries
Reported by Bureaux and Departments (Breakdown by Type of Accident)
In 2023, 2024 and the First 3 Quarters of 2025

Type of Accident	2023	2024	First 3 Quarters of 2025
Trapped in or between objects	43	18	29
Injured whilst lifting or carrying	187	175	121
Slip, trip or fall on same level	501	512	343
Fall of person from height	18	14	19
Striking against fixed or stationary object	100	55	54
Striking against or struck by moving object	90	108	58
Stepping on object	9	8	7
Exposure to or contact with harmful substance	4	9	4
Contact with electricity or electric discharge	2	1	2
Trapped by collapsing or overturning object	1	1	2
Struck by falling object	20	7	7
Struck by moving vehicle	93	138 (1)	66
Contact with moving machinery or object being machined	7	7	1
Exposure to fire	1	0	0
Exposure to explosion	1	0	4
Injured by hand tool	17	18	13
Contact with hot surface or substance	16	11	6
Injured by animal	41 (1)	47	22
Injured in workplace violence	78	77	41
Others	114 (2)	83 (3)	74 (5)
Total	**1 343 (3)**	**1 289 (4)**	**873 (5)**

Notes:

1. Occupational injuries refer to cases in workplaces reported under the Employees' Compensation Ordinance (Cap. 282), resulting in fatalities or incapacity for work of over 3 days.
2. The numbers of occupational injuries reported by government departments cover civil servants, Independent Commission Against Corruption officers, judges, judicial officers and non-civil service contract staff.
3. Figures in brackets denote the number of fatalities which has also been included in the number of injuries, but the causes of death might not be work-related.
4. The latest available statistics are up to the first 3 quarters of 2025.

Annex C

Cases of Civil Servants Confirmed to be Suffering from Occupational Diseases (all being tenosynovitis of the hand or forearm) from 2023 to 2026 (as at January)#

	2023	2024
Number of Cases	3	4
Department and Grade	1. Department of Health/Dental Surgery Assistant 2. Department of Health/Registered Nurse 3. Social Welfare Department/Clerical Assistant	1. Education Bureau/Workman II 2. Hospital Authority^/Registered Nurse 3. Census and Statistics Department/Assistant Clerical Officer 4. Hongkong Post/Postal Officer

Notes:

\# In 2025 and 2026 (as at January), there are no cases of civil servants confirmed to be suffering from occupational diseases listed in the Second Schedule of the Employees' Compensation Ordinance (Cap. 282).

^ Cases of civil servants seconded to the Hospital Authority confirmed to be suffering from occupational diseases.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2729)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Clerical and Secretarial Grades, will the Government inform this Committee of:

(1) the establishment and strength of the Clerical and Secretarial Grades in each of the past 2 years and this year to date, together with a breakdown by grade, government department and rank;

(2) the following information on the recruitment exercises for Assistant Clerical Officers, Clerical Assistants and Personal Secretaries II in each of the past 2 years and this year to date: (i) target number of recruits, (ii) number of applicants, (iii) number of persons invited to attend skills tests, (iv) number of persons who passed the skills tests, (v) number of persons invited to attend interviews, (vi) number of persons who passed the interviews, (vii) number of appointment letters issued and (viii) number of persons who reported for duty; and

(3) whether the Government has compiled statistics on the percentage of government documents drafted with the assistance of the generative artificial intelligence (AI) document processing copilot application (HKPilot) out of the total number of government documents since its internal use within the Government, and on the total number of working months saved as a result of its application by the Clerical and Secretarial Grades.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 5)

Reply:

(1) As a multi-functional workforce, the Clerical and Secretarial (C&S) Grades perform a wide range of frontline duties to serve the public, in addition to the provision of general support duties at offices. The grade members are centrally managed by the General Grades Office (GGO) and are deployed to various Bureaux and Departments (B/Ds). The yearly breakdown of the establishment and strength figures of the C&S Grades from

2023-24 to 2025-26 (as at 31 January 2026) by B/D, grade and rank is provided at **Annex A**.

(2) The Recruitment Centre of the GGO has come into operation since October 2023 to conduct year-round recruitment for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA) and Personal Secretary II (PS II), with the objective of recruiting talent in a more flexible way to fill vacancies in a timely manner. The relevant recruitment figures of ACO, CA and PS II from 2023-24 to 2025-26 (as at 28 February 2026) are set out at **Annex B**.

(3) The Government has all along encouraged colleagues to make good use of technology and actively apply suitable AI solutions to enhance work efficiency. Under the coordination of the Digital Policy Office, the Government commenced the pilot use of generative AI applications including "HKPilot", "HKMeeting" and "HKChat", developed by the Hong Kong Generative AI Research and Development Center (HKGAI). About 40 000 government personnel from different grades across all B/Ds have participated in the pilot programme, assisting staff in tasks such as document drafting, translation, drafting of meeting minutes/brief notes, and AI-powered information retrieval, etc. We have not maintained figures on the number of documents drafted with the assistance of "HKPilot" and the corresponding time saved by the C&S Grades staff.

Annex A

Establishment and strength of Clerical Officer, Clerical Assistant and Personal Secretary Grades from 2023-24 to 2025-26 (as at 31 January 2026)

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
Agriculture, Fisheries and Conservation Department	CO	SCO	5	2	5	5	5	4
		CO	13	16	13	12	13	12
		ACO	47	47	47	47	49	46
	CA	CA	52	41	51	41	49	42
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	1	0	1	1
		PS I	5	4	5	4	5	4
		PS II	8	8	8	6	8	6
Architectural Services Department	CO	SCO	15	10	15	9	15	11
		CO	24	26	23	26	23	26
		ACO	87	83	87	82	87	79
	CA	CA	110	87	106	88	106	87
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	9	7	9	5	9	6
		PS II	26	25	26	26	26	25
Audit Commission	CO	SCO	0	0	0	0	0	0
		CO	3	3	3	3	3	2
		ACO	9	8	9	8	9	10
	CA	CA	7	7	6	5	5	5
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	4	3	4	4	4	3
		PS II	5	5	5	4	5	5
Auxiliary Medical Service	CO	SCO	1	1	1	1	1	0
		CO	4	4	4	3	4	3
		ACO	10	9	10	10	10	10
	CA	CA	8	8	8	8	8	7
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		SPS	0	0	0	0	0	0
		PS I	0	0	0	0	0	0
		PS II	1	0	1	0	1	1
Buildings Department	CO	SCO	12	6	12	9	12	10
		CO	39	44	39	42	39	37
		ACO	283	271	282	273	280	266
	CA	CA	138	111	129	109	122	103
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	7	5	7	6	7	6
		PS II	16	14	16	11	16	11
Census and Statistics Department	CO	SCO	3	1	3	3	3	3
		CO	36	36	36	30	37	29
		ACO	235	189	194	179	161	162
	CA	CA	45	34	34	33	34	29
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	6	4	6	4	7	3
		PS II	1	2	1	2	1	2
Chief Executive's Office	CO	SCO	0	0	0	0	0	0
		CO	4	4	4	3	4	2
		ACO	10	10	10	10	10	11
	CA	CA	7	7	7	6	7	6
	PS	SPA	1	1	1	1	1	1
		Psl Asst	1	1	1	1	1	1
		SPS	4	0	4	0	4	2
		PS I	4	4	4	3	4	4
		PS II	8	8	8	13	8	10
Civil Aid Service	CO	SCO	0	0	0	0	0	0
		CO	4	4	4	4	4	3
		ACO	16	16	16	16	16	17
	CA	CA	9	7	9	8	9	7
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	1	1	1	1	1	1
		PS II	2	2	2	1	2	1

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
Civil Aviation Department	CO	SCO	5	2	5	3	5	4
		CO	12	14	12	14	12	12
		ACO	43	39	43	36	39	36
	CA	CA	21	17	21	13	21	12
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	8	8	8	2	7	2
		PS II	0	0	0	1	0	1
Civil Engineering and Development Department	CO	SCO	11	3	11	8	11	9
		CO	41	43	41	37	41	33
		ACO	108	102	111	101	111	95
	CA	CA	113	84	110	86	106	82
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	24	15	24	16	24	16
		PS II	33	31	34	28	32	25
Companies Registry	CO	SCO	2	2	2	2	2	2
		CO	20	19	20	17	20	17
		ACO	91	91	91	85	91	82
	CA	CA	62	53	60	55	61	54
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	0
		PS I	4	2	5	3	5	3
		PS II	5	4	5	5	5	5
Correctional Services Department	CO	SCO	11	8	11	9	11	10
		CO	56	51	56	51	56	48
		ACO	154	151	154	154	154	152
	CA	CA	128	102	125	93	125	87
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	5	3	5	1	5	1
		PS II	5	4	5	5	5	5
Customs and Excise Department	CO	SCO	6	5	6	3	6	4
		CO	35	31	35	30	35	27
		ACO	136	133	137	137	137	134

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
	CA	CA	105	88	105	89	105	76
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	8	7	8	5	8	5
		PS II	15	13	15	15	15	13
Department of Health	CO	SCO	16	10	16	10	16	13
		CO	130	128	130	122	130	113
		ACO	546	531	543	522	544	503
	CA	CA	631	488	632	472	624	443
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	0
		PS I	29	15	29	15	29	16
		PS II	17	19	17	20	17	18
Department of Justice	CO	SCO	5	3	5	3	5	4
		CO	41	37	42	39	42	36
		ACO	217	210	217	206	224	210
	CA	CA	197	158	197	171	189	156
	PS	SPA	1	1	1	1	1	1
		Psl Asst	1	0	1	0	1	0
		SPS	7	1	7	2	7	4
		PS I	70	36	69	36	70	39
		PS II	50	53	51	57	51	61
Digital Policy Office (Note 2)	CO	SCO	0	0	3	3	3	2
		CO	0	0	12	12	12	13
		ACO	0	0	37	36	38	37
	CA	CA	0	0	38	36	38	35
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	2	2	2	2
		PS I	0	0	7	5	7	7
		PS II	0	0	8	8	8	5
Drainage Services Department	CO	SCO	3	1	3	2	3	2
		CO	27	29	27	27	27	26
		ACO	79	74	82	80	82	78
	CA	CA	48	37	48	41	48	44
	PS	SPA	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	5	4	5	5	5	4
		PS II	17	12	17	9	17	9
Electrical and Mechanical Services Department	CO	SCO	8	6	8	6	8	5
		CO	52	51	52	50	52	47
		ACO	142	138	148	138	150	136
	CA	CA	173	140	145	130	143	119
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	1	0	1	1
		PS I	8	6	8	8	8	6
		PS II	16	12	17	9	17	11
Environmental Protection Department	CO	SCO	2	1	2	1	2	2
		CO	32	32	32	30	31	27
		ACO	124	110	123	116	119	113
	CA	CA	77	66	77	66	73	65
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	12	4	12	3	12	5
		PS II	27	24	26	24	25	22
Fire Services Department	CO	SCO	10	7	10	10	10	8
		CO	34	36	34	31	34	31
		ACO	271	258	273	257	274	255
	CA	CA	95	77	95	76	94	53
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	10	4	10	5	10	5
		PS II	2	5	2	5	2	5
Food and Environmental Hygiene Department	CO	SCO	13	11	13	10	13	11
		CO	97	94	97	96	97	87
		ACO	450	379	450	410	450	405
	CA	CA	319	243	319	251	319	240
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	2	1	2	2	2	2

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		PS I	10	7	10	7	9	7
		PS II	15	13	15	12	15	12
Government Flying Service	CO	SCO	2	1	2	1	2	1
		CO	7	8	7	7	7	7
		ACO	12	10	12	12	14	15
	CA	CA	6	6	6	4	3	3
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	1	1	1	1	1	1
		PS II	3	3	3	3	3	3
Government Laboratory	CO	SCO	0	0	0	0	0	0
		CO	4	4	4	4	4	4
		ACO	6	6	6	6	8	7
	CA	CA	15	13	14	10	10	9
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	1	0	1	1	1	1
		PS II	0	1	0	0	0	0
Government Logistics Department	CO	SCO	4	3	4	4	4	4
		CO	16	17	16	16	16	15
		ACO	40	39	40	40	40	40
	CA	CA	37	29	37	32	35	32
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	1	0	1	0	1	1
		PS II	5	5	5	5	5	4
Government Property Agency	CO	SCO	2	1	2	0	2	1
		CO	10	10	10	10	10	8
		ACO	36	33	36	35	36	35
	CA	CA	16	11	16	11	15	9
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	1	0	1	0	1	1
		PS II	6	6	6	6	6	5

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
Chief Secretary for Administration's Office and Financial Secretary's Office	CO	SCO	7	7	7	7	7	7
		CO	24	24	24	21	24	18
		ACO	83	79	83	82	83	85
	CA	CA	52	49	53	52	53	52
	PS	SPA	3	1	3	0	3	0
		Psl Asst	3	2	3	2	3	3
		SPS	5	6	5	6	5	5
		PS I	25	18	25	17	25	19
		PS II	8	10	8	10	8	9
Civil Service Bureau	CO	SCO	15	11	15	15	15	15
		CO	40	43	40	38	40	38
		ACO	91	90	90	91	89	87
	CA	CA	47	44	45	44	45	41
	PS	SPA	0	0	0	0	0	0
		Psl Asst	1	0	1	0	1	1
		SPS	3	3	3	2	3	2
		PS I	16	11	17	10	17	11
		PS II	9	11	11	16	11	16
Commerce and Economic Development Bureau	CO	SCO	3	0	3	2	4	3
		CO	9	11	9	10	9	8
		ACO	30	28	33	32	33	32
	CA	CA	9	7	7	5	7	6
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	2	2	2	2	2
		SPS	3	3	3	2	3	2
		PS I	14	12	14	11	13	11
		PS II	10	11	10	12	10	10
Constitutional and Mainland Affairs Bureau	CO	SCO	0	0	0	0	0	0
		CO	5	5	5	5	5	4
		ACO	22	22	22	22	22	23
	CA	CA	4	4	4	4	3	2
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	2	2	1	2	0
		SPS	4	4	4	4	4	5
		PS I	13	7	13	9	13	8
		PS II	3	4	2	4	2	3
Culture, Sports and Tourism Bureau	CO	SCO	0	0	1	0	1	0
		CO	7	7	8	8	8	6
		ACO	44	43	46	46	45	46

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
	CA	CA	17	16	17	15	15	13
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	2	2	1	2	1
		SPS	4	3	4	4	4	4
		PS I	19	13	19	14	17	10
		PS II	12	13	13	15	13	17
Development Bureau (Planning and Lands Branch)	CO	SCO	1	1	1	0	1	1
		CO	6	6	6	7	6	4
		ACO	31	31	31	31	29	29
	CA	CA	10	10	10	10	9	9
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	2	2	2
		SPS	3	4	3	3	3	3
		PS I	11	8	12	9	12	11
		PS II	11	12	11	14	10	11
Development Bureau (Works Branch)	CO	SCO	4	3	4	3	4	3
		CO	10	8	10	7	10	7
		ACO	46	46	49	50	49	51
	CA	CA	16	13	15	14	15	13
	PS	SPA	0	0	0	0	0	0
		Psl Asst	1	1	1	1	1	1
		SPS	1	1	1	1	1	1
		PS I	16	13	16	14	16	13
		PS II	12	13	12	13	12	12
Education Bureau	CO	SCO	23	14	23	18	23	20
		CO	134	142	134	132	134	127
		ACO	363	338	364	348	359	335
	CA	CA	345	288	345	290	337	282
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	2	2	2
		SPS	3	4	3	3	3	2
		PS I	19	12	19	13	19	14
		PS II	20	23	20	24	20	22
Environment and Ecology Bureau (Environment Branch)	CO	SCO	0	0	0	0	0	0
		CO	4	4	4	4	4	4
		ACO	13	13	14	14	14	14
	CA	CA	9	8	9	9	9	9
	PS	SPA	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		Psl Asst	2	2	2	2	2	1
		SPS	2	1	2	2	2	2
		PS I	8	6	8	5	8	4
		PS II	9	9	8	9	8	10
Environment and Ecology Bureau (Food Branch)	CO	SCO	0	0	0	0	0	0
		CO	0	0	0	0	0	0
		ACO	7	7	7	7	7	7
	CA	CA	2	2	2	2	2	2
	PS	SPA	0	0	0	0	0	0
		Psl Asst	1	1	1	1	1	1
		SPS	1	1	1	1	1	1
		PS I	5	2	5	4	5	5
		PS II	1	4	1	2	1	1
Financial Services and the Treasury Bureau (Financial Services Branch)	CO	SCO	1	1	1	1	1	0
		CO	2	2	2	2	2	1
		ACO	22	22	22	22	22	23
	CA	CA	5	5	5	4	5	4
	PS	SPA	0	0	0	0	0	0
		Psl Asst	1	1	1	1	1	1
		SPS	1	1	1	1	1	1
		PS I	12	5	11	6	8	8
		PS II	0	3	0	2	0	0
Financial Services and the Treasury Bureau (Treasury Branch)	CO	SCO	3	2	3	2	3	2
		CO	14	13	14	11	14	11
		ACO	31	31	27	28	27	29
	CA	CA	20	19	19	19	19	17
	PS	SPA	0	0	0	0	0	0
		Psl Asst	1	1	1	0	1	1
		SPS	4	3	4	5	4	4
		PS I	12	12	12	10	12	10
		PS II	1	2	1	3	1	3
Health Bureau	CO	SCO	0	0	0	0	0	0
		CO	9	9	9	9	9	9
		ACO	39	37	39	37	39	33
	CA	CA	8	8	8	8	8	7
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	1	2	1
		SPS	2	2	2	2	2	2

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		PS I	11	9	10	9	10	10
		PS II	4	3	3	4	3	3
Home and Youth Affairs Bureau	CO	SCO	2	2	2	0	2	0
		CO	9	9	9	10	9	10
		ACO	33	32	33	33	33	33
	CA	CA	19	17	19	16	18	15
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	2	2	2
		SPS	2	1	2	0	2	1
		PS I	6	5	6	5	6	5
		PS II	3	5	2	4	2	3
Housing Bureau/ Housing Department	CO	SCO	32	18	32	21	32	26
		CO	104	109	105	105	105	97
		ACO	572	551	567	555	560	544
	CA	CA	539	431	516	432	516	411
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	0	2	1	2	2
		SPS	3	4	3	3	3	2
		PS I	21	12	21	11	20	12
		PS II	97	75	97	72	96	70
Innovation, Technology and Industry Bureau	CO	SCO	0	0	0	0	0	0
		CO	5	5	4	4	3	3
		ACO	18	18	14	13	13	13
	CA	CA	6	6	3	3	3	3
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	1	2	1
		SPS	2	2	1	1	1	0
		PS I	9	8	6	5	6	5
		PS II	2	3	1	2	1	3
Labour and Welfare Bureau	CO	SCO	1	1	1	1	1	1
		CO	4	4	4	4	4	3
		ACO	28	28	28	28	28	29
	CA	CA	8	8	8	8	8	8
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	2	2	2
		SPS	2	3	3	2	3	2
		PS I	12	7	10	7	10	9
		PS II	2	6	3	5	3	3

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
Security Bureau	CO	SCO	0	0	0	0	0	0
		CO	11	11	11	9	11	9
		ACO	46	42	46	46	43	44
	CA	CA	17	15	17	14	17	14
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	1	2	1
		SPS	2	3	2	3	2	2
		PS I	11	8	11	9	12	9
		PS II	10	13	10	11	10	11
Transport and Logistics Bureau	CO	SCO	0	0	0	0	0	0
		CO	7	5	6	5	6	5
		ACO	41	42	40	40	38	37
	CA	CA	13	12	14	13	13	12
	PS	SPA	0	0	0	0	0	0
		Psl Asst	2	1	2	2	2	2
		SPS	2	3	2	2	2	2
		PS I	19	14	19	15	17	14
		PS II	7	9	8	10	8	11
Highways Department	CO	SCO	11	8	11	9	11	10
		CO	47	47	47	45	47	43
		ACO	129	120	128	122	129	124
	CA	CA	103	85	103	79	101	74
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	13	7	13	9	13	9
		PS II	26	17	27	16	26	15
Home Affairs Department	CO	SCO	8	3	8	5	8	7
		CO	88	92	88	89	88	80
		ACO	366	352	367	353	367	351
	CA	CA	276	223	268	218	263	209
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	26	20	26	21	26	21
		PS II	6	9	6	8	6	8
Hong Kong Observatory	CO	SCO	1	1	1	1	1	1
		CO	3	3	3	3	3	3
		ACO	8	8	8	8	8	8

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
	CA	CA	8	7	7	7	7	7
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	0
		PS I	2	0	2	1	2	2
		PS II	2	3	2	2	2	3
Hong Kong Police Force	CO	SCO	53	34	53	43	53	47
		CO	158	168	158	159	158	148
		ACO	644	612	644	625	644	629
	CA	CA	1018	809	1019	802	1010	769
	PS	SPA	0	0	0	0	0	0
		Psl Asst	1	1	1	0	1	0
		SPS	2	1	2	3	2	3
		PS I	21	13	21	14	21	13
		PS II	122	81	122	71	122	72
Immigration Department	CO	SCO	7	5	7	6	7	5
		CO	98	90	99	89	99	89
		ACO	471	458	471	449	470	435
	CA	CA	611	537	574	486	562	458
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	6	1	6	3	6	2
		PS II	12	9	12	7	12	7
Information Services Department	CO	SCO	1	1	1	1	1	1
		CO	8	8	8	8	8	8
		ACO	47	47	47	46	47	47
	CA	CA	36	31	34	30	32	27
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	0
		PS I	6	4	6	4	6	5
		PS II	0	2	0	3	0	2
Inland Revenue Department	CO	SCO	16	9	16	10	16	11
		CO	36	38	37	38	37	33
		ACO	160	160	160	155	160	157
	CA	CA	397	329	385	321	382	290
	PS	SPA	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	7	5	8	6	8	4
		PS II	12	13	12	11	12	11
Innovation and Technology Commission	CO	SCO	1	1	1	1	1	1
		CO	15	14	15	13	15	13
		ACO	45	43	45	44	45	43
	CA	CA	13	12	13	11	13	11
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	1	0	1	0
		PS I	7	5	6	4	6	3
		PS II	4	5	3	6	3	6
Intellectual Property Department	CO	SCO	1	1	1	1	1	1
		CO	4	4	4	4	4	4
		ACO	31	30	31	30	31	29
	CA	CA	3	2	2	2	2	2
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	0
		PS I	6	3	6	4	6	4
		PS II	2	3	2	2	2	2
Invest Hong Kong	CO	SCO	0	0	0	0	0	0
		CO	1	1	1	1	1	1
		ACO	6	6	6	6	6	6
	CA	CA	2	2	2	2	2	2
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	1	0	1	0
		PS I	3	3	3	3	3	2
		PS II	0	0	0	0	0	1
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	CO	SCO	0	0	0	0	0	0
		CO	2	2	2	2	2	2
		ACO	4	4	4	4	4	4
	CA	CA	2	2	2	2	2	1
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	1	0	1	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		PS I	2	2	2	2	2	2
		PS II	1	1	1	1	1	1
Judiciary	CO	SCO	17	13	17	14	17	15
		CO	81	84	81	81	81	75
		ACO	495	460	496	459	497	452
	CA	CA	240	191	239	198	238	192
	PS	SPA	1	1	1	1	1	1
		Psl Asst	2	1	2	1	2	2
		SPS	1	1	1	1	1	0
		PS I	23	13	23	15	23	18
		PS II	38	38	38	39	38	38
Labour Department	CO	SCO	11	7	11	10	11	9
		CO	121	119	115	107	113	100
		ACO	449	417	434	420	429	412
	CA	CA	265	217	255	222	242	197
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	9	8	9	6	9	6
		PS II	15	14	15	14	14	13
Land Registry	CO	SCO	10	5	10	5	10	7
		CO	62	54	62	49	62	44
		ACO	162	138	162	137	162	137
	CA	CA	146	102	142	99	139	99
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	2	1	2	1	2	1
		PS II	10	7	10	8	10	8
Lands Department	CO	SCO	6	4	6	4	6	5
		CO	117	115	117	108	117	101
		ACO	316	292	318	298	319	293
	CA	CA	236	189	233	195	227	178
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	16	9	16	7	15	11
		PS II	65	49	65	47	65	43

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
Legal Aid Department	CO	SCO	2	2	2	2	2	2
		CO	18	18	18	17	18	16
		ACO	85	81	85	84	85	84
	CA	CA	123	106	120	110	120	110
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	6	3	6	4	6	3
		PS II	8	10	8	10	8	10
Leisure and Cultural Services Department	CO	SCO	21	15	21	20	21	19
		CO	202	203	203	198	204	188
		ACO	1062	1007	1056	1000	1055	989
	CA	CA	885	738	885	726	878	714
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	0
		PS I	10	8	11	8	11	7
		PS II	26	17	26	18	26	20
Marine Department	CO	SCO	6	5	6	2	6	4
		CO	32	32	33	31	33	29
		ACO	87	84	87	84	88	84
	CA	CA	121	97	121	93	121	90
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	8	5	8	5	8	5
		PS II	16	12	15	12	14	12
Office of the Government Chief Information Officer (Note 2)	CO	SCO	3	3	0	0	0	0
		CO	11	11	0	0	0	0
		ACO	33	31	0	0	0	0
	CA	CA	37	31	0	0	0	0
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	0	0	0	0
		PS I	4	3	0	0	0	0
		PS II	7	9	0	0	0	0
Office of the Communications Authority	CO	SCO	2	2	2	2	2	2
		CO	9	8	9	7	9	6
		ACO	31	32	32	31	32	31

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
	CA	CA	19	16	18	16	18	15
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	1
		PS I	5	2	5	2	5	2
		PS II	5	7	5	7	5	6
Official Receiver's Office	CO	SCO	2	2	2	1	2	1
		CO	26	25	26	25	26	25
		ACO	73	72	74	70	74	69
	CA	CA	19	18	18	18	18	14
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	3	2	3	2	3	2
		PS II	4	4	4	4	4	4
Planning Department	CO	SCO	1	0	1	1	1	1
		CO	22	21	22	19	22	20
		ACO	49	49	49	46	49	49
	CA	CA	48	36	48	37	48	35
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	8	6	8	6	8	5
		PS II	20	11	20	13	20	13
Post Office	CO	SCO	3	1	3	1	3	1
		CO	13	13	13	11	13	12
		ACO	38	38	38	38	38	39
	CA	CA	14	14	13	13	13	13
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	4	3	4	3	4	3
		PS II	1	1	1	2	1	2
Public Service Commission	CO	SCO	4	3	4	4	4	4
		CO	9	10	9	9	9	9
		ACO	2	2	2	2	2	2
	CA	CA	2	2	2	2	2	1
	PS	SPA	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		Psl Asst	1	1	1	0	1	0
		SPS	0	0	0	1	0	1
		PS I	1	1	1	0	1	0
		PS II	1	1	1	2	1	2
Radio Television Hong Kong	CO	SCO	5	4	5	3	5	4
		CO	12	11	13	12	13	11
		ACO	44	45	44	43	44	44
	CA	CA	26	22	23	20	21	19
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	0
		PS I	3	3	3	3	3	4
		PS II	0	0	0	0	0	0
Rating and Valuation Department	CO	SCO	18	10	18	11	18	12
		CO	45	42	45	40	45	38
		ACO	120	113	123	113	123	111
	CA	CA	108	84	100	85	100	80
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	5	5	5	4	5	4
		PS II	7	6	7	4	7	4
Registration and Electoral Office	CO	SCO	2	2	2	2	2	2
		CO	25	25	25	25	26	25
		ACO	97	87	97	88	96	90
	CA	CA	16	14	14	12	13	11
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	2	1	2	1	2	1
		PS II	3	3	3	3	3	3
Office of the Commissioner on Interception of Communications and Surveillance	CO	SCO	0	0	0	0	0	0
		CO	3	2	3	2	3	3
		ACO	4	4	4	3	4	4
	CA	CA	0	0	0	0	0	0
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		SPS	1	1	1	1	1	1
		PS I	0	0	0	0	0	0
		PS II	1	1	1	1	1	1
Social Welfare Department	CO	SCO	9	6	10	8	10	7
		CO	99	102	100	94	100	89
		ACO	447	436	449	442	465	428
	CA	CA	624	487	623	471	617	431
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	0
		PS I	11	7	11	8	11	11
		PS II	14	13	14	16	14	13
Trade and Industry Department	CO	SCO	12	8	10	7	9	4
		CO	43	42	42	41	42	41
		ACO	113	98	111	99	110	98
	CA	CA	55	48	54	49	52	49
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	9	8	9	8	9	8
		PS II	9	6	9	5	9	5
Transport Department	CO	SCO	13	11	13	11	13	8
		CO	77	76	77	72	77	69
		ACO	306	285	307	290	310	283
	CA	CA	165	125	163	126	149	112
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	0	1	0
		PS I	10	5	10	7	10	6
		PS II	11	9	11	10	11	10
Treasury	CO	SCO	26	12	26	15	26	16
		CO	69	60	64	58	64	57
		ACO	153	141	149	139	149	138
	CA	CA	53	39	53	40	53	33
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0

Year/Figures (Note 1)			2023-24		2024-25		2025-26 (as at 31 January 2026)	
B/Ds	**Grade**	**Rank**	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
		SPS	1	1	1	0	1	0
		PS I	5	3	5	4	5	3
		PS II	3	2	3	4	3	4
University Grants Committee Secretariat	CO	SCO	1	1	1	0	1	0
		CO	5	5	5	5	5	4
		ACO	18	16	18	17	17	18
	CA	CA	5	5	5	5	5	5
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	1	1	1	1	1
		PS I	2	1	2	1	2	2
		PS II	3	4	3	4	3	3
Water Supplies Department	CO	SCO	20	10	20	12	20	11
		CO	76	77	76	70	76	64
		ACO	282	267	282	268	282	264
	CA	CA	228	177	218	177	218	170
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	1	0	1	1	1	1
		PS I	7	4	7	4	7	5
		PS II	12	7	12	6	12	5
Working Family and Student Financial Assistance Agency	CO	SCO	108	58	108	60	109	60
		CO	261	256	261	255	261	248
		ACO	566	569	566	547	566	546
	CA	CA	185	136	180	143	180	137
	PS	SPA	0	0	0	0	0	0
		Psl Asst	0	0	0	0	0	0
		SPS	0	0	0	0	0	0
		PS I	2	2	2	1	2	1
		PS II	2	2	2	2	2	2
Total			**26 855**	**23 763**	**26 597**	**23 610**	**26 398**	**22 862**

Legend: SCO: Senior Clerical Officer; CO: Clerical Officer; ACO: Assistant Clerical Officer; CA: Clerical Assistant; SPA: Senior Personal Assistant; Psl Asst: Personal Assistant; SPS: Senior Personal Secretary; PS I: Personal Secretary I; PS II: Personal Secretary II

Note 1: Establishment and strength figures, as at 31 March of each year (as at 31 January for 2026), exclude supernumerary posts and the incumbents occupying these posts which are created due to operational needs (for example, officers concerned proceeding on pre-retirement leave).

Note 2: The Office of the Government Chief Information Officer was retitled as the Digital Policy Office with effect from 25 July 2024.

Annex B

Yearly recruitment figures of Assistant Clerical Officer (ACO), Clerical Assistant (CA) and Personal Secretary II (PS II) from 2023-24 to 2025-26 (as at 28 February 2026)

	6 October 2023 – 31 March 2024 (Note 1)			**2024-25**			**2025-26 (as at 28 February 2026)**		
	ACO	CA	PS II	ACO	CA	PS II	ACO	CA	PS II
(i) Number of applicants	10 250	7 098	5 934	12 349	8 223	7 282	10 202	6 892	5 893
(ii) Number of candidates invited to skills tests	10 852 (Note 2)		5 100	15 554 (Note 2)		7 072	12 041 (Note 2)		5 755
(iii) Number of candidates who passed skills tests	2 448	2 555	1 107	3 363	3 175	1 247	1 139	2 066	683
(iv) Number of candidates invited to interviews (Note 3)	1 838	1 279	779	3 481	3 124	1 512	2 138	2 311	883
(v) Number of candidates who passed interviews	454	399	122	285	733	154	382	214	59
(vi) Number of appointment letters issued	131	147	34	525	834	168	279	247	59
(vii) Number of candidates who reported for duty	0	22	1	484	740	131	187	163	80

Note 1: Year-round recruitment has commenced since 6 October 2023.

Note 2: Candidates who have applied for the post(s) of ACO and/or CA will only be required to attend Clerical Grades skills test once.

Note 3: Including candidates who have passed in the previous skills test and directly entered the interview stage.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB011**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2730)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the "controlled grades", will the Government inform this Committee of the following:

(1) Please set out the following information on the "controlled grades" for the past year and for the current year to date respectively: (i) the establishment, (ii) the strength and (iii) the number of cases in which approval was given by the Civil Service Bureau (CSB) to carry out open recruitment, together with the number of posts, applicants and recruits involved;

(2) In response to a question regarding the Estimates of Expenditure 2025-26, the CSB stated that under the background of the 2% reduction in the civil service establishment for 2026-27 and 2027-28, departments would be required to first delete the posts in the "controlled grades". What is the number of posts in the "controlled grades" to be deleted in the coming year, broken down by department and grade?

(3) In response to a question raised by a member of this Committee on 30 April last year, the Government stated that it would seek the approval of the Finance Committee of the Legislative Council for deletion of grades that no longer have any establishment and strength in due course. What is the progress of the relevant work?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 7)

Reply:

(1) The establishment and strength of the "controlled grades" for the past year and the current year to date are set out at **Annex A**. During the period, the Civil Service Bureau did not receive any application for open recruitment of "controlled grades" from bureaux/departments (B/Ds).

(2)-(3) B/Ds, after reviewing factors such as overall service demand, operational needs, and vacancy situations, etc., have made arrangements to reduce the civil service establishment by 2% in 2026-27. Together with the lapse of other time-limited

posts and the deletion of posts due to internal re-organisation or redeployment by B/Ds, the number of "controlled grades" posts to be deleted is set out at **Annex B**. The Government, upon consolidating the grades and ranks that can be proposed for deletion, including the "controlled grades" with zero establishment and strength, will seek approval from the Finance Committee of the Legislative Council for deletion at an opportune time.

Annex A

Establishment (E) and Strength (S) of "Controlled Grades" Note 1

Grade	2024-25 (Position as at 31.3.2025)		2025-26 (Position as at 31.12.2025)	
	E	S	E	S
Calligraphist	59	43	55	35
Car Park Attendant I	1	0	1	0
Car Park Attendant II	2	2	1	2
Certificated Master/Mistress	72	86	72	78
Chauffeur Note 2	100	92	100	94
Communications Controller	3	1	3	0
Cook	68	37	62	34
Darkroom Technician	1	0	1	0
Draughtsman	0	0	0	0
Education Assistant	14	3	12	2
Estate Assistant	0	0	0	0
Explosives Supervisor	0	0	0	0
Forest Guard	0	0	0	0
Head Property Attendant	0	0	0	0
Hostel Manager/ Manageress	5	4	5	3
Industrial Officer (Correctional Services)	15	12	11	10
Inspector (Non-Graduate)	3	3	3	1
Investment Promotion Project Officer	1	0	1	0
Launch Mechanic	0	0	0	0
Master (Correctional Services)	9	9	7	7
Office Assistant	391	309	368	273
Orthoptist	2	1	2	0
Photographer	37	28	37	26
Photoprinter	15	12	11	11
Projectionist	0	0	0	0
Radiographic Technician	0	0	0	0
Rent Officer	14	5	14	4

Grade	2024-25 (Position as at 31.3.2025)		2025-26 (Position as at 31.12.2025)	
	E	S	E	S
Supervisor of Typing Services	3	0	1	0
Telephone Operator	0	0	0	0
Tracer	21	18	19	18
Typist	196	127	189	112
Welfare Worker	69	38	68	31
Workshop Attendant	0	0	0	0
Workshop Instructor	7	3	6	2
Total	**1 108**	**833**	**1 049**	**743**

Note 1: Excluding individual controlled grades of which the Guide to Appointment specifies in-service-appointment as the only source of new intake.

Note 2: The Chauffeur grade has increased manpower through in-service appointment to meet additional operational needs in the past few years.

Annex B

"Controlled Grades" Posts to be Deleted in 2026-27

Bureau/Department	Grade	Number of Post
Agriculture, Fisheries and Conservation Department	Calligraphist	2
	Photographer	1
	Supervisor of Typing Services	1
Architectural Services Department	Office Assistant	1
	Typist	1
Buildings Department	Calligraphist	1
	Photographer	1
Customs and Excise Department	Office Assistant	1
	Typist	1
Civil Aviation Department	Office Assistant	1
Chief Executive's Office	Office Assistant	1
Companies Registry	Photographer	1
Chief Secretary for Administration's Office and Financial Secretary's Office	Car Park Attendant I	1
Civil Service Bureau	Calligraphist	1
	Office Assistant	3
	Typist	4
Development Bureau (Works Branch)	Photographer	1
Department of Health	Office Assistant	11
Department of Justice	Calligraphist	2
Drainage Services Department	Calligraphist	1
	Typist	7

Bureau/Department	Grade	Number of Post
Education Bureau	Calligraphist	1
	Certificated Master/Mistress	36
	Office Assistant	2
Environmental Protection Department	Typist	3
Food and Environmental Hygiene Department	Calligraphist	3
	Office Assistant	9
Fire Services Department	Cook	2
	Office Assistant	1
Government Flying Service	Office Assistant	1
Home Affairs Department	Calligraphist	2
	Typist	1
Housing Bureau and Housing Department	Calligraphist	2
	Office Assistant	16
	Welfare Worker	1
Hong Kong Police Force	Calligraphist	2
	Cook	10
	Office Assistant	38
	Typist	35
Highways Department	Typist	1
Inland Revenue Department	Office Assistant	1
	Typist	3
Lands Department	Calligraphist	2
	Office Assistant	5
	Tracer	1
	Typist	6

Bureau/Department	Grade	Number of Post
Leisure and Cultural Services Department	Calligraphist	1
	Office Assistant	1
Labour Department	Office Assistant	2
Land Registry	Calligraphist	1
	Office Assistant	1
Planning Department	Tracer	1
Radio Television Hong Kong	Calligraphist	1
	Office Assistant	1
Rating and Valuation Department	Rent Officer	4
Social Welfare Department	Hostel Manager/ Manageress	1
	Welfare Worker	24
	Workshop Instructor	2
Trade and Industry Department	Office Assistant	1
Treasury	Office Assistant	1
University Grants Committee Secretariat	Office Assistant	1
Water Supplies Department	Communications Controller	3
	Office Assistant	1
	Photoprinter	1
	Total	**276**

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB012**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2731)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the flexible measures for extending the service of civil servants, will the Government inform this Committee of the following:

(1) the actual number of contract staff under the Post-retirement Service Contract Scheme in 2025-26, broken down by department and work type;

(2) the number of applicants under the "final extension of service arrangement" and the number of approved applications in 2025-26, broken down by department and rank; and

(3) the number of applicants under the "mechanism for further employment beyond retirement age" and the number of approved applications in 2025-26, broken down by department and rank.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 9)

Reply:

(1) In 2025-26 (as of 30 June 2025), a total of 3 751 full-time (Note) Post-retirement Service Contract (PRSC) staff were employed by bureaux/departments/offices. The breakdowns of the number of full-time PRSC staff by bureau/department/office and work type are set out at **Annex A**.

Note: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance. On 30 June 2025, under the Ordinance then in force, an employee is regarded as being employed under a "continuous contract" if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

(2) In 2025-26 (as at 31 December 2025), 1 485 applications for final extension of service have been processed. Among them, 1 291 applications were approved, involving around 210 civil service ranks. A breakdown of the number by bureau/department/office is set out at **Annex B**.

(3) In 2025-26 (as at 31 December 2025), 385 applications for further employment beyond retirement age (hereafter referred to as "Further Employment") have been processed. Among them, 366 applications were approved, involving 27 civil service ranks. A breakdown of the number by bureau/department and rank is set out at **Annex C**.

Annex A

Number of full-time Post-retirement service contract staff
(Position as of 30 June 2025)

Table 1: Breakdown by bureau/department/office

Bureau / Department / Office	No. of staff
Agriculture, Fisheries and Conservation Department	130
Architectural Services Department	96
Auxiliary Medical Service	14
Buildings Department	11
Census and Statistics Department	17
Chief Executive's Office	4
Chief Secretary and Financial Secretary's Offices	8
Civil Aid Service	4
Civil Aviation Department	51
Civil Engineering and Development Department	53
Civil Service Bureau	16
Commerce and Economic Development Bureau	5
Companies Registry	11
Constitutional and Mainland Affairs Bureau	23
Correctional Services Department	20
Culture, Sports and Tourism Bureau	37
Customs and Excise Department	155
Department of Health	236
Department of Justice	36
Development Bureau	45
Digital Policy Office	23
Drainage Services Department	97
Education Bureau	27
Electrical and Mechanical Services Department	304
Environment and Ecology Bureau	18
Environmental Protection Department	95
Financial Services and the Treasury Bureau	9
Fire Services Department	103
Food and Environmental Hygiene Department	255

Bureau / Department / Office	No. of staff
Government Flying Service	35
Government Laboratory	7
Government Logistics Department	1
Government Property Agency	10
Health Bureau	30
Highways Department	82
Home Affairs Department	21
Home and Youth Affairs Bureau	10
Hong Kong Observatory	3
Hong Kong Police Force	312
Hongkong Post	7
Housing Department	11
Immigration Department	161
Information Services Department	12
Inland Revenue Department	100
Innovation, Technology and Industry Bureau	3
Innovation and Technology Commission	4
Intellectual Property Department	7
Invest Hong Kong	2
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	1
Judiciary	110
Labour and Welfare Bureau	4
Labour Department	115
Land Registry	2
Lands Department	132
Legal Aid Department	8
Leisure and Cultural Services Department	116
Marine Department	26
Official Receiver's Office	12
Planning Department	11
Radio Television Hong Kong	15
Rating and Valuation Department	39
Registration and Electoral Office	6
Security Bureau	14

Bureau / Department / Office	No. of staff
Social Welfare Department	168
Trade and Industry Department	4
Transport and Logistics Bureau	7
Transport Department	79
Treasury	10
University Grants Committee Secretariat	3
Water Supplies Department	113
Working Family and Student Financial Assistance Agency	35
Total	**3 751**

Table 2: Breakdown by work type

Work type	No. of staff
General / Clerical support staff	877
Technical support staff	838
Professionals / Professional support staff	743
Disciplined Services staff	492
Administration / Executive support / Project co-ordination staff	170
Leisure and cultural services staff	64
Customer services / Public relations staff	50
IT support staff	29
Non-skilled staff	28
Education staff	19
Others	441
Total	**3 751**

Annex B

Applications for Final Extension of Service Processed in 2025-26
(as at 31 December 2025)

Bureau/Department/Office	Number of Applications Received	Number of Applications Approved
Agriculture, Fisheries and Conservation Department	11	11
Architectural Services Department	2	2
Auxiliary Medical Service	1	1
Buildings Department	3	0
Census and Statistics Department	5	5
Civil Aid Service	1	1
Civil Aviation Department	3	3
Civil Engineering and Development Department	21	20
Civil Service Bureau [Note]	443	422
Commerce and Economic Development Bureau	4	4
Correctional Services Department	52	0
Customs and Excise Department	75	64
Department of Health	38	33
Department of Justice	4	4
Development Bureau	2	2
Digital Policy Office	15	15
Drainage Services Department	1	0
Education Bureau	28	25
Electrical and Mechanical Services Department	10	9
Environmental Protection Department	9	9
Fire Services Department	76	76
Food and Environmental Hygiene Department	185	166
Government Flying Service	3	3
Government Laboratory	1	1
Government Logistics Department	25	17
Government Property Agency	1	1
Highways Department	16	13
Home Affairs Department	1	0
Hong Kong Observatory	3	3

Bureau/Department/Office	Number of Applications Received	Number of Applications Approved
Hong Kong Police Force	82	77
Hongkong Post	37	31
Housing Department	98	94
Immigration Department	61	55
Inland Revenue Department	7	2
Innovation and Technology Commission	1	1
Judiciary	4	4
Labour Department	4	3
Lands Department	21	18
Legal Aid Department	2	2
Leisure and Cultural Services Department	50	25
Marine Department	7	6
Official Receiver's Office	2	2
Planning Department	2	0
Radio Television Hong Kong	3	3
Rating and Valuation Department	2	2
Social Welfare Department	37	36
Transport Department	1	1
Treasury	2	2
Water Supplies Department	23	17
Total	**1 485**	**1 291**

Note: Processing and approval of applications from general grades staff are handled by the grades concerned instead of individual departments. The number of approved applications are counted in the bureau/department of their respective head of grades. For instance, the head of grades of the Administrative Officer grade, Executive Officer grade, Clerical and Secretarial grades are officers in the Civil Service Bureau (CSB). As such, while officers of these grades granted with approval of extension of service are posted to different bureaux/departments, the number of approved applications are counted in CSB's basket.

Annex C

Applications for Further Employment Processed in 2025-26
(as at 31 December 2025)

Bureau/Department	Rank	Number of Applications Received	Number of Applications Approved
Civil Aviation Department	Director-General of Civil Aviation	1	1
Correctional Services Department	Superintendent of Correctional Services	1	1
	Officer (Hospital)	8	8
	Technical Instructor (Correctional Services) (Leather Work)	2	2
Department of Health	Medical and Health Officer (Family Health Stream)	4	4
	Medical and Health Officer (Health Stream)	3	3
Education Bureau	Principal I	2	2
	Senior Education Officer	2	2
	Education Officer	8	8
	Assistant Education Officer	4	4
	Certificated Master/Mistress (Government Secondary School)	1	1
	Headmaster / Headmistress I	1	1
	Senior Primary School Master / Mistress	3	3
	Primary School Master / Mistress	4	4
	Assistant Primary School Master / Mistress	4	4
	Laboratory Technician II	1	1
Environmental Protection Department	Director of Environmental Protection	1	1
Fire Services Department	Senior Station Officer (Operational) / Station Officer (Operational)	11	11
	Ambulanceman / Ambulancewoman	25	23
Government Logistics Department	Senior Personal Chauffeur	1	1
	Motor Driver	113	96

Bureau/Department/ Office	Rank	Number of Applications Received	Number of Applications Approved
Hong Kong Police Force	Assistant Commissioner of Police	3	3
	Chief Superintendent of Police	5	5
Intellectual Property Department	Director of Intellectual Property	1	1
Judiciary	Judiciary Administrator	1	1
Leisure and Cultural Services Department	Workman I	175	175
	Total	**385**	**366**

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1600)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

With reference to the 2026-27 Budget, which states that "the civil service establishment will be reduced by 2% in each of the coming 2 financial years to an estimated level of about 188 000 posts by 1 April 2026, resulting in a cumulative deletion of over 10 000 posts within this term of Government," and the measure to complement the Productivity Enhancement Programme to reduce 2% of the recurrent government expenditure annually in 2026-27 and 2027-28, will the Government inform this Council:

(1) Under the measure to reduce the civil service establishment by 2% in 2026-27, what are the estimated number and percentage of posts to be deleted by each bureau/department? Please provide a detailed breakdown of the major departments subject to such deletion and the corresponding figures; what are the types of posts to be deleted? Meanwhile, which departments have been granted approval for a net increase in posts despite the overall reduction, and what are the numbers of such posts and the specific reasons?

(2) Regarding the aforementioned measures on departments and post deletion, what is the estimated expenditure to be saved for the 2026-27 and 2027-28 financial years?

(3) Given a cumulative deletion of over 10 000 posts within this term of Government, what was the actual total number of posts deleted over the past three years (from 2023-24 to 2025-26), and what were the major departments and types of posts involved? What was the actual amount saved?

Asked by: Hon CHEN Chung-nin, Rock (LegCo internal reference no.: 10)

Reply:

(1) and (2) In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. The Government will reduce the establishment on a bureau basis, reducing the overall establishment of each bureau and its departments as a whole by a

standard percentage. The resources saved will be counted towards the 2% savings of the recurrent expenditure of the bureaux/departments (B/Ds) concerned for the respective financial years under the Government's PEP.

The estimated changes in the civil service establishment of bureaux/departments/offices in 2026-27 (including the lapse of other time-limited posts and the deletion of posts due to internal re-organisation or redeployment by B/Ds), as compared to 2025-26, are set out at **Annex A**. Among them, the civil service establishment in the Home and Youth Affairs Bureau (HYAB), Invest Hong Kong, and overseas Economic and Trade Offices (ETOs) has increased. The new posts are mainly responsible for preparing and coordinating the celebration activities and projects for the 30th anniversary of the establishment of the Hong Kong Special Administrative Region, promoting various measures to assist Mainland enterprises "going global" through the platform in Hong Kong, and providing the required manpower for overseas ETOs respectively. The new time-limited posts in HYAB will be deleted after the celebration projects are completed.

Regarding the posts to be deleted in 2026-27, junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) account for about 57%, middle civil servant posts (generally in the range of MPS 16 to 33) about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) about 3%.

Since the financial provisions for personal emoluments of recurrent expenditure allocated to B/Ds are calculated based on establishment rather than strength, reducing the establishment will lead to reduction in actual allocation of financial provisions to B/Ds. The Civil Service Bureau (CSB) does not maintain records on the expenditure to be saved in the changes in the establishment of bureaux/departments/offices.

B/Ds will formulate plans for reducing the civil service establishment in 2027-28 in due course. The final figures of actual deletion will be confirmed on 1 April 2027.

(3) Over the past 3 years (2023-24 to 2025-26), the changes in the civil service establishment of bureaux/departments/offices are set out at **Annex B**. CSB does not maintain records on the details of the posts and the expenditure saved in the respective bureaux/departments/offices due to the changes in establishment.

Annex A

Changes in the Civil Service Establishment by Bureaux/Departments/Offices in 2025-26 and 2026-27

Bureau/Department/Office	Change in the Civil Service Establishment	Percentage Change in the Civil Service Establishment
Agriculture, Fisheries and Conservation Department	-55	-2.4%
Architectural Services Department	-51	-2.6%
Audit Commission	-4	-2.1%
Auxiliary Medical Service	-1	-1.0%
Buildings Department	-114	-5.4%
Census and Statistics Department	-27	-2.2%
Chief Executive's Office	-1	-0.9%
Chief Secretary for Administration's Office and Financial Secretary's Office	-18	-3.3%
Civil Aid Service	-3	-2.8%
Civil Aviation Department	-16	-1.7%
Civil Engineering and Development Department	-84	-4.0%
Civil Service Bureau	-16	-2.3%
Commerce and Economic Development Bureau	-	-
Companies Registry	-8	-2.1%
Constitutional and Mainland Affairs Bureau	-4	-1.9%
Correctional Services Department	-179	-2.5%
Culture, Sports and Tourism Bureau	-91	-22.7%
Customs and Excise Department	-171	-2.2%
Department of Health	-143	-2.1%
Department of Justice	-30	-2.0%
Development Bureau (Planning and Lands Branch)	-9	-4.3%
Development Bureau (Works Branch)	-7	-1.5%
Digital Policy Office	-42	-4.8%
Drainage Services Department	-45	-2.2%
Education Bureau	-131	-2.1%
Electrical and Mechanical Services Department	-25	-4.4%
Electrical and Mechanical Services Trading Fund	-81	-2.1%

Bureau/Department/Office	Change in the Civil Service Establishment	Percentage Change in the Civil Service Establishment
Environment and Ecology Bureau (Environment Branch)	-5	-2.3%
Environment and Ecology Bureau (Food Branch)	-	-
Environmental Protection Department	-72	-3.5%
Financial Services and the Treasury Bureau (Financial Services Branch)	-3	-2.9%
Financial Services and the Treasury Bureau (The Treasury Branch)	-4	-2.0%
Fire Services Department	-259	-2.2%
Food and Environmental Hygiene Department	-235	-2.1%
General Expenses of the Civil Service	-4	-1.1%
Government Flying Service	-3	-0.9%
Government Laboratory	-7	-1.4%
Government Logistics Department	-15	-2.0%
Government Property Agency	-15	-4.6%
Health Bureau	-8	-3.2%
Highways Department	-70	-2.8%
Home and Youth Affairs Bureau	+31	+16%
Home Affairs Department	-43	-1.9%
Hong Kong Observatory	-9	-2.5%
Hong Kong Police Force	-1 335	-3.5%
Hospital Authority	-22	-12.1%
Housing Authority	-211	-2.2%
Immigration Department	-184	-2.1%
Information Services Department	-7	-1.6%
Inland Revenue Department	-59	-2.0%
Innovation, Technology and Industry Bureau	-1	-1.3%
Innovation and Technology Commission	-21	-5.9%
Intellectual Property Department	-4	-2.1%
Invest Hong Kong	+2	+4.7%
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	-1	-3.2%
Judiciary (excluding Judges and Judicial Officers)	-18	-1.0%
Labour and Welfare Bureau	-3	-1.9%

Bureau/Department/Office	Change in the Civil Service Establishment	Percentage Change in the Civil Service Establishment
Labour Department	-56	-2.2%
Land Registry	-12	-2.1%
Lands Department	-139	-3.1%
Legal Aid Department	-13	-2.3%
Legal Aid Services Council	-	-
Leisure and Cultural Services Department	-211	-2.0%
Marine Department	-32	-2.2%
Office for Film, Newspaper and Article Administration	-2	-3.1%
Office of the Communications Authority	-2	-0.5%
Official Receiver's Office	-7	-2.5%
Overseas Economic and Trade Offices (excluding locally engaged staff)	+4	+5.1%
Planning Department	-33	-3.4%
Post Office	-121	-2.3%
Public Service Commission Secretariat	-1	-2.9%
Radio Television Hong Kong	-15	-2.0%
Rating and Valuation Department	-25	-2.6%
Registration and Electoral Office	-14	-4.4%
Secretariat, Commissioner on Interception of Communications and Surveillance	-	-
Security Bureau	-6	-2.5%
Social Welfare Department	-140	-2.1%
Trade and Industry Department	-10	-2.0%
Transport and Logistics Bureau	-7	-3.3%
Transport Department	-61	-3.2%
Treasury	-10	-2.0%
University Grants Committee	-2	-2.3%
Water Supplies Department	-104	-2.3%
Working Family and Student Financial Assistance Agency	-27	-2.0%
Total	**-4 987**	**-2.6%**

Annex B

Changes in the Civil Service Establishment by Bureaux/Departments/Offices from 2023-24 to 2025-26

Bureau/Department/Office	Change in the Civil Service Establishment
Agriculture, Fisheries and Conservation Department	-58
Architectural Services Department	-39
Audit Commission	-3
Auxiliary Medical Service	-2
Buildings Department	-24
Census and Statistics Department	-15
Chief Executive's Office	+5
Chief Secretary for Administration's Office and Financial Secretary's Office	-7
Civil Aid Service	-2
Civil Aviation Department	-33
Civil Engineering and Development Department	-34
Civil Service Bureau	-13
Commerce and Economic Development Bureau	-5
Companies Registry	-4
Constitutional and Mainland Affairs Bureau	-4
Correctional Services Department	-101
Culture, Sports and Tourism Bureau	+52
Customs and Excise Department	-82
Department of Health	-106
Department of Justice	-11
Development Bureau (Planning and Lands Branch)	-10
Development Bureau (Works Branch)	-3
Digital Policy Office #	+880
Drainage Services Department	-33
Education Bureau	-102
Electrical and Mechanical Services Department	-18
Electrical and Mechanical Services Trading Fund	+38
Environment and Ecology Bureau (Environment Branch)	-4
Environment and Ecology Bureau (Food Branch)	-
Environmental Protection Department	-90

Bureau/Department/Office	Change in the Civil Service Establishment
Financial Services and the Treasury Bureau (Financial Services Branch)	-3
Financial Services and the Treasury Bureau (The Treasury Branch)	-16
Fire Services Department	+47
Food and Environmental Hygiene Department	-166
General Expenses of the Civil Service	-
Government Flying Service	-5
Government Laboratory	-12
Government Logistics Department	-9
Government Property Agency	-5
Health Bureau	+6
Highways Department	-46
Home and Youth Affairs Bureau	+10
Home Affairs Department	-25
Hong Kong Monetary Authority	-2
Hong Kong Observatory	-6
Hong Kong Police Force	-472
Hospital Authority	-126
Housing Authority	-198
Immigration Department	-88
Information Services Department	-3
Inland Revenue Department	-36
Innovation, Technology and Industry Bureau #	-92
Innovation and Technology Commission	+19
Intellectual Property Department	-2
Invest Hong Kong	+3
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	-4
Judiciary (excluding Judges and Judicial Officers)	-12
Labour and Welfare Bureau	-
Labour Department	-59
Land Registry	-9
Lands Department	-219
Legal Aid Department	-7

Bureau/Department/Office	Change in the Civil Service Establishment
Legal Aid Services Council	-
Leisure and Cultural Services Department	-139
Marine Department	-26
Office for Film, Newspaper and Article Administration	-1
Office of the Communications Authority	-4
Office of the Government Chief Information Officer #	-750
Official Receiver's Office	-4
Overseas Economic and Trade Offices (excluding locally engaged staff)	+2
Planning Department	-8
Post Office	-67
Public Service Commission Secretariat	+1
Radio Television Hong Kong	-9
Rating and Valuation Department	-28
Registration and Electoral Office	+12
Secretariat, Commissioner on Interception of Communications and Surveillance	-
Security Bureau	-
Social Welfare Department	-71
Trade and Industry Department	-9
Transport and Logistics Bureau	-17
Transport Department	-32
Treasury	-74
University Grants Committee	-5
Water Supplies Department	-87
Working Family and Student Financial Assistance Agency	-19
Total	**-2 700**

The Digital Policy Office was set up on 25 July 2024 by merging the Efficiency Office and the Office of the Government Chief Information Officer under the Innovation, Technology and Industry Bureau.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1286)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

In 2025-26, the Civil Service Bureau worked on enhancement measures to develop a more rigorous civil service performance appraisal system for differentiating staff performance more effectively. In this connection, will the Government inform this Committee of:

(a) the details of the relevant enhancement measures; whether they are linked to the increments;

(b) If yes, has the Government estimated the expenditure to be saved from the enhancement measures?

Asked by: Hon CHONG Ho-fung (LegCo internal reference no.: 16)

Reply:

The Chief Executive's 2025 Policy Address has put forward the establishment of a more rigorous civil service performance appraisal system that reflects and differentiates the performance ratings of civil servants more effectively so as to strengthen the reward and punishment system. The Civil Service Bureau has already commenced the relevant work, and expects to introduce concrete measures in 2026.

The current arrangement for granting of increment for civil servants is directly linked to their work performance, aiming to encourage good performance from civil servants on a long-term basis. Regardless of the seniority, no civil servant is automatically granted with an increment. An officer may only be granted an increment in accordance with the pay scale of his/her grade if his/her performance (including conduct, diligence, and efficiency) is rated as satisfactory by his/her supervisor. Establishing a more rigorous performance appraisal system for civil servants can more effectively differentiate those with unsatisfactory performance rendering them unable to be granted with an increment.

Establishing an effective appraisal system aims at continuously enhancing the overall effectiveness of departments, boosting the morale of outstanding civil servants, assisting those who need improvement in enhancing their capabilities, and handling staff with persistent sub-

standard performance. This exercise is not intended to achieve savings in government expenditure.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0167)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the launch of the digitalised Basic Law and National Security Law Test (BLNST) (Degree/Professional Grades) since May 2025, will the Government inform this Committee of the following:

1. Regarding the fairness of the digitalised test, how will the Government eliminate the participation barriers arising from the digital divide? What specific supporting measures will be introduced to ensure that elderly candidates, persons with disabilities and grassroots families, who are unfamiliar with electronic operations or lack stable internet access and equipment, can finish the test under completely equal conditions as other candidates, thereby stamping out any unfairness resulting from the digitalisation of the test?

2. Regarding the potential risks of misconduct in the digitalised test such as cheating, impersonation, leak of examination questions, copying answers, etc., what technical means across the entire process (from pre-emptive measures, real-time monitoring to post-examination tracking) and regulatory mechanisms have been established by the Government? How to ensure these measures can effectively eliminate irregularities? What specific punitive and qualification restriction measures will be imposed on confirmed violators?

3. Since the launch of the test, what are the monthly quotas, the numbers of applicants and actual attendees and the passing rates? Has the Government calculated the number of candidates who, through the flexible examination mechanism, have passed the test after multiple attempts, and what are the relevant details?

4. What are the overall expenditures, annual estimates and dedicated establishment for the development and daily operations of the testing platform? Compared to the paper-based test, what are the specific amounts and percentages of expenditures that have been saved, and what are the plans for digitalising other civil service examinations in the future?

5. How to ensure that the assessment standards and qualification recognition of the digitalised test are completely consistent with those of the paper-based test? Will the difficulty and content of the test be optimised to enhance the depth of assessment? What are the plans for digitalising the test for non-degree grades?

Asked by: Hon CHU Lap-wai (LegCo internal reference no.: 10)

Reply:

1. The Digitalised Basic Law and National Security Law Test (Degree/Professional Grades) (Digitalised BLNST) is targeted at prospective applicants for civil service jobs requiring degree or professional qualifications. Applicants should be holders of degree; or individuals who will have attained a degree in the current or next academic year; or holders of a qualification meeting the entry requirement on professional qualifications for civil service degree or professional posts. While the Digitalised BLNST is computer-based, candidates only need to have basic computer operation knowledge to complete the examination. As eligible candidates are either currently pursuing degree-level education or already holders of a degree or professional qualification, the digitalisation of the BLNST will not pose participation barrier to them. Meanwhile, the Civil Service Examinations Unit (CSEU) has provided Guidance Notes for Candidates, Frequently Asked Questions and Reference Videos of the Digitalised BLNST on the Civil Service Bureau (CSB) webpage (www.csb.gov.hk/eng/dblnst.html) for candidates to read carefully prior to the examination. Online demonstrations of the Digitalised BLNST online application system and the examination system are also available for candidates to learn how to submit applications via the system and complete the Digitalised BLNST.

   All candidates are required to take the examination with the computers arranged by CSEU at the Recruitment Centre, General Grades Office, CSB on 37th Floor, Revenue Tower, Wanchai to ensure that all of them finish the examination under completely equal conditions.

   Concerning the needs of persons with disabilities (PWDs), the Government has included accessibility features in the design of the Digitalised BLNST online application system to ensure that all candidates, including those with disabilities, can use it. PWDs can provide information about their disability and the required special arrangements in their applications. CSEU will offer supporting arrangements as appropriate depending on the requests and specific circumstances of PWDs to ensure that they can successfully complete the Digitalised BLNST.

2. Once candidates have successfully submitted their application for the Digitalised BLNST, CSEU will send them a confirmation e-mail reminding them to read carefully the "Guidance Notes for Candidates of Digitalised Basic Law and National Security Law Test (Degree/Professional Grades)" (Guidance Notes) available on the CSB webpage (www.csb.gov.hk/eng/dblnst.html) prior to sitting the examination. Upon arrival at the reception of the Digitalised BLNST for registration, candidates may also read the hard copy of the Guidance Notes posted on the wall while waiting for the examination, or scan the QR code for the Guidance Notes in the waiting area to read the relevant information again.

The Guidance Notes for the Digitalised BLNST stipulate that candidates must bring their identity document for registration and identity verification. Candidates who fail to produce their proof of identity will not be allowed to sit the examination. In addition to the identity verification of candidates upon their arrival at the reception of the Digitalised BLNST by CSEU, invigilators will also verify their identity again before they enter the examination room. Within the examination room, a partition is installed between each candidate's seat to prevent cheating. During the examination, candidates must switch off their mobile phones, other electronic devices and any articles that emit sound, and place all other personal belongings, including mobile phones, beside the desk and can be clearly seen by the invigilators. Furthermore, candidates are not allowed to take photographs, make audio recordings or video recordings in the examination venue before/during/after the examination.

CSEU will strictly follow up on cases of candidates breaching the rules. Candidates found to have violated the rules set out in the Guidance Notes are liable to a penalty such as written warning, mark penalty, result downgrading, disqualification from examination, and voiding of examination results.

CSEU has all along adopted appropriate measures to ensure the confidentiality and fairness of examinations, and will continue to review and improve these measures.

3. The Digitalised BLNST has been launched since 23 May 2025. As at 28 February 2026, the monthly quotas, and the numbers of applicants and attendees of the Digitalised BLNST are set out in the table below:

Year	Month	No. of quotas	No. of applicants	No. of attendees
2025	May	around 1 100	around 400	around 300
	June	around 5 200	around 2 400	around 2 300
	July	around 5 600	around 2 600	around 2 300
	August	around 5 000	around 2 600	around 2 300
	September	around 5 400	around 2 400	around 2 100
	October	around 4 900	around 3 300	around 2 900
	November	around 6 800[Note]	around 4 100	around 3 700
	December	around 5 200	around 1 300	around 1 100
2026	January	around 5 200	around 1 300	around 1 200
	February	around 4 200	around 1 300	around 1 200

Note: In response to the keen demand for Digitalised BLNST arising from the Joint Recruitment Examination, we have added 3 additional examination timeslots on each working day between 6 and 25 November 2025.

The passing rate for the Digitalised BLNST is approximately 90%. Candidates who cannot obtain a pass result are not allowed to retake it within three months, thereby providing an incentive for them to study the Basic Law and the National Security Law before attempting the test. CSB does not maintain record of the number of candidates who have passed the Digitalised BLNST after multiple attempts.

4. The expenditure on developing the Digitalised BLNST platform is approximately $7.25 million. CSEU is responsible for system operation, and no additional dedicated manpower is involved. The launch of the Digitalised BLNST has resulted in savings of approximately $480,000 in administrative expenses, such as the hiring of part-time invigilators and the printing of examination papers. As it has only been introduced for a short period of time, we are currently reviewing and improving the operational arrangements so as to lay a solid foundation for the feasibility of digitalising other recruitment examinations in the future. CSB will review the operational arrangements of and experience gained from the Digitalised BLNST (Degree/Professional Grades), and actively explore the feasibility of digitalising other recruitment examinations.

5. The format, duration and content of the Digitalised BLNST are identical to those of the paper-based test, with the sole difference being that answers are submitted via computer. Therefore, the assessment criteria and recognition of qualification are entirely consistent between the digitalised and paper-based test. CSB will review the operational arrangements of and experience gained from the Digitalised BLNST (Degree/Professional Grades), and actively explore the feasibility of digitalising other examinations.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2532)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in the 2026-27 Budget that the Civil Service College will collaborate with the Digital Policy Office to provide artificial intelligence (AI) training for civil servants, and will enhance the content on technology application in civil service leadership training. In this connection, please inform this Committee of:

1. the overall estimated expenditure on AI-related training for civil servants, the number of courses planned to be offered, and the expected number of civil servants to be covered respectively for 2026-27;

2. the various curriculum designs of AI training for civil servants of different ranks, and the specific plans for technology leadership training targeted at directorate civil servants; and

3. how the HKSAR Government will assess the actual effectiveness of AI training, and whether AI application skills will be included as a reference indicator in the evaluation of civil service promotions; if so, of the details; if not, the reasons for that.

Asked by: Hon CHU Lap-wai (LegCo internal reference no.: 9)

Reply:

1.&2. The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on AI and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

As for training for directorate-level civil servants, CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimising departmental information technology systems, strengthen the use of AI to innovate public services, and promote the

effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. Content of these programmes cover innovation and technology policies and strategies, the development and future of AI, macro perspective and strategic mindset in driving digital transformation. Apart from co-organising the Innovation and Technology leadership series thematic seminars with DPO, CSC also organises seminars and executive workshops on AI and technology, inviting experts, scholars, industry representatives and government officials to share insights on topics such as AI and industrial innovation, considerations in regulation of technology applications, and AI and social media strategies. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training, with a total of 5 400 trainee-days. CSC will continue to invest resources in providing training on AI and technology application, and update the training content according to technological developments.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse operational and training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, AI project planning and management, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the effective and wider adoption of related technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

3. The Civil Service College (CSC) will launch the Civil Service Continuous Learning Scheme (the Scheme) in 2026, setting continual learning requirement for civil servants. The Scheme will initially cover senior civil servants, who are expected to lead by example in embracing continual learning and keeping pace with the times. Participants are required to attain the prescribed learning credits annually in each designated subject category, including such key domains as "Innovation and Technology". The learning content covers AI and technology applications, enabling civil servants to better grasp the relevant knowledge. Performance under the Scheme will be reflected in officers' performance appraisals and may have an impact on promotion. As for civil servants of other ranks, CSC will, through departments and grades, monitor the number of staff completing the aforementioned e-learning courses, and urge heads of department to take appropriate measures to encourage and facilitate staff participation.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3249)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

For exercising strict control on the establishment of the civil service, the Government's target is to achieve a cumulative deletion of over 10 000 posts within this term of Government by 1 April 2027. In this connection, will the Government inform this Committee of the following:

1. The estimated amount of annual recurrent expenditure to be saved for the Government, and the number of posts have been deleted so far;

2. Regarding the deletion of posts, please set out the top 10 departments or bureaux with the greatest number of posts deleted.

3. Please set out the number of posts deleted and the amount of expenditure saved by upper, middle and lower rank.

4. It is learnt that some departments have a significant increase in the workload due to the reduction in the headcount of frontline staff. Has the Government assessed the situation to ensure that public services remain unaffected? If yes, what are the details; if not, what are the reasons?

Asked by: Hon CHU Lap-wai (LegCo internal reference no.: 69)

Reply:

(1)-(3) In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. Together with the posts deleted under the zero-growth policy in the civil service establishment from 2021-22 to 2025-26, it is estimated that a cumulative reduction of over 10 000 posts will be achieved within this term of the Government.

A reduction of over 8 000 posts in the civil service establishment is expected by 1 April 2026 over that of 2021-22 when the zero-growth policy commence. The Government will reduce the establishment on a bureau basis, reducing the overall establishment of each bureau and its departments as a whole by a standard percentage. Departments, after reviewing factors such as overall service demand, operational needs, and vacancy situations, etc., have made the said arrangements to reduce the civil service establishment by 2% in 2026-27. In 2026-27, together with the lapse of other time-limited posts and the deletion of posts due to internal re-organisation or redeployment by bureaux/departments (B/Ds), junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) to be deleted account for about 57%, middle civil servant posts (generally in the range of MPS 16 to 33) about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) about 3%.

The resources saved by reduction in the civil service establishment will be counted towards the 2% savings of the recurrent expenditure of B/Ds for the respective financial years under the Government's PEP. The Civil Service Bureau does not maintain records on the expenditure to be saved in the changes in the establishment of bureaux/departments/offices.

Among various B/Ds, the ten departments (note), which will delete the largest number of civil servant posts, include Hong Kong Police Force, Immigration Department, Lands Department, Food and Environmental Hygiene Department, Environmental Protection Department, Housing Authority, Correctional Services Department, Water Supplies Department, Leisure and Cultural Services Department, and Department of Health.

Note: Excluding B/Ds that have deleted civil servant posts due to re-organisation, and the Hospital Authority, which has shadow posts within its establishment.

(4) B/Ds will continue to adopt management measures and digitalisation with a view to optimising the use of manpower resources through re-organisation of work pattern, reprioritisation, application of technology and streamlining of work processes. While the civil service is being further streamlined, B/Ds will continue to deliver high-quality public services to citizens. If there is a genuine need for additional manpower to implement new measures/services, departments can apply for the required financial and manpower resources through the Government's existing resource allocation mechanism.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB018

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2010)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

One of the Matters Requiring Special Attention in 2026-27 under Programme (2) is to continue to exercise strict control on the establishment of the civil service with a view to achieving a cumulative deletion of over 10 000 posts within this term of Government by 1 April 2027 through streamlining work processes, adopting technologies to save manpower where appropriate and reprioritising different items of work. According to the Summary of Establishment in Volume I of the Estimates, nearly 5 000 posts will be deleted for the entire civil service establishment in the coming year. In this connection, will the Government inform this Committee of the following:

1. Set out in an appropriate table the grades and ranks of the nearly 5 000 posts expected to be deleted in the coming year, as well as the relevant annual salaries and average staff costs involved;

2. Among those 5 000 posts, does the Government know how many of them are in fact long-vacant posts (e.g. being vacant over 1 year)? Will the deletion of some long-vacant posts really achieve the goals of streamlining manpower and reducing expenditures?

3. Has the Government compiled statistics on or analysed those 5 000 posts to find out how many of them can be deleted through adopting technologies, and calculated and compared the cost effectiveness of replacing manpower with technology?

4. Have the supervisors of the Civil Service Bureau and/or the policy bureaux of relevant departments and/or civil service grades reviewed the establishment reduction plans of various departments, so as to avoid "fattening the top and slimming the bottom", seriously uneven workload among colleagues, or other unreasonable situations?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 27)

Reply:

(1)-(3) It is estimated that nearly 5 000 civil service posts in the civil service establishment will be deleted in 2026-27 as compared with that of 2025-26. Among them, junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) to be deleted account for about 57%, middle civil servant posts (generally in the range of MPS 16 to 33) about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) about 3%. The resources saved due to reduction in the civil service establishment will be counted towards the 2% savings of the recurrent expenditure of bureaux/departments (B/Ds) in 2026-27 under the Government's Productivity Enhancement Programme (PEP). The Civil Service Bureau does not maintain records on the particulars of the posts (e.g. whether the posts are vacant, or deleted due to application of information technology) involved due to the changes in the establishment of bureaux/departments/offices.

Regarding the deletion of vacant posts, since the financial provisions for personal emoluments of recurrent expenditure allocated to B/Ds are calculated based on establishment rather than strength, reducing the establishment will lead to reduction in actual allocation of financial provisions to B/Ds.

(4) B/Ds have the flexibility to, after taking into account factors such as the overall service demand, operational needs and vacancy situations, etc., suitably deploy manpower, thereby formulating appropriate plans to reduce the civil service establishment. Given that junior civil servant posts account for a relatively high proportion in the overall civil service establishment (about 40%), the proportion of these ranks subject to adjustment will naturally be relatively higher during the process of reduction in the establishment. Furthermore, with social development and technological advancement, various departments have adopted new work pattern to gradually replace labour-intensive work, and in view of changes in service and operational needs, have optimised the use of manpower resources through reprioritisation, redeployment and streamlining of work processes, resulting in more number of junior posts that may need to be deleted. However, under PEP, departments are required to meet the target of saving 2% of their recurrent expenditure in 2026-27 and 2027-28 respectively, and the reduction in establishment is the major source of expenditure savings. Even if there is no requirement of specifying certain posts for deletion in the establishment, departments may not be able to achieve the target of reducing recurrent expenditure by 2%, if only junior posts are deleted. As such, departments have to take into account the actual operational needs and the expenditure savings in determining the rank and the number of posts to be reduced.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2011)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management, (3) Translation and Interpretation Services and Use of Official Languages

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Artificial intelligence (AI) technologies for translation, simultaneous interpretation and other clerical services are advancing rapidly, with improving quality and a downward trend in costs. It is, however, noted that the Bureau's expenditures on these services have been rising rather than falling in recent years. There is also no mention of applying new technologies such as AI throughout the programmes. In this connection, will the Government inform this Committee of the following:

1. Will the Government explore as soon as possible the replacement of some translation, simultaneous interpretation and clerical services by AI to enhance efficiency and reduce expenditures; if not, what are the reasons?

2. What are the current staff establishments, age distribution and salary expenditures in respect of the Official Languages Officer, Simultaneous Interpreter and Calligraphist grades? Is there a recruitment freeze for these grades?

3. What are the current staff establishments, age distribution and salary expenditures in respect of the Typist, Supervisor of Typing Services and Telephone Operator grades? Is there a recruitment freeze for these grades?

4. What are the current staff establishments, age distribution and salary expenditures in respect of the Clerical Officer and Clerical Assistant grades? Will the Government reduce the intake of new recruits for these grades as a result of technological advancements and widespread application of AI technologies?

5. In the light of technological advancements and widespread application of AI technologies, will there be a comprehensive review of the manpower needs and skill requirements of the above grades, as well as the possible abolition or merger of certain grades?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 28)

Reply:

1. The Official Languages Division (OLD) under the Civil Service Bureau (CSB) has always encouraged its staff to make good use of technology, actively applying suitable AI software, which includes the trial use of HKPilot, a generative AI document processing copilot application, to assist in such work as translation and drafting of unclassified documents, research for interpretation assignments, proofreading and layout design, with a view to enhancing speed and efficiency. We have seen a gradual increase in the use of AI in translation and interpretation over the past year. However, due to an increasing volume and complexity of translation assignments (mostly confidential documents) which cannot be assisted by AI, as well as a growing demand, in terms of quality and quantity, for other language-related services (such as language advisory services for bureaux/departments (B/Ds)), the overall manpower requirements remain constant. Since the effectiveness of AI application is difficult to quantify, it is not feasible to calculate the time and manpower savings achieved. We will continue to keep abreast of technological developments, and expand the application of mature AI tools in the relevant areas of work subject to compliance with the principle of confidentiality and data security requirements of the Government. We will also review manpower needs in a timely manner to optimise the use of staff resources and enhance overall work effectiveness.

2. The strength and age distribution of the Official Languages Officer, Simultaneous Interpreter and Calligraphist grades as at 31 January 2026 are as follows:

	Strength*		
Age Group	**Official Languages Officer**	**Simultaneous Interpreter**	**Calligraphist**
20 to below 30	56	0	0
30 to below 40	184	6	0
40 to below 50	71	1	1
50 to below 60	150	1	30
60 and above	1	0	0
Total	**462**	**8**	**31**

* Excluding officers on pre-retirement/terminal leave

For 2025-26, the salary expenditures of the above 3 grades are about $395 million, $9.8 million and $11 million respectively.

The OLD under the CSB reviews from time to time the manpower needs of the Official Languages Officer and Simultaneous Interpreter grades across B/Ds, as well as the number of vacancies and natural wastage concerning these grades, in considering the need for recruitment. At the moment, the OLD has no plans to conduct recruitment for the two grades. As for the Calligraphist grade, which is a controlled grade, no recruitment has been conducted since 1997.

3. As at 31 January 2026, all members of the Supervisor of Typing Services (STS) and Telephone Operator (TelO) grades have transferred to other grades, retired or left the service, whereas the strength and age distribution of the Typist grade are as follows:

	Strength*
Age Group	**Typist**
20 to below 30	0
30 to below 40	0
40 to below 50	7
50 to below 60	99
60 and above	0
Total	**106**

* Excluding officers on pre-retirement/terminal leave

After multiple rounds of in-service transfer to other grades on a voluntary basis and through natural wastage, the number of Typists, which once exceeded 3 000 at its peak, has been successfully reduced to less than 110 at the end of January 2026. As the demand for traditional typing services has been diminishing over the years, the role of the remaining Typists has been substantially adjusted. Presently, Typists are mainly responsible for handling Chinese and English documents through the use of word processing softwares and performing data entry or other clerical duties in law enforcement departments or departments which process large amounts of personal data (e.g. Inland Revenue Department). For 2025-26, the salary expenditure of the Typist grade is about $26.55 million.

The Typist, STS and TelO grades are "controlled grades", and in-service appointment/recruitment for these grades have been respectively discontinued well before 2000.

4.&5. The strength and age distribution of the Clerical Officer and Clerical Assistant grades as at 31 January 2026 are as follows:

	Strength*	
Age Group	**Clerical Officer**	**Clerical Assistant**
20 to below 30	839	453
30 to below 40	6 214	1 794
40 to below 50	4 887	1 991
50 to below 60	2 153	2 408
60 and above	193	674
Total	**14 286**	**7 320**

* Excluding officers on pre-retirement/terminal leave

For 2025-26, the salary expenditures of the above 2 grades are about $5.258 billion and $1.824 billion respectively.

In response to the Government's efforts in strictly containing the civil service establishment and ensuring the sustainability of public finances, the B/Ds will continue to drive the adoption of management measures and digitalisation to re-

prioritise and re-organise their work, capitalise on technology solutions and streamline work processes, with a view to optimising the use of the civil service manpower resources. The CSB will strengthen training in AI technology application for the above grades and closely monitor the effectiveness of such application, as well as review and adjust manpower needs and recruitment targets of the above grades in a timely manner to optimise the use of manpower resources.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2012)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

To enhance the speed and efficiency in taking forward the development of the Northern Metropolis and effectively promote the growth of various industries such as innovation and technology, civil servants must not only be familiar with laws and policies and perform their traditional "regulator" roles, but also possess a certain level of economic, commercial and market knowledge to effectively act as "facilitators" and even "introducers". In this regard, will the Bureau offer more related training programmes for civil servants in the future, including inviting more business people to directly participate in the training, and even considering arrangements such as internships or secondments to allow suitable civil servants to work in appropriate private institutions for a period of time?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 30)

Reply:

The Government attaches great importance to the quality of the civil service and gathers views widely on civil service training. Through various training and exchange activities, we seek to broaden civil servants' horizons and experience, thereby supporting the effective governance of the Government.

In November 2019, the Government established the Civil Service Training Advisory Board to give guidance on civil service training and the long-term development strategy of the Civil Service College (CSC). The Board comprises academics, human resources management experts, and professionals with rich experience in public administration. Drawing on their experience and knowledge in their respective fields, the Board offers invaluable advice on civil service training, ensuring that civil servants stay current with the latest developments and knowledge across different domains while enhancing their overall capabilities, so as to support the Government in formulating and implementing appropriate policy measures.

Through a variety of training and exchange activities, CSC continuously develops civil servants' holistic views and international perspectives and strengthens their leadership and innovation capabilities, thereby bringing government policies more in line with Hong Kong's development needs. To deepen participants' understanding of the competitive edge and

future development of Hong Kong, CSC invites experts and business leaders from different sectors in its flagship leadership development programmes to share their insights into topics such as Hong Kong's economy, industry development, and strategic positioning. CSC also organises expert seminar series on different topics, inviting Mainland, overseas and local experts and industry leaders to exchange ideas with civil servants and explore how to leverage cross-sector collaboration and Hong Kong's unique advantages to boost the competitiveness of its industries and deliver benefits to the economy and people's livelihood.

CSC also arranges for promising officers in departments to attach to policy bureaux for a period of six months, taking part in different areas of policy work, including handling Legislative Council business, assisting in public consultations and policy promotion, co-ordinating the work of taskforces, etc. The Secretariat Attachment Scheme helps enhance civil servants' understanding of policy formulation and implementation and provide them with more opportunities to engage with different sectors of the community, gaining first-hand insights into their developments and needs and a deeper appreciation of public sentiment, thereby supporting the Government in formulating targeted policy measures.

In addition, to further widen the exposure of civil servants, various departments collaborate with international organisations to arrange attachments/secondments for civil servants to work in relevant bodies (e.g. the International Criminal Police Organisation, the United Nations Commission on International Trade Law Secretariat, and the World Customs Organisation, etc.) for short periods, facilitating mutual exchanges and collaboration and cultivating civil servants' international perspectives. With the support of the Central People's Government and the Office of the Commissioner of the Ministry of Foreign Affairs in the Hong Kong Special Administrative Region, the Government has participated in the United Nations (UN) Junior Professional Officer Programme since 2019 by sending young public officers to take up different positions in the UN offices as Chinese personnel. Individual departments or grades, having regard to their development needs, also arrange for their staff to participate in attachment programmes at local public and private organisations to deepen their understanding of industry operations and foster networking and communication, enabling them to better fulfill their roles as "facilitators" and "introducers".

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0606)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in the Budget that $100 million will be allocated to accelerate digital intelligence transformation of the Government. The Civil Service College is also required to collaborate with the Digital Policy Office to provide AI training for civil servants. In view of the great difference in the duties between bureaux and departments, their demand for AI application varies from each other (e.g. traffic management by the Transport Department and handling of cases by the Social Welfare Department). Will the Government design a targeted "framework on the capability of AI application" for civil servants of different grades, and include the effectiveness of AI application in the key performance indicator (KPI) of the AI Efficacy Enhancement Team of the respective bureau or department?

Asked by: Hon HO Kwan-yiu, Junius (LegCo internal reference no.: 5)

Reply:

The consolidated reply on the collaboration between the Civil Service College (CSC) and the Digital Policy Office (DPO) to strengthen artificial intelligence (AI) training for civil servants is as follows:

CSC is mainly responsible for training civil servants in common capabilities and mindsets, such as understanding of the Constitution, the Basic Law and national security, leadership capabilities, international perspectives, and the people-oriented service mindset. Individual departments and grades are responsible for training related to the work of their respective departments/grades. CSC also collaborates with individual departments/grades to organise training on professional knowledge and competencies that are not only specific to those departments/grades, but also required of most of the civil servants.

The Government promotes digital intelligence transformation. Based on their work environment and operational needs, leaders of bureaux and departments should examine how to integrate AI and related technologies, build information technology systems and re-engineer work process, and provide staff with training on the specific AI tools applied in departments, thereby achieving the departmental goals of digital intelligence transformation.

CSC collaborates with DPO to provide training on AI and technology application for civil servants. CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse operational and training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. CSC and DPO are currently drawing up the implementation plan.

DPO also regularly provides diversified training for government information technology officers at all levels (including those seconded to bureaux and departments), covering a wide range of technical areas such as AI, big data analytics, blockchain technology, cloud computing, information security and cybersecurity, smart city, and data literacy, to enhance the professional standards and application capabilities of relevant technical personnel, thereby ensuring the provision of the required technical support for technology application in departments.

Bureaux/departments (B/Ds) should review their operations and business needs, and explore ways to apply AI technologies to their work through suitable means (such as seeking expert advice) to enhance public services. During this process, B/Ds will also arrange training on AI application related to departmental business, big data analysis, etc., so as to effectively promote AI-empowered public service and accelerate digital intelligence transformation of the Government.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0629)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The 2026-27 Budget states that there will be a cumulative deletion of over 10 000 posts from the civil service establishment within this term of Government. In this connection, will the Government inform this Council of:

(1) the details of the post deletion proposal, including the timetable, the number of posts to be deleted in each department, and a breakdown by rank; and

(2) the number of civil service posts deleted to date?

Asked by: Hon HO Kwan-yiu, Junius (LegCo internal reference no.: 36)

Reply:

(1) and (2) In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. Together with the posts deleted under the zero-growth policy in the civil service establishment from 2021-22 to 2025-26, it is estimated that a cumulative reduction of over 10 000 posts will be achieved within this term of the Government. The Government will reduce the establishment on a bureau basis in 2026-27 and 2027-28, reducing the overall establishment of each bureau and its departments as a whole by a standard percentage.

In 2026-27, together with the lapse of other time-limited posts and the deletion of posts due to internal re-organisation or redeployment by bureaux/departments (B/Ds), junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) to be deleted account for about 57%, middle civil servant posts (generally in the range of MPS 16 to 33) about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) about 3%. A reduction of over 8 000 posts

in the civil service establishment is expected by 1 April 2026 over that of 2021-22 when the zero-growth policy commenced.

B/Ds will formulate plans for reducing the civil service establishment in 2027-28 in due course. The final figures of actual deletion will be confirmed on 1 April 2027.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2209)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the retirement of civil servants, will the Government inform this Committee of:

1) the numbers of civil servants retired in the past 5 years;

2) the numbers of retired civil servants employed under the Post-retirement Service Contract (PRSC) Scheme, numbers of officers employed who were in Administrative Officer (AO) grade before retirement, contract period and payroll costs in the past 5 years?

	2021-22	2022-23	2023-24	2024-25	2025-26
Number of retired civil servants employed under the PRSC Scheme					
Number of officers employed who were in AO grade before retirement					
Contract period					
Payroll costs					

Asked by: Hon HO Kwan-yiu, Junius (LegCo internal reference no.: 7)

Reply:

1) The number of civil service retirees in the past 5 years (from 2020-21 to 2024-25) are as follows –

2020-21	2021-22	2022-23	2023-24	2024-25
6 137	6 310	5 918	5 789	5 386

2) In the past five calendar years (from 2021 to 2025, as of 30 June), the number of full-time(Note) Post-retirement Service Contract (PRSC) staff employed by the Government, and of which, the number of those who were in the Administrative Officer (AO) Grade before retirement, are as follows:

Year (position as of 30 June)	**2021**	**2022**	**2023**	**2024**	**2025**
Number of full-time PRSC staff	5 200	5 664	4 874	4 919	3 751
Number of full-time PRSC staff who were in the AO Grade before retirement	6	5	4	3	1

All positions under the PRSC Scheme could only be at non-directorate equivalent level, and the duration of each contract would not exceed three years at maximum. In the past five calendar years, contracts with duration of one year or less account for about 90% of the total number of PRSC staff contracts.

The expenditures for employing PRSC staff should be charged to the relevant subheads of the respective bureaux/departments (B/Ds). The Civil Service Bureau does not keep the information on the relevant expenditures of respective B/Ds on the employment of PRSC staff.

Note: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance. Under the Ordinance in force at the time, an employee is regarded as being employed under a "continuous contract" if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB024

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1325)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Under Programme (4) "Civil Service Training and Development", it is noted that the 2026 estimates for the number of trainees and trainee-days for "Understanding the constitutional order, national development and strategies", "Building a people-oriented service culture", "Strengthening professional competence" and "Promoting a culture of continuous learning" have significantly decreased. The Government explained that this was due to the continuous decline in demand for induction programmes. Will the Government adjust the number of various types of training places in response to the reduced demand for induction programmes, so as to strengthen training for serving civil servants in other areas, such as deepening their understanding of national policies? If so, what are the details? If not, what are the reasons?

Asked by: Hon IP Ngo-tung, Chris (LegCo internal reference no.: 11)

Reply:

In response to the evolving work environment and learning needs of civil servants, the Civil Service College (CSC) continually adjusts the content, number of classes and trainees for its programmes, striving to enhance the quality of training within current resource constraints. In the past few years, CSC arranged training for a large number of new recruits with each class accommodating up to 300 participants. As the number of new recruits drops, CSC has the capacity to reduce the class size to achieve better trainer-to-trainee ratio.

The number of trainees and trainee-days is not the only indicator for measuring the work of CSC, and officers of CSC are not solely responsible for single training functions at any given time. CSC adjusts deployment of manpower and resources flexibly on the basis of actual operational needs. In 2026, CSC will take forward various key initiatives, including strengthening training for heads of departments, the Governance Talents Development Programme, Civil Service Exchange Programme and Civil Service Outstanding Service Award Scheme.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1326)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in the Budget that around 3 600 short-term internship placements in government departments and public bodies will be provided for post-secondary students, enabling young people aspiring for a public service career to gain experience. Please inform this Committee on the following:

1. Please set out the participating government departments and public bodies, and the respective number of internship places provided;

2. Will there be any restrictions on the identity of the participating post-secondary students, for example, only for post-secondary students with permanent resident status to participate, or the Mainland and overseas students pursuing post-secondary studies in Hong Kong also be included? If such restrictions are imposed, what is the major consideration of the Government?

3. Does the Government have any plan to increase the number of places if the scheme is well-received? If yes, what are the details?

Asked by: Hon IP Ngo-tung, Chris (LegCo internal reference no.: 12)

Reply:

1. The Government and public organisations provide short-term internship opportunities every year for young people to gain work experience and deeper understanding of the Government. In 2026-27, Government bureaux/departments (B/Ds)/offices and public organisations plan to offer a total of about 3 600 short-term internship placements. The general distribution of the relevant placements is at **Annex**.

2. According to Article 99 of the Basic Law, public servants serving in all government departments of the Hong Kong Special Administrative Region (HKSAR) must be permanent residents of the Region, except where otherwise provided for in Article 101. Taking the "Post-Secondary Student Summer Internship Programme" co-ordinated by the Civil Service Bureau (CSB) as an example, the target participants are students who

are permanent residents of the HKSAR of the People's Republic of China and enrolled in full-time programmes offered by post-secondary institutions in or outside the HKSAR. Concerning the eligibility criteria for internship programmes launched by public organisations, they are determined by the respective recruiting organisations. CSB has not collected such information.

3. Over the past few years, the Government and public organisations engaged an average of more than 3 000 young people as interns annually. We will continue to encourage various B/Ds to provide more internship opportunities for students aspiring for a public service career, having regard to their operational and financial conditions as well as the recruitment situation of the internship programmes.

Annex

Short-term Internship Placements Planned to be Offered for Young People by the Government in 2026-27

Bureau/Office (including departments under its purview and related public organisations)	**Placements Planned to be Offered in 2026-27 (approx.)**
Chief Secretary for Administration's Office, Financial Secretary's Office and Department of Justice	210
Civil Service Bureau	230
Commerce and Economic Development Bureau	220
Constitutional and Mainland Affairs Bureau	60
Culture, Sports and Tourism Bureau	30
Development Bureau	330
Education Bureau	80
Environment and Ecology Bureau	170
Financial Services and the Treasury Bureau	390
Health Bureau	280
Home and Youth Affairs Bureau	30
Housing Bureau	40
Innovation, Technology and lndustry Bureau	950
Labour and Welfare Bureau	70
Security Bureau	380
Transport and Logistics Bureau	170
Total	**3 640**

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3103)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the civil service recruitment, will the Government inform this Committee of:

1. the number of open recruitment exercises for civil service posts, the number of applications for civil service posts received and the number of interviews arranged for applicants (broken down by department) in each of the past 3 years;

2. the median days taken to fill the vacancies from the dates of issuing the open recruitment notice for civil service posts by the various departments to the dates of reporting for duty by appointees in the past 3 years;

3. the expenditures on civil service recruitment (including arrangements for examinations, interviews, etc.) in each of the past 3 years; and

4. whether the Government has any plans to reduce the recruitment expenditure by applying technology, such as AI technologies, and to shorten the overall time taken for recruitment exercises with the help of technology. If yes, what are the details? If no, what are the reasons?

Asked by: Hon IP Ngo-tung, Chris (LegCo internal reference no.: 10)

Reply:

1. The civil service recruitment situation varies from year to year and depends on factors such as the manpower and operational needs of departments, and changes in the labour market. In the past 3 years, an average of 250 open recruitment exercises have been conducted and an average of around 300 000 applications have been received for civil service posts each year. As the recruitment exercises were conducted by relevant departments/grades, the Civil Service Bureau (CSB) does not keep information on the number of applicants invited for interview by various departments/grades.

2. The time required by various departments to complete a recruitment exercise varies, affected by the number of applications received, the completeness of materials submitted, the need for academic qualification assessments, the complexity of interviews/skill tests, etc. In the past 3 years, the median time taken by various departments to complete an open recruitment exercise (from the publication of job advertisements to the issuance of offer letters) was approximately 7 months.

3. As recruitment exercises were conducted by relevant departments/grades, CSB does not keep information on the expenditures on civil service recruitment by various departments/grades.

4. The CSB has been keeping in view the civil service recruitment situation, requesting recruiting bureaux/departments to take early actions to formulate manpower plans and launch recruitment exercises timely to fill vacancies. The CSB encourages and assists departments to take appropriate measures to expedite recruitment process (e.g. deploying manpower in advance to handle recruitment work, setting up several recruitment boards to conduct interviews concurrently) so as to timely draw talents to join the Government.

   The Government is also actively leveraging technology in recruitment to enhance efficiency. We have fully digitised the application process for civil service posts by allowing applicants to submit their applications and supporting documents in a more convenient and expeditious manner. This also reduces the time and procedures required for data entry and other clerical work, enabling more effective utilisation of existing human resources.

   Furthermore, the Government launched the Digitalised Basic Law and National Security Law Test (Degree / Professional Grades) in May 2025 to provide digitalised examination service so that prospective candidates for civil service posts of degree/ professional grades can take the examination throughout the year rather than on designated examination dates. Applicants can submit online applications and choose the timeslot for the test to be conducted in the coming eight weeks. The earliest date that can be selected is the next working day and applicants will receive their result on the same day of the examination. The arrangement not only facilitates those who wish to join the Government in attaining the basic entry requirements for civil service posts as early as possible, but also helps individual departments or grades in speeding up recruiting talents by shortening the recruitment procedures in a more manpower-saving and environmentally friendly way.

   We will continue keeping in view the civil service recruitment situation and take measures to enhance efficiency where appropriate.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB027

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1171)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Work under Programme (2) includes completing the legislative process to empower the Public Service Commission to undertake Tier II investigation under the Heads of Department Accountability System, and finalising amendments to the Public Service (Administration) Order (PS(A)O) and Public Service (Disciplinary) Regulation (PS(D)R). There will be a net reduction of 8 posts under this Programme in 2026-27.

1) What is the legislative timetable of the Heads of Department Accountability System?

2) What are the measures planned to be in place to implement the Heads of Department Accountability System? What are the estimated expenditures and staff establishments involved? Will the remaining staff be sufficient to meet operational needs?

3) How will the revised PS(A)O ad PS(D)R complement the Heads of Department Accountability System to deepen the reform of the civil service performance management and incremental jump system, and establish a staff system with clearer rewards and punishments?

4) Since the updated PS(A)O was promulgated in September 2023, what are the number of civil servants who have been subject to government action under Section 12 of the PS(A)O due to sub-standard performance (set out by rank), the grounds for such action, and the subsequent developments?

5) Service performance indicators have yet to be established under this Programme. Following the implementation of the Heads of Department Accountability System and the finalisation of amendments to the PS(A)O and PS(D)R within the year, are there plans to formulate quantifiable KPIs to assess the effectiveness of implementation? If so, what are the details? If not, what are the reasons?

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 11)

Reply:

(1) and (2) The Chief Executive announced in 2025 Policy Address the establishment of a Heads of Department Accountability System (the HoD Accountability System), aiming to enhance proactive leadership and supervisory responsibilities at the Heads of Department ("HoDs") level, encourage them to establish effective management teams and operating systems, improve the efficiency and effectiveness of the departments' work on an ongoing basis, identify the deficiencies whenever a problem occurs with a view to putting in place improvements and attributing responsibility to the appropriate parties, so as to continuously enhance the departments' overall management standard and the Government's governance effectiveness. An investigation mechanism is established under the HoD Accountability System to conduct Tier I and Tier II investigations, aiming to handle problems of a general nature (Tier I) as well as a serious problem which is widespread or a repetitive, systemic one, or there are indications that the HoD concerned is implicated in the problem (Tier II). Tier I investigation will be taken up by the HoD concerned; Tier II investigation will be taken up by an investigation team formed by the Public Service Commission ("PSC"). At present, the PSC is an advisory statutory body. In order to entrust PSC with the investigative functions, the Civil Service Bureau ("CSB") has already commenced work on making subsidiary legislation under the Public Service Commission Ordinance (Cap. 93), and it is anticipated that the legislative proposal will be submitted to the Legislative Council for vetting in the second quarter of 2026.

We anticipate that a Tier II investigation will not need to be conducted frequently. As the scale and scope of each investigation vary, we are unable to estimate the human and financial resources required at this stage. Any financial or human resources requirement (if any) for the investigation work in the future will be met through the reallocation of resources within the Government.

(3) and (4) The amendments to the Public Service (Administration) Order ("PS(A)O") and Public Service (Disciplinary) Regulation ("PS(D)R"), and the establishment of the HoD Accountability System are the initiative of the Chief Executive's 2024 Policy Address for strengthening governance capabilities of the civil service, and that of the 2025 Policy Address for further enhancing governance respectively. Where problems arise within a department, the relevant investigation under the HoD Accountability System can be activated to identify deficiencies, put in place improvements and attribute responsibility to the appropriate parties. In accordance with the investigation findings, the department will then activate the existing civil service performance management or disciplinary mechanisms to follow up on the civil servant(s) being held accountable. The amended PS(A)O and PS(D)R will be implemented in 2026 for streamlining civil service disciplinary procedures and enhancing the interdiction arrangements, thereby improving the efficiency and effectiveness of the handling of disciplinary cases.

Regarding the performance management of civil service, CSB promulgated and implemented the streamlined mechanism of retiring civil servants in the public interest on the ground of persistent sub-standard performance ("the streamlined mechanism") under Section 12 of PS(A)O ("Section 12 action") in September 2023 to strengthen the management of staff with sub-standard performance.

Within the 2.5 years period up to March 2026, a total of 24 officers were issued with Section 12 Notification due to sub-standard performance under the streamlined mechanism. They were advised to improve their performance to the acceptable standard within a specified observation period; otherwise Section 12 action would be taken. These 24 officers are non-directorate officers, including 5 officers at upper salary band and 19 officers at middle salary band. Among these 24 officers, 4 officers were ordered to retire due to persistent sub-standard performance; 2 officers resigned upon receipt of the Section 12 Notification; 4 officers with Section 12 action suspended as their performance had been improved to the acceptable standard but they are still subjected to the three-year monitoring period; and 14 officers whose cases are ongoing. Apart from the abovementioned 24 officers, some officers had resigned before the commencement of the observation period when they were informed of the departments' intention to initiate Section 12 action against them, and the Government does not keep information on the number of these cases. CSB will continue to oversee and encourage departments to make good use of the streamlined mechanism, and step up efforts to monitor their handling of cases so that the service of civil servants with persistent sub-standard performance will be terminated in a timely manner.

(5) As the time required to process a disciplinary case is subject to a host of factors including the circumstances and complexity of the case concerned, criminal investigation and court proceedings involved, etc., it would be difficult to formulate the performance indicator. The circumstances of each case involving civil servants with persistent sub-standard performance also vary. The management has to allow a reasonable yet not excessively long "observation period" for the sub-standard performers so that their service will only be terminated when they fail to improve their performance in time. In view of this, the processing time of each case would be different. We have no intention to formulate performance indicators for the two types of cases as mentioned above.

The focus of the HoD Accountability System is neither on the number of cases handled nor on disciplinary action, but on fostering continuous improvement and a positive culture through the establishment of effective management teams, as well as operational and monitoring systems. The purpose of enhancing accountability arrangements is to provide relevant departments and colleagues with a clear direction for improvement, whilst ensuring that individual cases of serious blunders are dealt with appropriately.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB028**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1174)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

During 2026-27, the Government will complete the legislative process of empowering the Public Service Commission (PSC) to undertake Tier II investigation under the Heads of Department Accountability System. In this connection, please inform this Committee of the following:

1) The estimated manpower and expenditure involved in investigation;

2) According to the Public Service Commission Ordinance, the Chairman and members of the PSC shall be entitled to such remuneration and allowances as may from time to time be voted by the Legislative Council. A retired senior civil servant receiving a pension or a judge of the Court of First Instance can be appointed as the Chairman. What is the succession pool comprised of? Will the relevant legislation be amended to allow for greater flexibility in using public funds to pay the remuneration of the members of PSC? If yes, what are the details? If no, what are the reasons?

3) It is pointed out that the Chairman of the PSC has been appointed from retired civil servants. How can the PSC ensure its independence in the public perception?

4) According to the List of Government Boards and Committees with Remuneration for Non-official Members, the Chairman is remunerated at D8 of the Directorate Pay Scale whereas the members are not remunerated. Both parties attend an average of three meetings per year. What benefits are expected to be achieved? How to assess the cost-effectiveness of their remuneration levels in relation to the number of meetings/ actual workload?

5) As the PSC expands its functions and enhances its investigative powers, what improvements should be made to the remuneration levels and sources of its Chairman and members?

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 19)

Reply:

1) and 5) The Chief Executive announced in 2025 Policy Address the establishment of a Heads of Department Accountability System (the HoD Accountability System), aiming to enhance proactive leadership and supervisory responsibilities at the Heads of Department (HoDs) level, encourage them to establish effective management teams and operating systems, improve the efficiency and effectiveness of the department's work on an ongoing basis, identify the deficiencies whenever a problem occurs with a view to putting in place improvements and attributing responsibility to the appropriate parties, so as to continuously enhance the departments' overall management standard and the Government's governance effectiveness. An investigation mechanism is established under the HoD Accountability System to conduct Tier I and Tier II investigations, aiming to handle problems of a general nature (Tier I) as well as a serious problem which is widespread or a repetitive, systemic one, or there are indications that the HoD concerned is implicated in the problem (Tier II). Tier I investigations will be taken up by the HoD concerned; Tier II investigations will be taken up by an investigation team formed by the Public Service Commission (PSC). At present, the PSC is an advisory statutory body. In order to expand the function of PSC to conduct Tier II investigations, the Civil Service Bureau (CSB) has already commenced work on making subsidiary legislation under the Public Service Commission Ordinance (PSCO) (Chapter 93 of the Laws of Hong Kong), and it is anticipated that the legislative proposal will be submitted to the Legislative Council for vetting in the second quarter of 2026.

We anticipate that a Tier II investigation will not need to be conducted frequently. As the scale and scope of each investigation vary, we are unable to estimate the human and financial resources required for the relevant investigations at this stage. Any human and financial resources requirement (if any) for the investigation work in the future will be met through the allocation of resources within the Government.

2) to 4) The remit of PSC is stipulated in the PSCO and its subsidiary legislation. It advises the Chief Executive on civil service appointments, promotions and discipline. In practice, PSC scrutinises every report on recruitment and promotion, and disciplinary cases of civil service ranks under its purview (as explained below), as well as every case of retirement in the public interest under section 12 of the Public Service (Administration) Order. Besides, PSC also deliberates policy matters on recruitment, promotion as well as disciplinary matters, and offers advices and suggestions to the Government. PSC operates effectively in accordance with the PSCO in safeguarding the impartiality and integrity of the appointment and promotion systems in the civil service and to ensure that a high standard of discipline is maintained.

PSC has a substantial workload, advising submissions on the appointments and promotions and related matters of civil servants to posts with a maximum monthly salary at Master Pay Scale Point 26 or above, including Permanent Secretaries and Heads of Department. At the end of June 2025, about 30% of the established civil service posts (i.e. around 55 000) falls under PSC's purview. Besides, PSC also advises on disciplinary cases involving civil servants (unless otherwise

specified in the PSCO) and any matter relating to the civil service that may be referred to it by the Chief Executive. In 2025, PSC advised on 1 097 reports and cases. Queries were raised in respect of 722 submissions, resulting in 98 re-submissions with recommendations revised by bureaux/departments (B/Ds) in the light of PSC's comments.

Normally, PSC scrutinises reports and cases from B/Ds through circulation of papers and holds meetings to discuss major policy issues or cases which are complex or involve important points of principle. It also visits departments from time to time, and tenders suggestions or reminders to B/Ds on areas worthy of management attention. Therefore, the workload of PSC cannot be determined solely by the number of meetings convened.

PSCO stipulates that the Chairman of PSC shall be appointed by the Chief Executive. In order to lead the PSC and its secretariat to exercise their duties in ensuring the impartiality of civil service appointment, promotions and disciplinary matters, persons being appointed to the Chairmanship of PSC should possess solid administrative experience and outstanding management capability as well as extensive understanding of the government operations and the civil service system. According to the PSCO, generally speaking, any of the functions, powers and duties of PSC shall be exercised by the Chairman and not less than one member of PSC, which represents that the Chairman has to scrutinise every report and case, coordinate and formulate related queries, and follow-up on responses with B/Ds. The Chairman is also responsible for managing the secretariat of PSC, organising and hosting meetings, as well as conducting visits to departments. The Chairmanship is, therefore, a full-time job. In view of the wide scope of work and importance of the Chairman's role, coupled with the heavy responsibility of leading the PSC and its secretariat comprising of civil servants on a full-time basis to discharge its statutory functions effectively, the appointment of the Chairman is therefore commensurate with that of a senior official, with remuneration and allowances aligned with those of a senior directorate officer. The existing PSCO provides sufficient flexibility for the Chief Executive to select the most suitable candidate for the Chairmanship from among a broad pool of qualified persons, and the Government has no intention to alter the prevailing arrangement.

The impartiality and integrity with which Chairmen of PSC have discharged their duties are clearly reflected in the PSC's queries, views and criticisms directed at B/Ds. PSC's major queries, views and criticisms are published annually in its annual report, which ensures a high degree of transparency and helps maintain its perceived independence and impartiality in the eyes of the public.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1010)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in the Budget Speech that the civil service establishment will be reduced by 2% in each of the coming 2 financial years to an estimated level of about 188 000 posts by 1 April 2026. In this connection, will the Government inform this Council of the following:

1. Please set out the numbers of permanent and supernumerary posts created by the current-term Government since 1 July 2022, broken down by financial year (from 2022-23 to 2025-26) and department, and categorised by work area (e.g. policy formulation / frontline services / technical support, etc.);

2. The numbers of permanent and supernumerary non-directorate posts created by the current-term Government since 1 July 2022. Please provide the figures and relevant work areas of each department involved;

3. The numbers of permanent and supernumerary directorate posts created by the current-term Government since 1 July 2022. Please provide the figures and relevant work areas of each department involved;

4. The respective expenditures involved in the recruitment of permanent and supernumerary posts in each of the past 3 years;

5. The numbers of civil servants having left the service and the percentages they accounted for in the entire civil service in each of the past 3 years, broken down by reason of wastage, age distribution, department involved and length of service; and

6. To meet the increasing demand for public services arising from population growth and policy initiatives, will the Bureau earmark resources in 2026-27 for implementing enhancement measures (e.g. introduction of AI robots and automated systems, reorganisation of work process, streamlining of procedures, interdepartmental collaboration, etc.)? If so, please list the estimated expenditure and indicators for expected efficiency gains by category of measures.

Asked by: Hon KOON Ho-ming, Peter Douglas (LegCo internal reference no.: 16)

Reply:

1-3. All civil service posts, whether permanent or time-limited (also called "supernumerary"), are counted towards the overall civil service establishment. The total of them are reflected in the Summary of Establishment and the establishment ceiling set out under each Head in the Budget. As regards directorate civil service posts [(Note)], from 1 July 2022 to 28 February 2026, the Legislative Council has approved a net creation of 34 permanent directorate civil service posts (comprising the creation of 40 posts and deletion of 6 posts) and 32 time-limited directorate civil service posts and the retention/re-creation of 33 time-limited civil service directorate posts. The permanent directorate posts approved for creation mainly included posts for the enhancement of directorate structure and management of the disciplined services, which involved the creation of a Deputy Commissioner/Deputy Director post each in the Correctional Services Department, Customs and Excise Department, Fire Services Department and Immigration Department; relevant directorate posts created following the re-organisation of the government structure; certain directorate posts created in light of the proposal on internal re-organisation of the Environment Branch of the Environment and Ecology Bureau and the Environmental Protection Department; the directorate posts created in the Civil Service College to steer the further and sustained development of civil service training and the Civil Service College; the creation of a Deputy Principal Government Counsel in the Department of Justice to assist in the work relating to the International Organization for Mediation Preparatory Office; the creation of an Assistant Director of Information Technology Services in the Digital Policy Office to facilitate the development of smart city and digital economy related industries in Hong Kong; the directorate posts created in the Department of Health to support the establishment and operation of the Hong Kong Centre for Medical Products and Regulation; and the creation of a Commissioner in the Security Bureau for the monitoring of the computer-system security of critical infrastructures, etc. The time-limited directorate posts approved for creation are mainly responsible for the promotion of various important policies and initiatives on education, youth and women affairs, people's livelihood, development, housing, transportation, arts, culture and sport industries, talent schemes, development of the Guangdong-Hong Kong-Macao Greater Bay Area and so on. Apart from that, a total of 24 time-limited civil service directorate posts have lapsed without extension in the current term of the Government.

As regards non-directorate civil service posts, bureaux and departments (B/Ds) may create non-directorate posts (including time-limited posts) to accord flexibility for meeting their staffing needs, provided that their respective establishment and provision ceilings in their Controlling Officer's Reports are not exceeded and with regard to their operational needs. The Civil Service Bureau (CSB) does not maintain records on permanent and time-limited non-directorate civil service posts created in B/Ds since 1 July 2022.

Note: Excluding Judges and Judicial Officers and Independent Commission Against Corruption officers.

4. As recruitment exercises were conducted by relevant departments/grades, CSB does not keep information on the expenditures on civil service recruitment by various

departments/grades.

5. In the past 3 years from 2022-23 to 2024-25, the numbers of wastage of civil servants were 10 126, 9 304 and 8 288 respectively. When compared with the civil service strength at the beginning of the year concerned, the wastage rates were 5.7%, 5.4% and 4.8% respectively. A breakdown of the statistics by reason of wastage, age group, bureau/department/office and length of service is set out at **Annex**.

6. It is anticipated that in 2026-27, B/Ds will continue to take forward a greater variety of projects relating to the application of artificial intelligence at work in accordance with business needs, and also continue to adopt management measures, re-organisation of work pattern, reprioritisation, utilisation of technology and streamlining of work processes with a view to optimising the use of manpower resources. While the civil service is being further streamlined, B/Ds will continue to deliver high-quality public services to citizens. When there is a genuine need, B/Ds may apply for the necessary financial resources in accordance with the Government's prevailing resource allocation mechanism.

Annex

Statistics on Civil Servants Leaving the Service
from 2022-23 to 2024-25

A. Reason of Wastage

Reason of Wastage	**2022-23**	**2023-24**	**2024-25**
Retirement	5 918	5 789	5 386
Resignation	3 863	3 054	2 385
Completion of Agreement	78	179	255
Death	98	122	135
Dismissal	47	26	20
Termination of Service	46	57	30
Other Reasons	76	77	77
Total	**10 126**	**9 304**	**8 288**

B. Age Group

Age Group	**2022-23**	**2023-24**	**2024-25**
Below 20	1	3	3
20 to below 30	997	821	631
30 to below 40	1 517	1 195	986
40 to below 50	965	734	538
50 to below 60	2 490	2 353	2 212
60 and above	4 156	4 198	3 918
Total	**10 126**	**9 304**	**8 288**

C. Bureau/Department/Office

Bureau/Department/Office	**2022-23**	**2023-24**	**2024-25**
Agriculture, Fisheries and Conservation Department	128	102	99
Architectural Services Department	143	91	90
Audit Commission	8	19	9
Auxiliary Medical Service	11	7	7
Buildings Department	82	66	52
Census and Statistics Department	91	84	54
Chief Executive's Office	4	4	2
Chief Secretary for Administration's Office and Financial Secretary's Office	33	25	20
Civil Aid Service	6	1	3
Civil Aviation Department	52	54	53
Civil Engineering and Development Department	125	85	88
Civil Service Bureau	73	55	42
Commerce and Economic Development Bureau	21	10	15
Companies Registry	24	21	17
Constitutional and Mainland Affairs Bureau	9	7	6
Correctional Services Department	303	338	342
Culture, Sports and Tourism Bureau#	13	16	20
Customs and Excise Department	321	315	271
Department of Health	501	462	388
Department of Justice	88	94	64
Development Bureau	39	28	22
Digital Policy Office^			21
Drainage Services Department	106	77	90
Education Bureau	392	365	276
Electrical and Mechanical Services Department	184	139	167
Environment and Ecology Bureau#	4	19	6
Environment Bureau*	1		
Environmental Protection Department	122	126	86
Financial Services and the Treasury Bureau	18	19	17

Bureau/Department/Office	2022-23	2023-24	2024-25
Fire Services Department	524	503	469
Food and Environmental Hygiene Department	685	600	504
Food and Health Bureau*	4		
Government Flying Service	29	26	18
Government Laboratory	19	13	19
Government Logistics Department	42	38	33
Government Property Agency	27	14	5
Health Bureau#	9	10	5
Highways Department	148	109	93
Home Affairs Bureau*	6		
Home Affairs Department	130	108	94
Home and Youth Affairs Bureau#	7	9	8
Hong Kong Observatory	24	16	19
Hong Kong Police Force	1 180	1 419	1 586
Hongkong Post	371	318	230
Hospital Authority	105	80	75
Housing Department	590	490	416
Immigration Department	423	344	268
Information Services Department	19	22	11
Inland Revenue Department	214	174	150
Innovation and Technology Bureau*	4		
Innovation and Technology Commission	18	15	13
Innovation, Technology and Industry Bureau#^	10	3	3
Intellectual Property Department	9	6	10
Invest Hong Kong	5	4	3
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	2	1	2
Judiciary	106	94	70
Labour and Welfare Bureau	12	4	6
Labour Department	119	114	97
Land Registry	37	28	27
Lands Department	267	234	206

Bureau/Department/Office	2022-23	2023-24	2024-25
Legal Aid Department	34	29	25
Leisure and Cultural Services Department	656	657	511
Marine Department	81	75	53
Office of the Communications Authority	25	23	21
Office of the Government Chief Information Officer^	34	44	6
Official Receiver's Office	15	13	14
Planning Department	56	46	40
Public Service Commission Secretariat	2	1	2
Radio Television Hong Kong	55	36	30
Rating and Valuation Department	59	56	48
Registration and Electoral Office	15	20	17
Secretariat, Commissioner on Interception of Communications and Surveillance	0	2	4
Security Bureau	6	12	6
Social Welfare Department	384	338	341
Trade and Industry Department	29	27	28
Transport and Housing Bureau*	4		
Transport and Logistics Bureau#	6	5	9
Transport Department	121	94	79
Treasury	40	34	33
University Grants Committee Secretariat	7	7	3
Water Supplies Department	354	297	200
Working Family and Student Financial Assistance Agency	96	63	51
Total	**10 126**	**9 304**	**8 288**

* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

\# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

^ The Digital Policy Office was established on 25 July 2024 by merging the Office of the Government Chief Information Officer with the Efficiency Office under the Innovation, Technology and Industry Bureau.

D. Length of Service

Length of Service	**2022-23**	**2023-24**	**2024-25**
Below 3 years	1 454	1 288	1 064
3 to below 5 years	759	526	355
5 to below 10 years	763	693	566
10 to below 20 years	772	757	725
20 to below 30 years	1 693	1 504	1 123
30 to below 40 years	3 462	3 522	3 598
40 years and above	1 223	1 014	857
Total	**10 126**	**9 304**	**8 288**

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB030**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2744)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the application for and the wastage of civil service graduate grades, will the Government inform this Committee of the following:

(1) Regarding the Common Recruitment Examination (CRE) (including Use of Chinese, Use of English and Aptitude Test) and the Basic Law and National Security Law Test (BLNST) held in each of the past 2 years, please provide (i) the number of applicants for the CRE and BLNST, (ii) the actual number of applicants taking the CRE and BLNST, and (iii) the passing rate, with a breakdown by year of study and age group of the applicants taking the CRE and BLNST, as well as the examination venues they attended (i.e. in Hong Kong, the Mainland or overseas cities);

(2) Regarding the recruitment exercises for civil service graduate grades (Administrative Officer (AO), Executive Officer II, Assistant Labour Officer II, Assistant Trade Officer II, Management Services Officer II and Transport Officer II) held in each of the past 2 years, please provide (i) the number of applicants, (ii) the number of applicants taking the Joint Recruitment Examination (JRE), (iii) the number of applicants passing the JRE, (iv) the number of applicants passing the interview, (v) the number of appointment letters issued, and (vi) the number of applicants who assumed duty, with a breakdown by year of study and age group of the applicants taking the JRE, as well as the examination venues they attended; and

(3) Regarding the AO grade mentioned in (2), please state the resignation situation in each of the past 2 years, with a breakdown by (i) the length of service of the officers who left the service, (ii) the age group, and (iii) the rank to which they belonged (i.e. (a) AO, (b) Senior AO, (c) AO Staff Grade C, (d) AO Staff Grade B, (e) AO Staff Grade B1, (f) AO Staff Grade A, and (g) AO Staff Grade A1).

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 8)

Reply:

(1) In 2024 and 2025, the Civil Service Bureau (CSB) conducted the Common Recruitment Examination (CRE) in 18 districts across the territory and 7 cities outside Hong Kong. The numbers of eligible applicants for the CRE, university students and examination centres are provided below:

Year	No. of applicants	No. of university students	No. of examination centres		
			Hong Kong	The Mainland	Other cities
2024	around 42 900	around 10 300	around 100	2	5
2025	around 42 100	around 10 500	around 100	2	5

The numbers of applicants and their attendance for the 3 papers of the CRE are provided below:

Year		Use of English	Use of Chinese	Aptitude Test
2024	No. of applicants	around 33 000	around 29 800	around 32 000
	No. of attendees	around 22 400	around 21 300	around 22 500
2025	No. of applicants	around 32 400	around 29 300	around 31 500
	No. of attendees	around 21 600	around 20 000	around 21 600

In the past, the CSB organised the paper-based Basic Law and National Security Law Test (BLNST) (Degree / Professional Grades) on the same day of the CRE. With a view to promoting the digital transformation of public services, the CSB launched the Digitalised BLNST (Degree / Professional Grades) in Hong Kong in May 2025 providing year-round digitalised examination service at Recruitment Centre, General Grades Office, and will no longer organise the paper-based BLNST in Hong Kong.

The numbers of applicants and their attendance for the BLNST (Degree / Professional Grades) (including the paper-based and the Digitalised BLNST) in 2024 and 2025 are provided below:

Year	No. of applicants	No. of attendees
2024	around 38 400	around 27 500
2025	around 19 800	around 17 600

The respective passing rates for the 3 papers of the CRE were around 70% whilst the passing rate for BLNST was around 90%.

(2) The recruitment information of Administrative Officer / Executive Officer II / Assistant Labour Officer II / Assistant Trade Officer II / Management Services Officer II and Transport Officer II in the past 2 years are tabulated as follows:

Administrative Officer	**2023-2024**	**2024-2025**
No. of applicants	around 12 600	around 13 300
No. of candidates sitting the Joint Recruitment Examination (JRE)	around 8 000	around 8 400
No. of candidates passing the JRE	around 3 300	around 3 200
No. of candidates invited for preliminary interview	around 630	around 490
No. of intakes	41	37

Executive Officer II	**2023-2024**	**2024-2025**
No. of applicants	around 18 400	around 18 400
No. of candidates sitting the JRE	around 11 300	around 11 000
No. of candidates passing the JRE	around 3 900	around 3 600
No. of candidates invited for interview	around 2 000	around 1 700
No. of intakes	around 240	around 120

Assistant Labour Officer II	**2023-2024**	**2024-2025**
No. of applicants	around 14 000	No recruitment was conducted
No. of candidates sitting the JRE	around 8 400	
No. of candidates passing the JRE	around 2 800	
No. of candidates invited for interview	around 710	
No. of intakes	60	

Assistant Trade Officer II	**2023-2024**	**2024-2025**
No. of applicants	around 13 400	around 13 200
No. of candidates sitting the JRE	around 8 100	around 7 800
No. of candidates passing the JRE	around 2 800	around 2 500
No. of candidates invited for interview	around 160	around 170
No. of intakes	15	19

Management Services Officer II	**2023-2024**	**2024-2025**
No. of applicants	around 13 000	No recruitment was conducted
No. of candidates sitting the JRE	around 8 000	
No. of candidates passing the JRE	around 2 800	
No. of candidates invited for interview	around 310	
No. of intakes	10	

Transport Officer II	**2023-2024**	**2024-2025**
No. of applicants	around 9 400	around 9 300
No. of candidates sitting the JRE	around 5 600	around 5 600
No. of candidates passing the JRE	around 1 900	around 1 800
No. of candidates invited for interview	around 200	around 200
No. of intakes	10	9

(3) In 2023-24 and 2024-25, the breakdown regarding the resignation situation of the Administrative Officer Grade is as follows:

Length of Service when leaving the Service			
Below 20 years		20 years or above	
2023-24	2024-25 Note	2023-24	2024-25 Note
16	14	6	4

Age when leaving the Service			
Aged below 40		Aged 40 or above	
2023-24	2024-25 Note	2023-24	2024-25 Note
15	11	7	7

Rank when leaving the Service		
	2023-24	2024-25 Note
Administrative Officer Staff Grade A1	0	0
Administrative Officer Staff Grade A	0	0
Administrative Officer Staff Grade B1	2	0
Administrative Officer Staff Grade B	1	1
Administrative Officer Staff Grade C	3	8
Senior Administrative Officer	5	2
Administrative Officer	11	7

Note: Excluding two officers who resigned to become Politically Appointed Officials in 2024-25.

Those who choose to join the Administrative Officer Grade are all dedicated to serving the community. In general, the reasons for resignation vary. Some officers left the service for family reasons; or for pursuing further studies or academic development; while others wished to explore new work opportunities outside the Government or in public organisations. The number of Administrative Officers leaving the service is subject to multiple factors and should not be overly speculated or interpreted.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2745)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the training provided by the Civil Service College (CSC), will the Government inform this Committee of the following:

(1) Please provide the following information since the launch of the Governance Talents Development Programme (GTDP): (i) the number of participating civil servants by self-nomination; (ii) the number of participating civil servants by nomination from department; and (iii) the number of selected civil servants who have eventually passed the selection process, broken down by department, grade and rank;

(2) The staff and estimated expenditure involved in the launch of GTDP; and

(3) The Government stated in June last year that the progress of construction of the Centre for Research and Development (the Centre) under CSC had once slowed down due to the public finance condition, and expected that the work could be gradually implemented during last year. Please advise on the details of the existing staff deployment and current status of operation of the Centre.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 9)

Reply:

(1) & (2) The Civil Service College (CSC) launched the Governance Talents Development Programme (the Programme) in 2025 and received 159 nominations, including 84 from bureaux and departments, as well as 75 self-nominations from civil servants. To ensure that the Programme participants are highly motivated officers with leadership potential, positive attitude, aspirations and dedication to serving both our country and Hong Kong, the CSC conducted two rounds of screening and selected 40 officers to join the Programme. The first cohort comprises participants from 27 bureaux/departments, covering diverse professional disciplines including Administrative Officers, officers from disciplined forces, Engineers and

Government Counsels, and including civil servants at directorate and senior ranks, and young officers in middle ranks.

In 2026–27, CSC will deploy existing resources and make additional provision of $2.5 million for the Programme, mainly for delivery of training by experts and scholars, and for individual participants to attend Mainland and overseas training. Since CSC officers are usually responsible for multiple training programmes across different areas, a breakdown of manpower deployment attributable to the Programme is not available.

(3) CSC strengthened its organisational structure in November 2023, establishing the Centre for Research and Development (CRD) in addition to the School of Public Sector Leadership and the School of Professional Development. CRD conducts research on experience and good practices in public administration locally and in other places, with a view to informing the curriculum and building institutional knowledge on good governance.

Over the past two years, CSC has been actively building its research capabilities within its existing resources, including exploring collaboration opportunities with academics and research institutions locally, on the Chinese Mainland, and overseas. CSC has now commenced its research work by collaborating with a renowned overseas institution to develop leadership case studies for in-depth discussion in leadership training programmes, thereby facilitating experience sharing and promoting good practices among departments. In the long run, CSC aspires to contribute to research on public policy and governance, supporting the Government in enhancing governance efficacy.

Apart from research work, CRD also oversees the College's long-term development (including the implementation of the Kwun Tong Composite Development Project and the construction of the new CSC building), the formulation and implementation of training policies, e-learning, and the development of CSC's information technology (IT) infrastructure. CRD currently has a total establishment of 33 permanent posts, including Training Officer posts and posts responsible for administration and IT, among others.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2746)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of persons with disabilities by the Government, will the Government inform this Committee of:

(1) the numbers of new recruits to the civil service known to have disabilities in each of the past 2 years and this year to date, with a breakdown by the employing policy bureau/department;

(2) the current number of civil servants known to have disabilities, with a breakdown by their respective policy bureau/department and grade; and

(3) the number of participating students employed by government departments after graduation since the launch of the Internship Scheme for Students with Disabilities in 2016.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 10)

Reply:

(1) and (2) Persons with disabilities (PWDs) can choose whether to declare their disabilities when applying for government jobs. This applies to serving civil servants and other government employees as well. The Government does not and has no plan to require job applicants, serving civil servants or other government employees to declare their disabilities on a mandatory basis. The Civil Service Bureau (CSB) collects statistical information on employment of PWDs in the Government from Bureaux/Departments (B/Ds) every year with the major sources of information including the number of job applicants who declared their disabilities on a voluntary basis, and the cases of application for financial assistance made by serving employees for purchasing technical aids to assist in their performance of duties. Given that civil servants and government job applicants declare their disabilities on a voluntary basis, the relevant statistics only reflect the situation of those who have so declared. The actual number of PWDs working in the Government must be larger than the reported number.

The number of newly recruited civil servants known to have disabilities (excluding persons with colour blindness or defective colour perception) from 2023-24 to 2024-25 is set out in Table 1 below. The number of civil servants known to have disabilities, as at 31 March 2025, is set out in Table 2 below. The Government does not separately collect the relevant figures with breakdown by individual grades.

The numbers of 2025–26 will be consolidated after the end of the year and released in due course.

Table 1 Number of newly recruited civil servants known to have disabilities from 2023-24 to 2024-25 (by B/Ds)

B/D	Year	
	2023-24	2024-25
Agriculture, Fisheries and Conservation Department	0	1
Architectural Services Department	0	1
Census and Statistics Department	1	0
Civil Aviation Department	1	1
Civil Engineering and Development Department	1	0
Correctional Services Department	0	1
Department of Health	2	2
Department of Justice	0	1
Electrical and Mechanical Services Department	1	0
Environmental Protection Department	0	1
Food and Environmental Hygiene Department	3	3
Government Logistics Department	0	1
Government Secretariat (G.S.) : Education Bureau	6	7
G.S. : Innovation, Technology and Industry Bureau	1	0
Highways Department	2	1
Hong Kong Police Force	1	3
Hongkong Post	3	2
Housing Department	6	1
Inland Revenue Department	3	1
Judiciary	0	1
Land Registry	0	1
Lands Department	2	1
Leisure and Cultural Services Department	21	9
Marine Department	1	1
Office of the Communications Authority	0	1

B/D	Year	
	2023-24	2024-25
Rating and Valuation Department	1	0
Social Welfare Department	2	3
Transport Department	1	0
Water Supplies Department	1	0
Total	**60**	**44**

Table 2 Number of civil servants known to have disabilities as at 31 March 2025 (by B/Ds)

B/D	Number of civil servants with disabilities
Agriculture, Fisheries and Conservation Department	116
Architectural Services Department	10
Buildings Department	11
Census and Statistics Department	13
Civil Aid Service	3
Civil Aviation Department	7
Civil Engineering and Development Department	36
Companies Registry	10
Correctional Services Department	156
Customs and Excise Department	61
Department of Health	59
Department of Justice	26
Drainage Services Department	46
Electrical and Mechanical Services Department	39
Environmental Protection Department	10
Fire Services Department	31
Food and Environmental Hygiene Department	92
Government Flying Service	1
Government Logistics Department	12
Government Property Agency	4
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	7
G.S. : CSB	9
G.S. : Culture, Sports and Tourism Bureau	5
G.S. : Development Bureau	2
G.S. : Education Bureau	83
G.S. : Environment and Ecology Bureau	2
G.S. : Financial Services and the Treasury Bureau	2
G.S. : Health Bureau	1
G.S. : Home and Youth Affairs Bureau	1
G.S. : Innovation, Technology and Industry Bureau	13
G.S. : Labour and Welfare Bureau	1

B/D	Number of civil servants with disabilities
G.S. : Security Bureau	1
G.S. : Transport and Logistics Bureau	1
Highways Department	71
Home Affairs Department	37
Hong Kong Observatory	3
Hong Kong Police Force	313
Hongkong Post	44
Hospital Authority	2
Housing Department	111
Immigration Department	173
Information Services Department	4
Inland Revenue Department	66
Intellectual Property Department	2
Invest Hong Kong	3
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	1
Judiciary	26
Labour Department	46
Land Registry	21
Lands Department	38
Legal Aid Department	3
Leisure and Cultural Services Department	274
Marine Department	33
Office of the Communications Authority	9
Planning Department	4
Radio Television Hong Kong	3
Rating and Valuation Department	21
Registration and Electoral Office	2
Social Welfare Department	99
Trade and Industry Department	6
Transport Department	29
Treasury	6
Water Supplies Department	27
Working Family and Student Financial Assistance Agency	18
Total	**2 366**

(3) CSB has launched the Internship Scheme for Students with Disabilities since 2016, and doubled the number of internship places since 2018 from an average of 50 a year to 100. Since its inception until 28 February 2026, a total of 846 students with disabilities have participated in the internship programme. The Government does not have readily available information on the number of

students who joined the internship programme and were subsequently employed by the Government after graduation.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0227)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the expenditure and statistical figures on disciplinary actions against civil servants, it is indicated in the Estimates that the Civil Service Bureau had removed from office 32 civil servants who had misconducted themselves or violated the law in 2025-26, representing an increase of approximately 28% over the 25 officers in 2024-25. In this connection, will the Government inform this Committee of the following:

1. Please set out in table form the respective government departments, numbers, main reasons for removal (e.g. criminal offences, serious violation of law, persistent substandard performance) and the respective salary ranks of the civil servants who were removed from office in the past 3 years;

2. For civil servants who had been interdicted due to investigations involving misconduct or violation of law, please provide the following information:

    a) The average investigation time (from interdiction to the completion of disciplinary procedures) for cases in the past 3 years;

    b) The total expenditure on salaries paid by the Government to relevant civil servants during their interdiction in the past 3 years;

    c) Whether a mechanism has been put in place to recover all or part of the salary received by a civil servant during his/her interdiction after being found guilty of serious violation of law. If not, will the Government consider reviewing the relevant mechanism to safeguard public money?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 1)

Reply:

1. In the past 3 financial years (from 2022-23 to 2024-25), a total of 151 civil servants were removed from the service due to serious misconduct(s) or criminal conviction(s). The numbers of removal cases in the past 3 financial years are set out below -

Breakdown by bureau/department ("B/D") and reason for removal:

Financial Year	Criminal conviction	B/D involved (No. of cases in brackets)	Misconduct	B/D involved (No. of cases in brackets)
2022-23	33	Agriculture, Fisheries and Conservation Department (1) Chief Secretary for Administration's Office (1) Correctional Services Department (3) Customs & Excise Department (2) Education Bureau (1) Electrical & Mechanical Services Department (1) Fire Services Department (2) Food and Environmental Hygiene Department (1) Home Affairs Department (1) Hong Kong Police Force (14) Hong Kong Post Office (1) Immigration Department (1) Inland Revenue Department (1) Lands Department (1) Social Welfare Department (1) Water Supplies Department (1)	27	Companies Registry (1) Correctional Services Department (2) Department of Health (1) Department of Justice (1) Drainage Services Department (1) Electrical & Mechanical Services Department (1) Food and Environmental Hygiene Department (1) Home and Youth Affairs Bureau (1) Hong Kong Police Force (6) Hong Kong Post Office (2) Inland Revenue Department (1) Judiciary (1) Lands Department (2) Leisure and Cultural Services Department (4) Social Welfare Department (1) Water Supplies Department (1)

Financial Year	Criminal conviction	B/D involved (No. of cases in brackets)	Misconduct	B/D involved (No. of cases in brackets)
2023-24	23	Correctional Services Department (1) Customs & Excise Department (1) Fire Services Department (3) Food and Environmental Hygiene Department (1) Home Affairs Department (1) Hong Kong Police Force (8) Hong Kong Post Office (1) Immigration Department (1) Leisure and Cultural Services Department (3) Trade and Industry Department (1) Transport Department (1) Water Supplies Department (1)	28	Customs & Excise Department (1) Department of Health (1) Department of Justice (1) Education Bureau (1) Fire Services Department (5) Food and Environmental Hygiene Department (1) Highways Department (1) Hong Kong Police Force (6) Hong Kong Post Office (3) Housing Department (1) Immigration Department (1) Lands Department (1) Leisure and Cultural Services Department (5)

Financial Year	Criminal conviction	B/D involved (No. of cases in brackets)	Misconduct	B/D involved (No. of cases in brackets)
2024-25	17	Correctional Services Department (2) Fire Services Department (1) Food and Environmental Hygiene Department (1) Hong Kong Police Force (6) Leisure and Cultural Services Department (4) Social Welfare Department (1) Water Supplies Department (1) Working Family and Student Financial Assistance Agency (1)	23	Companies Registry (1) Correctional Services Department (3) Customs & Excise Department (2) Department of Health (1) Education Bureau (1) Fire Services Department (2) Hong Kong Police Force (4) Hong Kong Post Office (4) Housing Department (1) Leisure and Cultural Services Department (3) Social Welfare Department (1)

Breakdown by officer's rank:

Disciplinary proceedings	Rank	2022-23	2023-24	2024-25
Public Service (Administration) Order Note 1	Directorate or equivalent	0	0	0
	Master Pay Scale Point ("MPS Pt.") 14 to 49 or equivalent	11	10	6
	Below MPS Pt. 14 or equivalent	25	16	15
Disciplined services legislation Note 2	Civil servants at inspectorate ranks	3	0	0
	Rank and file civil servants	21	25	19
Total		**60**	**51**	**40**

Note 1: Including senior-ranking civil servants of the disciplined services grades

Note 2: Including middle-ranking and junior-ranking civil servants of the disciplined services grades

On the other hand, if a civil servant's unsatisfactory performance (defined as an overall rating of "5" or "6" on a six-level rating scale in the appraisal system) lasts for an aggregate period of not less than 6 months, the Government may initiate the mechanism

of retiring the civil servant in the public interest under Section 12 of the Public Service (Administration) Order ("PS(A)O") ("Section 12 action"). "Section 12 action" is not a disciplinary action, but an administrative measure to retire civil servants with persistent sub-standard performance. The Civil Service Bureau streamlined the mechanism of Section 12 of PS(A)O in September 2023. In the past 3 financial years (from 2022-23 to 2024-25), a total of 3 officers from the Civil Aviation Department, the Development Bureau, and the Hong Kong Police Force respectively were ordered to retire in the public interest under Section 12 of PS(A)O on the ground of persistent sub-standard performance. Among them, two officers were below MPS Pt. 14 or equivalent, and one officer was between MPS Pt. 14 and 49 or equivalent. During the same period, another 4 officers left the service after receiving "Section 12 Notification". In addition, some officers had resigned before the commencement of "observation period" when they were informed of the departments' intention to initiate "Section 12 action" against them, and the Government does not keep information on the number of such cases.

(2)(a), (b) and (c)

Under the current civil service disciplinary mechanism, an officer may be interdicted from duty on the consideration of public interest when he is undergoing departmental investigation for alleged serious misconduct(s) or investigation by law enforcement agencies for alleged criminal offence(s), or disciplinary or criminal proceedings have been or are likely to be instituted against him. Interdiction is an administrative measure instead of disciplinary action. Under the current mechanism, if an interdicted officer is charged with a disciplinary or criminal offence which may lead to a removal punishment, up to half of his emoluments may be withheld during the disciplinary/criminal proceedings. If he is convicted of a criminal charge which may lead to a removal punishment, his emoluments will be withheld in full. If the officer is awarded a removal punishment eventually, the withheld emoluments during interdiction will be forfeited in full which does not involve any recovery procedures.

B/Ds handle interdiction cases of their staff in accordance with the established policy and mechanism. We do not keep information on B/Ds' processing time of interdiction cases involving investigation on misconducts or illegal acts, and the amount of emoluments paid to the interdicted officers concerned. On 31 December 2025, a total of 219 officers were being interdicted. Among these officers, 72 of them (33%) were undergoing judicial proceedings, 35 officers (16%) were undergoing disciplinary proceedings under section 10 of PS(A)O (or similar disciplinary proceedings stipulated under the relevant Disciplined Services Legislation for disciplinary offences); and the remaining 112 officers (51%) were under inquiry or investigation by the department/law enforcement agency.

To further enhance the civil service disciplinary mechanism, we will amend PS(A)O and the Public Service (Disciplinary) Regulation, including the tightening of the arrangement of withholding emoluments during interdiction, as well as the tightening of the arrangement of forfeiting the withheld emoluments during interdiction, etc.. We are working on the amendments and aim to implement the revised provisions in 2026.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0228)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service Bureau provides 3 days of childcare leave per year for serving government employees with children aged under three starting from 1 April 2025. Regarding the implementation details of this policy, will the Government inform this Committee of:

1. the number of civil servants who have applied for childcare leave since the introduction of such leave, the distribution of their salary groups (e.g. directorate officers, professional and executive ranks, technical and clerical ranks, junior staff), and the number of days applied for;

2. the percentage of eligible civil servants (i.e. those with children aged under three) who have applied for childcare leave; and

3. the numbers of civil servants who have taken 1 day, 2 days and 3 days of childcare leave.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 2)

Reply:

As a good employer, the Government has all along endeavoured to create a family-friendly working environment to enable its employees to better cope with both work and family commitments. To support families with newborns, the Government provides childcare leave to government employees starting from April 2025, enabling them to take up to three days off each year in respect of each child under the age of three. As at 31 December 2025, there were about 11 800 civil servants who had children under the age of three and were eligible to apply for childcare leave. The number of eligible civil servants is subject to ongoing changes based on the number of newborns and children reaching the age of three.

During the 9-month period from the commencement of implementation of childcare leave in April 2025 to December 2025, about 12 600 civil servants had taken childcare leave.

The Civil Service Bureau does not maintain a breakdown of the number of civil servants who have applied for childcare leave and the number of childcare leave days taken by rank, nor a breakdown of the number of civil servants by the number of childcare leave days taken.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB035**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0229)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (3) Translation and Interpretation Services and Use of Official Languages

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The 2026-27 Budget speech endeavours to drive AI+ development. In respect of the translation and interpretation services under Programme (3), please inform this Committee:

1. of the percentage of translation and interpretation work handled with the aid of artificial intelligence (AI) in the Government in the past financial year, along with the specific AI technologies or software employed;
2. whether the Government has evaluated the estimated savings in manpower resources and gains in operational efficiency following the adoption of AI in these services?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 3)

Reply:

The Official Languages Division under the Civil Service Bureau has always encouraged its staff to make good use of technology, actively applying suitable artificial intelligence (AI) software, which includes the trial use of HKPilot, a generative AI document processing copilot application, to assist in such work as translation and drafting of unclassified documents, research for interpretation assignments, proofreading and layout design, with a view to enhancing speed and efficiency. We have seen a gradual increase in the use of AI in translation and interpretation over the past year. However, due to an increasing volume and complexity of translation assignments (mostly confidential documents) which cannot be assisted by AI, as well as a growing demand, in terms of quality and quantity, for other language-related services (such as language advisory services for bureaux and departments), the overall manpower requirements remain constant. Since the effectiveness of AI application is difficult to quantify, it is not feasible to calculate the time and manpower savings achieved. We will continue to keep abreast of technological developments, and expand the application of mature AI tools in the relevant areas of work subject to compliance with the principle of confidentiality and data security requirements of the Government. We will also review manpower needs in a timely manner to optimise the use of staff resources and enhance overall work effectiveness.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB036**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0230)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

As mentioned in the Budget, the Civil Service College (CSC) will collaborate with the Digital Policy Office on strengthening Artificial Intelligence (AI) training for civil servants to promote wider application of AI in public service. Please inform this Committee of the following:

1. How many AI training programmes are expected to be organised by the CSC in 2026-27? What is the estimated total number of civil servants to be trained? What is the percentage it accounted for in the entire civil service establishment?

2. Has the Civil Service Bureau (CSB) set any key performance indicator (KPI) such as requesting departments to put forth at least one proposal on AI application upon completion of training? How will the CSB evaluate the effectiveness of practical application after the training in order to ensure that civil servants are able to genuinely apply AI techniques in daily work in an effective manner, thereby enhancing the effectiveness of public service?

3. In the 2026-27 Estimates of Expenditure, what is the amount of funding for the expenditure on AI training for civil servants? What is the amount of additional funding involved?

4. To strengthen AI training for civil servants, is the Government required to additionally develop or procure from outside the AI software or platform authorisation? If yes, what is the estimated expenditures involved?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 4)

Reply:

The consolidated reply on the collaboration between the Civil Service College (CSC) and the Digital Policy Office (DPO) to strengthen Artificial Intelligence (AI) training for civil servants is as follows:

CSC collaborates with DPO to provide training on AI and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training, with a total of 5 400 trainee-days.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse operational and training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, AI project planning and management, and emerging trends, among others. The web courses will be accessible via CSC’s Learning Management Portal for self-directed learning, with a view to enhancing civil servants’ AI literacy and driving the effective and wider adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) should review their operations and business needs, and explore ways to apply AI technologies to their work through suitable means (such as seeking expert advice) to enhance public services. During this process, B/Ds will also arrange training on AI application related to departmental business, big data analysis, etc., so as to effectively promote AI-empowered public service and accelerate digital intelligence transformation of

the Government. As the training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0233)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Government will provide 3 600 short-term internship placements in government departments and public bodies for post-secondary students. How does this differ from the Summer Internship Programmes in the past? Please list the departments and public bodies providing these 3 600 internship placements, along with the total estimate. How will the level of internship allowance be determined?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 10)

Reply:

The Government and public organisations provide short-term internship opportunities every year for young people to gain work experience and deeper understanding of the Government. In 2026-27, Government bureaux/departments (B/Ds)/offices and public organisations plan to offer a total of about 3 600 short-term internship placements. The general distribution of the relevant placements is at **Annex**. Concerning the scope of work and other relevant details of the internship placements, the respective departments will be responsible for the planning and implementation work. The Civil Service Bureau (CSB) has not collated detailed information from individual departments on the implementation of the programmes.

Generally speaking, the Government will determine the level of internship allowance by drawing reference from the statutory minimum wage. In 2026-27, the estimated total amount of allowance involved in the Administrative Service Internship Programme, the Internship Scheme for Students with Disabilities and the Internship Programme for Non-ethnic Chinese Students implemented by CSB is $5.22 million. Depending on the nature of the internship post, a monthly allowance of roughly over $11,000 will be provided to the interns. CSB has not kept information on the estimated total amount of allowance for internship programmes implemented by other B/Ds.

Annex

Short-term Internship Placements Planned to be Offered for Young People by the Government in 2026-27

Bureau/Office (including departments under its purview and related public organisations)	**Placements Planned to be Offered in 2026-27 (approx.)**
Chief Secretary for Administration's Office, Financial Secretary's Office and Department of Justice	210
Civil Service Bureau	230
Commerce and Economic Development Bureau	220
Constitutional and Mainland Affairs Bureau	60
Culture, Sports and Tourism Bureau	30
Development Bureau	330
Education Bureau	80
Environment and Ecology Bureau	170
Financial Services and the Treasury Bureau	390
Health Bureau	280
Home and Youth Affairs Bureau	30
Housing Bureau	40
Innovation, Technology and lndustry Bureau	950
Labour and Welfare Bureau	70
Security Bureau	380
Transport and Logistics Bureau	170
Total	**3 640**

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0244)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the promotion of government job opportunities for non-ethnic Chinese, will the Government inform this Committee of the following:

(1) What measures has the Government taken to encourage non-ethnic Chinese to join the civil service? How effective are the relevant measures and what are the expenditures involved?

(2) Please set out in table form the numbers of non-ethnic Chinese employed by various government departments, their grades and the percentages they accounted for in relevant posts.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 31)

Reply:

The Government is committed to promoting equal access to job opportunities in the Government for non-ethnic Chinese as for other applicants, and has been encouraging non-ethnic Chinese who aspire to join the public service to strengthen their learning in Chinese. While maintaining the quality of public service, the Government will review the language proficiency entry requirements of civil service grades from time to time to ensure that they are commensurate with requirements of the job, so as to allow talents of different backgrounds to join the Government. At present, over 50 civil services grades have adjusted their Chinese language proficiency entry requirements, of which 18 are degree/professional grades. Where appropriate, departments may design their own language tests according to the job requirements of individual civil service grades to provide an additional way for applicants to meet the appointment requirements in respect of language proficiency.

The Government has been regularly disseminating information on appropriate civil service vacancies to service users of the support service centres for ethnic minorities, which are operated by non-profit-making organisations and funded by the Home Affairs Department, and has been introducing civil service posts to non-ethnic Chinese job seekers through the Labour Department's job centres located across the territory. Non-ethnic Chinese job

seekers could also obtain related information through the two non-governmental organisations commissioned by the Labour Department under the Racial Diversity Employment Programme. In addition, we have launched a thematic webpage entitled "Job Corner for Non-ethnic Chinese" on the Government Youth Portal, which assists non-ethnic Chinese job seekers in obtaining information related to application for civil service posts.

The Civil Service Bureau and the departments concerned will implement the aforesaid measures within their existing resources.

In the civil service recruitment process, the Government will continue to assess all candidates on the basis of their ability, performance, character, and the stipulated entry requirements set according to the job requirements (including language proficiency requirements). Race is not a relevant consideration. Given that neither job applicants for civil service jobs nor serving civil servants are required to declare their ethnic origins, we do not compile statistical information on the number of non-ethnic Chinese in the civil service.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB039**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0245)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the civil service establishment, will the Government inform this Council of the following:

(1) Tabulate the numbers of civil servants having left the service and the percentages they accounted for in the entire civil service in each of the past 3 years, with a breakdown by reason of wastage, age distribution, department involved and length of service;

(2) Among the aforementioned wastage, set out the numbers of civil servants leaving the service before the completion of their probationary period in a table broken down by reason for leaving, age distribution, and department involved;

(3) Tabulate the numbers of civil servants who had served for 10 consecutive years or more but left the service before reaching the normal retirement age, and the percentage of such officers among the total number of civil servants leaving the service in the respective years, with a breakdown by reason for wastage, age distribution, and department involved.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 33)

Reply:

In the past three years from 2022-23 to 2024-25, the numbers of wastage of civil servants were 10 126, 9 304 and 8 288 respectively. When compared with the civil service strength at the beginning of the year concerned, the wastage rates were 5.7%, 5.4% and 4.8% respectively. A breakdown of the statistics by reason of wastage, age group, bureau/department/office and length of service is set out at **Annex A**.

As regards the numbers of civil servants leaving the service before the completion of their probationary period in the past three years from 2022-23 to 2024-25 were 1 574, 1 369 and 1 129 respectively. A breakdown of the statistics by reason of wastage, age group and bureau/department/office is set out at **Annex B**.

As regards the numbers of civil servants who had served for 10 consecutive years or more but left the service before reaching the normal retirement age in the past three years from 2022-23 to 2024-25, they were 1 345, 1 055 and 824 respectively, accounting for 13.3%, 11.3% and 9.9% of staff wastage of the year concerned. A breakdown of the statistics by reason of wastage, age group and bureau/department/office is set out at **Annex C**.

Annex A

Statistics on Civil Servants Leaving the Service from 2022-23 to 2024-25

A. Reason of Wastage

Reason of Wastage	**2022-23**	**2023-24**	**2024-25**
Retirement	5 918	5 789	5 386
Resignation	3 863	3 054	2 385
Completion of Agreement	78	179	255
Death	98	122	135
Dismissal	47	26	20
Termination of Service	46	57	30
Other Reasons	76	77	77
Total	**10 126**	**9 304**	**8 288**

B. Age Group

Age Group	**2022-23**	**2023-24**	**2024-25**
Below 20	1	3	3
20 to below 30	997	821	631
30 to below 40	1 517	1 195	986
40 to below 50	965	734	538
50 to below 60	2 490	2 353	2 212
60 and above	4 156	4 198	3 918
Total	**10 126**	**9 304**	**8 288**

C. Bureau/Department/Office

Bureau/Department/Office	**2022-23**	**2023-24**	**2024-25**
Agriculture, Fisheries and Conservation Department	128	102	99
Architectural Services Department	143	91	90
Audit Commission	8	19	9
Auxiliary Medical Service	11	7	7
Buildings Department	82	66	52
Census and Statistics Department	91	84	54
Chief Executive's Office	4	4	2
Chief Secretary for Administration's Office and Financial Secretary's Office	33	25	20
Civil Aid Service	6	1	3
Civil Aviation Department	52	54	53
Civil Engineering and Development Department	125	85	88
Civil Service Bureau	73	55	42
Commerce and Economic Development Bureau	21	10	15
Companies Registry	24	21	17
Constitutional and Mainland Affairs Bureau	9	7	6
Correctional Services Department	303	338	342
Culture, Sports and Tourism Bureau#	13	16	20
Customs and Excise Department	321	315	271
Department of Health	501	462	388
Department of Justice	88	94	64
Development Bureau	39	28	22
Digital Policy Office^			21
Drainage Services Department	106	77	90
Education Bureau	392	365	276
Electrical and Mechanical Services Department	184	139	167
Environment and Ecology Bureau#	4	19	6
Environment Bureau*	1		
Environmental Protection Department	122	126	86
Financial Services and the Treasury Bureau	18	19	17

Bureau/Department/Office	2022-23	2023-24	2024-25
Fire Services Department	524	503	469
Food and Environmental Hygiene Department	685	600	504
Food and Health Bureau*	4		
Government Flying Service	29	26	18
Government Laboratory	19	13	19
Government Logistics Department	42	38	33
Government Property Agency	27	14	5
Health Bureau#	9	10	5
Highways Department	148	109	93
Home Affairs Bureau*	6		
Home Affairs Department	130	108	94
Home and Youth Affairs Bureau#	7	9	8
Hong Kong Observatory	24	16	19
Hong Kong Police Force	1 180	1 419	1 586
Hongkong Post	371	318	230
Hospital Authority	105	80	75
Housing Department	590	490	416
Immigration Department	423	344	268
Information Services Department	19	22	11
Inland Revenue Department	214	174	150
Innovation and Technology Bureau*	4		
Innovation and Technology Commission	18	15	13
Innovation, Technology and Industry Bureau#^	10	3	3
Intellectual Property Department	9	6	10
Invest Hong Kong	5	4	3
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	2	1	2
Judiciary	106	94	70
Labour and Welfare Bureau	12	4	6
Labour Department	119	114	97
Land Registry	37	28	27
Lands Department	267	234	206

Bureau/Department/Office	2022-23	2023-24	2024-25
Legal Aid Department	34	29	25
Leisure and Cultural Services Department	656	657	511
Marine Department	81	75	53
Office of the Communications Authority	25	23	21
Office of the Government Chief Information Officer^	34	44	6
Official Receiver's Office	15	13	14
Planning Department	56	46	40
Public Service Commission Secretariat	2	1	2
Radio Television Hong Kong	55	36	30
Rating and Valuation Department	59	56	48
Registration and Electoral Office	15	20	17
Secretariat, Commissioner on Interception of Communications and Surveillance	0	2	4
Security Bureau	6	12	6
Social Welfare Department	384	338	341
Trade and Industry Department	29	27	28
Transport and Housing Bureau*	4		
Transport and Logistics Bureau#	6	5	9
Transport Department	121	94	79
Treasury	40	34	33
University Grants Committee Secretariat	7	7	3
Water Supplies Department	354	297	200
Working Family and Student Financial Assistance Agency	96	63	51
Total	**10 126**	**9 304**	**8 288**

* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

\# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

^ The Digital Policy Office was established on 25 July 2024 by merging the Office of the Government Chief Information Officer with the Efficiency Office under the Innovation, Technology and Industry Bureau.

D. Length of Service

Length of Service	**2022-23**	**2023-24**	**2024-25**
Below 3 years	1 454	1 288	1 064
3 to below 5 years	759	526	355
5 to below 10 years	763	693	566
10 to below 20 years	772	757	725
20 to below 30 years	1 693	1 504	1 123
30 to below 40 years	3 462	3 522	3 598
40 years and above	1 223	1 014	857
Total	**10 126**	**9 304**	**8 288**

Annex B

Statistics on Civil Servants Leaving the Service Before Completion of Probationary Period from 2022-23 to 2024-25

A. Reason of Wastage

Reason of Wastage	**2022-23**	**2023-24**	**2024-25**
Resignation	1 465	1 257	1 050
Death	2	6	11
Dismissal	3	1	1
Termination of Service	44	53	29
Other Reasons	60	52	38
Total	**1 574**	**1 369**	**1 129**

B. Age Group

Age Group	**2022-23**	**2023-24**	**2024-25**
Below 20	1	3	3
20 to below 30	728	610	495
30 to below 40	534	448	380
40 to below 50	154	150	123
50 to below 60	62	52	63
60 and above	95	106	65
Total	**1 574**	**1 369**	**1 129**

C. Bureau/Department/Office

Bureau/Department/Office	**2022-23**	**2023-24**	**2024-25**
Agriculture, Fisheries and Conservation Department	18	18	13
Architectural Services Department	17	17	5
Audit Commission	0	4	0
Auxiliary Medical Service	2	2	0
Buildings Department	13	7	4
Census and Statistics Department	13	12	5
Chief Executive's Office	1	0	0
Chief Secretary for Administration's Office and Financial Secretary's Office	7	6	3
Civil Aid Service	1	0	1
Civil Aviation Department	16	16	21
Civil Engineering and Development Department	19	9	8
Civil Service Bureau	5	3	1
Commerce and Economic Development Bureau	6	1	1
Companies Registry	4	2	4
Constitutional and Mainland Affairs Bureau	0	1	2
Correctional Services Department	58	50	67
Culture, Sports and Tourism Bureau#	0	0	1
Customs and Excise Department	36	39	28
Department of Health	129	87	65
Department of Justice	13	11	9
Development Bureau	8	6	4
Digital Policy Office^			1
Drainage Services Department	24	9	9
Education Bureau	64	43	45
Electrical and Mechanical Services Department	14	9	12
Environment and Ecology Bureau#	1	5	0
Environment Bureau*	0		
Environmental Protection Department	14	11	10

Bureau/Department/Office	2022-23	2023-24	2024-25
Financial Services and the Treasury Bureau	0	2	3
Fire Services Department	85	119	72
Food and Environmental Hygiene Department	137	94	78
Food and Health Bureau*	0		
Government Flying Service	5	8	1
Government Laboratory	4	1	0
Government Logistics Department	7	7	3
Government Property Agency	5	3	0
Health Bureau#	1	1	2
Highways Department	23	10	10
Home Affairs Bureau*	0		
Home Affairs Department	30	18	19
Home and Youth Affairs Bureau#	2	4	1
Hong Kong Observatory	6	3	3
Hong Kong Police Force	140	158	200
Hongkong Post	24	42	22
Housing Department	78	59	38
Immigration Department	62	55	36
Information Services Department	0	1	0
Inland Revenue Department	45	40	44
Innovation and Technology Bureau*	2		
Innovation and Technology Commission	2	2	0
Innovation, Technology and Industry Bureau#^	1	1	0
Intellectual Property Department	1	1	1
Invest Hong Kong	0	0	1
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	0	1	0
Judiciary	19	10	17
Labour and Welfare Bureau	2	0	1
Labour Department	19	11	10

Bureau/Department/Office	2022-23	2023-24	2024-25
Land Registry	4	3	4
Lands Department	45	37	28
Legal Aid Department	9	4	5
Leisure and Cultural Services Department	166	155	88
Marine Department	11	11	6
Office of the Communications Authority	4	2	1
Office of the Government Chief Information Officer^	5	4	0
Official Receiver's Office	1	0	1
Planning Department	4	6	3
Radio Television Hong Kong	2	3	0
Rating and Valuation Department	8	8	5
Registration and Electoral Office	0	3	3
Secretariat, Commissioner on Interception of Communications and Surveillance	0	0	3
Security Bureau	1	1	2
Social Welfare Department	50	43	44
Trade and Industry Department	6	3	1
Transport and Housing Bureau*	1		
Transport and Logistics Bureau#	2	1	2
Transport Department	26	15	12
Treasury	4	5	5
University Grants Committee Secretariat	1	0	0
Water Supplies Department	35	40	28
Working Family and Student Financial Assistance Agency	6	6	7
Total	**1 574**	**1 369**	**1 129**

* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

\# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

^ The Digital Policy Office was established on 25 July 2024 by merging the Office of the Government Chief Information Officer with the Efficiency Office under the Innovation, Technology and Industry Bureau.

Annex C

Statistics on Civil Servants Who Served for 10 Consecutive Years or More but Left the Service Before Reaching the Normal Retirement Age from 2022-23 to 2024-25

A. Reason of Wastage

Reason of Wastage	**2022-23**	**2023-24**	**2024-25**
Resignation	1 255	958	722
Death	64	77	87
Dismissal	25	13	10
Other Reasons	1	7	5
Total	**1 345**	**1 055**	**824**

B. Age Group

Age Group	**2022-23**	**2023-24**	**2024-25**
20 to below 30	1	1	2
30 to below 40	337	268	221
40 to below 50	598	446	332
50 to below 60	409	340	269
Total	**1 345**	**1 055**	**824**

C. Bureau/Department/Office

Bureau/Department/Office	**2022-23**	**2023-24**	**2024-25**
Agriculture, Fisheries and Conservation Department	18	9	7
Architectural Services Department	10	9	6
Audit Commission	2	2	0
Auxiliary Medical Service	0	0	2
Buildings Department	14	14	8
Census and Statistics Department	9	5	2
Chief Secretary for Administration's Office and Financial Secretary's Office	8	3	2
Civil Aid Service	1	0	0
Civil Aviation Department	17	4	8
Civil Engineering and Development Department	15	14	14
Civil Service Bureau	18	17	6
Commerce and Economic Development Bureau	6	6	4
Companies Registry	7	4	1
Constitutional and Mainland Affairs Bureau	2	0	0
Correctional Services Department	28	23	20
Culture, Sports and Tourism Bureau#	3	3	2
Customs and Excise Department	55	47	31
Department of Health	88	61	44
Department of Justice	23	16	8
Development Bureau	11	4	4
Digital Policy Office^			3
Drainage Services Department	6	4	4
Education Bureau	77	67	44
Electrical and Mechanical Services Department	26	15	14
Environment and Ecology Bureau#	2	3	2
Environment Bureau*	0		
Environmental Protection Department	23	21	6
Financial Services and the Treasury Bureau	9	4	5
Fire Services Department	93	65	88

Bureau/Department/Office	2022-23	2023-24	2024-25
Food and Environmental Hygiene Department	64	41	32
Food and Health Bureau*	3		
Government Flying Service	3	4	3
Government Laboratory	3	3	6
Government Logistics Department	4	2	2
Government Property Agency	4	1	1
Health Bureau#	2	2	1
Highways Department	11	9	9
Home Affairs Bureau*	1		
Home Affairs Department	17	21	7
Home and Youth Affairs Bureau#	0	3	2
Hong Kong Observatory	3	4	3
Hong Kong Police Force	99	105	93
Hongkong Post	35	19	17
Hospital Authority	2	4	5
Housing Department	60	50	45
Immigration Department	58	37	27
Information Services Department	9	4	0
Inland Revenue Department	27	19	13
Innovation and Technology Bureau*	1		
Innovation and Technology Commission	1	2	3
Innovation, Technology and Industry Bureau#^	3	0	0
Intellectual Property Department	4	1	2
Invest Hong Kong	3	1	0
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	1	0	1
Judiciary	16	13	8
Labour and Welfare Bureau	3	3	3
Labour Department	25	28	16
Land Registry	2	3	4
Lands Department	27	21	15

Bureau/Department/Office	2022-23	2023-24	2024-25
Legal Aid Department	4	4	3
Leisure and Cultural Services Department	85	81	30
Marine Department	2	6	6
Office of the Communications Authority	1	3	7
Office of the Government Chief Information Officer^	8	9	2
Official Receiver's Office	0	2	1
Planning Department	14	6	9
Public Service Commission Secretariat	1	0	0
Radio Television Hong Kong	13	9	8
Rating and Valuation Department	4	8	6
Registration and Electoral Office	4	3	3
Secretariat, Commissioner on Interception of Communications and Surveillance	0	1	0
Security Bureau	2	2	1
Social Welfare Department	86	66	52
Trade and Industry Department	2	3	6
Transport and Housing Bureau*	0		
Transport and Logistics Bureau#	2	3	4
Transport Department	26	10	10
Treasury	1	1	5
University Grants Committee Secretariat	2	3	1
Water Supplies Department	17	8	10
Working Family and Student Financial Assistance Agency	9	7	7
Total	**1 345**	**1 055**	**824**

* the name of the relevant bureau is the previous name before the government re-organisation on 1 July 2022.

\# the name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

^ The Digital Policy Office was established on 25 July 2024 by merging the Office of the Government Chief Information Officer with the Efficiency Office under the Innovation, Technology and Industry Bureau.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0246)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service College (CSC) has continued to strengthen training for civil servants to nurture their patriotism and awareness of national security, and enhance their understanding of national development and strategies. Regarding civil service training, will the Government inform this Committee of the following:

(1) the expenditures of the CSC and its staff establishments in the past 3 years;

(2) the number of trainees and the number of trainee-days of various training programmes provided by the CSC in the past 3 years;

(3) the number of training places offered under the civil service training programmes in the Mainland, and the expenditures involved in the past 3 years;

(4) regarding training in areas such as understanding the constitutional order, national development and strategies, senior leadership development, and building a service culture, whether there are any indicators in relation to the assessment of training effectiveness.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 35)

Reply:

(1) The total expenditure and staff establishment of the Civil Service College (CSC) in the past three years are as follows:

	2023-24 Actual Expenditure	2024-25 Actual Expenditure	2025-26 Revised Estimate
Total Expenditure	$197.5 million	$221.3 million	$241.6 million

	2023-24	2024-25	2025-26
Establishment	165	164	163

(2) Training programmes conducted by CSC focus on five core areas including (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; (iv) strengthening professional competence; and (v) promoting a culture of continuous learning. The number of trainees and trainee-days of CSC for each training and development area in the past 3 years are as follows:

Civil Service Training and Development Areas	2023 Actual	2024 Actual	2025 Actual
1. Enhancing governance and leadership capabilities			
Number of trainees	2 700	3 000	3 000
Number of trainee-days	10 400	11 800	11 900
2. Understanding the constitutional order, national development and strategies			
Number of trainees	21 800	23 400	20 500
Number of trainee-days	36 800	44 700	37 800
3. Building a people-oriented service culture			
Number of trainees	11 000	12 400	12 900
Number of trainee-days	7 900	8 800	9 300
4. Strengthening professional competence			
Number of trainees	32 300	34 600	32 300
Number of trainee-days	38 900	40 800	36 900
5. Promoting a culture of continuous learning			
Number of e-learning access	711 000	737 000	766 000

In 2023 and 2024, there had been an increase in the number of trainees and trainee-days across all training areas, as well as in the number of e-learning access. The decrease in the number of trainees and trainee-days for individual training areas in 2025 against 2024 was attributed to the drop in new recruits of the civil service leading to reduced demand for induction programmes.

(3) CSC has resumed arranging for civil servants to attend training programmes, visits and exchange activities held on the Mainland. Currently, there are about 1 300 training places every year. The number of trainees and expenditure for CSC's training held on the Mainland in the past 3 years are as follows:

	2023 Actual	2024 Actual	2025 Actual
Number of trainees for Mainland training	1 100	1 300	1 300

	2023-24 Actual Expenditure	2024-25 Actual Expenditure	2025-26 Revised Estimate
Expenditure for Mainland training (Note)	$27.7 million	$34.0 million	$35.0 million

Note: The expenditure for Mainland training mainly covers tuition fees for the Mainland programmes, participants' travelling expenses for round trips to the Mainland, their accommodation expenses and study grants, etc.

Apart from CSC, individual departments/grades also arrange for their staff to attend training programmes, visits and exchange activities held on the Mainland to meet their job and professional development needs. The related training expenses are borne by the respective departments. CSC does not maintain records of the relevant number of trainees and expenditure.

(4) Training provided by CSC places significant emphasis on mindset inculcation, focusing on the core values and service ethos of the civil service. By fostering the right service mindset, civil servants can fully harness their professional knowledge and competencies to better serve the public. CSC attaches great importance to training effectiveness. In addition to collecting trainees' feedback through questionnaires, CSC conducts discussions and interviews with trainees to gain a deeper understanding of their learning experience and the changes in their perspectives and mindsets, and encourages them to apply their learning at work. As for training programmes with longer durations, CSC requires trainees to undertake thematic studies or prepare study reports. CSC also includes pre- and post-course surveys in specific courses to evaluate whether trainees experience positive changes in their understanding and acceptance of the subjects. Through the above measures, CSC evaluates the effectiveness of mindset training and continually enhances its training arrangements.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0247)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the measures to promote Putonghua within the Government, would the Government please inform this Committee of:

(1) the numbers of Putonghua training courses and seminars organised by the Civil Service College, the numbers of trainees and the expenditures on organising Putonghua training courses in the past 3 years?

(2) any indictors to assess the training effect apart from the number of trainees. If yes, what are the details? If no, what are the reasons?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 36)

Reply:

(1) The Civil Service College (CSC) under the Civil Service Bureau has made on-going efforts to strengthen Putonghua training for civil servants. Taking into account the different needs of civil servants, CSC provides them with suitable training, including courses, thematic seminars and e-learning resources to enhance their ability in using Putonghua. In the past 3 years (from 2023 to 2025), CSC organised about 90 Putonghua courses and seminars for about 5 000 participants. In 2023-24, 2024-25 and 2025-26, the total expenditure on Putonghua training was about $2 million. In addition to the training offered by CSC, individual department/grade provides Putonghua training for their staff to meet actual operational needs.

(2) CSC attaches great importance to training effectiveness and adopts suitable assessment methods for different types of training according to their objectives and content. For Putonghua training, CSC would collect participants' feedback on the programmes by means of evaluation questionnaires after the completion of the programmes. The feedback of participants on the Putonghua training has been very positive. They generally considered the training useful to their work. In the past 3 years, 97% of the participants have rated the programmes as "Outstanding" or "Very effective". Moreover, CSC would keep in view participants' level of understanding of the training

subject, learning progress and course effectiveness through class observation and exchange with participants and trainers.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2236)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the provision of short-term internship placements for young people by the HKSAR Government, will the Government inform this Committee of the following:

(1) Please set out in table form the breakdown of the numbers of internship placements and applicants by government department or public body over the past 3 years and the estimated numbers for the coming year.

(2) What were the total expenditures and amounts of allowance incurred by various government departments and public bodies in the provision of internship placements for young people over the past 3 years, and what will the estimated total expenditures and amounts of allowance be for the coming year?

(3) What were the details of and expenditures on the publicity and promotion of the relevant internship placements for young people over the past 3 years?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 30)

Reply:

(1) The Government and public organisations provide short-term internship opportunities every year for young people to gain work experience and deeper understanding of the Government. Over the past few years, the Government and public organisations engaged an average of over 3 000 young people as interns annually. In 2026-27, the Government bureaux/departments (B/Ds)/offices and public organisations plan to offer a total of about 3 600 internship placements. The relevant figures are at **Annex**.

(2) The total amount of expenditures and allowance involved in the Administrative Service Internship Programme, the Internship Scheme for Students with Disabilities and the Internship Programme for Non-ethnic Chinese Students implemented by CSB in the past 3 years and 2026-27 is set out below:

Year	Total amount of expenditures and allowance ($ million)
2023-24	3.29
2024-25	3.87
2025-26	4.32
2026-27 (Estimate)	5.22

CSB has not kept information on the estimated total amount of allowance for internship programmes implemented by other B/Ds.

(3) Currently, details and vacancies of internship programmes are published on the websites of the B/Ds concerned and CSB. They are also disseminated to students through relevant tertiary institutions. Publicity and promotion by these means do not incur additional costs.

Annex

Relevant figures on short-term internship opportunities provided to young people by the Government in the past 3 years and 2026-27

Bureau/Office (including departments under its purview and related public organisations)	**Number of interns recruited (approx.)**			**Internship placements planned to be offered (approx.)**
	2023-24	**2024-25**	**2025-26**	**2026-27**
Chief Secretary for Administration's Office, Financial Secretary's Office and Department of Justice	270	260	250	210
Civil Service Bureau	220	240	240	230
Commerce and Economic Development Bureau	220	250	220	220
Constitutional and Mainland Affairs Bureau	50	60	60	60
Culture, Sports and Tourism Bureau	60	50	30	30
Development Bureau	350	330	310	330
Education Bureau	80	90	80	80
Environment and Ecology Bureau	210	200	170	170
Financial Services and the Treasury Bureau	620	640	570	390
Health Bureau	260	250	260	280
Home and Youth Affairs Bureau	30	30	30	30
Housing Bureau	40	40	50	40
Innovation, Technology and lndustry Bureau	840	910	860	950
Labour and Welfare Bureau	60	70	65	70
Security Bureau	520	560	540	380
Transport and Logistics Bureau	160	170	165	170
Total	**3 990**	**4 150**	**3 900**	**3 640**

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB043**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2757)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the application for public rental housing by junior civil servants through the Civil Service Public Housing Quota (CSPHQ) Scheme, will the Government inform this Committee of the following:

(1) What were the respective numbers of staff in various departments (including disciplined services staff) waiting for public housing and the average waiting years in the past 3 years?

(2) What were the respective numbers of successful applications among staff in various departments (including disciplined services staff) for public housing under the CSPHQ Scheme in the past 3 years?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 32)

Reply:

Currently, junior civil servants may apply for public rental housing (PRH) or Green Form Certificates for purchasing subsidised sale flats through the Civil Service Public Housing Quota (CSPHQ) Scheme. CSPHQ Scheme aims to facilitate, on a discretionary basis subject to resource availability, junior civil servants to have a higher chance of being housed in PRH. It is not a condition of service or retirement benefit of civil servants. In the past 3 CSPHQ exercises (i.e. 2022/2023 to 2024/2025 exercises), the number of PRH quota places provided for junior civil servants amounted to 1 000 in each exercise.

Eligible officers may choose under which exercise to submit their first applications for CSPHQ, having regard to their own circumstances and preference, or submit applications again under subsequent exercises. There is no waiting arrangement under CSPHQ. We also do not maintain statistics on the time lapsed between the first applications and the successful applications of the eligible staff.

In the past 3 financial years, the number of successful applications from eligible staff who have been allocated PRH units through CSPHQ exercises is as follows:

Financial year	Number of successfully housed applications		
	2022-23	2023-24	2024-25
Total	1 054	493(Note)	1 144

Note: The figure in the 2023-24 financial year is relatively low due to the delay in completion of Chun Tung Estate and Moon Tin Estate which were originally scheduled for completion in 2024.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB044**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0014)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in the Matters Requiring Special Attention in 2026-27 that the Government will continue to exercise strict control on the establishment of the civil service with a view to achieving a cumulative deletion of over 10 000 posts within this term of Government. In this connection, please inform this Committee of the following:

(1) Regarding the 10 000 posts to be deleted, what are their distribution by department, the posts involved and the estimated expenditure savings?

(2) What are the government's projections for the distribution of posts to be deleted and the estimated expenditure savings across various departments in the coming year?

(3) It is expected that there will be a net decrease of 16 non-directorate posts in the Civil Service Bureau in 2026-27 (see p.288). Please list the ranks, grades, estimated expenditures involved and the reasons for the decrease; and

(4) Given the persistent reduction in the establishment, what specific measures (such as concrete initiatives to leverage technologies) have been implemented to ensure that the quality and efficiency of public services remain unaffected?

Asked by: Hon LAM Siu-lo, Andrew (LegCo internal reference no.: 11)

Reply:

(1) and (2) In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. Together with the posts deleted under the zero-growth policy in the civil service establishment from 2021-22 to 2025-26, it is estimated that a cumulative reduction of over 10 000 posts will be achieved within this term of the Government. The Government will reduce the establishment on a bureau basis in 2026-27 and 2027-28, reducing the overall establishment of each bureau and its departments as a whole by a standard percentage.

All Bureaux and their departments, after reviewing factors such as overall service demand, operational needs, and vacancy situations, etc., have made arrangements to reduce the civil service establishment by 2% in 2026-27. In 2026-27, together with the lapse of other time-limited posts and the deletion of posts due to internal re-organisation or redeployment by bureaux/departments (B/Ds), junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) to be deleted account for about 57%, middle civil servant posts (generally in the range of MPS 16 to 33) about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) about 3%. A reduction of over 8 000 posts in the civil service establishment is expected by 1 April 2026 over that of 2021-22 when the zero-growth policy commenced. The Civil Service Bureau does not maintain records on the expenditure to be saved due to the changes in the establishment of bureaux/departments/offices. The resources saved by reduction in the civil service establishment will be counted towards the 2% savings of the recurrent expenditure of B/Ds for the respective financial years under the Government's PEP.

B/Ds will formulate plans for reducing the civil service establishment in 2027-28 in due course. The final figures of actual deletion will be confirmed on 1 April 2027.

(3) In line with the streamlining the civil service establishment, there will be a net decrease of 16 non-directorate posts in the Civil Service Bureau in 2026-27, among which junior civil service posts (generally in the range of MPS 0 to 15) to be deleted account for about 81%, middle civil servant posts (generally in the range of MPS 16 to 33) for about 13%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) for about 6%. The resources saved by reduction in the civil service establishment have been counted towards the 2% savings of the recurrent expenditure of the Civil Service Bureau in 2026-27.

(4) B/Ds will continue to adopt management measures and digitalisation with a view to deploying manpower resources in a more appropriate manner through re-organisation of work pattern, reprioritisation, utilisation of technology and streamlining of work processes. While the civil service is being further streamlined, B/Ds will continue to deliver high-quality public services to citizens. We note that certain departments have been actively exploring the application of artificial intelligence (AI) and data science to their work in recent years, in order to take forward digital transformation and enhance the operational efficiency and quality of the relevant services in the era of big data. Some departments have also launched self-service stations which are operated by using AI-driven optical character recognition technology in order to allow citizens to make online appointments. With reduction in data input, it improves operational efficiency and shortens the time required for processing permits.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0039)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Common Recruitment Examination (CRE) and the Digitalised Basic Law and National Security Law Test (BLNST), will the Government inform this Committee of the following:

1. Please set out in table form (i) the numbers of applicants; (ii) the numbers of attendees and the attendance rates; (iii) the numbers of candidates passing and the passing rates for the CRE (including Use of English, Use of Chinese and Aptitude Test) in the past 3 years;

2. Please set out in table form (i) the numbers of applicants; (ii) the numbers of attendees and the attendance rates; (iii) the numbers of candidates passing and the passing rates for the BLNST in the past 3 years;

3. Please set out in table form (i) the expenditure; (ii) manpower involved in organising the CRE and the BLNST of the Government in the past 3 years;

4. The administrative costs and manpower have been reduced since the launch of the Digitalised BLNST in 2025.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 8)

Reply:

1. The Common Recruitment Examination (CRE) consists of 3 papers, namely Use of English, Use of Chinese and Aptitude Test. The numbers of eligible applicants and attendees, the attendance rates, the number of candidates passing and the passing rates for each paper from 2023 to 2025 are provided below–

Use of English

Year	No. of applicants	No. of attendees (Attendance Rate)*	No. of candidates passing (Passing Rate)*
2023	around 31 800	around 20 700 (around 65%)	around 14 300 (around 69%)
2024	around 33 000	around 22 400 (around 68%)	around 15 600 (around 70%)
2025	around 32 400	around 21 600 (around 67%)	around 14 900 (around 69%)

Use of Chinese

Year	No. of applicants	No. of attendees (Attendance Rate)*	No. of candidates passing (Passing Rate)*
2023	around 28 900	around 19 900 (around 69%)	around 14 700 (around 74%)
2024	around 29 800	around 21 300 (around 71%)	around 16 400 (around 77%)
2025	around 29 300	around 20 000 (around 68%)	around 15 600 (around 78%)

Note: The results of different levels of Use of Chinese and Use of English can be substituted by acceptable grades in the Chinese Language and English Language subjects of the Hong Kong Diploma of Secondary Education Examination or other prescribed public examinations.

Aptitude Test

Year	No. of applicants	No. of attendees (Attendance Rate)*	No. of candidates passing (Passing Rate)*
2023	around 31 000	around 21 100 (around 68%)	around 15 300 (around 73%)
2024	around 32 000	around 22 500 (around 71%)	around 15 600 (around 69%)
2025	around 31 500	around 21 600 (around 69%)	around 14 900 (around 69%)

*derived from unrounded figures

2. For the Basic Law and National Security Law Test (BLNST) (Degree/Professional Grades) (including paper-based BLNST and Digitalised BLNST) from 2023 to 2025, the numbers of applicants, attendees and the attendance rates are provided below –

Year	**No. of applicants**	**No. of attendees**	**Attendance rate***
2023#	around 49 600	around 34 800	around 70%
2024#	around 38 400	around 27 500	around 72%
2025@	around 19 800	around 17 600	around 89%

* derived from unrounded figures

\# paper-based BLNST

@ including Digitalised BLNST held in Hong Kong and paper-based BLNST held in seven cities outside Hong Kong.

The passing rates of the BLNST (Degree/Professional Grades) were around 90% for the past 3 years.

3. The actual expenditures incurred by the Government in organising the CRE, Joint Recruitment Examination (JRE) and BLNST (Degree/Professional Grades) for the past 3 years are provided below –

Financial year	Expenditure ($ million)
2023-2024	12.944
2024-2025	14.214
2025-2026	14.914

CSB has all along utilised the existing resources of the Civil Service Examinations Unit (CSEU) to administer the CRE, JRE and BLNST (Degree/Professional Grades). The staff establishment of CSEU currently stands at 15.

4. The launch of the Digitalised BLNST (Degree/Professional Grades) since May 2025 has resulted in savings of approximately $480,000 in administrative expenses, such as the hiring of part-time invigilators and the printing of examination papers. As the system has been in operation for less than a year since its launch and has remained in the optimisation phase involving early-stage system enhancement and maintenance fees, CSEU's overall expenditure remained largely unchanged over the past year. As the Digitalised BLNST has only been recently introduced, we are currently reviewing and optimising operational arrangements. It is expected that a reduction of approximately 10% in manpower can be achieved in 2027-28.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0040)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

On boosting the morale of civil service and promoting the good stories of civil service by giving due recognition to civil servants with outstanding performances through various commendation schemes, please inform this Committee of the following:

1. Set out in table form the number of staff in the bureaux/departments/offices awarded under the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme and the Civil Service Volunteer Commendation Scheme respectively in the past 3 years;

2. Set out in table form the expenditures on the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme and the Civil Service Volunteer Commendation Scheme respectively in the past 3 years, and whether the Government will consider increasing the number of awardees;

3. What innovative methods, e.g. online promotion, etc. will the Government plan to adopt to promote the good stories of civil service with a view to showcasing and promoting their achievements at work and their dedication to serving the community, so as to attract young talent to join the civil service?

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 9)

Reply:

1. In the past 3 years, the respective numbers of awardees under the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme and the Civil Service Volunteer Commendation Scheme are set out below:

(I) The Chief Executive's Award for Exemplary Performance

The Chief Executive's Award for Exemplary Performance was launched in 2023 and 3 rounds have been held so far, with about 170 awardees in total. The award-winning teams and departments are as follows:

	Award-winning Team	Award-winning Departments
2023	The HKSAR Search and Rescue Team that carried out search and rescue operations in quake-stricken areas in Türkiye	Security Bureau Fire Services Department Department of Health Immigration Department
2024	The Task Force on Basic Law Article 23 Legislation	Department of Justice Security Bureau Hong Kong Police Force
2025	The HKSAR Search and Rescue Team to quake-stricken areas in Myanmar in March 2025	Security Bureau Fire Services Department Immigration Department
	Inter-departmental Preparation Team for Kai Tak Sports Park Commissioning	Culture, Sports and Tourism Bureau Security Bureau Civil Service Bureau Transport and Logistics Bureau Hong Kong Police Force Transport Department

(II) The Secretary for the Civil Service's Commendation Award Scheme

Between 2023-24 and 2025-26, the total number of awardees under the Secretary for the Civil Service's Commendation Award Scheme is 300. Details are set out below:

	2023-24	2024-25	2025-26
Number of awardees under the Secretary for the Civil Service's Commendation Award Scheme	100	100	100

(III) The Civil Service Volunteer Commendation Scheme

The Civil Service Volunteer Commendation Scheme was launched in 2024 with team and individual awards. The number of awards is set out below:

	2024	2025
Number of awards under the Civil Service Volunteer Commendation Scheme	14 team awards 337 individual awards	13 team awards 435 individual awards

2. In the past 3 years, the expenditures on the Chief Executive's Award for Exemplary Performance and the Secretary for the Civil Service's Commendation Award Scheme are set out below:

	2023-24 ($ million)	2024-25 ($ million)	2025-26 Revised Estimate ($ million)
The Chief Executive's Award for Exemplary Performance (including expenses on publicity)	1.4	1	1.7
The Secretary for the Civil Service's Commendation Award Scheme (including expenses on travel awards, prizes (such as commemorative awards) and publicity)	7.4	7.5	6.6

The Civil Service Volunteer Commendation Scheme was launched in 2024. The awardees and award-winning departments were presented with a certificate of recognition. The Scheme was implemented with existing resources and no additional expenditure was involved.

Regarding the number of awardees, it is a special honour to be awarded the Chief Executive's Award for Exemplary Performance. Therefore, only those who have demonstrated exceptional performance are commended and we do not preset the number of awardees. As for the Secretary for the Civil Service's Commendation Award Scheme, the target number of recipients per annum for commendation has been increased from 80 to 100 starting from 2016-17 so as to encourage more deserving civil service colleagues and boost their morale. The Civil Service Volunteer Commendation Scheme aims to recognise departmental volunteer teams and individuals with outstanding performance and contributions in participating in and promoting volunteer service. There is no limit to the number of awardees.

3. The Civil Service Bureau (CSB) has all along adopted a multi-pronged strategy combining online and offline approaches, and through various publicity channels, including dedicated TV programmes, media interviews and social media posts, promotes the good stories of award-winning civil servants under commendation schemes such as the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme and the Civil Service Volunteer Commendation Scheme, etc. This enables the public to better understand the nature of civil servants' work and fosters greater appreciation of the challenges they face and their contributions to society.

To attract young talent, the CSB has coordinated the efforts of various departments to organise Government Career Fair at local universities every year, allowing students to learn about the work, entry requirements and career prospects of various civil service grades. Students may also interact with serving civil servants to gain a better understanding of the professional requirements, missions and commitments of government jobs, which helps them plan their career at an early stage.

The CSB, together with various departments, also joined the Education and Careers Expo organised by the Hong Kong Trade Development Council. The booths are designed with innovation, incorporating interactive experiences, smart technology displays and engaging activities to enable students and youths to learn about the diversified professional fields and clear career pathways in the Government through immersive experiences.

In addition, we currently disseminate information on civil service recruitments and examinations, the work of various civil service grades, international awards received by departments, good stories of civil servants serving the community, etc. through three major platforms, namely Facebook, Instagram and Weibo, enabling the public to understand the work and contributions of civil servants from different perspectives. To foster a closer tie with the youths, we have especially invited young civil servants to participate in video-shooting to vividly introduce the work, development opportunities and tips for job application of different grades, so as to deepen young people's understanding of the work of the civil service through real-life sharing.

We will continue to utilise digital media and creative publicity to enhance interactions with young people, showcase and promote the professional image of the civil service, thereby attracting more people, including the youths, with aspirations to serve the community to join the Government and build our future together.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB047**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2332)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Government will continue to exercise strict control on the establishment of the civil service in 2026-27. Please inform this Committee of the following:

1. Please set out in table form (i) the civil service establishment in 2025-26, (ii) the estimated civil service establishment in 2026-27, and (iii) changes in the civil service establishment over the 2 years, of bureaux/departments/offices;

2. Please set out in table form the number of non-civil service contract staff employed by bureaux/departments/offices in 2025-26;

3. Please set out in table form (i) the civil service strength, (ii) the number of vacancies, and (iii) the number of new recruits to civil service in 2025-26, of bureaux/departments/offices.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 6)

Reply:

1. The changes in the civil service establishment of bureaux/departments/offices in 2026-27, as compared to 2025-26, are set out at **Annex A**.

2. The number of full-time(Note) Non-Civil Service Contract staff broken down by bureau/department/office in 2025-26 (as of 30 June 2025) is set out at **Annex B**.

   Note: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance. On 30 June 2025, under the Ordinance then in force, an employee is regarded as being employed under a "continuous contract" if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

3. A breakdown of the number of new recruits, strength and vacancy of the civil service in 2025-26 (as at 31 December 2025) by bureau/department/office is set out at **Annex C**.

Annex A

Changes in the Civil Service Establishment by Bureau/Department/Office in 2025-26 and 2026-27

Bureau/Department/Office	31.3.2026 Revised Estimate	31.3.2027 Estimate	Change in the Civil Service Establishment
Agriculture, Fisheries and Conservation Department	2 316	2 261	-55
Architectural Services Department	1 994	1 943	-51
Audit Commission	195	191	-4
Auxiliary Medical Service	97	96	-1
Buildings Department	2 111	1 997	-114
Census and Statistics Department	1 231	1 204	-27
Chief Executive's Office	108	107	-1
Chief Secretary for Administration's Office and Financial Secretary's Office	551	533	-18
Civil Aid Service	106	103	-3
Civil Aviation Department	931	915	-16
Civil Engineering and Development Department	2 082	1 998	-84
Civil Service Bureau	700	684	-16
Commerce and Economic Development Bureau	216	216	-
Companies Registry	390	382	-8
Constitutional and Mainland Affairs Bureau	216	212	-4
Correctional Services Department	7 153	6 974	-179
Culture, Sports and Tourism Bureau	401	310	-91
Customs and Excise Department	7 851	7 680	-171
Department of Health	6 943	6 800	-143
Department of Justice	1 504	1 474	-30
Development Bureau (Planning and Lands Branch)	211	202	-9
Development Bureau (Works Branch)	458	451	-7
Digital Policy Office	880	838	-42
Drainage Services Department	2 028	1 983	-45
Education Bureau	6 368	6 237	-131
Electrical and Mechanical Services Department	565	540	-25
Electrical and Mechanical Services Trading Fund	3 859	3 778	-81
Environment and Ecology Bureau (Environment Branch)	219	214	-5
Environment and Ecology Bureau (Food Branch)	50	50	-
Environmental Protection Department	2 055	1 983	-72
Financial Services and the Treasury Bureau (Financial Services Branch)	103	100	-3
Financial Services and the Treasury Bureau (The Treasury Branch)	201	197	-4
Fire Services Department	11 578	11 319	-259
Food and Environmental Hygiene Department	11 337	11 102	-235

Bureau/Department/Office	31.3.2026 Revised Estimate	31.3.2027 Estimate	Change in the Civil Service Establishment
General Expenses of the Civil Service	359	355	-4
Government Flying Service	352	349	-3
Government Laboratory	505	498	-7
Government Logistics Department	743	728	-15
Government Property Agency	324	309	-15
Health Bureau	248	240	-8
Highways Department	2 472	2 402	-70
Home and Youth Affairs Bureau (Note)	194	225	+31
Home Affairs Department	2 296	2 253	-43
Hong Kong Observatory	366	357	-9
Hong Kong Police Force	37 793	36 458	-1 335
Hospital Authority	182	160	-22
Housing Authority	9 639	9 428	-211
Immigration Department	8 806	8 622	-184
Information Services Department	449	442	-7
Inland Revenue Department	2 925	2 866	-59
Innovation, Technology and Industry Bureau	78	77	-1
Innovation and Technology Commission	356	335	-21
Intellectual Property Department	192	188	-4
Invest Hong Kong (Note)	43	45	+2
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	31	30	-1
Judiciary (excluding Judges and Judicial Officers)	1 852	1 834	-18
Labour and Welfare Bureau	159	156	-3
Labour Department	2 503	2 447	-56
Land Registry	582	570	-12
Lands Department	4 535	4 396	-139
Legal Aid Department	556	543	-13
Legal Aid Services Council	4	4	-
Leisure and Cultural Services Department	10 329	10 118	-211
Marine Department	1 473	1 441	-32
Office for Film, Newspaper and Article Administration	65	63	-2
Office of the Communications Authority	364	362	-2
Official Receiver’s Office	277	270	-7
Overseas Economic and Trade Offices (Note) (excluding locally engaged staff)	78	82	+4
Planning Department	957	924	-33
Post Office	5 280	5 159	-121
Public Service Commission Secretariat	34	33	-1
Radio Television Hong Kong	758	743	-15
Rating and Valuation Department	968	943	-25
Registration and Electoral Office	316	302	-14

Bureau/Department/Office	31.3.2026 Revised Estimate	31.3.2027 Estimate	Change in the Civil Service Establishment
Secretariat, Commissioner on Interception of Communications and Surveillance	23	23	-
Security Bureau	244	238	-6
Social Welfare Department	6 520	6 380	-140
Trade and Industry Department	509	499	-10
Transport and Logistics Bureau	210	203	-7
Transport Department	1 894	1 833	-61
Treasury	507	497	-10
University Grants Committee	87	85	-2
Water Supplies Department	4 618	4 514	-104
Working Family and Student Financial Assistance Agency	1 353	1 326	-27
Total	**192 416**	**187 429**	**-4 987**

Note: The civil service establishment in the Home and Youth Affairs Bureau (HYAB), Invest Hong Kong, and overseas Economic and Trade Offices (ETOs) will be increased with new posts mainly for preparing and coordinating the celebration activities and projects for the 30th anniversary of the establishment of the Hong Kong Special Administrative Region, promoting various measures to assist Mainland enterprises "going global" through the platform in Hong Kong, and providing the required manpower for overseas ETOs respectively. The new time-limited posts in HYAB will be deleted after the celebration projects have been completed.

Annex B

Number of Full-time Non-Civil Service Contract staff by Bureau/Department/Office (Position as of 30 June 2025)

Bureau/Department/Office	Number of staff
Agriculture, Fisheries and Conservation Department	151
Architectural Services Department	95
Audit Commission	3
Auxiliary Medical Service	1
Buildings Department	94
Census and Statistics Department	261
Chief Executive's Office	4
Chief Secretary and Financial Secretary's Offices	55
Civil Aid Service	7
Civil Aviation Department	12
Civil Engineering and Development Department	53
Civil Service Bureau	7
Commerce and Economic Development Bureau	11
Companies Registry	147
Constitutional and Mainland Affairs Bureau	8
Correctional Services Department	16
Culture, Sports and Tourism Bureau	213
Customs and Excise Department	19
Department of Health	570
Department of Justice	43
Development Bureau	67
Digital Policy Office	509
Drainage Services Department	66
Education Bureau	1 261
Electrical and Mechanical Services Department	902
Environment and Ecology Bureau	27
Environmental Protection Department	201
Financial Services and the Treasury Bureau	4
Fire Services Department	12
Food and Environmental Hygiene Department	81
Government Flying Service	7
Government Laboratory	8
Government Logistics Department	23
Government Property Agency	6
Health Bureau	73
Highways Department	46
Home Affairs Department	405
Home and Youth Affairs Bureau	116
Hong Kong Observatory	18
Hong Kong Police Force	43
Hongkong Post	1 151

Bureau/Department/Office	Number of staff
Housing Bureau	17
Immigration Department	69
Information Services Department	20
Inland Revenue Department	145
Innovation and Technology Commission	39
Intellectual Property Department	42
Innovation, Technology and Industry Bureau	12
Invest Hong Kong	123
Judiciary	221
Labour and Welfare Bureau	41
Labour Department	140
Land Registry	15
Lands Department	65
Leisure and Cultural Services Department	791
Marine Department	6
Office of the Communications Authority	124
Official Receiver's Office	6
Planning Department	20
Radio Television Hong Kong	157
Rating and Valuation Department	58
Registration and Electoral Office	945
Security Bureau	41
Social Welfare Department	91
Trade and Industry Department	52
Transport and Logistics Bureau	24
Transport Department	62
Treasury	17
University Grants Committee Secretariat	43
Water Supplies Department	72
Working Family and Student Financial Assistance Agency	417
Total	**10 671**

Annex C

Number of New Recruits, Strength and Vacancy of the Civil Service in 2025-26 (as at 31 December 2025)

Bureau/Department/Office	New Recruits	Strength	Vacancy
Agriculture, Fisheries and Conservation Department	202	2 015	292
Architectural Services Department	26	1 893	103
Audit Commission	0	185	11
Auxiliary Medical Service	5	93	5
Buildings Department	0	2 052	70
Census and Statistics Department	41	1 142	19
Chief Executive's Office	0	101	7
Chief Secretary for Administration's Office and Financial Secretary's Office	3	502	49
Civil Aid Service	0	98	8
Civil Aviation Department	31	771	120
Civil Engineering and Development Department	49	1 895	174
Civil Service Bureau	649	960	99
Commerce and Economic Development Bureau	17	268	15
Companies Registry	5	368	24
Constitutional and Mainland Affairs Bureau	0	203	13
Correctional Services Department	58	6 263	926
Culture, Sports and Tourism Bureau	0	410	10
Customs and Excise Department	154	6 892	624
Department of Health	133	5 819	1 137
Department of Justice	35	1 347	164
Development Bureau	2	639	22
Digital Policy Office	64	827	62
Drainage Services Department	11	1 718	303
Education Bureau	139	5 220	985
Electrical and Mechanical Services Department	168	4 050	367
Environment and Ecology Bureau	0	256	9
Environmental Protection Department	7	1 985	75
Financial Services and the Treasury Bureau	0	296	4
Fire Services Department	10	10 787	751
Food and Environmental Hygiene Department	269	10 218	1 144
Government Flying Service	16	281	50
Government Laboratory	12	487	20
Government Logistics Department	125	693	43
Government Property Agency	0	295	27
Health Bureau	0	220	16
Highways Department	55	2 212	260
Home Affairs Department	49	2 179	105
Home and Youth Affairs Bureau	0	186	6

Bureau/Department/Office	New Recruits	Strength	Vacancy
Hong Kong Observatory	14	346	20
Hong Kong Police Force	816	31 128	6 531
Hongkong Post	39	3 921	334
Hospital Authority [Note]	0	192	0
Housing Bureau	0	13	0
Housing Department	263	9 259	416
Immigration Department	156	8 247	491
Information Services Department	13	431	18
Inland Revenue Department	101	2 707	232
Innovation and Technology Commission	2	336	14
Innovation, Technology and Industry Bureau	0	77	1
Intellectual Property Department	0	167	20
Invest Hong Kong	0	38	5
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	0	26	8
Judiciary	35	1 686	156
Labour and Welfare Bureau	0	155	1
Labour Department	81	2 421	79
Land Registry	0	461	108
Lands Department	22	4 038	502
Legal Aid Department	21	535	24
Leisure and Cultural Services Department	369	9 270	1 000
Marine Department	32	1 324	151
Office of the Communications Authority	5	408	22
Official Receiver's Office	12	264	14
Planning Department	2	873	85
Public Service Commission Secretariat	0	31	3
Radio Television Hong Kong	12	628	121
Rating and Valuation Department	22	867	104
Registration and Electoral Office	0	301	12
Secretariat, Commissioner on Interception of Communications and Surveillance	0	21	2
Security Bureau	0	233	4
Social Welfare Department	257	6 059	428
Trade and Industry Department	1	478	30
Transport and Logistics Bureau	0	205	5
Transport Department	24	1 765	131
Treasury	31	456	51
University Grants Committee Secretariat	0	82	4
Water Supplies Department	77	4 110	491
Working Family and Student Financial Assistance Agency	0	1 194	129
Total	**4 742**	**170 579**	**19 866**

Note: Hospital Authority has posts to accommodate staff who have remained in the civil service.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3017)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Civil Service College (CSC), will the Government inform this Committee of the following:

1. Please set out in table form (i) the major expenditure items and the revised estimate of expenditure of the CSC; and (ii) its staff establishment in 2025-26;

2. Please set out in table form (i) the major expenditure items and the estimated expenditure of the CSC; and (ii) its staff establishment in 2026-27;

3. Please set out in table form the numbers of civil servants, by bureau/department/office, participating in the CSC's training programmes, and the numbers of junior/middle/senior civil servants participating in the CSC's training programmes in 2025-26;

4. Please set out in table form the training courses, seminars, thematic talks, exchanges and visits, etc., by theme, provided by the CSC in relation to nurturing civil servants' patriotism and awareness of national security, and enhancing their understanding of national development and strategies; and the numbers of trainees in 2025-26.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 10)

Reply:

1.&2. The major expenditure items and staff establishment of the Civil Service College (CSC) in 2025-26 and 2026-27 are as follows:

(i)	Major Expenditure Items	2025-26 Revised Estimate ($m)	2026-27 Estimate ($m)
(a)	Salary expenditure (including personal emoluments, Mandatory Provident Fund and Civil Service Provident Fund contribution)	138.7	149.7
(b)	Training expenses (including tuition; speaker fees; travelling, accommodation and study grants for trainees under all training and development areas	86.5	93.8
(c)	General departmental expenses	16.4	15.5
	Total expenditure for civil service training	241.6	259.0

		2025-26	2026-27
(ii)	Establishment	163	160

3. Training programmes conducted by CSC focus on five core areas including (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; (iv) strengthening professional competence; and (v) promoting a culture of continuous learning. Participants of the training programmes came from different grades and ranks in various bureaux/departments, generating about 70 000 individual trainee records in the past year. It is infeasible to provide a detailed breakdown by bureau/department/office. The total number of trainees of CSC for each training and development area in 2025 is as follows:

Civil Service Training and Development Areas	2025 Actual
	Number of Trainees
1. Enhancing governance and leadership capabilities	3 000
2. Understanding the constitutional order, national development and strategies	20 500
3. Building a people-oriented service culture	12 900
4. Strengthening professional competence	32 300
	Number of E-learning Access
5. Promoting a culture of continuous learning(Note)	766 000

Note: CSC offers a variety of e-learning resources through its online Learning Management Portal, covering the training and development areas listed in items (1) to (4) above, to promote continuous learning among civil servants.

4. CSC arranges for civil servants to attend national studies training at different stages of their careers, including training programmes held on the Mainland and local programmes, to nurture their patriotism and awareness of national security, enable them to gain a deeper understanding of the national development strategies and international dynamics, and cultivate in them holistic views with a macro perspective. The major training programmes are as follows:

For training held on the Mainland, CSC arranges for officers at middle, senior and directorate levels to attend national studies programmes at nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University). These programmes cover the Constitution and the Basic Law, safeguarding national security, the latest national policies and developments, as well as field visits to different Mainland cities to gain first-hand experience of the social livelihood on the Mainland. In addition, CSC collaborates with Peking University to organise the two-year Master's Degree in Public Policy Programme for senior civil servants with potential for advancement, and continues to provide sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University. CSC also continues the mutual civil service exchange programme with Mainland cities in the Greater Bay Area, as well as Beijing, Shanghai, Chongqing, Wuhan and Hangzhou.

For local training, currently all new recruits are required to complete within their probationary period a foundation training programme. The contents cover understanding "One Country, Two Systems," the Constitution, the Basic Law, safeguarding national security, as well as the country's system and major policies. Officers of degree or professional grades are also required to take part in advanced training upon confirmation to the permanent establishment, so as to reinforce their national identity and awareness of safeguarding national security. CSC also organises the "Holistic Approach to National Security" seminar series, inviting experts from Beijing's authoritative institutions to explore the latest national security landscape and challenges amidst great power rivalry. CSC collaborates with the Office of the Commissioner of the Ministry of Foreign Affairs in the HKSAR as well to organise talks on the country's foreign affairs to enhance civil servants' international perspectives, awareness of national security and holistic views. Furthermore, CSC organises seminars in a timely manner to elaborate on the important national policies and the spirit of speeches of the Central People's Government, enabling civil servants to fully grasp the country's governance philosophy and strategies.

CSC actively promotes patriotic education. Its programmes place a significant emphasis on fostering emotional connections to cultivate among civil servants a sense of national identity and patriotism, bring about national awakening through understanding of history, and forge a sense of mission to contribute proactively to the country and Hong Kong. CSC organises the "Thematic Study Programme on Modern Chinese History" to enhance civil servants' understanding of the history of the country's endeavours over the past century, explore Hong Kong's role and mission in our national rejuvenation, and cultivate a correct understanding of history. This will become a regular programme run on a long-term basis to ensure that more officers at different levels can benefit from

it. CSC also organised thematic seminars on “The 80th Anniversary of Victory in the Chinese People’s War of Resistance against Japanese Aggression and in the World Anti-Fascist War” in 2025 to deepen civil servants’ understanding of the history and significance of the War of Resistance against Japanese Aggression, strengthening their sense of national identity and awareness of national security. Furthermore, CSC has launched the seminar series on “Presenting China to the World”. Through analysing the country’s developments and challenges from the cultural, technological, economic and other perspectives, civil servants are equipped to better fulfill the role of Hong Kong as a bridge between our country and the world, as well as to promote international exchange and co-operation.

In 2025, the total number of trainees for the above programmes is 20 500.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB049

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3021)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the recruitment exercises for the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II, will the Government inform this Committee of:

1. the (i) numbers of applicants; (ii) numbers of new recruits and their proportion; (iii) rates of increase/decrease for the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II over the past 3 years in table form;

2. the vacancy situation for the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II in 2026-27.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 19)

Reply:

1. The year-round recruitment for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA) and Personal Secretary II (PS II) has commenced since 6 October 2023. The relevant recruitment figures for the past 3 years are set out in **Annex**.

2. As at 31 January 2026, the numbers of vacancies for the posts of ACO, CA and PS II are as follows:

Post	Number of vacancies
ACO	About 1 070
CA	About 2 010
PS II	About 390

Annex

Recruitment figures of the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II by year 2023-24 to 2025-26 (as at 28 February 2026)

Rank	6 October 2023 to 31 March 2024 (Note 1)	2024-25	2025-26 (as at 28 February 2026)
Assistant Clerical Officer			
Number of applications	Around 10 300	Around 12 300	Around 10 200
Number of new recruits (Note 2) (Proportion to the number of applications)	Around 90 (1%)	Around 450 (4%)	Around 240 (2%)
Compared with the preceding year			
Number of applications	Not applicable	Increased by around 2 000 (+19%)	Decreased by around 2 100 (-17%)
Number of new recruits	Not applicable	Increased by around 360 (+400%)	Decreased by around 210 (-47%)
Clerical Assistant			
Number of applications	Around 7 100	Around 8 200	Around 6 900
Number of new recruits (Note 2) (Proportion to the number of applications)	Around 110 (2%)	Around 680 (8%)	Around 190 (3%)
Compared with the preceding year			
Number of applications	Not applicable	Increased by around 1 100 (+15%)	Decreased by around 1 300 (-16%)
Number of new recruits	Not applicable	Increased by around 570 (+518%)	Decreased by around 490 (-72%)
Personal Secretary II			
Number of applications	Around 5 900	Around 7 300	Around 5 900
Number of new recruits (Note 2) (Proportion to the number of applications)	Around 30 (1%)	Around 150 (2%)	Around 50 (1%)

Rank	6 October 2023 to 31 March 2024 (Note 1)	2024-25	2025-26 (as at 28 February 2026)
Compared with the preceding year			
Number of applications	Not applicable	Increased by around 1 400 (+24%)	Decreased by around 1 400 (-19%)
Number of new recruits	Not applicable	Increased by around 120 (+400%)	Decreased by around 100 (-67%)

Note 1: The year-round recruitment for the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II has commenced since 6 October 2023.

Note 2: "Number of new recruits" refers to the number of candidates who have accepted the offers of appointment and the General Grades Office is arranging them to report duty gradually.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3022)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding enhancing the efficiency and effectiveness of the Government in handling disciplinary cases, will the Government inform this Committee of:

1. the improvement measures specifically implemented by the Government in 2025 to enhance the efficiency and effectiveness of various bureaux/departments in handling disciplinary cases, the results achieved, and the expenditure, time and manpower saved for the Government;

2. the (i) number of; and (ii) expenditure on the workshops and online training sessions organised by the Government in 2025; and (iii) the number of trainees across various bureaux/departments;

3. the Government's key performance indicators on enhancing the efficiency and effectiveness of various bureaux/departments in handling disciplinary cases for 2026-27.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 20)

Reply:

1 & 2. In 2025, the Civil Service Bureau continued to implement the following measures to enhance the civil service disciplinary mechanism with existing resources:

(i) requiring all bureaux/departments ("B/Ds") to provide their senior departmental management (at Deputy Head of Department level) and the Secretariat on Civil Service Discipline ("SCSD") with half-yearly returns on progress updates of their disciplinary cases for stepping up the monitoring of the processing time of disciplinary cases and the appropriateness of the level of punishment imposed in terms of strictness and leniency. The scheme allows SCSD to effectively monitor B/Ds' work on handling disciplinary cases and give feedback and assistance to the B/Ds timely;

(ii) requiring all B/Ds to strengthen the monitoring of summary disciplinary actions imposed against officers on probationary or trial terms so as to ensure that their minor misconduct can be appropriately handled in time by the corresponding summary disciplinary action before they are confirmed to the permanent establishment. The measure can facilitate the Departmental Secretary's monitoring of the time taken to handle the case, including ensuring the timely submission of the recommendation of extension of probationary or trial period to the Public Service Commission and giving views on the appropriate level of punishment;

(iii) organising 5 workshops for over 350 departmental managers so as to strengthen the capacity building in departmental investigation and handling of disciplinary cases;

(iv) launching an online course on "Civil Service Disciplinary Mechanism" to facilitate supervisory staff to understand their roles in handling disciplinary cases and to enhance their knowledge on civil service disciplinary mechanism and skills in handling disciplinary cases. Around 20 000 staff have completed the online course since its launch in December 2025; and

(v) amending the Public Service (Administration) Order and Public Service (Disciplinary) Regulation for streamlining disciplinary procedures and enhancing the interdiction arrangements, with a view to further enhancing the civil service disciplinary mechanism, thereby improving the efficiency and effectiveness of the handling of disciplinary cases. We target to implement the revised provisions in 2026.

3. In 2026-17, we will continue to implement the above measures to improve the efficiency and effectiveness of disciplinary mechanism.

As compared with the same period in 2024-25, the total number of disciplinary cases (including those punished under summary and formal disciplinary actions respectively) in 2025-26 (as at 31 December 2025) increased from 653 to 748 (an increase of approximately 15%). We will continue to handle disciplinary cases in a fair and just manner, and timely impose appropriate punishment. As the time required to process a disciplinary case is subject to a host of factors including the circumstances and complexity of the case concerned, criminal investigation and court proceedings involved, etc., it would be difficult to formulate the performance indicator.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3023)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the civil service recruitment, will the Government inform this Committee of the following:

1. For the career fairs organised by the Government to promote civil service posts in 2025, please provide (i) the numbers of fairs and participants; and (ii) the expenditures and the manpower arrangement involved;

2. For recruitment talks conducted by the Government in local/ Mainland universities in 2025, please provide (i) the numbers of talks and participants; and (ii) the expenditures and the manpower arrangement involved; and

3. The numbers of fresh graduates applying for civil service posts and the numbers of appointees in the past 3 years, broken down by bureau/department/office.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 21)

Reply:

1 & 2. In terms of local publicity, the Civil Service Bureau (CSB) has coordinated the efforts of various departments to organise Government Career Fairs at local tertiary institutions, some of which were dedicated to government departments and posts only, allowing students to learn about the work of various civil service grades and interact with serving civil servants of similar age. In 2025-26, we continued organising/participating in career fairs at 10 local tertiary institutions, attracting thousands of students to participate. In addition, we continued to join the Education and Careers Expo organised by the Hong Kong Trade Development Council and conducted 17 sharing sessions under the "Diverse Spectrum of Public Service: Careers Exploration Series", where representatives from different departments shared their work experiences. We specifically invited students from secondary schools to join the sharing sessions, which attracted around 1 000 students and visitors to participate.

On Mainland publicity, in order to help Hong Kong students and Hong Kong people residing in the Mainland better understand the work of Administrative Officers and Executive Officers, the CSB organised an online recruitment talk in 2025-26 for Hong Kong students residing in Beijing and Shanghai. The event attracted an online participation of over 50 Hong Kong people. The CSB had also organised four recruitment talks in the Chinese Mainland jointly with the Civil Aviation Department, Home Affairs Department and Digital Policy Office to publicise to Hong Kong students the various job opportunities offered by the Government of the Hong Kong Special Administrative Region. The events attracted participation of approximately 300 Hong Kong students.

The CSB coordinated the above events with existing manpower and resources. As departmental recruitment activities were conducted by relevant departments/grades, we do not keep information on the expenditures and manpower involved of individual departments.

3. As the recruitment exercises are conducted by relevant departments/grades, the CSB does not keep the number of fresh graduates being appointed to various positions. As regards Administrative Officers and Executive Officers II recruited by CSB in 2024-25, about 10% of the applicants and 30% of the appointees were fresh graduates.

A breakdown of the number of appointees recruited to degree-entry ranks on civil service terms in the past 3 years by bureau/department/office is set out at **Annex**.

Annex

Number of Appointees Recruited to Degree-entry Ranks on Civil Service Terms

Bureau/Department/Office	**2022-23** [Note1]	**2023-24** [Note2]	**2024-25** [Note3]
Agriculture, Fisheries and Conservation Department	13	11	6
Architectural Services Department	39	13	24
Audit Commission	19	9	6
Buildings Department	4	0	5
Customs and Excise Department	41	31	27
Civil Aviation Department	10	0	18
Commerce and Economic Development Bureau	11	12	15
Civil Engineering and Development Department	0	0	19
Census and Statistics Department	11	9	3
Civil Service Bureau	319	339	269
Correctional Services Department	2	39	28
Chief Secretary for Administration's Office and Financial Secretary's Office	3	1	2
Department of Health	52	48	109
Department of Justice	0	3	0
Digital Policy Office	117	92	93
Drainage Services Department	0	2	0
Education Bureau	146	276	143
Environmental Protection Department	2	45	15
Food and Environmental Hygiene Department	0	0	1
Fire Services Department	48	61	43
Government Laboratory	9	0	13
Housing Department	83	67	54
Hong Kong Observatory	3	15	5
Hong Kong Police Force	136	154	175
Immigration Department	63	52	45
Intellectual Property Department	3	10	0
Inland Revenue Department	66	54	64
Information Services Department	14	30	21

Bureau/Department/Office	**2022-23** Note1	**2023-24** Note2	**2024-25** Note3
Innovation and Technology Commission	0	5	5
Judiciary	7	14	11
Labour Department	41	8	43
Leisure and Cultural Services Department	85	80	51
Marine Department	9	7	6
Office of the Communications Authority	7	9	18
Official Receiver's Office	9	3	9
Planning Department	12	18	24
Radio Television Hong Kong	0	13	90
Rating and Valuation Department	4	0	0
Social Welfare Department	76	109	130
Transport Department	20	11	9
Water Supplies Department	2	4	1
Total	**1 486**	**1 654**	**1 600**

Note 1: During the period from 1 July 2022 to 30 June 2023
Note 2: During the period from 1 July 2023 to 30 June 2024
Note 3: During the period from 1 July 2024 to 30 June 2025

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0121)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the short-term internship placements for post-secondary students, will the Government inform this Committee of the following:

1. What is the specific duration of these short-term internship placements?

2. Does the Government have any mechanism in place to recruit outstanding interns as civil servants or full-time staff of public organisations upon completion of the internship programmes?

3. Would the Government be concerned that without a career progression pathway, these short-term posts may not be able to retain young talent who are passionate about public service in the long run, leading to a loss of invested training resources?

Asked by: Hon LAU Chi-pang (LegCo internal reference no.: 18)

Reply:

1. The Government and public organisations provide short-term internship opportunities every year for young people to gain work experience and deeper understanding of the Government. The internship programmes primarily target tertiary students. Many of these posts are provided during the summer holiday. Depending on the nature of the internship post, the internship period usually lasts for 4 to 8 weeks.

2. Appointments to the civil service are based on the principle of open and fair competition. All applicants in an open recruitment exercise are assessed on the same basis of their character, ability and performance, having regard to the stipulated entry requirements set according to the job requirements of the grades concerned. Interns interested in applying for civil service posts shall make applications through the usual channels. Although recruiting bureau/departments (B/Ds) will not accord priority to employing students participating in the internship programmes as civil servants, these students can develop a deeper understanding of government operation through internship, which may

help them perform better in the selection process of applying for civil service posts in the future.

3. Recruiting B/Ds set the duties of internship posts according to operational needs, which involve a wide diversity of work, such as various types of professional, administrative, managerial, support and disciplined services work. The internship programmes primarily target tertiary students, with some internship posts aimed at students of designated disciplines. Students can participate in different internship programmes in the light of their academic disciplines or interests. Through these programmes, they can gain a deeper understanding of the scope of work, entry requirements and career progression pathways of government departments, as well as having a clearer picture of the career prospects in the grades concerned. In the process, they can also better understand their abilities, broaden their horizons, and plan early for their career development. We hope that the internship programmes will not only assist students interested in public service in applying for civil service posts in the future, but also allow them to learn through practical work, thereby strengthening their competitiveness before they enter the work force.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0124)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

1. With regard to the reduction in the civil service establishment, how does the Government plan to allocate and optimise the recurrent expenditure savings arising from the year-on-year reduction? What are the specific arrangements and distribution of post deletions across various departments?

2. Has expenditure been earmarked for maintaining the quality of public services by streamlining procedures and leveraging digital technology, so that the impact on the public can be minimised? Furthermore, what are the follow-up monitoring plans for performance indicators?

Asked by: Hon LAU Chi-pang (LegCo internal reference no.: 21)

Reply:

(1) and (2) In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. The Government will reduce the establishment on a bureau basis, reducing the overall establishment of each bureau and its departments as a whole by a standard percentage. The resources saved by reduction in the civil service establishment will be counted towards the 2% savings of the recurrent expenditure of bureaux/departments (B/Ds) for the respective financial years under the Government's PEP.

All Bureaux and their departments, after reviewing factors such as overall service demand, operational needs, and vacancy situations, etc., have made arrangements to reduce the civil service establishment by 2% in 2026-27. In 2026-27, together with the lapse of other time-limited posts and the deletion of posts due to internal re-organisation or redeployment by B/Ds, junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) to be deleted account for about 57%, middle civil servant posts

(generally in the range of MPS 16 to 33) about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale) about 3%. A reduction of over 8 000 posts in the civil service establishment is expected by 1 April 2026 over that of 2021-22 when the zero-growth policy commenced.

B/Ds will formulate plans for reducing the civil service establishment in 2027-28 in due course. The final figures of actual deletion will be confirmed on 1 April 2027.

It is anticipated that in 2026-27, B/Ds will continue to take forward a greater variety of projects relating to the application of artificial intelligence to their work in accordance with their business needs, and also continue to adopt management measures and digitalisation, re-organisation of work pattern, reprioritisation, utilisation of technology and streamlining of work processes with a view to deploying manpower resources in a more appropriate manner. While the civil service is being further streamlined, B/Ds will continue to deliver high-quality public services to citizens. When there is a genuine need, B/Ds may apply for the necessary financial resources in accordance with the Government's prevailing resources allocation mechanism.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB054**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2374)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in paragraph 241 of the Budget Speech that around 3 600 short-term internship placements in government departments and public bodies will be provided for post-secondary students, enabling young people aspiring for a public service career to gain experience. In this connection, will the Government inform this Committee of the following:

1) How the internship places be allocated to various government departments and public bodies? Please also set out the internship places planned to be offered by policy area (e.g. innovation and technology, finance, social welfare, etc.);

2) The measures of the Government to publicise the recruitment of interns. Please set out the staff establishment and estimated expenditures involved;

3) Will the Government examine the establishment of a regular mechanism to follow up on the development of the interns and invite them in a timely manner to join the recruitment or exchange activities for talent organised by the Government in the future? If yes, what are the details; if not, what are the reasons?

Asked by: Hon LAU Ka-keung (LegCo internal reference no.: 4)

Reply:

1) The Government and public organisations provide short-term internship opportunities every year for young people to gain work experience and deeper understanding of the Government. In 2026-27, the Government bureaux/departments (B/Ds)/offices and public organisations plan to offer a total of about 3 600 internship placements. The general distribution of the relevant placements is at **Annex**. Concerning the scope of work and other relevant details of the internship placements, the respective departments will be responsible for the planning and implementation work. The Civil Service Bureau (CSB) has not collated detailed information from individual departments on the implementation of the programmes.

2) Currently, details and vacancies of internship programmes are published on the websites of the B/Ds concerned and CSB. They are also disseminated to students through relevant tertiary institutions. Publicity and promotion by these means do not incur additional staff establishment and costs.

3) To understand the work situation and learning experience of the interns, the Secretary for the Civil Service and officers responsible for the programmes will meet the students participating in the Administrative Service Internship Programme and the Internship Programme for Non-ethnic Chinese Students to listen to their views on these programmes. Moreover, feedback will be collected from the participating students/organisations of the above internship programmes and the Internship Scheme for Students with Disabilities through questionnaires.

Annex

Short-term Internship Placements Planned to be Offered for Young People by the Government in 2026-27

Bureau/Office (including departments under its purview and related public organisations)	**Placements Planned to be Offered in 2026-27 (approx.)**
Chief Secretary for Administration's Office, Financial Secretary's Office and Department of Justice	210
Civil Service Bureau	230
Commerce and Economic Development Bureau	220
Constitutional and Mainland Affairs Bureau	60
Culture, Sports and Tourism Bureau	30
Development Bureau	330
Education Bureau	80
Environment and Ecology Bureau	170
Financial Services and the Treasury Bureau	390
Health Bureau	280
Home and Youth Affairs Bureau	30
Housing Bureau	40
Innovation, Technology and lndustry Bureau	950
Labour and Welfare Bureau	70
Security Bureau	380
Transport and Logistics Bureau	170
Total	**3 640**

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3214)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Please set out the establishments, numbers of vacancies and ranks of directorate posts in various government departments, as well as the respective expenditures on their salaries and benefits (including education allowances for children, housing allowances and passage allowances) in the past 5 years (i.e. from 2021-22 to 2025-26).

Asked by: Hon LAU Ka-keung (LegCo internal reference no.: 38)

Reply:

The establishment (including permanent and time-limited posts) of directorate posts in the Government from 2021-22 to 2025-26 is tabulated below –

Establishment of Permanent Directorate Posts

	Establishment as at				
	31.3.2022 Revised estimate	**31.3.2023 Revised estimate**	**31.3.2024 Revised estimate**	**31.3.2025 Revised estimate**	**31.3.2026 Revised Estimate**
Civil servants	1 479	1 495	1 500	1 503	1 499
Judges and Judicial Officers (JJOs) and Independent Commission Against Corruption (ICAC) officers	230	230	230	232	232
Total	**1 709**	**1 725**	**1 730**	**1 735**	**1 731**

Establishment of Time-limited Directorate Posts

	Establishment as at				
	31.3.2022 Revised estimate	**31.3.2023 Revised estimate**	**31.3.2024 Revised estimate**	**31.3.2025 Revised estimate**	**31.3.2026 Revised estimate**
Civil servants	97	87	102	98	80
JJOs and ICAC officers	-	2	2	2	1
Total	**97**	**89**	**104**	**100**	**81**

During 2021-22 to 2025-26, the difference between the establishment and strength of directorate posts is as follows:

2021-22	**2022-23**	**2023-24**	**2024-25**	**2025-26 (as at 31 December 2025)**
130	183	183	174	189

A difference between the establishment and strength at the directorate level does not denote that there is such a number of vacancies in the directorate posts. Whenever a directorate officer leaves the service, the promotion board will unlikely promote an officer from the next lower rank to fill the vacancy immediately. Instead, the board will select the most suitable officer at the next lower rank for an acting appointment with a view to testing his/her ability in performing duties of the next higher rank. Such arrangement also applies to most non-directorate posts. During the acting period, the officer will not be counted towards the strength of the respective acting rank, hence resulting in the difference between the establishment and strength. In fact, directorate posts are crucial to bureaux and departments, and the majority of directorate posts are properly filled.

The expenditure for salaries, housing allowances, education allowances for children and passages allowances of all the directorate officers (Note) in various bureaux/departments/offices in the above financial years is as follows –

Item	2021-22 Actual Expenditure ($ million)	2022-23 Actual Expenditure ($ million)	2023-24 Actual Expenditure ($ million)	2024-25 Actual Expenditure ($ million)	2025-26 Actual Expenditure (as at 28.2.2026) ($ million)
Salaries	3,603.2	3,695.6	3,793.5	3,922.4	3,618.2
Housing Allowances	59.2	69.0	74.9	80.4	77.1
Education Allowances	17.7	18.5	17.4	15.8	12.0
Passage Allowances	64.5	86.3	136.4	91.7	62.2

Note: Including JJOs and ICAC officers.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB056

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0454)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service College (CSC) has been providing training programmes to enhance the professional standards of civil servants. It is mentioned in paragraph 51 of the 2026-27 Budget that CSC will collaborate with the Digital Policy Office (DPO) to provide artificial intelligence (AI) training for civil servants, will the Government inform this Committee of the following:

1. the titles of the civil service training programmes provided at CSC, the numbers of trainees and the expenditures involved in the past 3 years;

2. whether performance targets and indicators have been set for civil service leadership training; if yes, details of the performance of civil service leadership training in the past 3 years; if no, the reasons;

3. training programmes relating to application of AI and innovation and technology by civil servants, numbers of training hours and the expenditures involved in the past 3 years;

4. the estimated expenditures involved in providing AI training in collaboration with DPO and the training programmes concerned.

Asked by: Hon LEE Hoey Simon (LegCo internal reference no.: 19)

Reply:

1. Training programmes conducted by the Civil Service College (CSC) focus on five core areas including (i) enhancing governance and leadership capabilities; (ii) understanding the constitutional order, national development and strategies; (iii) building a people-oriented service culture; (iv) strengthening professional competence; and (v) promoting a culture of continuous learning. The total number of trainees for each training and development area from 2023 to 2025 is as follows:

Civil Service Training and Development Areas		2023 Actual	2024 Actual	2025 Actual
		Number of Trainees		
1.	Enhancing governance and leadership capabilities	2 700	3 000	3 000
2.	Understanding the constitutional order, national development and strategies (Note 1)	21 800	23 400	20 500
3.	Building a people-oriented service culture	11 000	12 400	12 900
4.	Strengthening professional competence (Note 1)	32 300	34 600	32 300
		Number of E-learning Access		
5.	Promoting a culture of continuous learning	711 000	737 000	766 000

Note 1: Compared with 2024, the decrease in the actual number of trainees in 2025 was attributed to the drop in new recruits of the civil service leading to reduced demand for induction programmes.

The training expenses of CSC for each training and development area from 2023-24 to 2025-26 are as follows:

Civil Service Training and Development Areas		2023-24 Actual ($m)	2024-25 Actual ($m)	2025-26 Revised Estimate ($m)
1.	Enhancing governance and leadership capabilities	15.8	20.8	25.5
2.	Understanding the constitutional order, national development and strategies	32.6	39.2	39.5
3.	Building a people-oriented service culture	2.4	1.5	1.7
4.	Strengthening professional competence	5.8	5.5	5.7
5.	Promoting a culture of continuous learning	4.2	5.4	6.7
	Other training related expenditure	7.9	6.9	7.4
	Total training expenses (Note 2)	**68.7**	**79.3**	**86.5**

Note 2: Training expenses mainly cover course design and speaker fees; tuition, travelling and accommodation fees for the training arranged outside Hong Kong; study grants, etc.

2. The performance indicators of training programmes under these five core areas of CSC include number of programmes, number of trainees, number of trainee-days, as well as number of new e-learning resources and number of e-learning access. Programmes related to civil service leadership training are primarily categorised under the core area "Enhancing governance and leadership capabilities". The number of trainees and number of trainee-days in the past 3 years are as follows:

	2023 (Actual)	2024 (Actual)	2025 (Actual)
No. of Trainees	2 700	3 000	3 000
No. of Trainee-days	10 400	11 800	11 900

In addition to the above quantitative indicators, CSC adopts suitable effectiveness assessments for different types of training according to their objectives and content, which generally consist of discussions and sharing as well as collection of feedback from trainees through questionnaires. Programme tutors/officers also observe trainees' in-class performance in order to assess their level of understanding of the learning content. As for leadership programmes with longer durations, CSC requires trainees to undertake thematic studies, prepare reports and deliver presentations. CSC also conducts interviews with trainees after completion of the programmes in order to understand how they apply their learnings at work, helping them consolidate their learnings and enhance the effectiveness of the training.

3&4. The consolidated reply on the collaboration between the CSC and the Digital Policy Office (DPO) to strengthen artificial intelligence (AI) training for civil servants is as follows:

The Government proactively strengthens training for civil servants on AI application. CSC collaborates with DPO to provide training on AI and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

In the past 3 years, the number of trainees, number of trainee-days and the expenditure involved in the above CSC's training on AI and technology application are as follows:

	2023 (Actual)	2024 (Actual)	2025 (Actual)
No. of Trainees	3 600	4 300	4 600
No. of Trainee-days	3 100	3 800	4 300

	2023-24 (Actual)	2024-25 (Actual)	2025-26 (Revised Estimate)
Total Expenditure	$2.94 million	$2.97 million	$3.81 million

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training, with a total of 5 400 trainee-days.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environments and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0685)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management, (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in the 2026-2027 Budget Speech that the Productivity Enhancement Programme (PEP) will be taken forward. The civil service establishment will be reduced by 2% in each of the coming 2 financial years, whereas resources will be allocated to the active application of artificial intelligence (AI) so as to enhance efficacy in public service. Moreover, the AI Efficacy Enhancement Team will be set up to co-ordinate government departments to apply AI and conduct process re-engineering. The aforesaid measures aim to achieve the target of "headcount reduction without slimming but enhancing services". Nevertheless, public's focus of attention is on how the Government ensures that its service quality can be maintained, staff's digital literacy can be enhanced and the efficiency of AI application can be effectively monitored through technology empowerment while streamlining the manpower. In this connection, will the Government inform this Committee of the following:

1. Please set out the proposed number of civil service posts to be deleted and their respective grades in each of 2026-27 and 2027-28 financial years with a breakdown by bureau and department; and the numbers of (i) directorate posts, (ii) professional grade posts and (iii) civilian and frontline posts involved;

2. Does the Government adopt any specific mechanism to ensure that various departments are able to maintain the existing service level and quality while reducing the establishment? Will the Government set key performance indicators for various departments and regularly make public the results of monitoring the service level?

3. Please set out the number of civil servants leaving the service and the wastage rate in each of the past 3 years; and state the changes in natural wastage rate in the civil service anticipated by the Government for the coming 2 years after the launch of the PEP. How will the Government achieve the target reduction in establishment through natural wastage in order to avoid striking the morale of civil servants due to a large-scale redundancy?

4. What is the arrangement of the Government's AI training scheme for civil servants? Will it cover skills and literacy? Will the entire civil service be included in the scheme? Will civil servants be provided with tailor-made AI courses according to their ranks, work types, etc.?

Asked by: Hon LEE Ka-kui (LegCo internal reference no.: 3)

Reply:

1. In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. The Government will reduce the establishment on a bureau basis, reducing the total establishment of each bureau and its departments as a whole by a standard percentage.

   The estimated changes in the civil service establishment of bureaux/departments/offices in 2026-27 (including the lapse of other time-limited posts and the deletion of posts due to internal re-organisation or redeployment by bureaux/departments (B/Ds)), as compared with that of 2025-26, are set out at **Annex**. Among them, junior civil service posts (generally in the range of Master Pay Scale (MPS) 0 to 15) to be deleted account for about 57%, middle civil servant posts (generally in the range of MPS 16 to 33)about 40%, and senior civil servant posts (generally in the range of MPS 34 to 49 and in the Directorate Pay Scale)about 3%.

   B/Ds will formulate plans for reducing the civil service establishment in 2027-28 in due course. The final figures of actual deletion will be confirmed on 1 April 2027.

2. B/Ds will continue to adopt management measures and digitalisation, re-organisation of work pattern, reprioritisation, utilisation of technology and streamlining of work processes, with a view to deploying manpower resources in a more appropriate manner. While the civil service is being further streamlined, B/Ds will continue to deliver high-quality public services to citizens.

   At present, B/Ds list out the criteria and actual performance (including targets and indicators) for measuring their major performances in their Controlling Officer's Reports for public reference. The current-term Government sets out, in its annual Chief Executive's Policy Address, the indicators for specified tasks under various policy areas, as well as the implementation status and effectiveness of the indicators of the previous year's specified tasks, for public reference.

3. In the past three years, the numbers of civil servants leaving the service and wastage rate of civil servants are set out below:

Financial Year	2022-23	2023-24	2024-25
Number of Wastage [Note 1]	10 126	9 304	8 288
Wastage rate [Note 2]	5.7%	5.4%	4.8%

Note 1: Reasons for departure include retirement, resignation, completion of agreement, death, dismissal, termination of service, etc.

Note 2: Wastage rate is the number of wastage as percentage of the strength at the beginning of the financial year concerned.

In 2024-25, the number of retirees as percentage of the civil service strength (i.e. natural wastage rate) is about 3.1%. Based on the existing retirement age of civil servants, it is projected that the natural wastage rate will drop to an average of about 2.8% in 2025-30. On the other hand, in controlling the civil service establishment, B/Ds, after considering factors like the overall service demand, operational needs and vacancy situations, etc., formulates plans to reduce the civil service establishment in order to meet the requirement of the PEP under which B/Ds are required to save 2% of their recurrent expenditure.

4. The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026, mainly aimed at middle and senior-level civil servants. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000

trainees will participate in the aforementioned training, with a total of 5 400 trainee-days.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

Annex

Changes in the Civil Service Establishment by Bureaux/Departments/Offices in 2025-26 and 2026-27

Bureau/Department/Office	Change in the Civil Service Establishment
Agriculture, Fisheries and Conservation Department	-55
Architectural Services Department	-51
Audit Commission	-4
Auxiliary Medical Service	-1
Buildings Department	-114
Census and Statistics Department	-27
Chief Executive's Office	-1
Chief Secretary for Administration's Office and Financial Secretary's Office	-18
Civil Aid Service	-3
Civil Aviation Department	-16
Civil Engineering and Development Department	-84
Civil Service Bureau	-16
Commerce and Economic Development Bureau	-
Companies Registry	-8
Constitutional and Mainland Affairs Bureau	-4
Correctional Services Department	-179
Culture, Sports and Tourism Bureau	-91
Customs and Excise Department	-171
Department of Health	-143
Department of Justice	-30
Development Bureau (Planning and Lands Branch)	-9
Development Bureau (Works Branch)	-7
Digital Policy Office	-42
Drainage Services Department	-45
Education Bureau	-131
Electrical and Mechanical Services Department	-25
Electrical and Mechanical Services Trading Fund	-81
Environment and Ecology Bureau (Environment Branch)	-5
Environment and Ecology Bureau (Food Branch)	-
Environmental Protection Department	-72

Bureau/Department/Office	Change in the Civil Service Establishment
Financial Services and the Treasury Bureau (Financial Services Branch)	-3
Financial Services and the Treasury Bureau (The Treasury Branch)	-4
Fire Services Department	-259
Food and Environmental Hygiene Department	-235
General Expenses of the Civil Service	-4
Government Flying Service	-3
Government Laboratory	-7
Government Logistics Department	-15
Government Property Agency	-15
Health Bureau	-8
Highways Department	-70
Home and Youth Affairs Bureau (Note)	+31
Home Affairs Department	-43
Hong Kong Observatory	-9
Hong Kong Police Force	-1 335
Hospital Authority	-22
Housing Authority	-211
Immigration Department	-184
Information Services Department	-7
Inland Revenue Department	-59
Innovation, Technology and Industry Bureau	-1
Innovation and Technology Commission	-21
Intellectual Property Department	-4
Invest Hong Kong (Note)	+2
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	-1
Judiciary (excluding Judges and Judicial Officers)	-18
Labour and Welfare Bureau	-3
Labour Department	-56
Land Registry	-12
Lands Department	-139
Legal Aid Department	-13
Legal Aid Services Council	-
Leisure and Cultural Services Department	-211

Bureau/Department/Office	Change in the Civil Service Establishment
Marine Department	-32
Office for Film, Newspaper and Article Administration	-2
Office of the Communications Authority	-2
Official Receiver's Office	-7
Overseas Economic and Trade Offices (Note) (excluding locally engaged staff)	+4
Planning Department	-33
Post Office	-121
Public Service Commission Secretariat	-1
Radio Television Hong Kong	-15
Rating and Valuation Department	-25
Registration and Electoral Office	-14
Secretariat, Commissioner on Interception of Communications and Surveillance	-
Security Bureau	-6
Social Welfare Department	-140
Trade and Industry Department	-10
Transport and Logistics Bureau	-7
Transport Department	-61
Treasury	-10
University Grants Committee	-2
Water Supplies Department	-104
Working Family and Student Financial Assistance Agency	-27
Total	**-4 987**

Note: The civil service establishment in the Home and Youth Affairs Bureau (HYAB), Invest Hong Kong, and overseas Economic and Trade Offices (ETOs) will be increased with new posts mainly for preparing and coordinating the celebration activities and projects for the 30th anniversary of the establishment of the Hong Kong Special Administrative Region, promoting various measures to assist Mainland enterprises "going global" through the platform in Hong Kong, and providing the required manpower for overseas ETOs respectively. The new time-limited posts in HYAB will be deleted after the celebration projects are completed.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2325)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

As stated in paragraph 51 of the Budget Speech, the Civil Service College (CSC) will collaborate with the Digital Policy Office (DPO) to provide AI training for civil servants to better grasp the relevant knowledge. Please inform this Committee of the following:

1. What are the estimated expenditure and manpower deployment involved in the AI training provided by the CSC for 2026-27?

2. What work-related AI training courses will the CSC and the DPO offer to civil servants?

3. What are the expected numbers of trainees, or the allocation of training places for each bureau/department/office; the allocation of training places for junior/middle/senior civil servants?

Asked by: Hon LEE Kwong-yu (LegCo internal reference no.: 2)

Reply:

The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides

generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026, mainly aimed at middle and senior-level civil servants. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure and manpower deployment attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB059**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3003)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Governance Talents Development Programme (GTDP), will the Government inform this Committee of the following:

1. Please set out the details of GTDP, including the objectives, development plans, target participants, etc.;

2. In 2026-27, the estimated expenditure and staff establishment for the implementation of GTDP by the Government.

Asked by: Hon LEE Kwong-yu (LegCo internal reference no.: 9)

Reply:

The Civil Service College (CSC) launched the Governance Talents Development Programme (the Programme) in 2025 to help cultivate a talent pool in the Government. The Programme aims to nurture participants' shared values of patriotism with affection for the country and Hong Kong and sense of mission, broaden their vision and perspectives for navigating complex environments, and strengthen their knowledge and competencies required for achieving good governance. Following a rigorous selection process, the first cohort of the Programme comprises 40 participants from 27 bureaux/departments, covering diverse professional disciplines including Administrative Officers, officers from disciplined forces, Engineers and Government Counsels, and including civil servants at directorate and senior ranks, and young officers in middle ranks.

CSC will provide participants with targeted and continual training, including dialogue and exchange sessions with the governing team and leaders from various sectors, flagship leadership development programmes, Mainland and overseas training and attachment programmes, high-level thematic seminars, learning projects, online learning, etc. The objectives are to enable participants to accurately grasp the governing tenets and policy thinking of the governing team, broaden their horizons through gaining insights into the pulse of the community, national policies and international dynamics, develop a sense of shared values and mission, and enhance their leadership knowledge and capabilities. In addition,

accomplished local, Mainland and overseas experts and scholars are invited to serve as Fellows and provide learning guidance. CSC also pairs participants with departmental mentors, with the departmental/grade management giving individual attention to participants' progress to facilitate self-reflection and growth.

In 2026–27, CSC will deploy existing resources and make additional provision of $2.5 million for the Programme, mainly for delivery of training by experts and scholars, and for individual participants to attend Mainland and overseas training. Since CSC officers are usually responsible for multiple training programmes across different areas, a breakdown of manpower deployment attributable to the Programme is not available.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0406)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management, (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the recruitment, wastage and Mainland training arrangements for civil servants, will the Government inform this Committee of the following:

(1) What is the estimated expenditure for the Civil Service Bureau to conduct civil service recruitment examinations (for such posts as Administrative Officer and Executive Officer II) in 2026-27? What is the percentage increase or decrease compared to the revised estimates for 2025-26?

(2) What were the numbers of recruits and wastage, and vacancy rates as at the end of the financial year for the Administrative Officer grade and the Executive Officer II grade in each of the past 3 financial years (2023-24 to 2025-26)?

(3) What were the number of people from the Mainland to Hong Kong recruited as civil servants, and their proportion in the total new recruits in the civil service in each of the past 5 financial years (2021-22 to 2025-26)? In 2026-27, what are the expected number of people from the Mainland to be recruited and the relevant considerations?

(4) In 2026-27, what are the estimated expenditure on Mainland exchange and training programmes for civil servants, and the expected number of training places available?

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 33)

Reply:

(1) The estimated expenditure on the Common Recruitment Examination, the Joint Recruitment Examination and the Digitalised Basic Law and National Security Law Test (Degree/Professional Grades) organised by the Civil Service Bureau in 2026-27 is approximately $17.548 million, representing an increase of around 17.7% compared to the revised estimate for 2025-26. It is mainly due to the projected increase in expenditure incurred for enhancement and maintenance for examination related information systems.

(2) The overall manpower requirements of the Administrative Officer (AO) Grade and the Executive Officer (EO) Grade vary each year, and there are adjustments to the number of posts at different times every year in the light of service demands. After reviewing relevant circumstances, the AO and EO Grades set recruitment targets for each recruitment year to attract the most outstanding and suitable talents to fill vacancies and meet service needs. As can be seen from the figures below, the numbers of wastage of both grades each year can generally be offset by the numbers of intakes.

The numbers of intakes and wastage of both grades in the past 3 financial years (2023-24 to 2025-26) are as follows:

	2023-24 (as at 31 March 2024)		**2024-25 (as at 31 March 2025)**		**2025-26 (as at 28 February 2026)**	
	No. of intakes Note 1	**No. of wastage**	**No. of intakes** Note 1	**No. of wastage**	**No. of intakes** Note 1	**No. of wastage**
AO Grade	41	33	37	27 Note 2	Recruitment in progress	35
EO Grade	around 240	184	around 120	155	Recruitment in progress	111

Note 1: No. of intakes is calculated based on the recruitment year.
Note 2: Excluding two officers who resigned to become Politically Appointed Officials in 2024-25.

(3) Article 99 of the Basic Law stipulates that public servants serving in all government departments of the Hong Kong Special Administrative Region must be permanent residents of the Region. Those who fulfil the requirement, regardless of their place of birth, can apply for civil service posts. As the place of birth is not part of the recruitment requirements, the Government has not maintained statistical figures on the annual number of civil service recruits who are from the Mainland.

(4) The Civil Service College (CSC) arranges for civil servants to attend national studies training at different stages of their career. For training held on the Mainland, the CSC arranges for officers at middle, senior and directorate levels to attend national studies programmes at nine Mainland institutions (including the National Academy of Governance, China Foreign Affairs University, Peking University, Tsinghua University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University). In addition, the CSC collaborates with Peking University to organise the two-year Master's Degree in Public Policy Programme for senior civil servants with potential for advancement, and continues to provide sponsorship for senior civil servants to attend the Executive Master of Public Administration Programme for the Project of Hong Kong Public Administrative Talents at Tsinghua University. The CSC also continues the mutual civil service exchange programme with Mainland cities in the Greater Bay Area, as well as Beijing, Shanghai, Chongqing, Wuhan and Hangzhou. In 2026, it is expected that about 1 300 civil servants will participate in the above exchange and training programmes held on the Mainland. The CSC's estimated

expenditure on national studies training programmes held on the Mainland in 2026-27 (mainly covering tuition fees of the Mainland programmes, expenses for participants' travelling between Hong Kong and the Mainland and their accommodation, study grants etc.) is around $36.4 million.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0407)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Long and Meritorious Service Travel Award Scheme aims to reward long-serving officers with consistently very good performance by granting a travel allowance to selected local non-directorate officers and their travelling companions. Regarding the implementation details and expenditures of the Long and Meritorious Service Travel Award Scheme, will the Government inform this Committee of the following:

(1) the specific assessment indicators for the Government to ascertain that the awardee has "consistently very good performance";

(2) the actual expenditure, number of recipients, and amount granted to each awardee on average in each of the past 5 financial years (2021-22 to 2025-26); the estimated expenditure and expected number of beneficiaries in 2026-27;

(3) the items mainly covered by the awarded amount on a reimbursement basis; any restriction or spending limit on such items (e.g. class of transport or accommodation standard) in each of the past 5 financial years (2021-22 to 2025-26);

(4) the limit on the number of and requirements on the awardee's travelling companions, and if there are actually more travelling companions than the number sponsored, any deduction from the reimbursed spending amount on a pro rata basis;

(5) a breakdown of the number of awardees by years of service and rank in each of the past 5 financial years (2021-22 to 2025-26).

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 35)

Reply:

(1) The Long and Meritorious Service Travel Award Scheme (the Scheme) aims at recognising serving civil servants with long and meritorious service. All local non-directorate officers with a service of 20 years or more, and who have not received any government travel awards before will be considered as meeting the

basic eligibility requirements of the Scheme. An officer who has a track record of continuously very good performance according to the ratings in their appraisal reports in the most recent 5 years will be eligible for selection for the award.

(2) The numbers of recipients, the actual expenditures and the maximum amount of travel award per awardee of the Scheme in the past 5 financial years (i.e. from 2021-22 to 2025-26) are set out as follows:

Year	Number of civil servants awarded in the calendar year (Note 1)	Maximum amount of travel award per awardee or travelling companion ($)	Actual expenditure ($million)
2021-22 (Note 2)	2 704	27,470	81.33
2022-23 (Note 2)	1 950	27,470	140.07
2023-24 (Note 2)	2 414	27,470	172.86
2024-25	2 114	27,470	103.73
2025-26	1 725	27,090	90.67 (Revised Estimate)

Note 1: The annual figure refers to the number of recipients in the civil service beginning to incur expenditure in the corresponding calendar year with the awards granted.

Note 2: Given that the COVID-19 epidemic had severely affected outbound travel, special arrangements had been put in place since July 2021 for the Scheme, under which award recipients from 2020-21 to 2022-23 were allowed to use the award amount in any of the years concerned to cover local spending on travel-related items, and this special arrangement ended on 31 March 2024. Therefore, there were fluctuations in the number of awardees and actual expenditures of these years.

Each awardee and his/her travelling companion can be granted the amounts of the travel award on a fully accountable basis up to a maximum amount of the year concerned. The estimated expenditure of the Scheme in 2026-27 is $76 million, and about 1 400 long-serving non-directorate civil servants with very good performance are expected to receive the awards.

(3) and (4) The amount of the travel award granted to each awardee and his/her travelling companion is the same. Each awardee and his/her travelling companion can use the travel award on a fully accountable basis up to the maximum amount to cover their respective travelling expenses, including air fares, accommodation, transportation, meals, etc. but excluding the purchase of durable goods and souvenirs. As regards individual expenditure items which also involve other

people on the same trip, the awardee and his/her nominated travelling companion can claim their amount of travel award only according to their respective share of expenditure. The maximum amount of travel allowance granted under the Scheme will be adjusted annually according to the year-on-year changes in the package tour prices in Consumer Price Index (C) for the 12-month period ending February of the year.

(5) This Bureau has not collected or recorded any information on the number of awardees by year of service or rank. The annual quota (1 award for every 27 eligible officers (1:27)) will be allocated to each bureau/department by the Civil Service Bureau based on the number of eligible officers (i.e. the criteria as stated in (1) above) of each bureau/department each year. The bureau/department concerned will set up a selection committee to consider the candidates eligible for the award based on the quota allocated and the said criteria.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3236)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Government currently provides civil servants with various psychological support services. In this connection, will the Government inform this Committee of the following:

(1) the number of calls to the "hotline counselling service on stress management" in each of the past 3 years; which government departments these assistance-seekers were from; the number of attendance receiving clinical psychological services through referral by families clinics each year; the distribution of major sources of stress among these assistance-seeking cases;

(2) whether the Government provided immediate psychological counselling services for the civil servants who suffered acute psychological trauma from the fire in Tai Po; the number of these civil servants requiring counselling;

(3) as the Government commissioned an organisation to provide a new round of "hotline counselling service on stress management" in 2025, whether the Government assessed the effectiveness of the service (e.g. service attendance) in the past; if yes, what are the details?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 40)

Reply:

(1) The Civil Service Bureau (CSB) has commissioned non-governmental organisations to provide free-of-charge hotline counselling service on stress management to help staff cope with stress from work and other personal problems. Such service, available to all staff including civil servants and non-civil service government staff from over 60 bureaux and departments (B/Ds) (more than 90 000 staff in total) [(Note 1)], includes telephone and face-to-face counselling and referral services. In addition, CSB organises training programmes on managing stress and mental health, etc., for civil servants at various ranks across all B/Ds each year so as to enhance their abilities and skills to handle stress.

[Note 1: Separately, 11 departments provide their own counselling services for their staff.]

In the past 3 years, the number of staff (Note 2) receiving the counselling service through the stress management hotline is set out below:

Year	Number of users	Number of telephone counselling sessions	Number of face-to-face sessions with counsellors	Number of face-to-face sessions with clinical psychologists
2023	336	697	343	106
2024	488	795	284	143
2025	419	535	302	148

[Note 2: The relevant data is calculated by number of persons and each user of the stress management hotline is assigned a case number.]

Departments using the counselling service generally have a larger number of staff and require frequent direct contact with members of the public in their service delivery. In the past 3 years, the top five departments with the highest usage of the counselling service are as follows:

Year (Annual number of counselling service users)	First	Second	Third	Fourth	Fifth
2023 (336)	Leisure and Cultural Services Department (66) (19.6%)	Food and Environmental Hygiene Department (40) (11.9%)	Inland Revenue Department (22) (6.5%)	Education Bureau (16) (4.8%)	Lands Department/ Environmental Protection Department/ Home Affairs Department (13) (3.9%)
2024 (488)	Leisure and Cultural Services Department (32) (6.6%)	Food and Environmental Hygiene Department (28) (5.7%)	Education Bureau (15) (3.1%)	Lands Department (14) (2.9%)	Agriculture, Fisheries and Conservation Department (12) (2.5%)

Year (Annual number of counselling service users)	First	Second	Third	Fourth	Fifth
2025 (419)	Leisure and Cultural Services Department (58) (13.8%)	Food and Environmental Hygiene Department (40) (9.5%)	Education Bureau (21) (5%)	Lands Department (19) (4.5%)	Inland Revenue Department (17) (4.1%)

The sources of stress claimed by the users of the counselling service include work, health, family and financial issues. The distribution of the relevant information is as follows:

Year (Annual number of counselling service users)	Work issues	Health issues	Family issues	Financial issues	Others
2023 (336)	196 (58.3%)	98 (29.2 %)	37 (11%)	3 (0.9%)	2 (0.6%)
2024 (488)	268 (54.9%)	139 (28.5%)	68 (14%)	8 (1.6%)	5 (1%)
2025 (419)	191 (45.6%)	143 (34.1%)	71 (17%)	8 (1.9%)	6 (1.4%)

The number of attendance receiving clinical psychological services at families clinics in each of the past 3 years is set out below:

Year	Attendance (Note 3) (including new referral cases and follow-up cases) (Note 4)
2023	2 100
2024	2 400
2025	2 500

[Note 3: Rounded to the nearest hundred]

[Note 4: Each patient may attend more than once]

Families clinics do not maintain records on the reasons for referrals to clinical psychological services.

(2) After the fire incident at Wang Fuk Court in Tai Po, CSB commissioned the service agency to conduct 4 critical incident stress debriefing sessions to provide support to 60 staff who were affected by the fire and required counselling services and help them relieve emotional distress. In addition, CSB and the service agency regularly organise stress management workshops for various B/Ds. Emotional management elements for handling crisis have been incorporated into some workshops to help staff regulate their emotions and enhance their abilities and skills in managing stress.

(3) The non-governmental organisation commissioned by CSB through quotation is required to submit regular reports to CSB on staff usage of the counselling service. The reports include information such as the number of users, service modes and hours. The service agency also invites each staff receiving the counselling service to complete a questionnaire to give feedback on the effectiveness of the counselling service. In the past 3 years, a total of 1 243 staff received the counselling service through the stress management hotline, i.e. about 410 people per year on average. Staff who submitted questionnaires reported that the counselling service had helped them solve their problems.

CSB will continue to promote the service content and modes through various channels (including posters, leaflets, website and the Civil Service Newsletter) to enhance staff's understanding of the counselling service, enabling them to access the relevant services when needed and help them cope with stress from work and other personal problems.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2194)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in paragraph 259 of the Budget Speech that the civil service establishment will be reduced by two per cent in each of the coming 2 financial years to an estimated level of about 188 000 posts by 1 April 2026, resulting in a cumulative deletion of over 10 000 posts within this term of Government. In this connection, will the Government inform this Committee of:

1. the costs saved in the past year as a result of reducing the civil service establishment;

2. the reduction in the civil service establishment in the past year;

3. the cumulative reduction in the strength of the civil service in the past year.

Asked by: Hon LEUNG Mei-fun, Priscilla (LegCo internal reference no.: 4)

Reply:

(1)-(3) Over the past year, the changes in the civil service establishment and the strength of the civil service are tabulated as follows. Since the financial provisions for personal emoluments of recurrent expenditure allocated to bureaux/department (B/Ds) are calculated based on establishment rather than strength, reducing the establishment will lead to reduction in actual allocation of financial provisions to B/Ds. The Civil Service Bureau does not maintain records on the savings in provision over the past year due to the reduction in the civil service establishment.

Changes in the Civil Service Establishment:

	2024-25 Revised Estimate	**2025-26 Revised Estimate**	**Change**
Civil service establishment	193 894	192 416	-1 478

Changes in the Strength of the Civil Service:

	2024-25 (Position as at 31 March 2025)	**2025-26 (Position as at 31 December 2025)**	**Change**
Strength of the civil service	172 751	170 579	-2 172

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2621)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

1. What are the numbers of new recruits to the civil service and disciplined services in each bureau and department in the past 3 years;

2. What are the numbers of vacancies in the civil service and disciplined services in various bureaux and departments last year; and

3. Will the Government implement targeted measures to boost the morale of the civil service and to strengthen efforts in recruiting and retaining talent in the civil service and disciplined services? If yes, what are the details and effectiveness; if no, what are the reasons?

Asked by: Hon QUAT Elizabeth (LegCo internal reference no.: 5)

Reply:

1. A breakdown of the annual recruitment figures by bureau/department/office from 2022-23 to 2024-25 is set out at **Annex A**.

2. A breakdown of the vacancy of the civil service as at 31 December 2025 by bureau/department/office is set out at **Annex B**.

3. The Government provides a clear and well-structured career development framework for civil servants to attract and retain talents. The Civil Service Bureau has requested departments to identify as early as possible officers with potential, commitment and outstanding performance for promotion. For officers with shorter years of service, we will enhance training and career management (e.g. arrange appropriate postings, professional and management trainings, Mainland and overseas visits, and secretariat attachments) for them in order to prepare them for effective performance and taking up higher responsibilities.

   The Civil Service Bureau will continue to give due recognition to civil servants with outstanding performance and dedication to serving the community through various

commendation schemes for civil servants, including the Chief Executive's Award for Exemplary Performance, the Secretary for the Civil Service's Commendation Award Scheme and the Civil Service Outstanding Service Award Scheme, while bureaux/departments have put in place the Commendation Letter Scheme and Staff Motivation Scheme, to boost the morale of their colleagues. In the past 3 years, 110 officers from disciplined services (more than half of the total number of awardees) were granted the Chief Executive's Award for Exemplary Performance. During the same period, the number of officers from disciplined services awarded under the Secretary for the Civil Service's Commendation Award Scheme accounted for about a third of the total 300 award recipients. Under the Government's Commendation Letter Scheme, the total number of commendation letters issued by disciplined services accounted for more than half of the total number issued by the Government in each of the past 3 years. (Note: The actual statistical figures are to be confirmed as some departments are still processing the nominations for departmental commendation letters of 2025.)

Meanwhile, we will continue to make efforts to publicise the good stories of civil servants. Through different publicity channels, including dedicated TV programmes, media interviews, social media posts, and video broadcast in the MTR and government facilities, the outstanding performance and achievements of winning individuals/teams of various civil service commendation schemes will be publicised to showcase their dedication to serving the community, with a view to boosting work efficacy and staff morale, and attracting talent to join the civil service.

Annex A

Number of New Recruits to the Civil Service from 2022-23 to 2024-25

Bureau/Department/Office	New Recruits		
	2022-23	2023-24	2024-25
Agriculture, Fisheries and Conservation Department	195	148	231
Architectural Services Department	139	104	83
Audit Commission	24	14	15
Auxiliary Medical Service	6	11	2
Buildings Department	60	77	54
Census and Statistics Department	74	55	90
Chief Executive's Office	0	0	3
Chief Secretary for Administration's Office and Financial Secretary's Office	20	6	6
Civil Aid Service	1	6	1
Civil Aviation Department	22	64	46
Civil Engineering and Development Department	129	142	125
Civil Service Bureau	1 605	2 570	1 930
Commerce and Economic Development Bureau	11	12	15
Companies Registry	3	0	27
Correctional Services Department	237	414	389
Culture, Sports and Tourism Bureau[Note 1]	0	1	0
Customs and Excise Department	178	367	323
Department of Health	281	327	224
Department of Justice	53	47	75
Development Bureau	11	9	5
Digital Policy Office[Note 2]			137
Drainage Services Department	14	10	28
Education Bureau	162	362	225
Electrical and Mechanical Services Department	314	418	344
Environment and Ecology Bureau[Note 1]	1	0	0
Environmental Protection Department	162	35	125

Bureau/Department/Office	New Recruits		
	2022-23	2023-24	2024-25
Fire Services Department	610	558	376
Food and Environmental Hygiene Department	574	524	582
Government Flying Service	13	26	6
Government Laboratory	11	30	22
Government Logistics Department	315	296	220
Government Property Agency	10	3	0
Highways Department	210	109	76
Home Affairs Department	39	162	60
Hong Kong Observatory	12	20	23
Hong Kong Police Force	806	1 095	1 429
Housing Bureau	1	1	0
Housing Department	528	714	603
Immigration Department	282	441	272
Information Services Department	17	33	21
Inland Revenue Department	251	144	196
Innovation and Technology Commission	7	5	10
Innovation, Technology and Industry Bureau[Note 1, Note 2]	19	3	0
Intellectual Property Department	1	14	2
Invest Hong Kong	0	1	0
Judiciary	14	70	39
Labour Department	69	77	44
Land Registry	3	12	11
Lands Department	210	144	91
Legal Aid Department	15	31	8
Leisure and Cultural Services Department	827	628	525
Marine Department	93	65	54
Office of the Communications Authority	13	19	28
Office of the Government Chief Information Officer[Note 2]	98	182	
Official Receiver's Office	11	7	7
Planning Department	22	29	48
Hongkong Post	220	323	156

Bureau/Department/Office	New Recruits		
	2022-23	2023-24	2024-25
Radio Television Hong Kong	0	6	95
Rating and Valuation Department	56	54	35
Social Welfare Department	266	279	309
Trade and Industry Department	1	0	3
Transport Department	76	102	31
Treasury	68	61	26
Water Supplies Department	365	427	322
Total	**9 835**	**11 894**	**10 233**

Note 1：The name of the relevant bureau is the new name after the government re-organisation on 1 July 2022.

Note 2：The Digital Policy Office was set up on 25 July 2024 by merging the Efficiency Office and the Office of the Government Chief Information Officer under the Innovation, Technology and Industry Bureau.

Annex B

Vacancy of the Civil Service
(position as at 31 December 2025)

Bureau/Department/Office	**Vacancy**
Agriculture, Fisheries and Conservation Department	292
Architectural Services Department	103
Audit Commission	11
Auxiliary Medical Service	5
Buildings Department	70
Census and Statistics Department	19
Chief Executive's Office	7
Chief Secretary for Administration's Office and Financial Secretary's Office	49
Civil Aid Service	8
Civil Aviation Department	120
Civil Engineering and Development Department	174
Civil Service Bureau	99
Commerce and Economic Development Bureau	15
Companies Registry	24
Constitutional and Mainland Affairs Bureau	13
Correctional Services Department	926
Culture, Sports and Tourism Bureau	10
Customs and Excise Department	624
Department of Health	1 137
Department of Justice	164
Development Bureau	22
Digital Policy Office	62
Drainage Services Department	303
Education Bureau	985
Electrical and Mechanical Services Department	367
Environment and Ecology Bureau	9
Environmental Protection Department	75
Financial Services and the Treasury Bureau	4
Fire Services Department	751
Food and Environmental Hygiene Department	1 144
Government Flying Service	50

Bureau/Department/Office	Vacancy
Government Laboratory	20
Government Logistics Department	43
Government Property Agency	27
Health Bureau	16
Highways Department	260
Home Affairs Department	105
Home and Youth Affairs Bureau	6
Hong Kong Observatory	20
Hong Kong Police Force	6 531
Hongkong Post	334
Hospital Authority[Note]	0
Housing Bureau	0
Housing Department	416
Immigration Department	491
Information Services Department	18
Inland Revenue Department	232
Innovation, Technology and Industry Bureau	1
Innovation and Technology Commission	14
Intellectual Property Department	20
Invest Hong Kong	5
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	8
Judiciary	156
Labour and Welfare Bureau	1
Labour Department	79
Land Registry	108
Lands Department	502
Legal Aid Department	24
Leisure and Cultural Services Department	1 000
Marine Department	151
Office of the Communications Authority	22
Official Receiver's Office	14
Planning Department	85
Public Service Commission Secretariat	3
Radio Television Hong Kong	121

Bureau/Department/Office	**Vacancy**
Rating and Valuation Department	104
Registration and Electoral Office	12
Secretariat, Commissioner on Interception of Communications and Surveillance	2
Security Bureau	4
Social Welfare Department	428
Trade and Industry Department	30
Transport and Logistics Bureau	5
Transport Department	131
Treasury	51
University Grants Committee Secretariat	4
Water Supplies Department	491
Working Family and Student Financial Assistance Agency	129
Total	**19 866**

Note：These organisations have posts to accommodate staff who have remained in the civil service.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB065**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2376)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is mentioned in paragraph 259 of the Budget Speech that the civil service establishment will be reduced by 2% in each of the coming 2 financial years. In this connection, please inform this Committee:

Please illustrate in a table, the respective total additional numbers of construction and related engineering professionals employed by the relevant government departments (including the Architectural Services Department, Planning Department, Housing Department, Buildings Department, Civil Engineering and Development Department, Drainage Services Department, Water Supplies Department, Lands Department, Electrical and Mechanical Services Department, Transport Department, Highways Department and Environmental Protection Department) and the percentages they took up in the existing establishments of the relevant professional grades in 2024-25 and 2025-26. Please also provide the numbers and percentages of those leaving the service for the same periods.

Asked by: Hon TANG Ming-sum, Michelle (LegCo internal reference no.: 1)

Reply:

There were 7 332 and 7 208 posts in the construction and relevant engineering professional grades in the departments referred to in the question in 2024-25 and 2025-26 respectively. A breakdown of the number and percentage change of such posts by department is set out at **Annex A**.

The number and rate of wastage in the construction and relevant engineering professional grades in the departments referred to in the question in 2024-25 are set out at **Annex B**. We are not able to provide the relevant figures for 2025-26 at this stage.

Annex A

Number of posts in the construction and relevant engineering professional grades[Note 1] in 2024-25 and 2025-26

Department	Number of posts in relevant professional grades on 31 March 2025 (Revised Estimate) (a)	Number of posts in relevant professional grades on 31 March 2026 (Revised Estimate) (b)	Change in number of posts (c)= (b)-(a)	Percentage change in number of posts (d)= (c)/(a)
Architectural Services Department	619	603	-16	-2.6%
Planning Department	336	333	-3	-0.9%
Housing Department	1 255	1 242	-13	-1.0%
Buildings Department	754	744	-10	-1.3%
Civil Engineering and Development Department	831	814	-17	-2.0%
Drainage Services Department	395	394	-1	-0.3%
Water Supplies Department	402	398	-4	-1.0%
Lands Department	488	467	-21	-4.3%
Electrical and Mechanical Services Department	632	634	+2	0.3%
Transport Department	260	253	-7	-2.7%
Highways Department	713	691	-22	-3.1%
Environmental Protection Department	647	635	-12	-1.9%
Total	**7 332**	**7 208**	**-124**	**-1.7%**

Note 1: The relevant professional grades refer to Architect, Building Services Engineer, Building Surveyor, Electrical and Mechanical Engineer, Electrical Engineer, Electronics Engineer, Engineer, Estate Surveyor, Geotechnical Engineer, Land Surveyor, Landscape Architect, Maintenance Surveyor, Mechanical Engineer, Planning Officer, Quantity Surveyor, Shift Charge Engineer, Structural Engineer, Town Planner, Cartographer, Chemist, Environmental Protection Officer and Waterworks Chemist.

Annex B

Wastage [Note 2] and wastage rate [Note 3] in the construction and relevant engineering professional grades [Note 1] in 2024-25

Department	Wastage	Wastage Rate
Architectural Services Department	24	4.2%
Planning Department	15	4.9%
Housing Department	38	3.2%
Buildings Department	14	1.9%
Civil Engineering and Development Department	19	2.5%
Drainage Services Department	8	2.3%
Water Supplies Department	18	4.8%
Lands Department	19	4.3%
Electrical and Mechanical Services Department	20	3.4%
Transport Department	7	3.0%
Highways Department	14	2.2%
Environmental Protection Department	21	3.3%
Total	**217**	**3.2%**

Note 1: The relevant professional grades refer to Architect, Building Services Engineer, Building Surveyor, Electrical and Mechanical Engineer, Electrical Engineer, Electronics Engineer, Engineer, Estate Surveyor, Geotechnical Engineer, Land Surveyor, Landscape Architect, Maintenance Surveyor, Mechanical Engineer, Planning Officer, Quantity Surveyor, Shift Charge Engineer, Structural Engineer, Town Planner, Cartographer, Chemist, Environmental Protection Officer and Waterworks Chemist.

Note 2: Reasons of wastage include retirement, resignation, completion of agreement, death, dismissal, termination of service, etc.

Note 3: The percentage of strength of relevant grades at the beginning of the year concerned.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2026)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Civil Service College will collaborate with the Digital Policy Office to provide AI training for civil servants. In this connection, please inform this Committee of the following:

1. What are the overall estimates and the breakdown of the expenditure involved in AI training?

2. What are the areas and topics to be covered in the AI training proposed by the Government?

3. Is the training mandatory? In addition, do all civil servants or only the designated ones have to receive training?

4. If AI technology continues to evolve in the future, will the Government regularise the provision of resources for related training? Has the Government assessed its long-term financial burden?

5. Regarding the training programmes, will the Government procure training services from the market or engage experts and scholars as instructors? If so, what is the tendering process for the training services or the mechanism for selecting instructors? If not, what is the source of training instructors?

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 15)

Reply:

1-2 and 4. The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the department. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training, with a total of 5 400 trainee-days. CSC will continue to invest resources in providing training on AI and technology application, and update the training content according to technological developments.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC’s Learning Management Portal for self-directed learning, with a view to enhancing civil servants’ AI literacy and driving the adoption of related technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc.,

so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

3. CSC's flagship leadership development programmes, national studies programmes on the Mainland, and overseas programmes are attended by middle and senior-level civil servants with potentials, as nominated by B/Ds. As for other thematic programmes and seminars, B/Ds may also arrange for staff with the operational need to attend.

In addition, CSC will launch the Civil Service Continuous Learning Scheme (the Scheme) in 2026, setting continual learning requirements for civil servants. The Scheme will initially cover senior civil servants, who are expected to lead by example in embracing continual learning and keeping pace with the times. Participants are required to attain the prescribed learning credits annually in each designated subject category, including such key domains as "Innovation and Technology". The learning content covers AI and technology applications, enabling civil servants to better grasp the relevant knowledge. As for civil servants of other ranks, CSC will, through departments and grades, monitor the number of staff completing the aforementioned e-learning courses, and urge heads of department to take appropriate measures to encourage and facilitate staff participation.

5. CSC invites experts, academics, field representatives and government officials as speakers to impart knowledge and share experiences on AI and technology application. CSC, having regard to actual training needs and in accordance with established procedures, procures related training services and online learning resources. The main criteria for CSC in the selection of service providers include the professional knowledge and experience of their experts and speakers on the subjects, course design, and fees, etc.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2140)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

The Government will provide around 3 600 internship places in government departments and public bodies. However, the scale of the internship is still small when comparing with around 30 000 fresh graduates of post-secondary institutions every year. Also, the internship places are mostly short-term in nature with no connection to the long-term career development.

(1) Please advise whether the Government will set an indicator for a proportional increase in the number of internship places for the next financial year in response to the demand from post-secondary students, if the above 3 600 internship places are highly sought-after.

(2) Please advise whether the Government will consider creating "extended-term internship posts" for a period of 6 months to 1 year to make it not just a summertime or short-term experience for post-secondary students, but also for fresh graduates who can join the public service in a more in-depth manner.

(3) How can the Government keep track of and evaluate the effectiveness of each internship scheme in the long run? Will the Government establish a retrospective mechanism to compile statistics on the employment situation of the post-secondary students after graduation who have interned in the Government, in particular the ratio of joining the public service or related professional fields?

Asked by: Hon WONG Kam-leung, Ken (LegCo internal reference no.: 10)

Reply:

(1) Over the past few years, the Government and public organisations engaged an average of more than 3 000 young people as interns annually. We will continue to encourage various bureaux/departments (B/Ds) to provide more internship opportunities for students aspiring for a public service career, having regard to their operational and financial conditions as well as the recruitment situation of the internship programmes.

(2) Short-term internship placements offered by the Government and public organisations primarily target students studying at tertiary institutions. Consequently, many of these posts are provided during the summer holiday. Depending on the nature of the internship post, the internship period usually lasts for 4 to 8 weeks. However, internship periods are not limited to the summer holiday. Recruiting B/Ds may set up longer internship periods for individual internship programmes having regard to their operational needs and financial conditions.

(3) To understand the work situation and learning experience of the interns, the Secretary for the Civil Service and officers responsible for the programmes will meet the students participating in the Administrative Service Internship Programme and the Internship Programme for Non-ethnic Chinese Students to listen to their views on these programmes. Moreover, feedback will be collected from the participating students/organisations of the above internship programmes and the Internship Scheme for Students with Disabilities through questionnaires. As regards the employment situation of students who have participated in various internship programmes, the Civil Service Bureau has not collected related information.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2276)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding civil service benefits and retirement arrangements, please inform this Committee:

1. What are the expenditures and estimates for various civil service benefits (including housing allowances, education allowances for children, passage allowances, etc.) for 2025-26 and 2026-27?

2. When will the expenditure on civil and judicial service pension reach its peak? When are all the civil servants under the old pension scheme expected to retire?

3. What are the latest numbers of serving civil servants on probationary terms, under the new scheme (provident fund) and old scheme (pensions) respectively?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 16)

Reply:

1. The estimates on expenditure items of various fringe benefits in 2025-26 and 2026-27 are tabulated as follows –

Item	Revised estimate for 2025-26	Estimate for 2026-27
	($ million)	($ million)
(i) Public and Judicial Service Pensions under Head 120	50,139	51,900
(ii) Mandatory Provident Fund/Civil Service Provident Fund contribution	9,929	11,049
(iii) Housing Benefits under Head 46	4,955	5,365
(iv) Medical and Dental Benefits under Head 37	2,631	3,080
(v) Education Allowances under Head 46	239	228
(vi) Passage Allowances under Head 46	99	98

Remarks: The above figures include Judges and Judicial Officers, Independent Commission Against Corruption officers and other eligible persons (where applicable) in addition to civil servants.

2. The civil service pension schemes are only applicable to civil servants appointed before 1 June 2000. Civil servants appointed on or after that date will no longer be eligible for pensions. The Government's expenditure on pensions will increase in the short term owing to the increase in the number of serving officers retiring under the pension schemes, and is projected to start decreasing gradually from the mid-2030s. The Civil Service Bureau does not keep records of the planned retirement dates of all civil servants appointed on pensionable terms. Since some of the civil servants appointed on pensionable terms at present still have a long time before their retirement, and the retirement plans of these officers vary, it is therefore not possible to project accurately when all such civil servants will retire. A rough estimate is that they will all have retired some time before or after 2040.

3. As at 31 December 2025, around 37 200 civil servants and judicial officers were appointed on pensionable terms, around 110 700 civil servants were appointed on terms under the Civil Service Provident Fund Scheme, and around 20 400 civil servants were appointed on probationary terms.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB069

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2864)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

In relation to the occupational safety and health (OSH) of civil servants, will the Government inform this Committee of the following:

1. Please set out in table form, by type of accident, the numbers of cases involving work-related injuries or deaths of civil servants in the government bureaux and departments for each year from 2023 to 2025;

2. Regarding the seminars for sharing, workshops and visits organised by the Government to promote OSH among civil servants from 2023 to 2025, please provide (i) the numbers of such activities; (ii) the numbers of attendance; and (iii) the expenditures for each of these 3 years; and (iv) the estimated expenditure in 2026-27 in this regard;

3. The numbers of OSH inspections conducted by the Government in civil servants' workplaces in each of the past 3 years; and

4. Has the Government allocated funding for addition and maintenance of equipment and facilities in workplaces to safeguard and promote OSH for civil servants? If so, what are the expenditures in the past 3 years? Will the Government, based on the data of cases involving work-related injuries and deaths reported by government bureaux and departments, allocate additional resources to continuously improve the relevant equipment and facilities with a view to comprehensively enhancing workplace safety levels?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 14)

Reply:

1. According to the Labour Department (LD), the number of occupational injuries reported by bureaux and departments (B/Ds) in the past 3 calendar years (i.e. from 2023 to the first 3 quarters of 2025), with a breakdown by type of accident, is at **Annex**.

2. In the past 3 financial years, the Civil Service Bureau (CSB)'s promotion efforts on the occupational safety and health (OSH) and the expenditure involved are tabulated below:

Financial Year	Educational and promotional activities (Numbers of events and participants/attendance)						Expenditure
	Thematic seminar, training course and experience-sharing seminar		Thematic roving exhibition		Visit		
	No. of events	No. of attendance	No. of events	No. of attendance	No. of events	No. of participants	
2023-24	36	4 393	1	Not available	2	55	About $400,000
2024-25	39	4 324	1	Not available	2	81	About $710,000
2025-26	41	3 644	1	Not available	1	60	About $680,000 (Revised estimate)

In 2026-27, CSB will continue to promote OSH, including organising thematic seminars, training courses and experience-sharing seminars for all staff, strengthening the training for officers responsible for OSH in B/Ds, and arranging visits so that they can draw on the successful experience of various departments/organisations and exchange views. In respect of publicity, we will continue to organise thematic roving exhibitions at various government offices to strengthen civil servants' awareness and understanding of OSH. The estimated expenditure of all the above activities is around $990,000.

3. The principal responsibility of ensuring that civil servants comply with OSH guidelines and regulations in their workplaces lies with various B/Ds, which forms part of the managerial duties of their management personnel. CSB does not maintain the number of inspections conducted by various B/Ds for such purposes. On the other hand, LD, in collaboration with various government departments, has been adopting a multi-pronged approach to improve the OSH performance of civil servants through inspection and enforcement, education and training as well as publicity and promotion. In respect of inspection and enforcement, LD will, in accordance with the risk-based principle, prioritise inspections based on the levels and changes of OSH risks of individual government departments, particularly those with a relatively high number of industrial accidents. LD inspects/visits the workplaces concerned from time to time to advise the relevant officers on OSH issues to the relevant officers. LD would also urge them to implement and improve their safety management systems, to formulate OSH strategies and to strengthen safety training, with a view to complying with the relevant requirements of the OSH Ordinance (the Ordinance). At present, LD does not maintain a breakdown of the numbers of OSH inspections conducted in "civil servants' workplaces".

4. Promoting OSH in the civil service is an on-going commitment of CSB. CSB has organised various educational and promotional activities for departments at the central

level to explain the key points and the penalties under the Ordinance to government officers of various grades in a bid to strengthen their understanding of the Ordinance and awareness of OSH. It is the responsibility of B/Ds to, having regard to their specific operational needs and circumstances, as well as OSH risks, put in place effective safety management systems and safety measures, including provision of protective equipment and safety training to their staff, organising OSH promotional activities, etc., with a view to providing a safer and healthier work environment for their staff. All B/Ds will make their own arrangements to set up OSH-related equipment and facilities in workplaces according to their operational circumstances and needs. We do not maintain a breakdown of the relevant expenditures.

CSB's Working Group on Occupational Safety and Health in the Civil Service (comprising representatives from CSB, LD, the Environmental Protection Department, the Electrical and Mechanical Services Department, the staff sides of the four Government's Central Consultative Councils and the OSH Council) examines OSH issues in the Government at meetings each year, including reviewing statistics on occupational injuries, with a view to formulating plans for the next year to promote OSH within the Government. These include OSH measures, educational and promotional activities, and visits to be implemented at the central level.

Annex

Number of Occupational Injuries
Reported by Bureaux and Departments (Breakdown by Type of Accident)
In 2023, 2024 and the First 3 Quarters of 2025

Type of Accident	2023	2024	First 3 Quarters of 2025
Trapped in or between objects	43	18	29
Injured whilst lifting or carrying	187	175	121
Slip, trip or fall on same level	501	512	343
Fall of person from height	18	14	19
Striking against fixed or stationary object	100	55	54
Striking against or struck by moving object	90	108	58
Stepping on object	9	8	7
Exposure to or contact with harmful substance	4	9	4
Contact with electricity or electric discharge	2	1	2
Trapped by collapsing or overturning object	1	1	2
Struck by falling object	20	7	7
Struck by moving vehicle	93	138 (1)	66
Contact with moving machinery or object being machined	7	7	1
Exposure to fire	1	0	0
Exposure to explosion	1	0	4
Injured by hand tool	17	18	13
Contact with hot surface or substance	16	11	6
Injured by animal	41 (1)	47	22
Injured in workplace violence	78	77	41
Others	114 (2)	83 (3)	74 (5)
Total	**1 343 (3)**	**1 289 (4)**	**873 (5)**

Notes:

1. Occupational injuries refer to cases in workplaces reported under the Employees' Compensation Ordinance (Cap. 282), resulting in fatalities or incapacity for work of over 3 days.
2. The numbers of occupational injuries reported by government departments cover civil servants, Independent Commission Against Corruption officers, judges, judicial officers and non-civil service contract staff.
3. Figures in brackets denote the number of fatalities which has also been included in the number of injuries, but the causes of death might not be work-related.
4. The latest available statistics are up to the first 3 quarters of 2025.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2865)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Housing benefits and allowances are crucial to recruiting and retaining talent in the civil service. Please inform this Committee of the following:

1. The estimates of expenditures on various civil service housing allowance schemes in 2025-26 and 2026-27.

2. Regarding the Civil Service Public Housing Quota Scheme, the numbers of new applications for public housing quotas and Green Form quotas, the cumulative number of applications, the number of allocations made and the proportion of flat allocation in each of the past 3 years, broken down by flat type if possible.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 17)

Reply:

1. The estimates of expenditures on civil service housing allowance schemes in 2025-26 and 2026-27 are as follows:

Scheme	2025-26 financial year (Revised Estimate) ($'000)	2026-27 financial year (Estimate) ($'000)
Home Purchase Allowance	430,000	412,000
Home Financing Allowance	670,000	668,000
Private Tenancy Allowance	21,000	19,500
Accommodation Allowance	7,100	6,600
Rent Allowance	400	400
Non-accountable Cash Allowance	3,813,000	4,245,000

Note: The first 5 schemes in the above table, namely Home Purchase Allowance, Home Financing Allowance, Private Tenancy Allowance, Accommodation Allowance and Rent Allowance, are not applicable to civil servants offered appointment on or after 1 June 2000. Relevant expenditure has been on the decrease in recent years and the decreasing trend will continue.

2. Currently, junior civil servants may apply for public rental housing (PRH) or Green Form Certificates for purchasing subsidised sale flats (including flats sold under the Home Ownership Scheme (HOS)/HOS Secondary Market Scheme or the Green Form Subsidised Home Ownership Scheme) through the Civil Service Public Housing Quota (CSPHQ) Scheme. CSPHQ Scheme aims to facilitate, on a discretionary basis subject to resource availability, junior civil servants to have a higher chance of acquiring public housing. It is not a condition of service or retirement benefit of civil servants.

In the past 3 CSPHQ exercises (i.e. 2022/2023 to 2024/2025 exercises), the number of applications and number of quotas are as follows:

CSPHQ Exercise	**2022/2023**	**2023/2024**	**2024/2025**
Number of applications for PRH quotas	7 071	7 001	6 828
Number of applications for Green Form Certificate quotas	2 803	2 301	1 927
Number of PRH quota places	1 000	1 000	1 000
Number of Green Form Certificate quota places	750	750	750

Note: The 1 000 PRH flats comprise 950 flats for family size of 2 persons or above and 50 flats for family size of one person.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2321)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is stated in paragraph 241 of the Budget Speech that the Government will provide around 3 600 short-term internship placements in government departments and public bodies for post-secondary students, enabling young people aspiring for a public service career to gain experience. In this connection, will the Government inform this Committee of the following:

1. What is the distribution of these 3 600 internship placements among various policy bureaux, government departments and public bodies?

2. What are the eligibility criteria, selection mechanism, duration of internship and allowance arrangements of the internship programme?

3. What is the estimated expenditure of the internship involved?

4. How does the Government ensure that the internship is practical and has training value, and what monitoring and evaluation mechanisms are in place?

Asked by: Hon WU Yingpeng (LegCo internal reference no.: 9)

Reply:

1. The Government and public organisations provide short-term internship opportunities every year for young people to gain work experience and deeper understanding of the Government. In 2026-27, Government bureaux/departments (B/Ds)/offices and public organisations plan to offer a total of about 3 600 short-term internship placements. The general distribution of the relevant placements is at **Annex**.

2. The internship programmes primarily target tertiary students, with some internship posts aimed at students of designated disciplines. Many of these posts are provided during the summer holiday and the internship period usually lasts for 4 to 8 weeks. Depending on the nature of the internship post, a monthly allowance of roughly over $11,000 will

be provided to the interns. CSB has not kept information on the selection mechanism, which is formulated by the recruiting department/organisation.

3. In 2026-27, the estimated total amount of allowance involved in the Administrative Service Internship Programme, the Internship Scheme for Students with Disabilities and the Internship Programme for Non-ethnic Chinese Students implemented by CSB is $5.22 million. CSB has not kept information on the estimated total amount of allowance for internship programmes implemented by other B/Ds.

4. Recruiting B/Ds set the duties of internship posts according to operational needs, which involve a wide diversity of work, such as various types of professional, administrative, managerial, support and disciplined services work. Students can participate in different internship programmes having regard to their academic disciplines and interests. Through these programmes, they can gain a deeper understanding of the scope of work, entry requirements and career progression pathways of government departments, as well as have a clear picture of the career prospects in the grades concerned. In the process, they can also better understand their abilities, broaden their horizons, and plan early for their career development.

   To understand the work situation and learning experience of the interns, the Secretary for the Civil Service and officers responsible for the programmes will meet the students participating in the Administrative Service Internship Programme and the Internship Programme for Non-ethnic Chinese Students to listen to their views on these programmes. Moreover, feedback will be collected from the participating students/organisations of the above internship programmes and the Internship Scheme for Students with Disabilities through questionnaires.

Annex

Short-term Internship Placements Planned to be Offered for Young People by the Government in 2026-27

Bureau/Office (including departments under its purview and related public organisations)	**Placements Planned to be Offered in 2026-27 (approx.)**
Chief Secretary for Administration's Office, Financial Secretary's Office and Department of Justice	210
Civil Service Bureau	230
Commerce and Economic Development Bureau	220
Constitutional and Mainland Affairs Bureau	60
Culture, Sports and Tourism Bureau	30
Development Bureau	330
Education Bureau	80
Environment and Ecology Bureau	170
Financial Services and the Treasury Bureau	390
Health Bureau	280
Home and Youth Affairs Bureau	30
Housing Bureau	40
Innovation, Technology and lndustry Bureau	950
Labour and Welfare Bureau	70
Security Bureau	380
Transport and Logistics Bureau	170
Total	**3 640**

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2992)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

To promote the application of artificial intelligence (AI) in government departments, the Government has provided AI training for civil servants to accelerate digital intelligence transformation. In this connection, will the Government inform this Committee of the following:

Please set out the AI training courses provided for civil servants, including the programmes, expenditures and number of trainees involved;

Asked by: Hon WU Yingpeng (LegCo internal reference no.: 25)

Reply:

The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training, with a total of 5 400 trainee-days.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0968)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the expenditures on emoluments and benefits of the civil service, will the Government inform this Committee of the following:

1. Please list the estimated and actual expenditures on overtime allowance of various government departments over the past 2 years;

2. Please list the number of cases of abuse or improper application identified by various government departments over the past 2 years, and how the Government handled these cases (if any);

3. Given the Government's implementation of the reinforced fiscal consolidation programme (including a pay freeze, a reduction in the establishment, and a 2% cut in the recurrent expenditure), will there be further restrictions on overtime allowance in the future (such as imposing a cap, prioritising time off in lieu, and optimising shift arrangements), or will departments be required to publish a detailed breakdown to enhance transparency? What specific measures and timetable will be in place to ensure appropriate use of allowance and avoid unnecessary expenses? What mechanism does the government adopt to regulate and control expenditures on overtime allowance?

Asked by: Hon YIU Ming (LegCo internal reference no.: 26)

Reply:

1. According to the Civil Service Regulations, overtime is work undertaken over and beyond a civil servant's conditioned hours. Overtime should normally be compensated by time off in lieu. Where it is, or is likely to be, impracticable to arrange time off within one month from the date when overtime work is performed, overtime allowance may be payable to eligible officers.

   According to the information provided by the Treasury, the expenditure on overtime allowance in the past 2 years is set out below –

Item	Actual expenditure for 2024-25 ($ million)	Actual expenditure for 2025-26* ($ million)
Overtime allowance	1,086	708

* The data reflects the expenditure for 11 months in total from 1 April 2025 to 28 February 2026.

The actual expenditure on overtime allowance in 2025-26 is expected to be lower than that in 2024-25. This reflects that various departments attach great importance to the administration and control of overtime work of civil servants under their purview, and reduce the need for overtime work through regular reviews and streamlining of workflow, continuous enhancement of service efficiency, etc. The Civil Service Bureau (CSB) does not keep the breakdown of the expenditure on overtime allowance by department.

2&3. Government departments should administer and control the overtime work undertaken by civil servants under their purview in accordance with the relevant Civil Service Regulations, CSB circulars and guidelines. Heads of Department (HoDs) have the responsibility to determine the number of staff required to deliver departmental services efficiently and effectively. It is also an HoD's responsibility to ensure that overtime work is kept to the minimum compatible with operational requirements, and that it is strictly controlled and properly supervised.

As mentioned above, overtime work should normally be compensated by time off in lieu, which is subject to exigencies of service. Where it is, or is likely to be, impracticable for departments to arrange time off within one month from the date when overtime work is performed, overtime allowance may be payable to eligible officers.

HoDs are required to put in place internal guidelines and work procedures for authorising overtime work and vetting claims for compensation of overtime work performed, having regard to their own operational circumstances. They are also required to ensure that their staff are fully acquainted and in compliance with the guidelines and procedures. CSB does not keep information on the abuse of or improper application for overtime allowance under departments.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB074

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0969)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of civil servants, will the Government inform this Committee of the following:

1. The establishment, strength and vacancies in the past year, broken down by bureau, department, office;

2. The Government has proactively stepped up its recruitment publicity efforts, including expanding the pool of eligible candidates to undergraduate students in their penultimate year of study. Please provide the number of undergraduate students successfully recruited and the number of those leaving the service each year since the implementation of the scheme;

3. Meanwhile, the Government is implementing a reduction in the establishment. How will the Government strike a balance between filling the vacancies and keeping the establishment under control? What measures will be taken to ensure that the quality of public services provided by key departments (such as law enforcement, healthcare and grassroots services) will not be affected by vacancies?

Asked by: Hon YIU Ming (LegCo internal reference no.: 27)

Reply:

1. A breakdown of the establishment, strength and vacancy of the civil service by bureau/department/office in 2024-25 is set out at **Annex**.

2. In order to attract people with aspirations to serve the community to join the civil service as early as possible and to enable young people to better plan their future career development, the Government has expanded the pool of eligible candidates to penultimate year undergraduate and postgraduate students (e.g. third-year students in a four-year curriculum). Currently, around 100 university students have been granted conditional offers and will join the Government upon graduation. We do not compile information of their leaving the service.

3. The Government has been strictly controlling the civil service establishment, and has implemented the zero-growth policy in the overall civil service establishment since 2021-22, with the overall establishment controlled at a level not exceeding that as at end-March 2021. In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. It is estimated that a cumulative reduction of over 10 000 posts will be achieved within this term of Government.

Streamlining the civil service establishment does not mean that vacancies will not be filled. Although certain posts are vacant, these posts are of genuine needs. Examples include posts of Station Officer/Divisional Officer and Air Traffic Control Officer. These posts are only temporarily vacant due to certain reasons, such as requiring lead time for training given the overall shortage of specific personnel in the labour market, higher turnover rates or higher staff mobility in some posts. Upon improvement of the supply in the labour market, departments are expected to fill these vacancies. Therefore, in controlling the civil service establishment, flexibility is given for bureaux and departments (B/Ds) to review factors such as the overall service demand, operational needs and vacancy situations, etc., before formulating plans to reduce the civil service establishment for meeting the requirement of PEP under which B/Ds are required to save 2% of their recurrent expenditure. While keeping establishment under control, there is a need to conduct recruitment exercises where the vacancies need to be filled. That said, taking into account the posts to be filled by recruitment, bureaux/departments are still required to meet the targets for establishment reduction. In the meantime, B/Ds adopt management measures and digitalization, re-organisation of work pattern, reprioritisation, utilisation of technology and streamlining of work processes with a view to deploying manpower resources in a more appropriate manner. While the civil service is being further streamlined, B/Ds will continue to deliver high-quality public services to citizens.

Annex

Establishment, Strength and Vacancy of the Civil Service in 2024-25

Bureau/Department/Office	**Establishment** Note 1	**Strength**	**Vacancy**
Agriculture, Fisheries and Conservation Department	2 324	1 951	373
Architectural Services Department	2 008	1 920	88
Audit Commission	197	189	8
Auxiliary Medical Service	97	93	4
Buildings Department	2 149	2 094	55
Census and Statistics Department	1 188	1 157	31
Chief Executive's Office	105	100	5
Chief Secretary for Administration's Office and Financial Secretary's Office	551	503	48
Civil Aid Service	107	100	7
Civil Aviation Department	900	765	135
Civil Engineering and Development Department	2 093	1 930	163
Civil Service Bureau	1 063	959	104
Commerce and Economic Development Bureau	278	265	13
Companies Registry	392	382	10
Constitutional and Mainland Affairs Bureau	217	192	25
Correctional Services Department	7 188	6 532	656
Culture, Sports and Tourism Bureau	394	387	7
Customs and Excise Department	7 545	6 945	600
Department of Health	6 950	5 984	966
Department of Justice	1 511	1 345	166
Development Bureau	674	659	15
Digital Policy Office	860	823	37
Drainage Services Department	2 039	1 707	332
Education Bureau	6 241	5 264	977
Electrical and Mechanical Services Department	4 408	4 104	304
Environment and Ecology Bureau	267	258	9
Environmental Protection Department	2 112	2 020	92
Financial Services and the Treasury Bureau	305	299	6

Bureau/Department/Office	**Establishment** Note 1	**Strength**	**Vacancy**
Fire Services Department	11 384	11 121	263
Food and Environmental Hygiene Department	11 395	10 347	1 048
Government Flying Service	333	272	61
Government Laboratory	509	496	13
Government Logistics Department	738	703	35
Government Property Agency	323	300	23
Health Bureau	236	220	16
Highways Department	2 495	2 217	278
Home Affairs Department	2 288	2 206	82
Home and Youth Affairs Bureau	190	186	4
Hong Kong Monetary Authority Note 2	2	0	2
Hong Kong Observatory	368	352	16
Hong Kong Police Force	37 722	31 331	6 391
Hongkong Post	4 296	4 056	240
Hospital Authority Note 2	231	231	0
Housing Bureau	13	13	0
Housing Department	9 713	9 356	357
Immigration Department	8 731	8 319	412
Information Services Department	451	438	13
Inland Revenue Department	2 940	2 733	207
Innovation and Technology Commission	343	330	13
Innovation, Technology and Industry Bureau	79	76	3
Intellectual Property Department	187	172	15
Invest Hong Kong	43	39	4
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	35	32	3
Judiciary	1 852	1 705	147
Labour and Welfare Bureau	155	153	2
Labour Department	2 506	2 402	104
Land Registry	575	477	98
Lands Department	4 651	4 150	501
Legal Aid Department	559	531	28

Bureau/Department/Office	**Establishment** Note 1	**Strength**	**Vacancy**
Leisure and Cultural Services Department	10 257	9 349	908
Marine Department	1 473	1 341	132
Office of the Communications Authority	430	418	12
Official Receiver's Office	278	265	13
Planning Department	961	888	73
Public Service Commission Secretariat	34	35 Note 3	- 1
Radio Television Hong Kong	753	632	121
Rating and Valuation Department	991	887	104
Registration and Electoral Office	312	303	9
Secretariat, Commissioner on Interception of Communications and Surveillance	23	21	2
Security Bureau	240	233	7
Social Welfare Department	6 502	6 051	451
Trade and Industry Department	512	479	33
Transport and Logistics Bureau	227	215	12
Transport Department	1 909	1 785	124
Treasury	510	463	47
University Grants Committee Secretariat	88	84	4
Water Supplies Department	4 615	4 194	421
Working Family and Student Financial Assistance Agency	1 323	1 217	106
Total	**190 944**	**172 751**	**18 193**

Note 1: The civil service establishment includes posts on the permanent establishment and time-limited posts on the non-permanent establishment. The number of posts of the latter (including directorate and non-directorate posts) has already been counted towards the establishment.

Note 2: These organisations have posts to accommodate staff who have remained in the civil service.

Note 3: Strength figures include officers on final leave and hence the actual number of in-service staff does not exceed the establishment.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0416)

Head: (46) General Expenses of the Civil Service

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

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Under Subhead 040 Non-accountable cash allowance, the revised estimate increases significantly from $3.813 billion in 2025-26 to $4.245 billion in 2026-27, representing an increase of 11.3%. It is explained in the Estimates that this is mainly due to the expected increase in the average number of recipients (through salary point progression, promotion and new appointment). In this connection, will the Government inform this Committee of the following:

1. The number of recipients of non-accountable cash allowance is estimated to be 18 560 in 2026-27 (list of indicators in item 5 of the Estimates), representing an increase of approximately 13% as compared to the actual number of 16 417 in 2025. Please illustrate the distribution of new recipients of the allowance, broken down by grade or rank group.

2. Does the significant increase in the expenditure on cash allowance reflect a change in the seniority structure of the civil service (such as more young officers or new recruits being promoted)? What are long-term impacts of this change on the expenditures on emoluments and benefits in the next few years?

3. Has the Government assessed whether the growth of expenditure on this allowance is in line with the Government's overall policy direction of "strictly controlling expenditure growth"? If so, what is the conclusion?

Asked by: Hon BOK Kwok-ming, Aaron (LegCo internal reference no.: 49)

Reply:

The Government introduced the Non-accountable Cash Allowance (NCA) Scheme in 2000 to replace the previous housing benefit schemes. Therefore, the expenditures on the previous housing benefit schemes will decrease gradually as the respective numbers of eligible recipients fall. With the increase in the number of civil servants appointed on new terms, coupled with factors such as salary progression, promotion of individual staff, etc., the

number of officers eligible for NCA and the corresponding expenditure will naturally increase.

Housing benefits form part of the overall remuneration package under the employment contract between the Government and eligible civil servants. As the employer, the Government has an obligation to provide such benefits to eligible civil servants according to their respective terms of appointment, as well as the terms and conditions of relevant housing benefit schemes. We must also maintain the competitiveness of our civil service remuneration package in order to achieve the objective of attracting and retaining talent.

The number of recipients of and relevant expenditure on NCA for 2025-26 and 2026-27 are as follows:

Non-accountable Cash Allowance Scheme	**2025-26 financial year (Revised Estimate)**		**2026-27 financial year (Estimate)**	
	No. of recipients	**Expenditure ($'000)**	**No. of recipients**	**Expenditure ($'000)**
Officers below Point 34 of the Master Pay Scale or equivalent (Note)	5 400	500,000	6 800	640,000
Officers on or above Point 34 of the Master Pay Scale or equivalent (Note)	11 700	3,313,000	12 100	3,605,000

Note: Based on salary point of the officer at the time of approval of allowance.

We do not maintain the distribution of new recipients with a breakdown by grade or rank group.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0877)

Head: (46) General Expenses of the Civil Service

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

Programme: General Expenses of the Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the general expenses of the civil service, will the Government inform this Committee of the following:

(1) The expenses of the civil service increased by 7.1% in the Estimates. How are the percentage changes distributed among various expenses of the civil service? Please provide a detailed breakdown.

(2) Please provide the details of allowances under the Home Purchase, Private Tenancy Allowance, Home Financing, Accommodation Allowance, Rent Allowance and Non-accountable Cash Allowance Schemes, including the eligibility criteria, number of recipients, expenditure for the past 3 years and estimate for this year.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 34)

Reply:

1. The provision for 2026-27 is higher than the revised estimate for 2025-26. It is mainly because the number of eligible officers for Non-accountable Cash Allowance under housing allowances is expected to increase, whereas the number of eligible officers for Overseas Education Allowance, School Passage Allowance and Mainland and Local Education Allowance will gradually be decreasing, coupled with the projected decrease in the number of eligible officers for the Long and Meritorious Service Travel Award Scheme which in turn reducing the number of awards, leading to a corresponding decline in these four expenditures.

2. Details of the allowances and schemes raised in the question, number of recipients, expenditure for the past 3 years and estimate for this year are as follows –

Scheme	Basic eligibility criteria	2025 No. of recipients	2023-24 (Actual Expenditure) ($'000)	2024-25 (Actual Expenditure) ($'000)	2025-26 (Revised Estimate) ($'000)	2026-27 (Estimate) ($'000)
Home Purchase	The allowance is payable to officers who were offered appointment before 1.6.2000, and – (a) with salary between Master Pay Scale (MPS) Point 22 and 33 (or equivalent) and who have been confirmed to the permanent establishment or have completed one agreement; or (b) with salary not exceeding MPS Point 33 (or equivalent) with 20 years' continuous service. The allowance is given out upon application according to a quota system to eligible officers in the order of their priority on a priority list.	5 549	520,223	469,067	430,000	412,000
Private Tenancy Allowance	The allowance is payable to officers who were offered appointment on local terms before 1.10.1990 and with salary on or above MPS Point 34 (or equivalent), or officers who were offered appointment on overseas terms before 1.10.1990.	62	39,201	27,549	21,000	19,500
Home Financing	The allowance is payable to officers who were offered appointment before 1.6.2000 (excluding officers offered appointment on overseas terms on or after 1.10.1990) and with salary on or above MPS Point 34 (or equivalent).	1 909	630,769	650,087	670,000	668,000
Accommodation Allowance	The allowance is payable to officers who were offered appointment on overseas terms between 1.10.1990 and 31.12.1998.	12	8,060	7,595	7,100	6,600

Scheme	Basic eligibility criteria	2025 No. of recipients	2023-24 (Actual Expenditure) ($'000)	2024-25 (Actual Expenditure) ($'000)	2025-26 (Revised Estimate) ($'000)	2026-27 (Estimate) ($'000)
Rent Allowance	The allowance is payable to agreement officers who were offered appointment on common terms between 1.1.1999 and 31.5.2000 and with salary on or above MPS Point 34 (or equivalent).	1	216	216	400	400
Non-accountable Cash Allowance	The allowance is payable to officers who were offered appointment on new terms on or after 1.6.2000. For officers – (a) on or above MPS Point 34 (or equivalent), they are eligible for the allowance as a condition of service; or (b) below MPS Point 34 (or equivalent), they are eligible for the allowance subject to the same quota system under the Home Purchase Scheme upon meeting the specified service requirements i.e. officers with salary between MPS Point 22 and 33 (or equivalent) meeting the three-year continuous service requirement and officers below MPS Point 22 (or equivalent) with 20 years' continuous service. Officers who were offered appointment before 1.6.2000 and eligible for the Accommodation Allowance may opt to switch to receive this allowance subject to the specified conditions.	16 417	3,090,521	3,409,363	3,813,000	4,245,000

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Eligible officers who join the schemes will receive a monthly allowance at specified rates appropriate to their salary points. For Home Purchase, Home Financing, Rent Allowance and Non-accountable Cash Allowance Schemes, the maximum entitlement period is 120 months.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0255)

Head: (46) General Expenses of the Civil Service

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

Programme: General Expenses of the Civil Service

Controlling Officer: Director of Accounting Services (Raymond NG)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the financial and staffing provision of the general expenses of the civil service, provision for 2026-27 is $394.4 million (7.1%) higher than the revised estimate for 2025-26. This is mainly due to the projected increase in the expenditure on housing allowances. Will the Government inform this Committee of the expenditure on the civil service housing allowances for various grades in the past year and the expenditure in 2026-27 with a breakdown by department and grade? What are the reasons for the increase in estimated expenditure? Will the Government review whether the civil service housing allowance system meets the needs, with a view to cutting down expenditure?

Asked by: Hon NG Kit-chong, Johnny (LegCo internal reference no.: 25)

Reply:

Housing benefits form part of the overall remuneration package under the employment contract between the Government and eligible civil servants. As the employer, the Government has an obligation to provide such benefits to eligible civil servants according to their respective terms of appointment, as well as the terms and conditions of relevant housing benefit schemes.

The estimates of expenditures on civil service housing allowance schemes in 2025-26 and 2026-27 are as follows:

Scheme	**2025-26 financial year (Revised Estimate) ($'000)**	**2026-27 financial year (Estimate) ($'000)**
Home Purchase Allowance	430,000	412,000
Home Financing Allowance	670,000	668,000
Private Tenancy Allowance	21,000	19,500
Accommodation Allowance	7,100	6,600
Rent Allowance	400	400
Non-accountable Cash Allowance	3,813,000	4,245,000

For civil servants offered appointment on or after 1 June 2000, they may receive the non-accountable cash allowance (NCA) for a maximum period of 120 months only when they become eligible under the terms of appointment. The first 5 allowance schemes in the above table, namely Home Purchase Allowance, Home Financing Allowance, Private Tenancy Allowance, Accommodation Allowance and Rent Allowance, are not applicable to civil servants offered appointment on or after 1 June 2000.

The increase in the estimate of expenditure on civil service housing allowances in 2026-27 is mainly due to the expected increase in the number of recipients of NCA in the year through salary point progression, promotion, recruitment, etc. The Government will continue to adjust the rates of the above allowances in accordance with the adjustment mechanism respectively approved by the Finance Committee of the Legislative Council, with reference to the movements in property prices, the Composite Consumer Price Index and/or the Rental Index.

The Government introduced NCA Scheme in 2000 to replace the previous housing benefit schemes. Therefore, the expenditures on the other allowance schemes as mentioned above will decrease gradually as the respective numbers of eligible recipients fall. We do not maintain expenditure figures of NCA with a breakdown by department or grade. Based on the pay point of the officer at the time of approval of allowance, the number of recipients and relevant expenditure are as follows:

Non-accountable Cash Allowance Scheme	**2025-26 financial year (Revised Estimate)**		**2026-27 financial year (Estimate)**	
	No. of recipients	**Expenditure ($'000)**	**No. of recipients**	**Expenditure ($'000)**
Officers below Point 34 of the Master Pay Scale or equivalent	5 400	500,000	6 800	640,000
Officers on or above Point 34 of the Master Pay Scale or equivalent	11 700	3,313,000	12 100	3,605,000

We do not maintain breakdown figures of previous civil service housing benefit schemes.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0147)

Head: (46) General Expenses of Civil Service

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

Programme: General Expenses of Civil Service

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Provision for 2026-27 is $394.4 million (7.1%) higher than the revised estimate for 2025-26. This is mainly due to the projected increase in the expenditure on housing allowances. In this connection, will the Government inform this Committee of:

1) the reasons for the expected increase in housing allowances. Please set out in table form the relevant expenditures on housing allowances of civil servants by grade or pay level in the past 3 financial years;

2) whether the Government would consider disbursing housing allowances to civil servants by adopting a performance-linked arrangement, so as to enhance the effectiveness of the use of public financial resources.

Asked by: Hon YAO Cho-fai, Andrew (LegCo internal reference no.: 37)

Reply:

Housing benefits form part of the overall remuneration package under the employment contract between the Government and eligible civil servants. As the employer, the Government has an obligation to provide such benefits to eligible civil servants according to their respective terms of appointment, as well as the terms and conditions of relevant housing benefit schemes. Working performance of a civil servant is not a condition for granting of housing allowances. The increase in the estimate of expenditure on civil service housing allowances in 2026-27 is mainly due to the expected increase in the number of recipients of Non-accountable Cash Allowance in the year through salary point progression, promotion, recruitment, etc. The expenditures on civil service housing allowance schemes in the past 3 years are as follows:

Scheme	2023-24 financial year (Actual) ($'000)	2024-25 financial year (Actual) ($'000)	2025-26 financial year (Revised Estimate) ($'000)
Home Purchase Allowance	520,223	469,067	430,000
Home Financing Allowance	630,769	650,087	670,000
Private Tenancy Allowance	39,201	27,549	21,000
Accommodation Allowance	8,060	7,595	7,100
Rent Allowance	216	216	400
Non-accountable Cash Allowance	3,090,521	3,409,363	3,813,000

Note: The first 5 schemes in the above table, namely Home Purchase Allowance, Home Financing Allowance, Private Tenancy Allowance, Accommodation Allowance and Rent Allowance, are not applicable to civil servants offered appointment on or after 1 June 2000. Relevant expenditure has been on the decrease in recent years and the decreasing trend will continue.

We do not maintain expenditure figures of civil service housing allowances with a breakdown by grade or individual pay level.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1187)

Head: (136) Public Service Commission Secretariat

Subhead (No. & title): (000) Operational expenses

Programme: Secretariat services for the Public Service Commission

Controlling Officer: Secretary, Public Service Commission (CHENG Fung Ying, Fontaine)

Director of Bureau: Secretary for the Civil Service

Question:

The provision for the secretariat services for the Public Service Commission (PSC) for 2026- 27 is $3.7 million (9.7%) higher than the revised estimate for 2025-26. This is mainly due to staff changes, with a decrease of one post at the secretariat in 2026-27. In this connection, will the Government inform this Council of the following:

1) The analysis of financial provision shows a significant increase in 2 components, namely "salaries" under the "personal emoluments" and "remuneration for special appointments"; please explain the details, including whether such provision is used to pay the remuneration of the Chairman of PSC; if not, what is the source of such increase; and

2) The number of staff under special appointments and their scope of work.

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 45)

Reply:

The estimates of expenditure on personal emoluments (salaries) for 2026-27 are higher than the revised estimates for 2025-26. The increase is mainly attributable to adjustments of provision for salary arising from the civil service staff turnover of the Public Service Commission Secretariat.

The special appointment under the Head is the Chairman of the Public Service Commission, who is responsible for leading the Commission and the Commission Secretariat to effectively discharge the Commission's statutory responsibilities. The increase in the estimate for special appointment in 2026-27 over that in 2025-26 is due to the end-of-contract gratuity payable to the holder of the post upon completion of the 3-year appointment term.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0853)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding dental benefits for civil service eligible persons (CSEPs), will the Government advise this Committee on:

(1) the following information about Phase 2 of the Pilot Scheme on Dental Services (Dental Scaling) (PDS Phase 2) since its implementation: (i) the number of people invited to participate, (ii) the number of people who have accepted the invitation, (iii) the number of people who have made appointments for/received dental scaling service, (iv) the number of cancellations without rebooking before the specified deadline, and (v) the number of appointments not kept, with a breakdown by participant category (i.e. new consultation cases (New Cons) or old consultation cases (Old Cons));

(2) the following information about Phase 1 of the Pilot Scheme on Dental Services in Shenzhen (PDSSZ Phase 1) since its implementation: (i) the number of Expression of Interest issued, (ii) the number of people invited to participate, (iii) the number of people who have accepted the invitation, (iv) the number of people who have made appointments for/received services, (v) the number of cancellations without rebooking before the specified deadline, and (vi) the number of appointments not kept, with a breakdown by participant category (i.e. New Cons or Old Cons);

(3) the data of the opinion surveys of the PDS Phase 2 and the PDSSZ Phase 1, including (i) the satisfaction rate, (ii) the number of complaints received, (iii) the grounds for complaint, and (iv) the follow-up actions taken by the Department of Health (DH);

(4) regarding each of the private dental organisations participating in the PDS Phase 2 and the PDSSZ Phase 1, (i) the service capacity that they have committed to providing and (ii) the amount of subsidy they have received and the administration costs incurred;

(5) given that CSEPs may be referred to the DH for follow-up if they are found to have other problems while attending private dental organisations, the number of cases referred from private dental organisations since the implementation of the PDS Phase 2 and the PDSSZ Phase 1 and the average waiting time of the above cases;

(6) since the implementation of the PDS Phase 2 and the PDSSZ Phase 1, by how much has the waiting time for the next dental scaling service been shortened for Old Cons; and

(7) the waiting time of CSEPs for (i) regular dental check-ups, (ii) dental follow-up treatment, and (iii) consultation for elective specialised dental services, at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics in hospitals) in the previous year?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 2)

Reply:

(1) The service period of Phase 2 of the Pilot Scheme on Dental Services (Dental Scaling) (PDS Phase 2), which provides dental scaling services for civil service eligible persons (CSEPs) through private dental clinics (PDCs), runs from 1 February 2025 to 31 July 2026.

As at 28 February 2026, the Department of Health (DH) has sent invitations to about 241 000 CSEPs (including about 211 000 old consultation cases (Old Cons) and about 30 000 new consultation cases (New Cons)) and, among them, about 129 000 CSEPs (including about 111 000 Old Cons and about 18 000 New Cons) have made appointments for or received dental scaling services. The overall participation rate is about 54%. A total of 35 CSEPs (including 20 Old Cons and 15 New Cons) did not attend their appointment as scheduled. The DH does not maintain statistics on the number of CSEPs who cancelled their appointments without rebooking before the specified deadline.

(2) The service period of Phase 1 of the Pilot Scheme on Dental Services for CSEPs in Shenzhen (PDSSZ Phase 1) ran from 17 February 2025 to 16 February 2026.

The DH issued Expression of Interest to a total of about 27 700 New Cons, with invitations sent to some 3 800 who indicated interest in participating. A total of about 2 100 CSEPs received services, representing an overall participation rate of about 56%. A total of 41 CSEPs (all being New Cons) did not attend their appointment as scheduled. The DH does not maintain statistics on the number of CSEPs who cancelled their appointments without rebooking before the specified deadline.

(3) The DH has been collecting opinions from CSEPs who have received services under the PDS and PDSSZ through surveys.

Regarding PDS Phase 2, as at 28 February 2026, 93% of the respondents who completed the survey expressed satisfaction towards the scheme. The DH has received 19 complaints, which are related to unsatisfactory arrangements by the participating PDCs, the service attitude of their staff, the PDCs' active marketing of self-pay services, etc. The DH has taken follow-up actions in respect of all complaints and has asked the private dental organisations (PDO) to which the PDCs belonged to make improvements.

As for PDSSZ Phase 1, 93% of the respondents who completed the questionnaire survey expressed satisfaction towards the scheme. The DH did not receive any complaint related to PDSSZ Phase 1.

(4) During the service period of PDS Phase 2, each PDO shall provide a minimum of 400 dental scaling sessions each month through at least 4 dental clinics under its organisation. As at 28 February 2026, a total of about 129 000 CSEPs have received or made appointments for dental scaling services, involving an expenditure on services of about $77 million.

The organisation providing dental services under the PDSSZ Phase 1 shall provide no fewer than 2 000 service sessions during the one-year service period. A total of about 2 100 CSEPs received services eventually, involving an expenditure on services of about $1.2 million.

The DH covers the relevant expenditure of the above 2 schemes by re-allocating the existing provision for medical and dental services for civil servants, hence no additional funding is involved.

(5) Under PDS Phase 2, as at 28 February 2026, about 36 300 cases have been referred by PDCs for follow-up by the DH. Under PDSSZ Phase 1, about 970 cases required follow-up by the DH. Most of the cases under the 2 schemes that require follow-up could be followed up by the DH within 9 months after receiving services at the PDC.

(6) Since the launch of PDS Phase 2, the average waiting time of Old Cons for the next dental scaling service has been shortened to about 15 months.

(7) As at 31 December 2025, the waiting times of CSEPs for regular dental check-up, follow-up dental treatment and consultation for elective specialised dental services at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics in hospitals) were 12 to 44 months, 1 to 52 months and 6 to 45 months respectively.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1208)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding dental care expenditures on both retired and serving civil servants and their eligible dependants, will the Government inform this Committee of:

1. a breakdown, by year, of the Government's expenditures on dental treatment services for retired civil servants and their eligible dependants respectively in the past 3 financial years. What is the relevant estimated expenditure for 2026-27?

2. a breakdown, by year, of the Government's expenditures on dental treatment services for serving civil servants and their eligible dependants respectively in the past 3 financial years. What is the relevant estimated expenditure for 2026-27?

3. the total estimate for medical and dental treatment for civil servants in 2025-26 exceeds $2.9 billion, of which $1.1578 billion is the provision for "families clinic and dental services," while $1.7659 billion is for "payment and reimbursement of medical fees and hospital charges". Of the aforementioned $1.1578 billion, what is the expenditure dedicated to dental services (including government dental services and private dental services)? Please list the amounts attributable to retired and serving civil servants respectively.

Asked by: Hon FAN Hoi-kit, Alex (LegCo internal reference no.: 20)

Reply:

1 & 2 The actual expenditures in 2023-24 and 2024-25, the revised estimate for 2025-26 and the estimate for 2026-27 in respect of dental services under Programme (7) of the Department of Health (DH) are as follows:

Dental Services under Programme (7)	2023-24 Financial year (Actual Expenditure)	2024-25 Financial year (Actual Expenditure)	2025-26 Financial year (Revised Estimate)	2026-27 Financial year (Estimate)
Expenditure ($ million)	816.0	889.5	850.7	914.4

The expenditures on dental treatment services for retired civil servants and their eligible dependants, as well as that for serving civil servants and their eligible dependants are absorbed within the DH's overall provision for dental services under Programme (7) and the DH does not keep relevant breakdown figures.

3 Regarding the provision for "families clinic and dental services" under Programme (7) of the DH for 2025-26, the revised estimate is $1.0555 billion, of which the revised estimate for dental services is $850.7 million, with the dental clinics under the DH, the pilot scheme on provision of dental scaling services to some civil service eligible persons (CSEPs) via private dental clinics and the pilot scheme to arrange some CSEPs to receive designated dental services at a medical institution in Shenzhen having been taken into account. The expenditures on dental services for retired civil servants and serving civil servants are absorbed within the DH's overall provision for dental services under Programme (7), and the DH does not keep relevant breakdown figures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2355)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

1. It is mentioned in the Programme that the total financial provision for 2026-27 is 17.1% higher than that of the previous year, but the indicator only shows an increase of 4 000 in attendances at non-public clinics. Will the Department please elaborate on the specific uses of the additional provision? What are the reasons for the substantial increase in the provision? On what basis are the attendance estimates for various services calculated?

2. Will the Department please elaborate on the actual attendances at non-public clinics, actual attendances at dental clinics, actual number of new dental case registrants and actual attendances of new dental cases receiving dental services, respectively, for the past 3 years?

Asked by: Hon KWOK Fu-yung (LegCo internal reference no.: 29)

Reply:

1. The provision under Department of Health (DH): Programme (7) Medical and Dental Treatment for Civil Servants is for fulfilling the contractual obligation of the Government as the employer in providing medical benefits according to the conditions of service for serving civil servants, eligible pensioners and other eligible persons (CSEPs). The estimate for 2026-27 is $449.4 million (or 17.1%) higher than the revised estimate for 2025-26. This is mainly due to the anticipated increase in the expenditure on applications for reimbursement of medical expenses from CSEPs and the increase in provision for families clinics and dental services. As the DH was not able to recruit suitable candidates to fill some posts in the Medical and Health Officer and Dental Officer grades during 2025-26, the revised estimate for 2025-26 is lower than the original estimate. As for the estimate for 2026-27, the DH will, with provision for its full staff strength, continue to conduct recruitment exercises to fill the vacancies. In addition, part of the provision will be used for the purchase or replacement of equipment.

When making estimates for the indicators, the DH will comprehensively consider various factors, including the past utilisation rates of the services, latest manpower situation of the Department and implementation situation of relevant measures.

2. The actual attendances at non-public clinics and dental clinics, actual number of new dental case registrants and actual attendances of new dental cases receiving dental services in the past 3 years are as follows:

Attendances at Families Clinics

Year	**Number of attendances** (rounded to the nearest thousand)
2023	245 000
2024	249 000
2025	277 000

Attendances at Dental Clinics

Year	**Number of attendances** (rounded to the nearest hundred)
2023	530 300
2024	502 100
2025	528 400

Note: The attendances in 2024 were lower than that in 2023 due to staff wastage in dental clinics. With the gradual alleviation of manpower problem, the number of attendances in 2025 recorded an increase as compared with that in 2024.

Number of New Dental Case Eligible Registrants and Attendances of New Dental Cases receiving Dental Services

Year	**Number of new dental case eligible registrants** (rounded to the nearest hundred)	**Attendances of new dental cases receiving dental services** (Note 2) (rounded to the nearest hundred)
2023	2 800	3 000
2024	48 300	29 000
2025	16 300(Note 1)	7 200(Note 3)

Note 1: There was an influx of new dental registrants in 2024 after the launch of the e-Registration form in January 2024. The growth in the number of new dental registrants gradually stabilised in 2025.

Note 2: The figures include first-time dental services provided by government dental clinics or arranged under pilot scheme(s) by the DH for new registrants registered in that year or earlier.

Note 3: Many new registrants had already received their first-time dental services provided by government dental clinics or arranged under the local pilot scheme by the DH in 2024.

- End -

Examination of Estimates of Expenditure 2026-27 | Reply Serial No. **CSB083**

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3020)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the Pilot Scheme on Dental Services (Dental Scaling) (PDS) and the Pilot Scheme on Dental Services in Shenzhen (PDSSZ), will the Government inform this Committee of:

1. the number of persons who have received dental scaling service and the expenditure involved since the launch of Phase 2 of the PDS;

2. the number of participants and the expenditure involved since the launch of the PDSSZ.

Asked by: Hon LAM Wai-kong (LegCo internal reference no.: 18)

Reply:

The service period of Phase 2 of the Pilot Scheme on Dental Services (Dental Scaling) (PDS), which provides dental scaling services for civil service eligible persons (CSEPs) through private dental clinics, runs from 1 February 2025 to 31 July 2026. As at 28 February 2026, a total of about 129 000 CSEPs have received or made appointments for dental scaling services, involving an expenditure on services of about $77 million.

The service period of Phase 1 of the Pilot Scheme on Dental Services for CSEPs in Shenzhen (PDSSZ) ran from 17 February 2025 to 16 February 2026. A total of about 2 100 CSEPs received services, involving an expenditure on services of about $1.2 million.

We have extended the PDSSZ, which was scheduled to end in February 2026, for 1 year and with the service quota increased to 3 000. We also plan to extend Phase 2 of the PDS, which was scheduled to end in July 2026, for an appropriate duration.

The Department of Health covers the relevant expenditure of the above 2 schemes by re-allocating the existing provision for medical and dental services for civil servants, hence no additional funding is involved.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2278)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding medical and dental treatment for civil servants, please advise on:

1. the staff establishment and estimated expenditure of the 6 families clinics in 2024-25, 2025-26 and 2026-27;

2. the respective attendances of civil service eligible persons and the average waiting time for services at each of the 6 families clinics in the past 3 years;

3. the staff establishment and estimated expenditure of the Department of Health for providing dental clinic services to serving/retired civil servants/ other eligible persons in 2024-25, 2025-26 and 2026-27; and

4. the attendances of serving/retired civil servants/ other eligible persons, the average waiting time for dental services, the number of new dental case eligible registrants and the attendances of new dental cases receiving dental services in the past 3 years.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 24)

Reply:

1. The staff establishment and estimated expenditure of families clinics in 2024-25, 2025-26 and 2026-27 are set out below:

Year	2024-25	2025-26	2026-27
Staff establishment	231 (as at 31 March 2025)	231 (as at 1 February 2026)	233 (Approved establishment)
Overall expenditure	$231.2 million (Actual expenditure)	$204.9 million (Revised estimate)	$230.7 million (Estimated expenditure)

2. The attendances of civil service eligible persons (CSEPs) at each families clinic in the past 3 years are set out below:

Families clinic	**Number of attendances** (rounded to the nearest thousand)		
	2023	**2024**	**2025**
Chai Wan Families Clinic	46 000	43 000	50 000
Hong Kong Families Clinic	56 000	50 000	55 000
Kowloon Families Clinic	52 000	56 000	60 000
New Territories Families Clinic	41 000	43 000	48 000
Fanling Families Clinic	39 000	46 000	52 000
Sai Kung Families Clinic[Note]	11 000	11 000	11 000
Tseung Kwan O Families Clinic[Note]	Not applicable		1 000

Note: Tseung Kwan O Families Clinic commenced operation on 15 December 2025 while Sai Kung Families Clinic ceased operation on the same day.

Families clinics provide services to patients by appointment, and there is no waiting list arrangement.

3. The staff establishment and expenditure of the Department of Health (DH) for providing dental clinic services to CSEPs in 2024-25, 2025-26 and 2026-27 are set out below:

Year	**2024-25**	**2025-26**	**2026-27**
Staff establishment	905 (as at 31 March 2025)	905 (as at 1 February 2026)	905 (Approved establishment)
Overall expenditure	$889.5 million (Actual expenditure)	$933.2 million (Original estimate) $850.7 million (Revised estimate)	$914.4 million (Estimated expenditure)

The decrease in revised estimates as compared with the original estimates for 2025-26 is mainly because the DH was not able to recruit suitable candidates to fill some posts in the Dental Officer grade during the year. With provision for its full staff strength in the 2026-27 estimates, DH will continue to conduct recruitment exercises to fill the vacancies. In addition, part of the provision is for the purchase or replacement of equipment.

4. The attendances of CSEPs at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics in hospitals), the overall waiting time for dental services at dental clinics, the number of new dental case eligible registrants and the attendances of new dental cases receiving dental services in the past 3 years are set out below:

Attendances at Dental Clinics

Year	Number of attendances (rounded to the nearest hundred)
2023	530 300
2024	502 100
2025	528 400

Note: The attendances in 2024 were lower than that in 2023 due to staff wastage in dental clinics. With the gradual alleviation of manpower problem, the number of attendances in 2025 recorded an increase as compared with that in 2024.

Overall Waiting Time for Services at Dental Clinics

Year (as at 31 December)	Regular dental check-up	Follow-up dental treatment	Consultation for elective specialised dental service
2023	24 to 48 months	8 to 44 months	1 to 48 months
2024	20 to 47 months	3 to 55 months	4 to 47 months
2025	12 to 44 months	1 to 52 months	6 to 45 months

Number of New Dental Case Eligible Registrants and Attendances of New Dental Cases Receiving Dental Services

Year	Number of new dental case eligible registrants (rounded to the nearest hundred)	Attendances of new dental cases received dental services (Note 2) (rounded to the nearest hundred)
2023	2 800	3 000
2024	48 300	29 000
2025	16 300 (Note 1)	7 200 (Note 3)

Note 1: There was an influx of new dental registrants in 2024 after the launch of the e-Registration form in January 2024. The growth in the number of new dental registrants gradually stabilised in 2025.

Note 2: The figures include first-time dental services provided by government dental clinics or arranged under the pilot scheme(s) by the DH for new registrants registered in that year or earlier.

Note 3: Many new registrants had already received their first-time dental services provided by government dental clinics or arranged under the local pilot scheme by the DH in 2024.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2279)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

With regard to the dental services of the Department of Health (DH), will the Government please advise this Committee on:

1. the staff establishment, the strength, the attrition figure and the number of retirees in respect of the Dental Officer Grade and Dental Hygienist Grade of the DH in the past 3 years;

2. the attendance of civil service eligible persons (CSEPs) at each dental clinic (including Oral Maxillofacial Surgery and Dental Clinics in hospitals) in the past 3 years;

3. the overall waiting time of the CSEPs for appointments for regular dental check-ups and follow-up treatment (including filling treatment and root canal treatment) in the past 3 years;

4. the number of people invited to participate, the number of participants and the expenditure incurred since the launch of the Pilot Scheme on Dental Services (Dental Scaling) for CSEPs ; and

5. the number of people invited to participate, the number of participants and the expenditure incurred since the launch of the Pilot Scheme on Dental Services for CSEPs in Shenzhen ?

Asked by: Hon YANG Wing-kit (LegCo internal reference no.: 1)

Reply:

1. The establishment and strength of the Dental Officer grade and Dental Hygienist grade deployed to government dental clinics under the Department of Health (DH) in the past 3 years are as follows -

	2023-24 (as at 31 March 2024)		2024-25 (as at 31 March 2025)		2025-26 (as at 1 February 2026)	
Grade	**Establishment**	**Strength**	**Establishment**	**Strength**	**Establishment**	**Strength**
Dental Officer	291	202	291	225	292	205
Dental Hygienist	14	8	22	10	22	15

The wastage of the Dental Officer grade and Dental Hygienist grade in the DH in the past 3 years is as follows -

	2023-24 (as at 31 March 2024)		2024-25 (as at 31 March 2025)		2025-26 (as at 1 February 2026)	
Grade	**Attrition* (Including retirement)**	**Retirement**	**Attrition* (Including retirement)**	**Retirement**	**Attrition* (Including retirement)**	**Retirement**
Dental Officer	**35**	15	**27**	20	**24^**	11
Dental Hygienist	**1**	1	**0**	0	**0**	0

Note: The above figures account for the overall wastage of the Dental Officer grade and Dental Hygienist grade (including Civil Servants Dental Service, School Dental Care Service, Community Dental Service, Dental Regulatory and Law Enforcement Office, Dental Service Administration Office and Hospital Dental Service (HDS)^) in the DH.

* The attrition figures **include the number of retirees**.

^ The DH's HDS was integrated with the Oral and Maxillofacial Surgery Service under the Hospital Authority (HA) on 6 February 2026, and the service was taken up by the HA. In 2025-26, the attrition figures in respect of Dental Officers in the DH had excluded those who had left service due to service integration and subsequently joined the HA.

2. The attendance of civil service eligible persons (CSEPs) at each dental clinic (including Oral Maxillofacial Surgery and Dental Clinics (OMS&DCs) in hospitals) in the past 3 years is set out at **Annex**.

3. The overall waiting time of CSEPs for appointments for regular dental check-ups and follow-up dental treatments (including filling and root canal treatment) in the past 3 years is as follows -

Year (as at 31 December)	Regular Dental Check-up	Follow-up Dental Treatment
2023	24 to 48 months	8 to 44 months
2024	20 to 47 months	3 to 55 months
2025	12 to 44 months	1 to 52 months

4 & 5. The service period of Phase 1 of the Pilot Scheme on Dental Services (Dental Scaling) (PDS), which provides dental scaling services for CSEPs through private dental clinics, ran from 1 August 2023 to 31 January 2025. The DH invited a total of about 280 000 CSEPs to participate and, among them, about 143 000 received dental scaling services, involving an expenditure on services of about $86 million. The service period of Phase 2 of the PDS runs from 1 February 2025 to 31 July 2026. As at 28 February 2026, the DH has sent invitations to about 241 000 CSEPs and, among them, a total of about 129 000 have received or made appointments for dental scaling services, involving an expenditure on services of about $77 million.

The service period of Phase 1 of the Pilot Scheme on Dental Services for CSEPs in Shenzhen (PDSSZ) ran from 17 February 2025 to 16 February 2026. The DH invited a total of about 3 800 CSEPs who had indicated interest in the Expression of Interest to participate in the PDSSZ and, among them, a total of about 2 100 CSEPs received services, involving an expenditure on services of about $1.2 million.

We have extended the PDSSZ, which was scheduled to end in February 2026, for 1 year and with the service quota increased to 3 000. We also plan to extend Phase 2 of the PDS, which was scheduled to end in July 2026, for an appropriate duration.

The DH covers the relevant expenditure of the above 2 schemes by re-allocating the existing provision for medical and dental services for civil servants, hence no additional funding is involved.

Annex

Dental Clinic	Attendance#		
	2023	**2024**	**2025**
Aberdeen Jockey Club Dental Clinic@	5 000	0	0
Castle Peak Hospital Dental Clinic	7 300	5 900	7 600
Chai Wan Government Dental Clinic@	9 200	0	0
Cheung Chau Dental Clinic@	0	0	0
Cheung Sha Wan Government Offices Dental Clinic	42 500	45 500	46 600
Fanling Health Centre Dental Clinic	19 100	18 500	18 600
Ha Kwai Chung Government Dental Clinic	8 400	7 300	7 000
Harbour Building Dental Clinic	18 100	19 600	18 400
Harbour Building Orthodontic Clinic	11 100	12 900	12 700
Hong Kong Police College Dental Clinic	100	100	100
Kennedy Town Community Complex Dental Clinic	13 600	19 300	19 100
Kowloon City Dental Clinic	25 600	24 900	23 600
Kwai Chung Hospital Dental Clinic@	0	0	0
Kwun Tong Dental Clinic	15 000	13 200	14 800
Kwun Tong Yung Fung Shee Dental Clinic	10 700	10 300	10 500
Li Po Chun Dental Clinic	12 100	13 300	10 800
Ma On Shan Dental Clinic	9 700	9 700	10 000
MacLehose Dental Centre 2/F	8 100	8 000	7 900
MacLehose Dental Centre 6/F	25 800	28 400	28 600
Madam Yung Fung Shee Dental Clinic	9 500	8 400	8 800
Mona Fong Dental Clinic@	1 500	0	2 500
Pamela Youde Government Dental Clinic	17 900	16 200	17 100
Queensway Government Offices Dental Clinic	22 600	25 400	25 800
Sai Ying Pun Dental Clinic 3/F@	0	0	1 100
Sai Ying Pun Dental Clinic 8/F	8 200	8 200	10 600
Sheung Kwai Chung Government Dental Clinic	18 900	18 300	18 100
Sheung Kwai Chung Prosthodontic Clinic	8 400	9 600	9 800
Tai O Dental Clinic@	0	0	0

Dental Clinic	Attendance#		
	2023	2024	2025
Tai Po Wong Siu Ching Dental Clinic	10 200	9 900	9 800
Tang Shiu Kin Dental Clinic	19 400	21 700	21 900
Tseung Kwan O Dental Clinic	17 800	17 500	17 700
Tseung Kwan O Government Offices Dental Clinic@	Not applicable		4 700
Tsuen Wan Dental Clinic	8 300	8 000	7 800
Tsuen Wan Government Offices Dental Clinic	10 500	10 500	10 500
Tung Chung Dental Clinic@	3 800	0	4 300
Victoria Road Dental Clinic@	5 300	600	0
Wan Chai Dental Clinic@	17 700	3 900	7 400
West Kowloon Government Offices Dental Clinic	14 100	15 000	20 200
Western Dental Clinic	4 700	4 700	4 800
Yan Oi Dental Clinic	6 900	6 700	7 000
Yau Ma Tei Dental Clinic	24 400	23 700	24 200
Yau Ma Tei Orthodontic Clinic	19 800	18 900	18 900
Yuen Long Government Offices Dental Clinic	13 900	12 600	12 000
Yuen Long Jockey Club Dental Clinic@	0	0	100

OMS&DCs in Hospitals	Attendance#		
	2023	2024	2025
North District Hospital OMS&DC	3 100	2 300	2 500
Pamela Youde Nethersole Eastern Hospital OMS&DC	3 300	3 700	3 600
Prince of Wales Hospital OMS&DC	4 300	4 000	4 000
Princess Margaret Hospital OMS&DC	3 100	3 300	3 300
Queen Elizabeth Hospital OMS&DC	5 000	5 800	7 400
Queen Mary Hospital OMS&DC	3 800	3 900	3 800
Tuen Mun Hospital OMS&DC	2 500	2 400	2 400

Note: The attendances in 2024 were lower than that in 2023 due to staff wastage in dental clinics. With the gradual alleviation of manpower problem, the number of attendances in 2025 recorded an increase as compared with that in 2024.

The number of attendances is rounded to the nearest hundred.

@ The services provided to CSEPs by the Sai Ying Pun Dental Clinic 3/F, Cheung Chau Dental Clinic, Tai O Dental Clinic, Kwai Chung Hospital Dental Clinic, Yuen Long Jockey Club Dental Clinic, Mona Fong Dental Clinic, Tung Chung Dental Clinic, Aberdeen Jockey Club Dental Clinic, Chai Wan Government Dental Clinic, Victoria Road Dental Clinic and Wan Chai Dental Clinic have been suspended by phases since October 2021 in view of the development of the COVID-19 pandemic and the manpower situation of the Dental Officer Grade. Affected patients have been transferred to dental clinics nearby for service. As the DH has been actively recruiting Dental Officers, the manpower shortage has been gradually alleviated. The DH had resumed the operation of 5 dental clinics in an orderly manner in 2025, including Tung Chung Dental Clinic (March 2025), Mona Fong Dental Clinic (June 2025), Wan Chai Dental Clinic (August 2025), Sai Ying Pun Dental Clinic 3/F (October 2025) and Yuen Long Jockey Club Dental Clinic (December 2025), and the new Tseung Kwan O Government Offices Dental Clinic has also commenced operation in September 2025. Subject to the actual manpower situation, the DH plans to continue resuming the operation of suspended dental clinics in 2026.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3520)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the employment of persons with disabilities (PWDs) as civil servants and government non-civil service contract (NCSC) staff, will the Government inform this Committee of:

1. the numbers of applications for civil service positions and NCSC positions made by those who declared themselves as PWDs, with a breakdown by rank of the post for which they applied and type of disability in each of the past 5 years;

2. the numbers of civil service and NCSC appointees who declared themselves as PWDs, with a breakdown by rank and type of disability in each of the past 5 years;

3. whether the Government will consider allocating resources in 2026-27 for recruiting dedicated personnel to assist newly appointed civil servants or NCSC staff who have declared themselves as PWDs in adapting to their work environment, including coordinating work allocation with their direct supervisors and colleagues, helping them adapt to their workplace environment, and matching them with suitable technical aids and facilities, etc.. If so, what are the work plan and the estimated expenditure? If not, what are the reasons?

Asked by: Hon CHAN Man-yee, Grace (LegCo internal reference no.: 57)

Reply:

1. and 2. Persons with disabilities (PWDs) can choose whether to declare their disabilities when applying for government jobs. This applies to serving civil servants and other government employees as well. The Government does not and has no plan to require job applicants, serving civil servants or other government employees to declare their disabilities on a mandatory basis. The Civil Service Bureau (CSB) collects statistical information on employment of PWDs in the Government from Bureaux/Departments (B/Ds) every year with the major sources of information including the number of job applicants who declared their disabilities on a voluntary basis, and the cases of application for financial

assistance made by serving employees for purchasing technical aids to assist in their performance of duties. Given that civil servants and government job applicants declare their disabilities on a voluntary basis, the relevant statistics only reflect the situation of those who have so declared. The actual number of PWDs working in the Government must be larger than the reported number.

Among the recruitment exercises for civil service posts concluded in 2020-21 to 2024-25, the number of qualified applicants who had declared disabilities and the number of applicants who were offered appointment are set out in the table below. We do not maintain information on a breakdown of the recruitment figures by individual ranks and types of disabilities, as well as relevant figures of the number of applicants / staff of NCSC positions who had declared disabilities.

Year	**Number of qualified applicants who had declared their disabilities**	**Number of applicants who were offered appointment**
2020-21	1 402	63
2021-22	2 259	72
2022-23	1 561	38
2023-24	1 505	46
2024-25	1 057	41

3. To assist PWDs to integrate in the workplace, the Government provides on-the-job assistance and suitable accommodation to employees with disabilities so as to facilitate them in performing their duties, e.g. modifications of work areas and facilities, appropriate adjustments to job designs and work schedules, provision of necessary equipment. The Government also purchases technical aids, such as braille display, hearing aids, desktop video magnifier and screen reader and magnification software, for employees with disabilities in order to facilitate their performance of duties. For such purposes, CSB has earmarked $120,000 in 2026-27 and, where necessary, will reallocate or request additional resources under the established mechanism in order to provide the necessary technical aids to employees with disabilities in a timely manner. There are many different types of civil service positions and there are also various categories of disabilities. At present, having individual B/Ds coordinate the work assignments and adaptation arrangements for newly recruited employees with disabilities is far more effective than establishing a centralised unit for this purpose.

- End -

Examination of Estimates of Expenditure 2026-27 Reply Serial No.

CSB087

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3595)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is required that, starting from 27 July 2024, applications for the posts of Assistant Clerical Officer, Clerical Assistant and Personal Secretary II should be submitted through the online application system on the Civil Service Bureau's webpage [G.F. 340 (Rev. 7/2023)]. In this connection, will the Government inform this Committee of the following:

1. The numbers of applications received each month since the implementation of the new requirement, broken down by post;

2. It is learnt that the Recruitment Centre, General Grades Office provides facilities for applicants without access to computers to assist them to submit online applications. What is the percentage of the number of applications submitted through this means since the implementation of the new requirement?

3. Has the Government assessed whether there is a significant change in the number of applications under the new measure compared to the same period in the past when applications were submitted in paper form? If so, the details; if not, the reasons for that;

4. Regarding the implementation of the above measure, has the handling process of the General Grades Office been streamlined? How does this improve the processing efficiency compared to submitting applications in paper form?

5. The respective numbers of applicants, numbers of appointment letters issued, number of appointments accepted, and number of applicants passing each stage of the tests, namely the preliminary qualification vetting, skills test, detailed qualification vetting, Basic Law and National Security Law Test (BLNST), and selection interviews for the above posts in the past 3 years; and

6. The age distribution and the qualification distribution of applicants of the above posts respectively in the past 3 years.

Asked by: Hon CHIK Kit-ling, Elaine (LegCo internal reference no.: 301)

Reply:

1. To support the promotion of e-Government services, applicants for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA), and Personal Secretary II (PS II) have been required to submit the application form through an online application system since 27 July 2024. The numbers of applications received monthly for these 3 posts since the implementation of the new measure (as at 28 February 2026) are set out in **Annex A**.

2. We have not maintained statistics on the number of online applications submitted using the computers at the Recruitment Centre of the General Grades Office (GGO). Based on observation, the computers provided at the Recruitment Centre are sufficient to meet such demand.

3. The GGO has commenced year-round recruitment for the posts of ACO, CA, and PS II since October 2023. Prior to the full implementation of the mandatory requirement of submitting online applications (i.e. from October 2023 to July 2024), we received only about 2 300 paper-based applications, accounting for only about 7% of the total number of applications. It is estimated that as applicants for these 3 posts are required to possess a certain level of computer literacy and word processing skills, the implementation of the new measure has not brought about significant impact on the number of applications.

4. The implementation of the new measure has reduced the time spent by staff of the GGO on processing paper-based applications (such as manual data entry and verification, scanning/photocopying of documents, filing, etc.). This allows for more flexible deployment of manpower to handle other tasks, thereby enhancing the overall recruitment efficiency.

5. The relevant recruitment figures for ACO, CA, and PS II over the past 3 years (as at 28 February 2026) are set out in **Annex B**.

6. The distribution of applicants' age and academic qualifications for the posts of ACO, CA, and PS II over the past 3 years (as at 28 February 2026) are set out in **Annex C**.

Annex A

Number of applications for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA), and Personal Secretary II (PS II) (August 2024 to February 2026)

	ACO	CA	PS II
August 2024	1 068	711	617
September 2024	1 055	717	666
October 2024	1 045	731	591
November 2024	1 085	772	596
December 2024	752	501	422
January 2025	875	547	454
February 2025	1 090	678	600
March 2025	1 080	811	604
April 2025	665	471	448
May 2025	892	625	517
June 2025	1 065	698	652
July 2025	1 253	801	762
August 2025	1 048	739	617
September 2025	1 120	717	628
October 2025	988	649	564
November 2025	761	574	424
December 2025	801	521	440
January 2026	953	629	516
February 2026	656	468	325

Annex B

Recruitment figures for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA), and Personal Secretary II (PS II) (Notes 1 and 2) 2023-24 to 2025-26 (as at 28 February 2026)

	ACO	CA	PS II
Number of applications	32 801	22 213	19 109
Number of candidates who passed preliminary qualification vetting	29 628	20 276	18 639
Number of candidates who passed skills test	6 950	7 796	3 037
Number of candidates who passed Basic Law and National Security Law Test (BLNST) (Note 3)	2 553	2 341	987
Number of candidates who passed selection interview	1 121	1 346	335
Number of appointment letters issued	935	1 228	261
Number of candidates who accepted offer	782	984	226

Note 1: Year-round recruitment has commenced since 6 October 2023.

Note 2: The GGO has not maintained statistics on the number of candidates who passed detailed qualification vetting.

Note 3: Only including the number of candidates who took and passed the BLNST at the Recruitment Centre.

Annex C

Distribution of applicants' age and academic qualifications for the posts of Assistant Clerical Officer (ACO), Clerical Assistant (CA), and Personal Secretary II (PS II) (Note 1) 2023-24 to 2025-26 (as at 28 February 2026)

Distribution of applicants' age

	ACO	**CA**	**PS II**
Below 20	107	137	66
20 to below 30	15 263	8 378	8 975
30 to below 40	10 351	6 436	6 091
40 to below 50	5 220	4 794	2 967
50 or above	1 860	2 468	1 010
Total:	**32 801**	**22 213**	**19 109**

Distribution of applicants' academic qualifications

	ACO	**CA**	**PS II**
Degree or above	18 882	8 148	12 007
Higher Diploma / Associate Degree	6 102	3 467	2 839
Matriculation	898	561	503
Secondary 5 / HKDSE / Yi Jin	6 604	9 317	3 199
Secondary 4	0	199	0
Others (Note 2)	315	521	561
Total:	**32 801**	**22 213**	**19 109**

Note 1: Year-round recruitment has commenced since 6 October 2023.
Note 2: Including qualifications awarded outside Hong Kong.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3442)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

In the past year, the Government planned to delete 10 000 civil service posts. Will the Government inform this Committee of the following:

1. What are the details of the progress of the relevant plan? Please set out in table form the current number of posts deleted, the details of these posts and their respective departments.

2. What are the savings in manpower expenditure brought to the Government by the relevant plan so far? Please set out in table form the details of the manpower expenditures of various departments before and after the deletion of the posts.

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 42)

Reply:

(1)and(2) In line with the Government's Productivity Enhancement Programme (PEP) and in order to optimise the use of manpower resources, the Government will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 based on the establishment of the preceding financial year. Together with the posts deleted under the zero-growth policy in the civil service establishment from 2021-22 to 2025-26, it is estimated that a cumulative reduction of over 10 000 posts will be achieved within this term of the Government. A reduction of over 8 000 posts in the civil service establishment is expected by 1 April 2026 over that of 2021-22 when the zero-growth policy commenced.

The Government will reduce the establishment on a bureau basis, reducing the overall establishment of each bureau and its departments as a whole by a standard percentage. Departments, after reviewing factors such as overall service demand, operational needs, and vacancy situations, etc., have made arrangements to reduce the civil service establishment by 2% in 2026-27.

The changes in the civil service establishment of bureaux/departments/offices from 2021-22 to 2026-27 are set out at **Annex**. Since the financial provisions for personal emoluments of recurrent expenditure allocated to bureaux/departments (B/Ds) are calculated based on establishment rather than strength, reducing the establishment will lead to reduction in actual allocation of financial provisions to B/Ds. The Civil Service Bureau does not maintain records on the details of the posts involved and the provision to be saved resulting from the changes in the establishment of bureaux/departments/offices.

Annex

Changes in the Civil Service Establishment by Bureaux/Departments/Offices from 2021-22 to 2026-27

Bureau/Department/Office	Change in the Civil Service Establishment
Agriculture, Fisheries and Conservation Department	-92
Architectural Services Department	-103
Audit Commission	-6
Auxiliary Medical Service	-3
Buildings Department	-133
Census and Statistics Department	-167
Chief Executive's Office	+4
Chief Secretary for Administration's Office and Financial Secretary's Office	-16
Civil Aid Service	-7
Civil Aviation Department	-50
Civil Engineering and Development Department	-119
Civil Service Bureau	+8
Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch) *	-303
Commerce and Economic Development Bureau (Communications and Creative Industries Branch) *	-126
Commerce and Economic Development Bureau #	+216
Companies Registry	-12
Constitutional and Mainland Affairs Bureau	-9
Correctional Services Department	-307
Culture, Sports and Tourism Bureau #	+310
Customs and Excise Department	-186
Department of Health	-244
Department of Justice	-42
Development Bureau (Planning and Lands Branch)	-8
Development Bureau (Works Branch)	-10
Digital Policy Office #	+838
Drainage Services Department	-91
Education Bureau	-230
Electrical and Mechanical Services Department	-55
Electrical and Mechanical Services Trading Fund	+41
Environment Bureau *	-56

Bureau/Department/Office	Change in the Civil Service Establishment
Environment and Ecology Bureau (Environment Branch) #	+214
Environment and Ecology Bureau (Food Branch) #	+50
Environmental Protection Department	-374
Financial Services and the Treasury Bureau (Financial Services Branch)	-14
Financial Services and the Treasury Bureau (The Treasury Branch)	-22
Fire Services Department	-43
Food and Environmental Hygiene Department	-415
General Expenses of the Civil Service	-4
Government Flying Service	-7
Government Laboratory	-7
Government Logistics Department	-22
Government Property Agency	-37
Food and Health Bureau (Food Branch) *	-65
Food and Health Bureau (Health Branch) *	-226
Health Bureau #	+240
Highways Department	-150
Home Affairs Bureau *	-323
Home and Youth Affairs Bureau #	+225
Home Affairs Department	-55
Hong Kong Monetary Authority @	-5
Hong Kong Observatory	-6
Hong Kong Police Force	-1 948
Hospital Authority	-488
Housing Authority	-325
Immigration Department	-586
Information Services Department	-14
Inland Revenue Department	-73
Innovation and Technology Bureau *	-192
Innovation, Technology and Industry Bureau #	+77
Innovation and Technology Commission	+17
Intellectual Property Department	-1
Invest Hong Kong	+5

Bureau/Department/Office	Change in the Civil Service Establishment
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	-16
Judiciary (excluding Judges and Judicial Officers)	-20
Labour and Welfare Bureau	+17
Labour Department	-145
Land Registry	-21
Lands Department	-435
Legal Aid Department	-20
Legal Aid Services Council	0
Leisure and Cultural Services Department	-288
Marine Department	-59
Office for Film, Newspaper and Article Administration	-5
Office of the Communications Authority	-7
Office of the Government Chief Information Officer *	-736
Official Receiver's Office	-26
Overseas Economic and Trade Offices (excluding locally engaged staff)	+7
Planning Department	-46
Post Office	-188
Public Service Commission Secretariat	+1
Radio Television Hong Kong	-17
Rating and Valuation Department	-68
Registration and Electoral Office	+4
Secretariat, Commissioner on Interception of Communications and Surveillance	0
Security Bureau	-3
Social Welfare Department	-219
Trade and Industry Department	-27
Transport and Housing Bureau (Transport Branch) *	-226
Transport and Logistics Bureau #	+203
Transport Department	-97
Treasury	-75
University Grants Committee	-12
Vocational Training Council @	-2

Bureau/Department/Office	Change in the Civil Service Establishment
Water Supplies Department	-289
Working Family and Student Financial Assistance Agency	-48
Total	**- 8 395**

* Previous name before re-organisation
\# New name after re-organisation
@ No shadow post in the establishment of the Hong Kong Monetary Authority and the Vocational Training Council

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3450)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the performance assessment of the civil service, please inform this Committee of:

a. the establishment and strength figures of and the total staff-related expenditure on the civil service, the numbers of civil servants who were dismissed, reduced in rank, and not granted increment due to their performance in the past 5 years; and

b. the respective numbers of civil servants who were dismissed and reduced in rank due to sub-standard performance and serious misconduct in the past 5 years.

Asked by: Hon HO Chun-yin, Steven (LegCo internal reference no.: 52)

Reply:

a. and b. In the 5 years from 2021-22 to 2025-26 (as at 31 December 2025), the establishment and strength of the civil service are tabulated as follows –

	2021-22	**2022-23**	**2023-24**	**2024-25**	**2025-26 (as at 31 December 2025)**
Establishment [Note 1]	192 561	192 323	192 234	190 944	190 445
Strength [Note 2]	176 244	173 643	173 112	172 751	170 579

Note 1: The civil service establishment includes posts on the permanent establishment and time-limited posts on the non-permanent establishment. The number of posts of the latter (including directorate and non-directorate posts) has already been counted towards the establishment.

Note 2: Strength figures include officers on final leave.

Expenditure on personal emoluments of government paid staff in the government establishment in the past 5 financial years (i.e. from 2021-22 to 2025-26) is set out as follows [Note 3] -

Item	Actual expenditure for 2021-22 ($ million)	Actual expenditure for 2022-23 ($ million)	Actual expenditure for 2023-24 ($ million)	Actual expenditure for 2024-25 ($ million)	Revised estimate for 2025-26 ($ million)
Personal emoluments	88,041	90,895	94,538	97,637	98,325

Note 3: Government paid staff in the government establishment includes Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff of overseas Economic and Trade Offices (who are all non-civil servants).

In accordance with the Civil Service Regulations, an officer may be granted an increment only if his/her performance at work (including conduct, diligence and efficiency) has been satisfactory during the appraisal period. In the past 5 years (from 2021 to 2025), a total of 94 civil servants were not granted an increment due to unsatisfactory performance, of which the numbers broken down by year are as follows:

Year	Number of civil servants who were not granted an increment due to unsatisfactory performance
2021	16
2022	7
2023	12
2024	21
2025	38

The Government attaches great importance to the conduct and integrity of the civil service and takes a zero-tolerance approach towards officers who have breached the law or misconducted themselves. In the 5 years from 2021-22 to 2025-26 (as at 31 December 2025), 235 and 15 civil servants received removal punishment (including dismissal or compulsory retirement) and were inflicted with "reduction in rank" punishment respectively due to their serious misconduct or criminal offences. The breakdown by year is set out below.

Disciplinary punishment	2021-22	2022-23	2023-24	2024-25	2025-26 (as at 31 December 2025)	Total
Removal (including dismissal and compulsory retirement)	52	60	51	40	32	235
Reduction in rank	0	3	4	7	1	15

The Government attaches great importance to the performance management of civil servants. With respect to the officers with persistent sub-standard performance, the management will first assist them to improve their performance through counselling, training or other administrative measures as appropriate; when these measures do not yield the expected results, action will be pursued to retire the officers concerned in the public interest under Section 12 of the Public Service (Administration) Order ("Section 12 action"). In September 2023, the Civil Service Bureau promulgated and implemented the streamlined mechanism for "Section 12 action" with a view to strengthening the management of staff with sub-standard performance.

During the 5 financial years from 2021-22 to 2025-26 (as at 31 December 2025), a total of 30 officers were issued with "Section 12 Notification" due to sub-standard performance. They were advised to improve their performance to the acceptable standard within a specified observation period; otherwise "Section 12 action" would be taken. Among these officers, 5 officers were ordered to retire due to persistent sub-standard performance; 4 officers left the service upon receipt of the "Section 12 Notification"; 4 officers with "Section 12 action" suspended as their performance had been improved to the acceptable standard but they are still subjected to the three-year monitoring period; 4 officers were referred to be handled by respective mechanisms due to disciplinary or other reasons; and the cases of the remaining 13 officers are ongoing. Apart from the abovementioned 30 officers, some officers had resigned before the commencement of the "observation period" when they were informed of the departments' intention to initiate "Section 12 action" against them, and the Government does not keep information on the number of these cases.

With regard to officers on probation, in 2021-22 to 2025-26 (as at 31 December 2025), the number of officers who have been terminated or refused to pass the probation bar for reasons such as unsuitability of character, misconduct or inefficient performance of duties per year is as follows:

2021-22	**2022-23**	**2023-24**	**2024-25**	**2025-26 (as at 31 December 2025)**	**Total**
65	44	53	28	29	219

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3690)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

It is proposed in the 2026-27 Budget that the Government will allocate $50 million to take forward the "AI Training for All" initiative, under which public organisations will be invited to organise, in collaboration with technology enterprises and tertiary institutions, AI application courses, seminars and competitions targeting students, young people and members of the public for enhancing their AI awareness and application skills, and to be responsible AI users. In this connection, will the Government inform this Committee, in addition to the "AI Training for All" initiative, whether it will consider extending AI application training to cover civil servants; if yes, of the specific content, estimated expenditure and the estimated number of participants for such training in 2026-27?

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 27)

Reply:

The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the

potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3552)

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service (Shirley LAM)

Director of Bureau: Secretary for the Civil Service

Question:

According to paragraph 51 of the Budget Speech, the Civil Service College will collaborate with the Digital Policy Office to provide AI training for civil servants to better grasp the relevant knowledge. What is the number of civil servants expected to be provided with AI training? What is the amount of expenditure involved? What are the establishment and expenditures involved in the planning of AI training courses respectively? As the development of AI technology is ever-evolving, will the Government continue to provide AI training courses for civil servants? If yes, what are the details; if not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 539)

Reply:

The Civil Service College (CSC) collaborates with the Digital Policy Office (DPO) to provide training on artificial intelligence (AI) and technology application for civil servants, including co-organising regular seminar series specially designed for senior directorates to deepen their understanding of topics such as information technology, data management, and cybersecurity.

CSC's training focuses on enabling departmental leaders to take on leadership responsibilities, strategically employ AI and technology to improve the quality of public services, lead their departments in building and optimizing departmental information technology systems, strengthen the use of AI to innovate public services, and promote the effective use of AI and technology of all grades and ranks through departmental leaders who foster departmental culture, update work procedures and arrange relevant training within the departments. Guided by this training philosophy, CSC has enhanced the content and visits related to AI and technology application in its flagship leadership development programmes, Mainland training programmes and exchange activities. It also arranges for senior and directorate-level civil servants to attend relevant programmes at overseas institutions. In addition, CSC provides generic training for civil servants through thematic programmes and seminars, enabling them to understand the latest development trends and opportunities in AI and technology, the potential for AI and technology application in public services, and related application scenarios, thereby strengthening their grasp of the relevant knowledge.

CSC plans to organise about 70 programmes and seminars on AI and technology application in 2026. The related estimated expenditure for 2026-27 is $4.7 million. Meanwhile, CSC will continue to integrate and strengthen the content of AI and technology application in flagship leadership development programmes, national studies programmes held on the Mainland, and exchange activities. However, as the content of these programmes covers multiple themes, a breakdown of expenditure and manpower deployment attributable to the part on AI and technology application is not available. In 2026, it is estimated that about 6 000 trainees will participate in the aforementioned training, with a total of 5 400 trainee-days. CSC will continue to invest resources in providing training on AI and technology application, and update the training content according to technological developments.

Apart from in-person training, CSC also provides AI e-learning resources covering topics ranging from the macro to individual levels, including the global AI co-opetition landscape, AI-driven transformation and innovation ecosystem, the cultivation of an AI adoption culture, digital literacy and application skills, as well as ethical frameworks for AI application and risk management. In addition, CSC, in collaboration with DPO, is developing a series of web courses on AI. The courses are designed to address the diverse training needs of civil servants at different levels. They cover fundamental AI concepts, common AI tools and platforms, AI use cases in public services, and emerging trends, among others. The web courses will be accessible via CSC's Learning Management Portal for self-directed learning, with a view to enhancing civil servants' AI literacy and driving the adoption of AI technologies across departments. The estimated number of related e-learning access is about 80 000. CSC and DPO are currently drawing up the implementation plan. The production costs of the series are borne by DPO.

Bureaux/departments (B/Ds) will also, based on their operating environment and specific needs, actively arrange suitable training for their staff of different levels, including AI application related to departmental business, big data analysis, etc., so as to effectively promote the application of technology in B/Ds and enhance service quality. As the relevant training is organised by B/Ds, the Civil Service Bureau does not maintain records of the number of trainees and related expenditures.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3502)

Head: (37) Department of Health

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

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Ronald LAM)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the civil servants dental services, please provide the following information for the past 3 years:

1. the manpower and expenditure of government dental clinics each year;

2. the number of Civil Service Eligible Persons (CSEPs) being provided with dental services each year;

3. the average waiting time of CSEPs for dental scaling services;

4. the number of participants and the expenditure of the Pilot Scheme on Dental Services (Dental Scaling) for CSEPs; and

5. the number of participants and the expenditure of the Pilot Scheme on Dental Services for CSEPs in Shenzhen launched by the Government in February 2025.

Asked by: Hon CHAN Hak-kan (LegCo internal reference no.: 55)

Reply:

1. The staff establishment and expenditure of government dental clinics in the past 3 years are set out below:

Year	2023-24	2024-25	2025-26
Staff establishment	870 (as at 31 March 2024)	905 (as at 31 March 2025)	905 (as at 1 February 2026)
Overall expenditure	$816.0 million (Actual expenditure)	$889.5 million (Actual expenditure)	$850.7 million (Revised estimate)

2. The attendances of civil service eligible persons (CSEPs) at dental clinics (including Oral Maxillofacial Surgery and Dental Clinics in hospitals) in the past 3 years are set out below:

Year	Number of attendances (rounded to the nearest hundred)
2023	530 300
2024	502 100
2025	528 400

Note: The attendances in 2024 were lower than that in 2023 due to staff wastage in dental clinics. With the gradual alleviation of manpower problem, the number of attendances in 2025 recorded an increase as compared with that in 2024.

3. The overall waiting time of CSEPs for appointments for regular dental check-ups (including dental scaling services) in the past 3 years is set out below:

Year (as at 31 December)	Regular dental check-up
2023	24 to 48 months
2024	20 to 47 months
2025	12 to 44 months

4 & 5. The service period of Phase 1 of the Pilot Scheme on Dental Services (Dental Scaling) (PDS), which provides dental scaling services for CSEPs through private dental clinics, ran from 1 August 2023 to 31 January 2025. About 143 000 CSEPs received dental scaling services, involving an expenditure on services of about $86 million. As for Phase 2, the service period runs from 1 February 2025 to 31 July 2026. As at 28 February 2026, a total of about 129 000 CSEPs have received or made appointments for dental scaling services, involving an expenditure on services of about $77 million.

The service period of Phase 1 of the Pilot Scheme on Dental Services for CSEPs in Shenzhen (PDSSZ) ran from 17 February 2025 to 16 February 2026. A total of about 2 100 CSEPs received services, involving an expenditure on services of about $1.2 million.

We have extended the PDSSZ, which was scheduled to end in February 2026, for 1 year with the service quota increased to 3 000. We also plan to extend Phase 2 of the PDS, which was scheduled to end in July 2026, for an appropriate duration.

The DH covers the relevant expenditure of the above 2 schemes by re-allocating the existing provision for medical and dental services for civil servants, hence no additional funding is involved.

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