

**Employment of full-time NCSC staff by bureau/department/office
with continuous service of five years or more
(position as at 30.6.2012)**

Bureau/Department/Office (B/D)	No. of NCSC staff with five years up to less than ten years continuous service	No. of NCSC staff with ten years or more continuous service	Total
Agriculture, Fisheries and Conservation Department	97	19	116
Architectural Services Department	-	-	-
Buildings Department	92	35	127
Census and Statistics Department	6	-	6
Chief Executive's Office	3	-	3
Chief Secretary and Financial Secretary's Office (including the Efficiency Unit)	59	26	85
Civil Aviation Department	2	1	3
Civil Engineering and Development Department	7	20	27
Civil Service Bureau	-	-	-
Commerce and Economic Development Bureau	5	-	5
Companies Registry	15	-	15
Constitutional and Mainland Affairs Bureau	2	-	2
Correctional Services Department	-	-	-
Customs and Excise Department	1	-	1
Department of Health	348	58 <i>(Note 1)</i>	406
Department of Justice	1	4	5
Development Bureau	1	-	1
Drainage Services Department	12	5	17
Education Bureau	199	34	233
Electrical and Mechanical Services Department	476	264 <i>(Note 2)</i>	740
Environment Bureau	-	-	-
Environmental Protection Department	12	1	13
Financial Services and the Treasury Bureau	8	-	8
Fire Services Department	11	1	12
Food and Environmental Hygiene Department	71	20	91
Food and Health Bureau	3	-	3
Government Flying Service	1	-	1
Government Laboratory	4	-	4
Government Logistics Department	15	1	16
Government Property Agency	-	-	-
Highways Department	-	5	5
Home Affairs Bureau	5	-	5
Home Affairs Department	22	10	32
Hong Kong Observatory	2	-	2
Hong Kong Police Force	57	9	66
Hongkong Post	601	632 <i>(Note 3)</i>	1 233
Immigration Department	41	2	43
Information Services Department	9	2	11
Inland Revenue Department	14	-	14
Innovation and Technology Commission	11	5	16
Intellectual Property Department	5	-	5
Invest Hong Kong	25	12	37
Judiciary	24	8	32
Labour and Welfare Bureau	2	-	2
Labour Department	58	16	74
Land Registry	21	20	41

Bureau/Department/Office (B/D)	No. of NCSC staff with five years up to less than ten years continuous service	No. of NCSC staff with ten years or more continuous service	Total
Lands Department	1	-	1
Legal Aid Department	-	-	-
Leisure and Cultural Services Department	160	363 (Note 4)	523
Marine Department	1	2	3
Office of the Communications Authority	19	33	52
Office of the Government Chief Information Officer	4	-	4
Official Receiver's Office	9	3	12
Planning Department	4	2	6
Radio Television Hong Kong	74	61 (Note 5)	135
Rating and Valuation Department	12	1	13
Registration and Electoral Office	13	8	21
Security Bureau	1	-	1
Social Welfare Department	91	35	126
Student Financial Assistance Agency	125	40	165
Trade and Industry Department	13	7	20
Transport and Housing Bureau	-	-	-
Transport Department	27	17	44
Treasury	5	4	9
University Grants Committee Secretariat	2	2	4
Water Supplies Department	16	28	44
Total	2 925	1 816	4 741

(Note 1)

About 74% of the 58 NCSC staff who had been working in the Department of Health for 10 years or more were employed to carry out non-core cleaning and menial duties in clinics. Whether they can eventually be phased out will depend on the effectiveness and progress of outsourcing such services. The remainder were deployed either to meet time-limited requirements, such as control and regulation of Chinese medicines and related work, or to serve as a stop-gap measure pending phasing out of the NCSC positions and their replacement by civil service posts as identified in the 2006 special review.

(Note 2)

As regards the 264 NCSC staff who had been working in the Electrical and Mechanical Services Department (EMSD) for 10 years or more, the Department retained them so long as their experience and expertise were commensurate with the operational needs of the Electrical and Mechanical Services Trading Fund. The EMSD will convert those NCSC positions into civil service posts in phases where long-term service need is identified.

(Note 3)

Around 54% of the 632 NCSC staff who had been working in the Hongkong Post for 10 years or more worked less than the conditioned hours required of civil servants. These staff were mainly involved in sorting, loading and unloading of mails. The remainder were engaged mostly in providing marketing, sales and over-the-counter services, the need for which was subject to unpredictable market changes from time to time.

(Note 4)

Among the 363 NCSC staff who had been working in the Leisure and Cultural Services Department for 10 years or more, some 73% were engaged in services for which reviews were underway/completed, such as frontline and support services in public libraries, training and support services in the Music Office and stage management and support services. The remainder were mainly Workman-type staff engaged in different positions to meet short-term service needs, or IT staff to tap market expertise to maintain the IT systems in the Department, or to serve as a stop-gap measure pending phasing out of the NCSC positions and their replacement by civil service posts as identified in the 2006 special review.

(Note 5)

The 61 NCSC staff who had been working in the Radio Television Hong Kong for 10 years or more were mainly engaged to tap the latest market expertise in the information technology, film production and journalism fields.