

Human Resources Policies and Management Measures for the Lifeguard Grade of the Leisure and Cultural Services Department

Strengthen the establishment of the lifeguard grade

LCSD has from time to time reviewed the lifeguard manpower arrangements for pools, beaches as well as water sports centres and set up a Working Group on Lifeguard Manpower Review in 2013 to collect views from frontline staff and staff unions concerned on a regular basis. After the review of lifeguard manpower, some 200 lifeguard vacancies have been created by phases over the past five years (i.e. from 2013 to 2017) for employment of additional non-civil service contract seasonal lifeguards for existing swimming pools and beaches. In addition, the total number of civil service lifeguards has steadily increased by 35% from 893 in 2011 to 1 204 in 2017. Where justified, LCSD will create additional civil service lifeguard posts in accordance with the established procedures.

Pay level of lifeguards

(a) Civil service lifeguards

As far as civil service lifeguards are concerned, lifeguards and senior lifeguards belong to the Artisan grade and Senior Artisan grade respectively. Lifeguards in the Artisan grade are remunerated at Master Pay Scale (MPS) points 5 to 8 (\$16,065 to \$19,395) whereas those in the Senior Artisan grade are remunerated at MPS points 8 to 10 (\$19,395 to \$21,880).

(b) Seasonal lifeguards

To maintain the attractiveness of the pay of seasonal lifeguards, LCSD adheres to the principle of keeping the pay of seasonal lifeguards broadly comparable with that of their private sector counterparts. To this end, starting from 2004, reference has been made to the local private employment market in terms of pay level of lifeguards and other important relevant factors, including the department's fiscal position and Composite Consumer Price Index, etc., in making the pay adjustment for seasonal lifeguards. LCSD has increased the pay for seasonal lifeguards by 4% in the 2018 swimming season in light of the annual review outcome. The monthly salary of seasonal lifeguards for swimming pools/water sports centres has been adjusted upwards to \$16,060. Besides, LCSD will continue to offer a higher monthly salary to seasonal lifeguards for beaches, so as to attract more qualified persons to work as seasonal lifeguards at beaches and enhance the overall manpower supply of lifeguards. The monthly salary of beach seasonal lifeguards is \$700 to \$1,000

more than that of those for swimming pools/water sports centres depending on where they work. In addition, LCSD has implemented various measures to improve the remuneration packages of seasonal lifeguards, including upward adjustment of the end-of-contract gratuity for qualified seasonal lifeguards (ranging from 10% to 15%) and an additional monthly payment of \$300 to seasonal lifeguards who have obtained a valid first aid certificate and completed a contract of employment for a specified period.

Career advancement opportunities for lifeguards

There are posts of various grades in LCSD. Serving civil service lifeguards in the Artisan grade have many opportunities to apply for appointment as Senior Artisan (Beach/Swimming Pool), Senior Artisan (Lifeguard at Water Sports Centre) and Amenities Assistant III (AA III)(remunerated at MPS points 7 to 11) if they meet the entry requirements. In the past three years, a total of 45 Artisans (Beach/Swimming Pool)/Artisans (Lifeguard at Water Sports Centre) have been appointed as Senior Artisans (Beach/Swimming Pool). In addition, 15 senior lifeguards and 11 lifeguards were appointed as Amenities Assistant III through in-service appointment in the past five years.

Grade structure review of civil service lifeguards

There are no recruitment and retention difficulties for civil service lifeguards. Recent recruitment experience has shown that the number of candidates usually far exceeded the number of vacancies of civil service lifeguard and there was adequate supply of suitable candidates to fill the positions. Furthermore, the resignation rate of civil service lifeguards has also been lower than the average civil service resignation rate. There have been no fundamental changes to the job nature, job complexity and level of responsibilities of civil service lifeguards. Civil service lifeguards therefore do not meet the criterion for grade structure review.