

**Wastage Rate of the Civil Service Disciplined Services
in the Past Three Years**

	2017-18	2018-19	2019-20
Correctional Services Department	4.94%	5.89%	4.65%
Customs and Excise Department	4.81%	3.62%	3.13%
Fire Services Department	3.92%	4.08%	4.00%
Government Flying Service	6.08%	5.61%	6.19%
Hong Kong Police Force	5.39%	4.94%	5.36%
Immigration Department	3.89%	4.16%	2.92%
Overall civil service	5.14%	4.99%	4.75%

Notes:

1. The wastage rate of an individual department is expressed as a percentage of the number of wastage of the disciplined services in the financial year to the strength of the disciplined services as of the beginning of the financial year.
2. The wastage rate of the overall civil service is expressed as a percentage of the number of civil service wastage in the financial year to the strength of the civil service as of the beginning of the financial year (excluding Judges and Judicial Officers, Independent Commission Against Corruption officers and locally engaged staff working in the Hong Kong Economic and Trade Offices).
3. Wastage includes retirement, resignation, completion of agreement, dismissal, death, termination of service and other reasons (such as completion of apprenticeship, resolution of agreement by mutual consent, etc.)