

### The Wastage Situation and Vacancies of Disciplined Services Staff

Department	Wastage Type	Wastage Figures		
		2019-20	2020-21	2021-22
Correctional Services Department	Retirement	204	158	143
	Resignation	50	74	74
	Death	4	4	5
	Dismissal	3	0	1
	Termination of Service <sup>Note 1</sup>	0	0	0
	Other Reasons <sup>Note 2</sup>	50	109	19
	<b>Total</b> (Wastage Rate <sup>Note 3</sup> )	<b>311</b> (5.5%)	<b>345</b> (6.1%)	<b>242</b> (4.3%)
Customs and Excise Department	Retirement	144	108	113
	Resignation	35	54	97
	Death	3	1	0
	Dismissal	0	1	2
	Termination of Service <sup>Note 1</sup>	1	4	5
	Other Reasons <sup>Note 2</sup>	23	46	21
	<b>Total</b> (Wastage Rate <sup>Note 3</sup> )	<b>206</b> (3.5%)	<b>214</b> (3.6%)	<b>238</b> (3.9%)
Fire Services Department	Retirement	326	332	284
	Resignation	71	74	152
	Death	3	2	3
	Dismissal	0	0	4
	Termination of Service <sup>Note 1</sup>	0	1	2
	Other Reasons <sup>Note 2</sup>	37	49	47
	<b>Total</b> (Wastage Rate <sup>Note 3</sup> )	<b>437</b> (4.4%)	<b>458</b> (4.6%)	<b>492</b> (4.8%)

Department	Wastage Type	Wastage Figures		
		2019-20	2020-21	2021-22
Hong Kong Police Force	Retirement	824	637	430
	Resignation	391	236	252
	Death	18	18	15
	Dismissal	5	6	9
	Termination of Service <sup>Note 1</sup>	3	3	5
	Other Reasons <sup>Note 2</sup>	72	75	95
	<b>Total</b> (Wastage Rate <sup>Note 3</sup> )	<b>1 313</b> <b>(4.5%)</b>	<b>975</b> <b>(3.4%)</b>	<b>806</b> <b>(2.9%)</b>
Immigration Department	Retirement	177	182	188
	Resignation	25	52	119
	Death	2	3	0
	Dismissal	0	0	0
	Termination of Service <sup>Note 1</sup>	0	1	5
	Other Reasons <sup>Note 2</sup>	24	10	20
	<b>Total</b> (Wastage Rate <sup>Note 3</sup> )	<b>228</b> <b>(3.2%)</b>	<b>248</b> <b>(3.5%)</b>	<b>332</b> <b>(4.7%)</b>
Government Flying Service	Retirement	13	9	6
	Resignation	3	0	3
	Death	0	1	0
	Dismissal	0	0	0
	Termination of Service <sup>Note 1</sup>	0	1	0
	Other Reasons <sup>Note 2</sup>	0	2	0
	<b>Total</b> (Wastage Rate <sup>Note 3</sup> )	<b>16</b> <b>(8.2%)</b>	<b>13</b> <b>(6.0%)</b>	<b>9</b> <b>(3.9%)</b>

Note 1: Termination of service refers to termination of appointment during probationary period.

Note 2: Other reasons include transfer, retirement on invaliding and compulsory retirement, etc.

Note 3: Wastage rates = Wastage Figure / Department's Actual Number of Staff as at 1 April of the year.

<b>Department</b>	<b>Vacancies</b> <sup>Note 4</sup>		
	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>
Correctional Services Department	383	484	548
Customs and Excise Department	134	136	224
Fire Services Department	389	289	297
Hong Kong Police Force	2 235	5 184	5 776
Immigration Department	130	283	468
Government Flying Service	23	35	32

Note 4: Vacancies = Actual Establishment – Staff in Service (as at 31 March of the year)