

CONTROLLING OFFICER'S REPLY

SB434

(Question Serial No. 5010)

Head: (30) Correctional Services Department

Subhead (No. & title): ()

Programme: (1) Prison Management

Controlling Officer: Commissioner of Correctional Services (LAM Kwok-leung)

Director of Bureau: Secretary for Security

Question:

1. Please list the ratio of male to female staff at the Officer rank or above in the past 5 years.
2. Please list the average length of service which male and female staff have attained before promotion in the past 5 years.
3. Does the Correctional Services Department consider the difference in the length of service which male and female staff have attained for promotion reasonable?

Asked by: Hon SHIU Ka-chun (Member Question No. (LegCo use): 256)

Reply:

In the past 5 years, the ratio of male to female staff at the Officer rank of the Correctional Services Department (CSD) was about 4:1.

In accordance with the Civil Service Regulations, CSD selects the most suitable correctional officers for promotion by adhering to the principles of fairness and impartiality, and on the criteria of the officers' character, ability, experience and qualifications prescribed for the promotion rank (if any).

From 2013-14 to 2017-18, a total of 264 subordinate officers (Officers or Principal Officers) were promoted. These promoted correctional officers had different length of service at the original rank before promotion, ranging from 5 to 26 years. In terms of the years of service, the promoted officers had an average of 10 years of service at the original rank before promotion. The years of service for male and female officers at the original rank before promotion were 9 and 13 respectively.

In the past 5 years mentioned above, a total of 56 senior officers (including Chief Officers and Superintendents of Correctional Services) were promoted. They had different length of service at the original rank before promotion, ranging from 2 to 7 years. On average,

these promoted officers had about 4 years of service at the original rank before promotion. Both male and female officers had an average of 4 years of service at the original rank before promotion.

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