

Officer

A Meaningful Job

The work of Correctional Services Department is very essential to the community. By playing a corrective role, we strive to ensure that all persons committed to our custody are treated in accordance with the law. Apart from serving the community in maintaining social order, we actively provide the best opportunity for all persons under custody to make a new start in life, by offering them comprehensive rehabilitative programmes.

Salary

DS(O)6 (HK\$43,135) to DS(O)22 (HK\$83,840) [Note (1)].

Entry Requirements

(I) Qualification Requirements			Entry Point DS(O)	
(i)	(1)	Have a bachelor's degree from a university in Hong Kong, or equivalent [Note (2)], and	10 (HK\$53,630)	
	(2)	have met the language proficiency requirements of Level 1 results in the two language papers [Use of Chinese (UC) and Use of English (UE)] in the Common Recruitment Examination (CRE) [Notes (3) to (6)], or equivalent; or		
(ii)	Have met the language proficiency requirements of Level 2 or above in Chinese Language and English Language in the Hong Kong Diploma of Secondary Education Examination (HKDSEE) or the Hong Kong Certificate of Education Examination (HKCEE) [Note (7)], or equivalent; and			
	(1)	have a bachelor's degree from a university in Hong Kong, or equivalent [Note (2)], or a diploma from a registered post-secondary college issued after the date of its registration, or a higher diploma from a Hong Kong polytechnic university / polytechnic / Hong Kong Institute of Vocational Education / technical college, or an accredited Associate Degree from a Hong Kong tertiary institution, or equivalent; or	9 (HK\$50,990)	
	(2)	have a Certificate of Registration (Part II) and a valid practising certificate issued by the Nursing Council of Hong Kong; or	9 (HK\$50,990)	
	(3)	(a)	have Level 3 or equivalent or above in five subjects in HKDSEE [Notes (8) & (9)], or equivalent; or	8 (HK\$48,335)
		(b)	have Grade E or above in two subjects at Advanced Level in the Hong Kong Advanced Level Examination (HKALE) and Level 3 / Grade C or above in three other subjects in HKCEE [Notes (8) & (9)], or equivalent; or	
	(4)	have a Diploma in Social Work from a Hong Kong polytechnic university / polytechnic, or equivalent; or	8 (HK\$48,335)	
	(5)	have a Certificate of Registration (Part I) and a valid practicing certificate issued by the Nursing Council of Hong Kong; or	8 (HK\$48,335)	
	(6)	(a)	have Level 3 or equivalent or above in four subjects in HKDSEE [Notes (8) & (9)], or equivalent; or	6 (HK\$43,135)
		(b)	have Grade E or above in one subject at Advanced Level in HKALE and Level 3 / Grade C or above in three other subjects in HKCEE [Notes (8) & (9)], or equivalent; and	
	(II) be able to speak fluent Cantonese and English; and			
(III) be able to pass a physical fitness test [Note (10)]; and				
(IV) have a pass result in the Basic Law and National Security Law Test (BLNST) [Note (11)].				

- Notes:**
- (1) Entry pay is the Disciplined Services (Officer) Pay Scale Point 6 (HK\$43,135), 8 (HK\$48,335), 9 (HK\$50,990) and 10 (HK\$53,630) per month respectively, as commensurate with respective entry qualifications.
 - (2) Undergraduate students graduating in the years of 2026, 2027 or 2028 may also apply. If selected, appointment will be subject to, among others, the attainment of requisite academic qualification (i.e. bachelor's degree from a university in Hong Kong, or equivalent) within the year in 2026, 2027 and 2028 respectively.
Holders of academic qualifications other than those obtained from Hong Kong institutions / Hong Kong Examinations and Assessment Authority may also apply but their qualifications will be subject to assessments on equivalence with the required entry qualifications.
 - (3) Degree-holding applicants will be eligible for the degree pay point if they possess the requisite results in the UC and UE papers in CRE or equivalent at the time the offer of appointment is made.
 - (4) The result of the UC and UE papers in CRE are classified as Level 2, Level 1 or Fail, with Level 2 being the highest.
 - (5) For civil service appointment purpose, Level 5 or above in Chinese Language of HKDSEE; or Grade C or above in Chinese Language and Culture or Chinese Language and Literature of HKALE, are accepted as equivalent to Level 2 in the UC paper of CRE. Level 4 in Chinese Language of HKDSEE; or Grade D in Chinese Language and Culture or Chinese Language and Literature of HKALE, are accepted as equivalent to Level 1 in the UC paper of CRE.
 - (6) Level 5 or above in English Language of HKDSEE; or Grade C or above in Use of English of HKALE; or Grade C or above in English Language of the General Certificate of Education (Advanced Level) (GCE A Level), are accepted as equivalent to Level 2 in the UE paper of CRE. Level 4 in English Language of HKDSEE; or Grade D in Use of English of HKALE; or Grade D in English Language of GCE A Level, are accepted as equivalent to Level 1 in the UE paper of CRE. Applicants with an overall band of 6.5 or above with no subtest score below band 6 obtained in the same sitting in the Academic Module of the International English Language Testing System (IELTS) within the two-year validity period of the test result are accepted as equivalent to Level 2 in the UE paper of CRE. The IELTS test result must be valid on any date during the application period.
 - (7) For civil service appointment purpose, Grade C and Grade E in Chinese Language and English Language (Syllabus B) in HKCEE before 2007 are accepted administratively as comparable to Level 3 and Level 2 respectively in Chinese Language and English Language in 2007 HKCEE and henceforth.
 - (8) For civil service appointment purpose, “Attained with Distinction (I)” in Applied Learning subjects (subject to a maximum of two Applied Learning subjects), and Grade C in Other Language subjects in HKDSEE are accepted as equivalent to Level 3 in the New Senior Secondary subjects in HKDSEE. “Attained” in Applied Learning subjects (subject to a maximum of two Applied Learning subjects), and Grade E in Other Language subjects in HKDSEE are accepted as equivalent to Level 2 in the New Senior Secondary subjects in HKDSEE.
 - (9) The subjects in (I)(ii)(3) and (I)(ii)(6) above may include Chinese Language and English Language.
 - (10) Candidates may refer to the website of the Correctional Services Department (<https://www.csd.gov.hk>). Those who have passed the physical fitness test will be invited to attend a written examination. Only those candidates who have passed the physical fitness test, written examination, group interview and final interview will be considered for appointment.

- (11) All applicants for civil service jobs will be assessed on their knowledge of the Basic Law and the National Security Law. A pass result in the BLNST is an entry requirement for all civil service jobs. Only those candidates who have passed the BLNST will be considered for appointment. For candidates who have not taken the relevant BLNST or have not attained a pass result in the relevant BLNST at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant BLNST during the recruitment process.

Duties

Supervise junior staff, persons in custody, young offenders in training / rehabilitation / detention centres and drug addicts in drug addiction treatment centres; or to work in a prison hospital or in the Rehabilitation Unit of correctional facilities; or to undertake specific catering duties in correctional facilities; and to perform any other assigned duties. (Note: Subject to the provisions of the Prisons Ordinance; the appointee may be required to wear uniform, work shifts and live in departmental quarters.)

Training

Newly recruited Officers must undergo a 26-week training period at the Hong Kong Correctional Services Academy, which includes field training at various correctional facilities.

Promotion Prospects

An Officer can be considered for promotion to Principal Officer, subject to passing a departmental promotion examination.

Welfare

Officer can enjoy a number of fringe benefits including paid leave, medical and dental benefits, and where appropriate, assistance in housing. They can also become members of the Staff Club and Officers' Club, facilities of which include swimming pools, tennis courts, children playground, restaurant, bar, etc. The department runs a welfare fund to assist staff and their families. In addition, there are staff recreation rooms in all institutions for the use of the staff.

How to Apply

When we have Officer vacancies requiring open recruitment, we will advertise them on the websites of the Civil Service Bureau (<https://www.csb.gov.hk>) and this Department (<https://www.csd.gov.hk>). If you are interested and meet the entry requirements, you may apply for the post according to the procedures in the advertisements. Candidates must be permanent residents of the Hong Kong Special Administrative Region at the time of appointment unless specified otherwise.

As an Equal Opportunities Employer, the Government is committed to eliminating discrimination in employment. The vacancy advertised is open to all applicants meeting the basic entry requirements irrespective of their disability, sex, marital status, pregnancy, age, family status, sexual orientation and race.