

**Administrative Officers—recruitment policy**

3. MR WU asked:—

- (a) Can Government make a statement on its recruitment policy for Administrative Officers?
- (b) Are graduates of Hong Kong origin from non-Commonwealth universities or graduates in their late twenties-early thirties eligible?

866 HONG KONG LEGISLATIVE COUNCIL, 22nd May 1974

**Oral answers**

THE COLONIAL SECRETARY (ACTING):—Sir, very briefly, the policy is to recruit some overseas and some local candidates each year; the main qualification for applicants from outside the public service is a good honours degree. The principal method of recruitment is by open competition usually held annually. Many serving officers apply and for them the degree qualifications may be waived. The upper age limit for such entrants has normally been 35 years, but in the most recent recruitment exercise earlier this year it was raised to 45 years as an experiment. For the first time, applications were also invited for appointment to the rank of Senior Administrative Officer.

In addition, as a result of the substantial expansion of the public service, which has had to keep pace with the growth in the economy, a small number of entrants with previous administrative experience are needed. These more mature officers are normally employed on agreement, and have usually had administrative service in other British administrations. This source is unfortunately gradually drying up.

The proportion of overseas to local recruits is regularly reviewed and the target for the next three years is very roughly 5 local to about 3 overseas entrants. Over the same period, and within the ratio stated, the aim is that about one third of the entrants should have some previous administrative experience.

Sir, these matters are regularly discussed with the Public Services Commission, and the target ratio I have given was set with the concurrence of the Commission.

The answer to the second part of the question is definitely yes; degrees from non-Commonwealth universities are accepted *if* they are of equivalent standard and I might add we already have some such officers.

MR WU:—Thank you.