1. Joint Recruitment Examination (JRE)

Please find below the requested information in relation to the JRE –

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
(1) No. of candidates taking JRE	11 726	18 408	15 718	15 381	12 526	12 931	9 580
English Paper	•						
(2) Highest score attained	Not	Not	158	161	159	167	163
(3) Lowest score attained	available^	available^	0	0	0	0	0
(4) Mean			70.5	75.8	76.5	77.1	76.7
(5) Median			73	78	78	79	79
Chinese Paper							
(6) Highest score attained	Not	Not	146	169	151	163	156
(7) Lowest score attained	available^	available^	0	0	0	0	0
(8) Mean			75.1	78.5	75.7	79.2	80.1
(9) Median			78	81	78	81	82
Overall							
(10) Highest score attained	Not	Not	291	302	293	317	317
(11) Lowest score attained	available^	available^	0	0	0	0	0
(12) Mean			145.6	154.3	152.2	156.3	156.8
(13) Median			149	157	155	159	159

[^] As spelt out in the General Notes in the application form for Administrative Officer / Executive Officer II / Assistant Labour Officer II / Management Services Officer II / Assistant Trade Officer II / Transport Officer II, personal data of an unsuccessful applicant would normally be destroyed 24 months after the applicant's application was confirmed unsuccessful. As such, the information before 2017/18 is no longer available.

We consider that the disclosure of the detailed process and rundown prior to the JRE would harm or prejudice the proper and efficient conduct of the JRE. Based on paragraph 2.9(c) of the Code on Access to Information, we regret to inform you that we could only partially accede to your request for the detailed process and rundown of the JRE. In respect of the detailed process and rundown after the JRE, the answer scripts are marked by directorate officers from the AO and EO grades in around mid-December to mid-January of the following year. The sorting of JRE results would then be conducted in January for release to respective recruiting grades within the same month. The answer scripts will be suitably disposed of when they have served their purpose.

2. Administrative Officer (AO) Recruitment Exercise

Please find below the requested information in relation to the AO recruitment exercise –

Trease find below the requested							
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
(1) No. of AO applicants	11 760	19 409	17 025	15 101	12 445	14 193	9 650
Joint Recruitment Exercise (JR	(E)					•	
(Full marks: 400)							
(2) No. of candidates who	7 636	11 627	10 603	9 691	7 785	8 349	5 584
attended JRE							
(3) Highest score attained by AO	Not	Not	291	302	293	317	317
applicants	available^	available^					
(4) Lowest score attained by AO			0	0	0	0	0
applicants			Ü		Ŭ		Ŭ
(5) Shortlisting score for PI*	206	208	201	212	208	212	203
Preliminary Interview (PI)	200	200	201	212	200	212	203
(Full marks: 140 for 2015/16 to	2017/18 ov	arcicos: 100	for 2018/1	0 to 2021/22	overcice)@)	
(6) No. of candidates invited to	511	507	659	629	441	640	633
PI	311	307	039	029	441	040	033
(7) No. of candidates attended PI	461	464	610	552	385	565	524
(8) Period of PI	16 Feb – 4			4 - 28 Mar	30 Mar –	23 Feb –	24 Feb –
(8) Fellod of F1	Mar 2016	16 Mar	Mar 2018	2020		16 Mar	24 Feb – 24 Mar
	Mai 2010	2017	Wiai 2018	2020	16 Apr 2020	2021	24 Mai 2022
(0) No. of days for DI	14	14	13	15	12		17
(9) No. of days for PI						16	
(10) Highest score attained	Not	Not	126	85	85	79	75
(11) Lowest score attained	available^		28	26	28	32	38
(12) Minimum score for	86	80	82	66	68	66	69
invitation to final round							
interview*							
Group Discussion Exercise (GD					0001/00		
(Full marks: 90 for GDE and 90	U for F1 for	2015/16 to	2018/19 and	d 2020/21 to	2021/22 ex	xercises; 1	00 for F1
for 2019/20 exercise) [@]	1	T	T	T			
(13) No. of candidates invited to	108	108	140	150	108	138	120
final round interview							
(14) No. of candidates attended	108	108	140	149	105	133	118
final round interview							
(15) Period of final round	7 Mar – 1	17 Mar -	12 Mar -	12 Apr –	20 Apr –	18 Mar –	6 April –
interview	Apr 2016	12 Apr	16 Apr	22 May	13 May	30 Apr	12 May
		2017	2018	2020	2020	2021	2022
(16) No. of days for final round	18	18	23	25	13	23	21
interview							
(17) Highest score attained in	Not	Not	69	78	N/A&	66	Not
GDE	available^	available^					available\$
(18) Lowest score attained in			18	20	N/A&	45	
GDE							
(19) Highest score attained in FI			71	80	73	71	
(20) Lowest score attained in FI			20	26	39	44	
(21) Number of Panel in GDE		•	1 Panel w	ith 5 Panel r	nembers	•	
and FI							
(22) Minimum score for	Obtaining 60% of the total marks						
` ′			3				

consideration of appointment	in the final round						
Recruitment target and offers							
(23) Recruitment target	35	40	45	48	45	45	48
(24) No. of offers made and	29	25	33	38	29	26	Not
accepted							available ^{\$}
(25) No. of candidates on	There was no waiting list for the AO recruitment exercises						
waiting list	concerned						
(26) Percentage of appointees	41.4%	40%	30.3%	57.9%	59%	54%	
with working experience [#]							

^{*} Please note that there is no pre-determined minimum score for shortlisting candidates to attend the interviews for AO post. The range of scores that candidates attained in JRE / preliminary interview in different exercises which enable them to be invited to the next stage of selection in the respective exercise depend on a number of factors, including but not limited to the performance of candidates in the JRE / preliminary interview and the number of candidates to be interviewed.

^ As spelt out in the General Notes in the application form for Administrative Officer / Executive Officer II / Assistant Labour Officer II / Management Services Officer II / Assistant Trade Officer II / Transport Officer II, personal data of an unsuccessful applicant would normally be destroyed 24 months after the applicant's application was confirmed unsuccessful. As such, the information before 2017/18 is no longer available.

[&]In view of the COVID-19 pandemic, GDE was not conducted in the 2019/20 exercise. Instead, scenario questions were introduced in the FI.

[#]The profile of each AO appointee is processed and filed in a different format and we do not readily have the statistics that you have required for (i.e. Number of AO appointees who were fresh graduates). Nonetheless, we have some overall statistics about the percentage of appointees with working experience.

The panels comprised officers at the rank of Administrative Officer Staff Grade C or above. We are unable to provide the following information requested as they do not exist –

- Shortlisting scores for English and Chinese Paper of JRE
- Passing rate for AO applicants in JRE
- Number of candidates interviewed by each Panel in PI
- Number of candidates from each PI Panel invited for final round interview

[®] The selection mechanism including details such as full marks is subject to annual review and the figures could differ from year to year.

^{\$}Data is not available as the recruitment exercise is yet to be concluded.

3. AO Wastage

Wastage (from Financial Year 2013/14 to 2021/22)								
Financial Year	Retirement	Resignation	Other Reasons					
2013/14	10	9	0					
2014/15	9	10	0					
2015/16	9	8	1					
2016/17	15	6	3					
2017/18	6	9	0					
2018/19	10	14	3					
2019/20	5	9	0					
2020/21	14	21	1					
2021/22	10	32	2					