Social Work Manpower Requirements System

Annual Report 2007

Joint Committee on Social Work Manpower Requirements
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PART I  EXECUTIVE SUMMARY

1. Manpower Requirements for 2007/08 – 2008/09

- For All Social Work Posts\(^{(1)}\), the new demand would be greater than the new supply in 2007/08 and 2008/09, resulting in decreases in the cumulative surplus at the end of the years. In addition, the majority of the remaining graduates would be diploma / associate degree graduates.

- For Degree Posts\(^{(2)}\), there would be a continued surplus of supply throughout the period. Nevertheless, the remaining degree graduates would occupy Diploma Posts.

- For Diploma Posts\(^{(3)}\), there would be a mild surplus of supply in 2007/08. However, a mild cumulative shortfall of supply would be anticipated in 2008/09.

2. Movement and Profile of Trained Social Work Personnel\(^{(4)}\) (SWP) in 2006/07

2.1 Strength as at 31 March 2007

- The Social Work Manpower Requirements System (SWMRS) provides information on 10 072 filled posts / strength as at 31 March 2007, with 5 252 for the Social Work Degree Posts (including Social Work Personnel (SWP) in training institutions (TIs)) and 4 820 for Social Work Diploma Posts.

- When compared with the strength as at 31 March 2006, the growth rate on strength was 6.9% for Degree Posts, 2.5% for Diploma Posts and 4.7% for All Social Work Posts.

2.2 Movement in 2006/07

- During the year 2006/07, there were 564 turnover, 298 re-entrant and 266 wastage cases for Degree Posts. The turnover, re-entrant and wastage rates were 11.0%, 5.8% and 5.2% respectively.

- The respective figures for Diploma Posts were 1 073, 543 and 530 cases, and the corresponding rates were 22.5%, 11.4% and 11.1%.

Notes: (1) All Social Work Posts include both Degree and Diploma Posts.
(2) Degree Posts refer to posts requiring social work degree qualification or above.
(3) Diploma Posts refer to posts requiring social work diploma / associate degree qualification or equivalent.
(4) For definition of terms, please see glossary at Appendix II(C).
• For All Social Work Posts\(^{(1)}\), there were 1 637 turnover, 1 103 re-entrant and 534 wastage cases, and the corresponding rates were 16.5%, 11.1% and 5.4%.

2.3 Profile in 2006/07

• The level of educational attainment of SWP generally went up during the past three years. In 2004\(^{(2)}\), 97.9% staff holding Degree Posts and 15.0% staff holding Diploma Posts had social work degree or above. In 2007\(^{(2)}\), the corresponding figures increased to 99.0% and 19.7% respectively.

• The overall average length of service in the social work field was 11.2 years in 2007\(^{(2)}\) while 52.4% of SWP had been working in the field for over 10 years. The corresponding figures in 2004\(^{(2)}\) were 11.1 years and 48.0%.

3. Major Limitations of the Social Work Manpower Requirements System (SWMRS)

• The System only includes organisations employing SWP in non-governmental organisations (NGOs), Social Welfare Department and Department of Health, local training institutions offering social work training courses (TIs), and major non-conventional settings, such as private elderly homes, private residential care homes for persons with disabilities and primary schools employing SWP.

• The estimated number of additional new posts could be affected by changes of circumstances. External factors that will affect the future demand of SWP, but may have not been fully reflected, include:

  (a) the flexibility of creation/deletion of posts under the Lump Sum Grant subvention mode;
  (b) the adoption of competitive bidding and contracting-out of welfare services;
  (c) the changes in economic and social situation;
  (d) the tendency of NGOs to set the minimum entry requirement for new posts at the level of Registered Social Worker (RSW) instead of specifying the academic qualification;
  (e) the slippage of projects; and
  (f) the introduction of new initiatives.

Notes: (1) There were 262 cases involving intra-sectoral movement, including 44 re-entrant cases from Degree Posts to Diploma Posts and 218 re-entrant cases from Diploma Posts to Degree Posts, which were counted as re-entrant cases for All Social Work Posts and excluded from the number of wastage cases for All Social Work Posts.

(2) As at 31 March of the reference year.
• One factor which complicates both the estimation of the non-entry rate and the number of remaining graduates is that the graduates may not enter the field in the year of their graduation. It is difficult to forecast when they will take up jobs requiring their social work qualifications. The number of remaining graduates depends very much on the availability of posts that the graduates may have interest.

• It is rather difficult to forecast the wastage rate of social work manpower in the future years which will be affected by a number of factors. Such factors include availability of other jobs in the labour market, personal choice for further studies, early retirement, change in career aspiration, and working environment and career prospects of the social welfare sector. To take such factors into account requires the making of a number of judgmental assumptions, which are beyond the scope of this exercise.
PART II   INTRODUCTION

1.1 Manpower is an important area of concern in the development of social welfare services in Hong Kong. To facilitate manpower planning, a Joint Committee comprising representatives from the Social Welfare Department (SWD) and the Hong Kong Council of Social Service (HKCSS) was formed in July 1987. The terms of reference of the Joint Committee is in Appendix I.

1.2 Under the Committee, a Social Work Manpower Planning System was established. Since 2005, it has been renamed as Social Work Manpower Requirements System (abbreviated as SWMRS or the System throughout this report) to better reflect its functions. The System undertakes systematic collection of information of social work personnel (SWP) which keeps track of the manpower situation in the social work field. The objectives, coverage and data collection mechanism for the System are explained in Appendix II (A). Based on the collected data, social work manpower requirements figures are compiled. Method of compilation is detailed in Appendix II (B). The glossary is given in Appendix II (C) and the list of organisations employing SWP covered by the SWMRS is given in Appendix II (D).

1.3 This report is compiled by reference to the data on the manpower figures collected as at 31 March 2007, the estimated number of graduates for 2007 and 2008 as at December 2007 and the demand figures estimated for years 2007/08 and 2008/09 as at September 2007.

1.4 There may be slight difference between the sum of individual items and the total as shown in the tables owing to the rounding of figures.
PART III  MANPOWER REQUIREMENTS FOR 2007/08 AND 2008/09

1. Introduction

1.1 The manpower requirements of social workers by entry requirements, as well as the aggregate figures for the whole welfare sector, will only cover a period of two years in this report (i.e. 2007/08 and 2008/09). The methodology is detailed in Appendix II (B). Relevant key statistics are in Appendix III (A) - (C).

1.2 The working assumptions adopted in the compilation of manpower figures have been thoroughly discussed among members of the Joint Committee. The outcome of this statistical exercise can only be regarded as one of the many possible scenarios of the future outlook that will occur under the assumed situation. Readers should read the details of the compilation methodology and interpret the outcome with due regard to the assumptions adopted.

1.3 Furthermore, it should be noted that the estimated number of additional new posts could be affected by changes of circumstances. For the current exercise, factors that will affect the future demand of SWP may have not been fully reflected. These include the flexibility of creation / deletion of posts under the Lump Sum Grant subvention mode, the adoption of competitive bidding and contracting-out of welfare services, the changes in economic and social situation, the tendency of non-governmental organisations (NGOs) to set the minimum entry requirement for new posts at the level of Registered Social Worker (RSW) instead of specifying the academic qualification, the slippage of projects and the introduction of new initiatives. Readers should take note of this when reading the outcome.
2. **Significant Points to Note**

2.1 Throughout the period of projection, the non-entry rates on the supply of degree graduates *(including master graduates)* and diploma / associate degree graduates are assumed to be 9.6% and 16.8% respectively.

2.2 The wastage rate on the strength of Degree Posts is assumed to be 5.2%(1) for 2007/08 to 2008/09. The wastage rate for Diploma Posts is assumed to be 11.1%(1) for 2007/08 to 2008/09.

2.3 Part-time degree graduates are not counted as new supply of graduates for All Social Work Posts for the whole sector as most of them are holding Diploma Posts before graduation. Nevertheless, they are still counted as new supply of graduates for Degree Posts.

2.4 It should be noted that workers occupying Diploma Posts later changed to Degree Posts either in the same or different organisations are regarded as new entrants to the Degree Posts and wastage to the Diploma Posts, and vice versa. This partly explains why the wastage rate for the Diploma Posts is generally higher than that of the Degree Posts.

2.5 The number of estimated wastage cases for All Social Work Posts is equal to the estimated number of wastage cases for Degree Posts plus the estimated number of wastage cases for Diploma Posts minus the estimated number of re-entrant cases in intra-sectoral movement (i.e. re-entrant cases from Diploma Posts to Degree Posts and vice versa).

2.6 It is observed that some local graduates do not enter the social work field in the year of graduation but do so in later years. As such, it is believed that there should be some “remaining graduates” of previous years who will continue to search for a job in the social work field. The numbers of “remaining graduates” are estimated on the basis of three main assumptions:

Note: (1) Based on the wastage rate of 2006/07.
(a) A fixed proportion of new graduates in the current year and remaining graduates in all preceding years will not seek jobs in the field at the beginning of each financial year.

(b) The wastage rate of graduate supply, which is assumed to be constant for both new graduates of current year and remaining graduates in all preceding years, is estimated by the following constraint optimisation exercise:

Maximise: Yearly wastage rate of graduate supply

Subject to the following constraints:

(i) The net entrant rate of current year graduates is not less than that of previous years’ remaining graduates (if the number of remaining graduates at the beginning of the year is greater than 50).

(ii) The net entrant rate of remaining graduates for the period cannot exceed 100%.

(c) Graduates are of similar competitiveness irrespective of their years of graduation.

2.7 In response to the new development of the social welfare sector, new methods are introduced to estimate the aggregate manpower requirement figures for All Social Work Posts, the number of surplus social work degree graduates who are occupying Diploma Posts as well as the estimated number of new Diploma Posts filled by social work degree graduates. Moreover, starting from this round of updating exercise, a modified approach is employed for calculating the net additional manpower requirement figures for the second projection year in order to take into account the conservative approach adopted by most of the data suppliers in the estimation. Details of the estimation methodology are shown in Appendix II (B).
3. **Manpower Requirement for Degree Posts**

For degree graduates, there would be a continued cumulative surplus of supply throughout the period. However, the remaining degree graduates would occupy Diploma Posts.

### Financial Year

<table>
<thead>
<tr>
<th></th>
<th>Financial Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2007/08</td>
</tr>
<tr>
<td>I. New Supply of Degree Graduates&lt;sup&gt;(1)&lt;/sup&gt;</td>
<td></td>
</tr>
<tr>
<td>(Year of Graduation for (1) and (2))</td>
<td>(2007)</td>
</tr>
<tr>
<td>(1) Graduates of local TIs for the year</td>
<td>608</td>
</tr>
<tr>
<td>(2) Voluntary non-entrants</td>
<td>58</td>
</tr>
<tr>
<td>(3) New entrants with overseas qualifications</td>
<td>1</td>
</tr>
<tr>
<td>Total [i.e. (1) - (2) + (3)]</td>
<td>551</td>
</tr>
</tbody>
</table>

II. New Demand for Degree Posts

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(4) Net additional staff requirement</td>
<td>228</td>
<td>167</td>
</tr>
<tr>
<td>(5) Replacement for wastage</td>
<td>279</td>
<td>289</td>
</tr>
<tr>
<td>Total [i.e. (4) + (5)]</td>
<td>507</td>
<td>456</td>
</tr>
</tbody>
</table>

III. Balance Between New Supply and New Demand

At end of the year [i.e. I - II] 44 167

IV. Previous Years’ Remaining Graduates of Local TIs

At end of the year 802 765

V. Cumulative Shortfall (-) / Surplus of Supply

At end of the year [i.e. III + IV] 846<sup>(2)</sup> 932<sup>(2)</sup>

-No. of remaining degree graduates occupying Diploma Posts

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(846)</td>
<td>(932)</td>
<td></td>
</tr>
</tbody>
</table>

VI. Estimated Strength

At end of the year 5 480 5 647

Notes:

1. It also includes graduates of qualifying postgraduate programmes recognised by the Social Workers Registration Board.

2. Remaining graduates may be occupying Diploma Posts as well as non-social work posts such as welfare workers in the social welfare sector.
4. Manpower Requirement for Diploma Posts

For diploma / associate degree graduates, there would be a mild cumulative surplus of supply at the end of 2007/08. But at the end of 2008/09, a mild cumulative shortfall of supply would be anticipated. In addition, a number of Diploma Posts would be occupied by degree graduates.

**Financial Year**

<table>
<thead>
<tr>
<th></th>
<th>2007/08</th>
<th>2008/09</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. New Supply of Diploma/ Associate Degree Graduates</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Year of Graduation for (1), (2) and (3)) (2007)</td>
<td>147</td>
<td>106</td>
</tr>
<tr>
<td>(2) Associate degree graduates of local TIs for the year</td>
<td>346</td>
<td>370</td>
</tr>
<tr>
<td>(3) Voluntary non-entrants</td>
<td>83</td>
<td>80</td>
</tr>
<tr>
<td>(4) New entrants with overseas qualifications</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Total [i.e. (1) + (2) - (3) + (4)]</td>
<td>412</td>
<td>398</td>
</tr>
<tr>
<td>II. New Demand for Diploma Posts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(5) Net additional staff requirement</td>
<td>337</td>
<td>175</td>
</tr>
<tr>
<td>(6) Replacement for wastage</td>
<td>554</td>
<td>563</td>
</tr>
<tr>
<td>Total [i.e. (5) + (6)]</td>
<td>891</td>
<td>738</td>
</tr>
<tr>
<td>III. New Diploma Posts Filled by Remaining Degree Graduates</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>239</td>
<td>233</td>
</tr>
<tr>
<td>IV. Balance Between New Supply and New Demand</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year [i.e. I - II + III]</td>
<td>-240</td>
<td>-107</td>
</tr>
<tr>
<td>V. Previous Years’ Remaining Graduates of Local TIs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>324</td>
<td>70</td>
</tr>
<tr>
<td>VI. Cumulative Shortfall (-) / Surplus of Supply</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year [i.e. IV + V]</td>
<td>84 (1)</td>
<td>-37</td>
</tr>
<tr>
<td>VII. Estimated Strength</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>5 157</td>
<td>5 295</td>
</tr>
</tbody>
</table>

Note: (1) Remaining graduates may be occupying non-social work posts such as welfare workers in the social welfare sector.
5. **Manpower Requirement for All Social Work Posts**(1)

*For social work graduates, there would be a mild cumulative surplus of supply throughout the period. However, it is worth noting that the magnitude of cumulative surplus was decreasing.*

<table>
<thead>
<tr>
<th>Financial Year</th>
<th>2007/08</th>
<th>2008/09</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. New Supply of Social Work Graduates</strong>(2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><em>(Year of Graduation for (1) and (2))</em></td>
<td>(2007)</td>
<td>(2008)</td>
</tr>
<tr>
<td>(1) Graduates of local TIs for the year</td>
<td>919</td>
<td>974</td>
</tr>
<tr>
<td>(2) Voluntary non-entrants</td>
<td>124</td>
<td>128</td>
</tr>
<tr>
<td>(3) New entrants with overseas qualifications</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td><em>Total [i.e. (1) - (2) + (3)]</em></td>
<td>798</td>
<td>848</td>
</tr>
<tr>
<td><strong>II. New Demand for Social Work Posts</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(4) Net additional staff requirement</td>
<td>565</td>
<td>342</td>
</tr>
<tr>
<td>(5) Replacement for wastage**(3)**</td>
<td>557</td>
<td>570</td>
</tr>
<tr>
<td><em>Total [i.e. (4) + (5)]</em></td>
<td>1 122</td>
<td>912</td>
</tr>
<tr>
<td><strong>III. Balance Between New Supply and New Demand</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year [i.e. I – II]</td>
<td>-324</td>
<td>-64</td>
</tr>
<tr>
<td><strong>IV. Previous Years’ Remaining Graduates of Local TIs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>453</td>
<td>107</td>
</tr>
<tr>
<td><strong>V. Cumulative Shortfall (-) / Surplus of Supply</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year [i.e. III + IV]</td>
<td>129 <strong>(4)</strong></td>
<td>43 <strong>(4)</strong></td>
</tr>
<tr>
<td><strong>VI. Estimated Strength</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>10 637</td>
<td>10 979</td>
</tr>
</tbody>
</table>

Notes: (1) There are discrepancies between the sum of the corresponding figures for Degree and Diploma Posts and the aggregate figures for All Social Work Posts. It is because re-entrant cases involving intra-sectoral movement and the supply of part-time degree graduates are excluded from the demand-supply analysis of the overall social work sector.

(2) Excluding part-time degree graduates as most of them would have occupied social work posts before graduation.

(3) Excluding re-entrant cases involving intra-sectoral movement, i.e. re-entrant cases from Diploma Posts to Degree Posts and those from Degree Posts to Diploma Posts.

(4) The cumulative surplus is not equal to the number of remaining diploma / associate degree graduates plus the number of remaining degree graduates not having social work posts. It is because the re-entrant cases from Degree Posts to Diploma Posts have not been deducted from the demand for Diploma Posts in the analysis of Diploma Posts. For illustration, the cumulative surplus of all social work graduates in 2007/08 is equal to the number of remaining degree graduates not having social work posts (i.e. 846 -846) + the number of remaining diploma / associate degree graduates (i.e. 84) + re-entrant cases from Degree Posts to Diploma Posts (i.e. 45):

\[ = (846 -846) + 84 + 45 = 129. \]

Remaining graduates may be occupying non-social work posts such as welfare workers in the welfare sector. In addition, the majority of them would be diploma / associate degree graduates.
PART IV MOVEMENT AND PROFILE OF SOCIAL WORK PERSONNEL (SWP) IN 2006/07

(A) Movement of SWP

1. Introduction

1.1 This Section presents key statistics showing the strength, recruitment, turnover, re-entrant and wastage cases during the reference year of 1 April 2006 to 31 March 2007. Summary statistics on the distribution patterns are also included.

1.2 The System covers 10 072 filled posts / strength as at 31 March 2007, with 5 252 for Degree Posts and 4 820 for Diploma Posts.

<table>
<thead>
<tr>
<th>Post type</th>
<th>NGOs (1)</th>
<th>SWD (2)</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree Posts (3)</td>
<td>3 470 (+8.0%)</td>
<td>1 420 (+2.2%)</td>
<td>362 (+16.8%)</td>
<td>5 252 (+6.9%)</td>
</tr>
<tr>
<td>Diploma Posts (5)</td>
<td>4 365 (+3.0%)</td>
<td>455 (-2.6%)</td>
<td>-</td>
<td>4 820 (+2.5%)</td>
</tr>
<tr>
<td>All Social Work Posts</td>
<td>7 835 (+5.2%)</td>
<td>1 875 (+1.0%)</td>
<td>362 (+16.8%)</td>
<td>10 072 (+4.7%)</td>
</tr>
</tbody>
</table>

Notes: (1) NGOs include those in SWD-subvented sector, non-SWD-subvented sector (including posts subvented by Education Bureau, Home Affairs Bureau and Hospital Authority), non-subvented sector, as well as non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
(2) Figures for SWD include the SWP employed by the Department of Health.
(3) Degree Posts refer to posts requiring social work degree qualification or above while Diploma Posts refers to posts requiring social work diploma / associate degree qualification.
(5) Figures in brackets represent changes compared with corresponding figures on strength as at 31 March 2006.

1.3 Compared with the corresponding figures on strength of 4 913 for Degree Posts and 4 703 for Diploma Posts as at 31 March 2006, the growth rates on strength were 6.9% and 2.5% respectively. The strength of the whole Social Work field increased by 4.7% compared with that as at 31 March 2006.

1.4 TIs recorded the highest growth rate of the strength of All Social Work Posts (16.8%), followed by the 5.2% and 1.0% for NGOs and SWD respectively.

1.5 There were 564 turnover, 298 re-entrant and 266 wastage cases for Degree Posts recorded in 2006/07. The turnover, re-entrant and wastage rates were 11.0%, 5.8% and 5.2% respectively.
1.6 The respective figures for Diploma Posts were 1,073, 543 and 530 cases, with the corresponding rates being 22.5%, 11.4% and 11.1%.

1.7 The respective figures of All Social Work Posts\(^{(1)}\) were 1,637, 1,103 and 534 cases, with the corresponding rates being 16.5%, 11.1% and 5.4%.

2. Recruitment Cases

2.1 There were 1,970 recruitment cases in 2006/07.

<table>
<thead>
<tr>
<th>Sector</th>
<th>Degree Posts</th>
<th>Diploma Posts</th>
<th>All Social Work Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>%</td>
<td>No.</td>
</tr>
<tr>
<td>NGOs(^{(2)})</td>
<td>623</td>
<td>76.9</td>
<td>1,145</td>
</tr>
<tr>
<td>SWD(^{(3)})</td>
<td>65</td>
<td>8.0</td>
<td>15</td>
</tr>
<tr>
<td>TIs</td>
<td>122</td>
<td>15.1</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>810</td>
<td>100.0</td>
<td>1,160</td>
</tr>
</tbody>
</table>

Notes: (1) There were 262 cases involving intra-sectoral movement, including 44 re-entrant cases from Degree Posts to Diploma Posts and 218 re-entrant cases from Diploma Posts to Degree Posts, which were counted as re-entrant cases for All Social Work Posts and excluded from the number of wastage cases for All Social Work Posts.

(2) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.

(3) Figures for SWD include the SWP employed by the Department of Health.

(1) Figures in brackets represent changes compared with corresponding figures on recruitment cases in 2005/06.
3. **Turnover Cases**

3.1 A total of 1 637 turnover cases were recorded in 2006/07, representing an overall turnover rate of 16.5%.

- **By post**
  - 34.5% were of Degree Posts
  - 65.5% were of Diploma Posts

3.2 The overall turnover rate for Degree Posts was 11.0% while that for Diploma Posts was 22.5%. Diploma Posts in NGOs recorded the highest turnover rate of 24.2%.

<table>
<thead>
<tr>
<th>Post</th>
<th>No.</th>
<th>Turnover rate (%)</th>
<th>No.</th>
<th>Turnover rate (%)</th>
<th>No.</th>
<th>Turnover rate (%)</th>
<th>No.</th>
<th>Turnover rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGOs (1)</td>
<td></td>
<td></td>
<td>SWD (2)</td>
<td></td>
<td>TIs</td>
<td></td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>458</td>
<td>13.5</td>
<td>34</td>
<td>2.4</td>
<td>72</td>
<td>21.4</td>
<td>564</td>
<td>11.0</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>1 045</td>
<td>24.2</td>
<td>28</td>
<td>6.1</td>
<td>-</td>
<td>-</td>
<td>1 073</td>
<td>22.5</td>
</tr>
<tr>
<td>All Social Work</td>
<td>1 503</td>
<td>19.5</td>
<td>62</td>
<td>3.3</td>
<td>72</td>
<td>21.4</td>
<td>1 637</td>
<td>16.5</td>
</tr>
</tbody>
</table>

Notes:
(1) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.
(2) Figures for SWD include the SWP employed by the Department of Health.
3.3 Analysed by years of service in the serving organisations for the turnover cases prior to their leaving the jobs:

<table>
<thead>
<tr>
<th>Length of service in organisation prior to leaving (years)</th>
<th>NGOs(^{(1)})</th>
<th>SWD(^{(2)})</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 or less</td>
<td>367 24.4</td>
<td>2 3.2</td>
<td>38 52.8</td>
<td>407 24.9</td>
</tr>
<tr>
<td>More than 1 to 2</td>
<td>358 23.8</td>
<td>4 6.5</td>
<td>14 19.4</td>
<td>376 23.0</td>
</tr>
<tr>
<td>More than 2 to 3</td>
<td>208 13.8</td>
<td>2 3.2</td>
<td>7 9.7</td>
<td>217 13.3</td>
</tr>
<tr>
<td>More than 3 to 4</td>
<td>116 7.7</td>
<td>4 6.5</td>
<td>4 5.6</td>
<td>124 7.6</td>
</tr>
<tr>
<td>More than 4 to 5</td>
<td>109 7.3</td>
<td>21 33.9</td>
<td>- -</td>
<td>130 7.9</td>
</tr>
<tr>
<td>More than 5 to 10</td>
<td>198 13.2</td>
<td>23 37.1</td>
<td>5 6.9</td>
<td>226 13.8</td>
</tr>
<tr>
<td>More than 10 to 15</td>
<td>97 6.5</td>
<td>2 3.2</td>
<td>- -</td>
<td>99 6.0</td>
</tr>
<tr>
<td>More than 15 to 20</td>
<td>25 1.7</td>
<td>1 1.6</td>
<td>3 4.2</td>
<td>29 1.8</td>
</tr>
<tr>
<td>More than 20</td>
<td>25 1.7</td>
<td>3 4.8</td>
<td>1 1.4</td>
<td>29 1.8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1 503 100.0</strong></td>
<td><strong>62 100.0</strong></td>
<td><strong>72 100.0</strong></td>
<td><strong>1 637 100.0</strong></td>
</tr>
</tbody>
</table>

Notes: (1) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.
(2) Figures for SWD include the SWP employed by the Department of Health.
4. **Re-entrant Cases**

4.1 There were 298 and 543 re-entrant cases\(^{(1)}\) for Degree Posts and Diploma Posts respectively recorded in 2006/07, representing a proportion of 5.8% and 11.4% of the respective average strength.

4.2 A significant proportion of SWP (69.1% of Degree Posts and 99.8% of Diploma Posts) were found to have moved among agencies within the NGO sector.

<table>
<thead>
<tr>
<th>Sector workers leaving from</th>
<th>Degree Posts</th>
<th>Diploma Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGOs(^{(2)})</td>
<td>206</td>
<td>542</td>
</tr>
<tr>
<td>SWD(^{(3)})</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>TIs</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>218</td>
<td>543</td>
</tr>
</tbody>
</table>

4.3 Among the re-entrant cases of Degree Posts, 78.5% had a break of service in the field for half a year or less while 10.1% for more than two years. For re-entrant cases of Diploma Posts, the corresponding figures are 74.8% and 9.6% respectively.

**Average duration for break of service**
- 7.8 months for Degree Posts
- 7.4 months for Diploma Posts

<table>
<thead>
<tr>
<th>Duration for break of service in the field</th>
<th>Degree Posts</th>
<th>Diploma Posts</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>(years)</td>
<td>No.</td>
<td>%</td>
<td>No.</td>
</tr>
<tr>
<td>½ or less</td>
<td>234</td>
<td>78.5</td>
<td>406</td>
</tr>
<tr>
<td>More than ½ to 1</td>
<td>9</td>
<td>3.0</td>
<td>43</td>
</tr>
<tr>
<td>More than 1 to 1½</td>
<td>13</td>
<td>4.4</td>
<td>24</td>
</tr>
<tr>
<td>More than 1½ to 2</td>
<td>12</td>
<td>4.0</td>
<td>18</td>
</tr>
<tr>
<td>More than 2 to 4</td>
<td>17</td>
<td>5.7</td>
<td>34</td>
</tr>
<tr>
<td>More than 4</td>
<td>13</td>
<td>4.4</td>
<td>18</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>298</td>
<td>100.0</td>
<td>543</td>
</tr>
</tbody>
</table>

Notes: (1) Re-entrant cases refer to SWP posts being filled by persons who have prior experience in the same grade in the field, in which, the following two types of workers are excluded:
(a) workers who were serving in the field and took up other additional posts; and
(b) workers who only indicated that they had prior experience in the field without providing any further information.

(2) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.

(3) Figures for SWD include the SWP employed by the Department of Health.
5. **Wastage Cases**

5.1 The number of wastage cases in 2006/07 was 266 for Degree Posts and 530 for Diploma Posts, with the respective wastage rates being 5.2% and 11.1%. After deducting the cases of intra-sectoral movement (i.e. re-entrant cases from Diploma Posts to Degree Posts and those from Degree Posts to Diploma Posts), the number of wastage cases for All Social Work Posts\(^{(1)}\) was 534, with the corresponding wastage rate of 5.4%.

5.2 By sector, Diploma Posts in NGOs recorded the largest number of wastage cases (502) and the highest wastage rate (11.6%) for the year.

<table>
<thead>
<tr>
<th>Post</th>
<th>No.</th>
<th>Wastage rate (%)</th>
<th>No.</th>
<th>Wastage rate (%)</th>
<th>No.</th>
<th>Wastage rate (%)</th>
<th>No.</th>
<th>Wastage rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NGOs(^{(2)})</strong></td>
<td></td>
<td></td>
<td><strong>SWD(^{(3)})</strong></td>
<td></td>
<td></td>
<td><strong>TIs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>240</td>
<td>7.1</td>
<td>11</td>
<td>0.8</td>
<td>15</td>
<td>4.5</td>
<td>266</td>
<td>5.2</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>502</td>
<td>11.6</td>
<td>28</td>
<td>6.1</td>
<td>-</td>
<td>-</td>
<td>530</td>
<td>11.1</td>
</tr>
<tr>
<td>All Social Work Posts(^{(1)})</td>
<td>507</td>
<td>6.6</td>
<td>16</td>
<td>0.9</td>
<td>11</td>
<td>3.3</td>
<td>534</td>
<td>5.4</td>
</tr>
</tbody>
</table>

Notes: (1) There were 262 cases involving intra-sectoral movement, including 44 re-entrant cases from Degree Posts to Diploma Posts and 218 re-entrant cases from Diploma Posts to Degree Posts, which were excluded from the number of wastage cases for All Social Work Posts.

(2) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.

(3) Figures for SWD include the SWP employed by the Department of Health.
(B) Profile of SWP

1. **Highest Qualification**

   - 99.0% SWP occupying Degree Posts
   - 97.1% SWP occupying Diploma Posts

   All Social Work Posts

<table>
<thead>
<tr>
<th>Highest qualification</th>
<th>Degree Posts(1)</th>
<th>Diploma Posts</th>
<th>All Social Work Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>%</td>
<td>No.</td>
</tr>
<tr>
<td>Degree or above</td>
<td>5197</td>
<td>99.0</td>
<td>950</td>
</tr>
<tr>
<td>Diploma/Associate Degree or equivalent</td>
<td>32</td>
<td>0.6</td>
<td>3728</td>
</tr>
<tr>
<td>Others</td>
<td>23</td>
<td>0.4</td>
<td>142</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5252</td>
<td>100.0</td>
<td>4820</td>
</tr>
</tbody>
</table>

Notes: (1) Other than a social work degree, Certificate in Social Study, Certificate in Social Work and Diploma in Social Work were entry qualifications for Degree Posts in the 1960s and 1970s.

2. **Length of Service in Social Work Field**

   Overall
   - 52.4% had been working in the social work field for over 10 years

   Average length of service by sector
   - 9.8 years for NGOs(2)
   - 15.6 years for SWD(3)
   - 19.9 years for TIs
   - 11.2 years for all the three sectors

<table>
<thead>
<tr>
<th>Length of service in social work field (years)</th>
<th>NGO(2)</th>
<th>SWD(3)</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>%</td>
<td>No.</td>
<td>%</td>
<td>No.</td>
</tr>
<tr>
<td>1 or less</td>
<td>970</td>
<td>12.4</td>
<td>50</td>
<td>2.7</td>
</tr>
<tr>
<td>More than 1 to 2</td>
<td>508</td>
<td>6.5</td>
<td>34</td>
<td>1.8</td>
</tr>
<tr>
<td>More than 2 to 3</td>
<td>359</td>
<td>4.6</td>
<td>15</td>
<td>0.8</td>
</tr>
<tr>
<td>More than 3 to 4</td>
<td>303</td>
<td>3.9</td>
<td>6</td>
<td>0.3</td>
</tr>
<tr>
<td>More than 4 to 5</td>
<td>502</td>
<td>6.4</td>
<td>13</td>
<td>0.7</td>
</tr>
<tr>
<td>More than 5 to 10</td>
<td>1755</td>
<td>22.4</td>
<td>233</td>
<td>12.4</td>
</tr>
<tr>
<td>More than 10 to 15</td>
<td>1600</td>
<td>20.4</td>
<td>642</td>
<td>34.2</td>
</tr>
<tr>
<td>More than 15 to 20</td>
<td>972</td>
<td>12.4</td>
<td>482</td>
<td>25.7</td>
</tr>
<tr>
<td>More than 20</td>
<td>866</td>
<td>11.1</td>
<td>400</td>
<td>21.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>7835</td>
<td>100.0</td>
<td>1875</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Notes: (2) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.

(3) Figures for SWD include the SWP employed by the Department of Health.
3 **Full-time / Part-time Posts**

3.1 Among the 10 072 SWP posts, most (95.9% or 9 658) were full-time posts. Among the 414 part-time posts, 44.2% were in TIs.

<table>
<thead>
<tr>
<th>Sector /post</th>
<th>Full-time posts</th>
<th>Part-time posts</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>%</td>
<td>No.</td>
</tr>
<tr>
<td>NGOs(1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>3 362</td>
<td>33.4</td>
<td>108</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>4 242</td>
<td>42.1</td>
<td>123</td>
</tr>
<tr>
<td>SWD(2)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>1 420</td>
<td>14.1</td>
<td>-</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>455</td>
<td>4.5</td>
<td>-</td>
</tr>
<tr>
<td>TIs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>179</td>
<td>1.8</td>
<td>183</td>
</tr>
<tr>
<td>Total</td>
<td>9 658</td>
<td>95.9</td>
<td>414</td>
</tr>
</tbody>
</table>

Notes: (1) Figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.
(2) Figures for SWD include the SWP employed by the Department of Health.

3.2 These 10 072 SWP posts were taken up by **9 921 persons**. The majority (98.7% or 9 788) were each holding one post only.

<table>
<thead>
<tr>
<th>No. of posts taken up</th>
<th>No. of persons</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>One full-time post</td>
<td>9 559</td>
<td>96.4</td>
</tr>
<tr>
<td>One full-time post plus one or more part-time posts</td>
<td>99</td>
<td>1.0</td>
</tr>
<tr>
<td>One part-time post</td>
<td>229</td>
<td>2.3</td>
</tr>
<tr>
<td>Two or more part-time posts</td>
<td>34</td>
<td>0.3</td>
</tr>
<tr>
<td>Total</td>
<td>9 921</td>
<td>100.0</td>
</tr>
</tbody>
</table>
(C) **Comparison of Major Characteristics of SWP in the Past Years**

1. **Reported Strength**(1)
   - The total number of SWP increased by 1 215 between 2003/04 and 2006/07 or at an average annual growth rate of 4.4%
   - The strength of Degree Posts and Diploma Posts increased by 612 and 603 respectively
   
<table>
<thead>
<tr>
<th>2006/07</th>
<th>2005/06</th>
<th>2004/05</th>
<th>2003/04</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>%</td>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>1.1. Total number of SWP</td>
<td>10 072</td>
<td>-</td>
<td>9 616</td>
</tr>
<tr>
<td>1.2. Degree Posts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SWD(2)</td>
<td>5 252</td>
<td>100.0</td>
<td>4 913</td>
</tr>
<tr>
<td>NGOs(3)</td>
<td>1 420</td>
<td>27.0</td>
<td>1 389</td>
</tr>
<tr>
<td>SWP in TIs</td>
<td>3 470</td>
<td>66.1</td>
<td>3 214</td>
</tr>
<tr>
<td>1.3. Diploma Posts</td>
<td>4 820</td>
<td>100.0</td>
<td>4 703</td>
</tr>
<tr>
<td>SWD(2)</td>
<td>455</td>
<td>9.4</td>
<td>467</td>
</tr>
<tr>
<td>NGOs(3)</td>
<td>4 365</td>
<td>90.6</td>
<td>4 236</td>
</tr>
</tbody>
</table>

   Notes: (1) Figures refer to all filled posts as reported by organisations as at 31 March of the respective years.
   (2) Figures for SWD include the SWP employed by the Department of Health.
   (3) For 2004/05 and 2005/06, figures for NGOs include the SWP employed by private elderly homes and primary schools. For 2006/07, figures for NGOs include the SWP employed by private elderly homes, private residential care homes for persons with disabilities and primary schools.

2. **Highest Educational Attainment**
   - The proportion of SWP in Diploma Posts having social work degree or higher qualification increased significantly from 15.0% in 2003/04 to 19.7% in 2006/07
   
<table>
<thead>
<tr>
<th>2006/07</th>
<th>2005/06</th>
<th>2004/05</th>
<th>2003/04</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>%</td>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>2.1. Total number of SWP</td>
<td>10 072</td>
<td>-</td>
<td>9 616</td>
</tr>
<tr>
<td>2.2. Degree Posts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree or above</td>
<td>5 197</td>
<td>99.0</td>
<td>4 858</td>
</tr>
<tr>
<td>Diploma/Associate Degree or equivalent</td>
<td>950</td>
<td>19.7</td>
<td>943</td>
</tr>
<tr>
<td>Others</td>
<td>3 728</td>
<td>77.3</td>
<td>3 603</td>
</tr>
<tr>
<td>2.3. Diploma Posts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree or above</td>
<td>950</td>
<td>19.7</td>
<td>943</td>
</tr>
<tr>
<td>Diploma/Associate Degree or equivalent</td>
<td>3 728</td>
<td>77.3</td>
<td>3 603</td>
</tr>
<tr>
<td>Others</td>
<td>142</td>
<td>2.9</td>
<td>157</td>
</tr>
</tbody>
</table>
### 3. Turnover Rates of SWP in NGOs by Average Strength of Degree, Diploma and All Social Work Posts

- The median turnover rates of Degree Posts in NGOs generally increased for the period 2003/04 to 2006/07.
- The median turnover rates of Diploma Posts in NGOs peaked in 2006/07 (except NGOs with average strength of 5.5 – 20).

<table>
<thead>
<tr>
<th>Average strength by post type</th>
<th>2006/07 Median Turnover Rate (%)</th>
<th>2005/06 Median Turnover Rate (%)</th>
<th>2004/05 Median Turnover Rate (%)</th>
<th>2003/04 Median Turnover Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Range (%)</td>
<td>Range (%)</td>
<td>Range (%)</td>
<td>Range (%)</td>
</tr>
<tr>
<td><strong>Degree Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 5</td>
<td>0.0 0 – 600</td>
<td>0.0 0 – 800</td>
<td>0.0 0 – 200</td>
<td>0.0 0 – 200</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>11.8 0 – 90.9</td>
<td>8.7 0 – 66.7</td>
<td>6.9 0 – 64.9</td>
<td>6.3 0 – 47.1</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>11.8 0 – 26.1</td>
<td>4.5 0 – 19.6</td>
<td>8.2 0 – 20.8</td>
<td>7.1 0 – 42.9</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>10.2 1.9 – 21.4</td>
<td>8.7 1.8 – 22.9</td>
<td>7.4 2.7 – 13.7</td>
<td>6.2 1.9 – 16.1</td>
</tr>
<tr>
<td><strong>Diploma Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 5</td>
<td>0.0 0 – 600</td>
<td>0.0 0 – 400</td>
<td>0.0 0 – 600</td>
<td>0.0 0 – 400</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>17.4 0 – 111.1</td>
<td>17.5 0 – 60.0</td>
<td>12.1 0 – 54.6</td>
<td>12.7 0 – 60.0</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>22.8 4.0 – 61.9</td>
<td>16.3 2.7 – 59.0</td>
<td>15.4 3.7 – 38.2</td>
<td>12.4 0 – 42.6</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>22.6 10.5 – 43.2</td>
<td>17.7 5.6 – 36.8</td>
<td>13.6 4.8 – 30.0</td>
<td>12.6 5.0 – 29.3</td>
</tr>
<tr>
<td><strong>All Social Work Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ 5</td>
<td>0.0 0 – 600</td>
<td>0.0 0 – 400</td>
<td>0.0 0 – 600</td>
<td>0.0 0 – 400</td>
</tr>
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<td>5.5 – 20</td>
<td>14.3 0 – 105.3</td>
<td>15.4 0 – 90.9</td>
<td>12.1 0 – 76.9</td>
<td>10.5 0 – 90.9</td>
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<td>20.5 – 50</td>
<td>17.7 0 – 62.0</td>
<td>16.4 0 – 55.4</td>
<td>13.1 0 – 55.1</td>
<td>12.5 0 – 46.7</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>17.2 6.7 – 38.6</td>
<td>13.1 1.6 – 28.1</td>
<td>13.4 4.4 – 24.3</td>
<td>9.8 2.3 – 23.7</td>
</tr>
</tbody>
</table>
PART V  ANALYSIS OF PAST TREND

(A) Demand-Supply Analysis on Degree, Diploma and All Social Work Posts from 1997/98 to 2008/09

1. Significant Points to Note

1.1 New supply of graduates refers to the number of new local graduates in the reference year plus new entrants with overseas qualification minus voluntary non-entrants.

1.2 New demand for posts refers to the sum of new additional staff requirement and replacement of wastage.

2. Degree Posts (Chart 5.1)

2.1 New supply of degree graduates remained stable, at around 350-400 places per year during the period of 1997/98 – 2005/06. Due to the introduction of new undergraduate and postgraduate programmes, new supply of degree graduates grew significantly in 2006/07 and the projected new supply in 2007/08 and 2008/09 will further increase to 551 and 623 respectively.

2.2 The new supply of degree graduates exceeded the new demand for Degree Posts for all the years during the period 1997/98 – 2006/07 (except 2002/03, 2005/06 and 2006/07). Owing to the flexibility of creation / deletion of posts under the Lump Sum Grant subvention mode, some organisations tend to set the minimum entry requirement for new posts at the level of RSW (i.e. diploma / associate degree) instead of social work degree, resulting in the slow growth of demand for Degree Posts before 2006/07. In 2006/07, the new demand grew significantly due to the upsurge of additional staff requirements for Degree Posts. In 2007/08 and 2008/09, the projected new supply of degree graduates will exceed the new demand for Degree Posts.

2.3 Although there were surplus gaps between the new supply of degree graduates and the new demand for Degree Posts, it is observed that most remaining degree graduates have already taken up Diploma Posts in the social work sector. (Please refer to the analysis in Part V(B).)

3. Diploma Posts (Chart 5.2)

3.1 New supply of diploma / associate degree graduates decreased continuously, while the new demand for Diploma Posts recorded a fluctuating but upward trend. However, the new supply will increase again from 2007/08 due to the introduction of more Social Work Associate Degree programmes in recent years.

3.2 There has been a persistent shortage gap between the new supply of diploma / associate degree graduates and the new demand for Diploma Posts since 2001/02. Nevertheless, some of the Diploma Posts have been occupied by the remaining degree graduates (i.e. degree graduates not occupying posts requiring degree qualification), resulting in a relatively low entry rate of diploma / associate degree graduates. (Please refer to the analysis in Part V(B).)
4. **All Social Work Posts (Chart 5.3)**

4.1 On the supply side, part-time degree graduates are excluded from the new supply of social work graduates on the assumption that most of them may be occupying social work posts before graduation. On the demand side, wastage cases involving intra-sectoral movement are excluded from the new demand for All Social Work Posts in order to avoid double counting.

4.2 New supply of social work graduates showed a downward trend during the period of 1997/98 - 2004/05 but has been on the rise since 2005/06.

4.3 Although there was fluctuation in the new demand for All Social Work Posts year by year, an upward trend was generally observed starting from 2000/01. Keeping pace with the changing economic and social situation, the demand for All Social Work Posts increased substantially since 2004/05.

4.4 Although the new demand for All Social Work Posts exceeded/will exceed the new supply of graduates during the period of 2004/05 - 2008/09, there were still sufficient remaining graduates of previous years to fill up the posts. However, it is worth to note that the cumulative surplus of graduates supply will be very small at the end of 2008/09. (Please refer to the manpower requirement figures in Part III.)
(B) Entry Rates of Degree and Diploma / Associate Degree Graduates by Year of Graduation and Post Type

1. Significant Points to Note

1.1 For simplicity in presentation, graduates who have obtained social work posts before graduation are counted as entering the profession in their year of graduation.

2. Degree Graduates (Charts 5.4a and 5.4b)

2.1 Chart 5.4a presents the proportion of degree graduates first obtaining Degree Posts by number of years after graduation. The proportion of degree graduates obtaining Degree Posts during the first year after graduation dropped significantly from about 50% for years 2001 and 2002 graduates to around 30% for years 2003 to 2006 graduates. This trend represents that job opportunities of Degree Posts dropped substantially in recent years, i.e. only a relatively small proportion of degree graduates could obtain Degree Posts during the first year after their graduation.

2.2 A number of degree graduates obtained Degree Posts a few years after their graduation. It is observed that some of them are willing to enter the sector with a lower grade first (i.e. Diploma Posts) and then seek for job opportunities in Degree Posts after accumulating more working experience in the sector.

2.3 Chart 5.4b presents the proportion of degree graduates first obtaining social work posts (i.e. either Degree or Diploma Posts) by number of years after graduation. It is noted that the proportion of degree graduates obtaining social work posts during their first year after graduation stayed at a relatively high level (over 70%) for years 2001 to 2006 graduates. The contradictory results of Charts 5.4a and 5.4b might be caused by the flexibility of employment under the Lump Sum Grant subvention, allowing NGOs to set RSW as the minimum entry requirement for their new social work posts. On the other hand, some degree graduates might be willing to accept Diploma Posts when they first enter the sector.

3. Diploma / Associate Degree Graduates (Chart 5.5)

3.1 The proportion of diploma / associate degree graduates obtaining Diploma Posts during the first year after graduation remained at a relatively low level for years 2001 to 2005 graduates (below 40%) except for year 2002 graduates. The low entry rate of diploma / associate degree graduates, alongside the surge of entry rate of degree graduates to social work posts, represents that a number of the Diploma Posts were occupied by degree graduates.
(C) **Turnover Rate and Wastage Rate of Social Work Posts by Post Type**

1. **Significant Points to Note**

1.1 The number of turnover cases of All Social Work Posts is equal to the sum of the number of turnover cases of Degree and Diploma Posts. The number of wastage cases of All Social Work Posts is equal to the sum of wastage cases of Degree and Diploma Posts minus the number of cases involving intra-sectoral movement (i.e. re-entrant cases from Diploma Posts to Degree Posts or vice versa).

1.2 The wastage rates of All Social Work Posts before Year 1997/98 are not available.

1.3 The turnover rate and wastage rate of Diploma Posts were generally higher than the respective rates of Degree Posts in the corresponding years, which might partially be attributed to the fact that a number of workers previously holding Diploma Posts had taken up Degree Posts in the past years. Such cases are regarded as wastage and turnover cases for Diploma Posts but new entrants for Degree Posts.

1.4 All the turnover rates of Degree, Diploma and All Social Work Posts dropped significantly during the period from 1995/96 to 1999/00. The downward trend reversed and the turnover rates remained relatively stable during the period of 2000/01 - 2003/04. Coupled with the recovery of the economy and other factors, the turnover rates of Degree, Diploma and All Social Work Posts have gradually increased since 2004/05.

1.5 The wastage rates of Degree, Diploma and All Social Work Posts fluctuated more noticeably when compared with turnover rates in the corresponding years. Nevertheless, the wastage rate of All Social Work Posts has been on gradual increase since 2001/02, indicating more social workers might have left for non-social work jobs during the economic recovery and for various other reasons.
APPENDIX I  TERMS OF REFERENCE OF THE JOINT COMMITTEE

1. Overall Aim of the Committee

1.1 The Joint Committee on Social Welfare Manpower Planning System was first renamed as the Joint Committee on Social Work Manpower Planning in 1999, and renamed as the Joint Committee on Social Work Manpower Requirements at its first meeting on 12 April 2006 to better reflect its current functions. It is set up to undertake the collection and analysis of information on the demand and supply of social work personnel in Hong Kong.

2. Functions of the Committee

2.1 To interpret and analyse the collected manpower data to keep track of the manpower situation in the social work field and to provide information for policy makers to look into the likelihood of any future shortage of social workers so as to ensure adequate supply of social workers for publicly funded services.

2.2 To prepare the annual report to the various bodies including Education Bureau, Labour and Welfare Bureau, University Grants Committee, Social Welfare Advisory Committee, Advisory Committee on Social Work Training and Manpower Planning, participating organisations and training institutions for reference.

2.3 To consider and make recommendations on special requests for the release of aggregate data.

3. Membership of the Committee (as at April 2008)

Chairman :  Mr Davis HUI Ying-yeung  (SWD)
Members :  Dr LAW Chi-kwong, SBS, JP (HKCSS)
Dr CHAN Kam-tong  (HKCSS)
Miss Rainbow CHEUNG Kam-hung (HKCSS)
Mr Joseph WONG Kam-man  (HKCSS)
Mr WONG Yuk-tong  (SWD)
Mr Kenneth NG Wing-cheung  (SWD)
Secretary :  Miss Tina YAM Mei-king  (SWD)
APPENDIX II  OVERVIEW OF METHODOLOGY

Appendix II (A)  System Updating and Maintenance

1.  OBJECTIVES

1.1 The SWMRS is maintained by the SWMRS Office in SWD, with the following objectives:

- To collect information on the demand and supply of SWP for keeping track of the manpower situation in the welfare sector; and
- To provide information for policy makers to look into any likelihood of the future shortage of social workers so as to ensure adequate supply of social workers for services funded by public money.

2.  COVERAGE

2.1 The System includes organisations employing SWP in four types of sectors, viz. NGOs, SWD and Department of Health, TIs, and major non-conventional settings, such as private elderly homes, private residential care homes for persons with disabilities and primary schools employing SWP. (See Note (1))

2.2 All SWPs engaging in posts requiring social work training in the four sectors mentioned in Paragraph 2.1 above, i.e. the following ranks or equivalent, are covered by the System:

(a) Directorate posts requiring social work training
(b) Principal Social Work Officer (PSWO)
(c) Chief Social Work Officer (CSWO)
(d) Senior Social Work Officer (SSWO)
(e) Social Work Officer (SWO)
(f) Assistant Social Work Officer (ASWO)
(g) Teaching staff of social work discipline in TIs
(h) Chief Social Work Assistant (CSWA)
(i) Senior Social Work Assistant (SSWA)
(j) Social Work Assistant (SWA)
(k) Other posts requiring social work training

Note:  (1) For SWMRS, NGO refers to all non-governmental welfare organisations employing SWP. Hospitals (under Hospital Authority), special schools (subvented by Education Bureau), and service units subvented by Home Affairs Bureau employing SWP, as well as major non-conventional settings such as private elderly homes, private residential care homes for persons with disabilities and primary schools employing SWP are also included.
3. **DATA COLLECTION AND UPDATING**

3.1 To acquire up-to-date information for the System, **comprehensive updating exercises** are launched **annually** by asking each of the target organisations to provide **updated information on all SWPs working in their organisations** and **report any staff movement** during the reference year.

3.2 The following paragraphs elaborate in detail the scope of the comprehensive updating exercises.

3.2.1 In each updating exercise, a number of listings based on the most up-to-date information kept in the System are prepared and distributed to individual organisations on a **restricted** basis. *(These include (a) listings of all SWPs serving in individual organisations as at a certain reference date; and (b) listings of new recruit and turnover cases during the reference year. The workers’ names, Hong Kong Identity Card numbers, required qualification for the post, dates of joining/leaving their organisations and their highest social work qualification obtained are also printed on the listings.)* The organisations are requested to check the listings against their records, mark the changes, amendments or omissions where appropriate and return them to the SWMRS Office.

3.2.2 To set up the system, a large scale data collection exercise was launched for the first time in late September 1987, collecting information on the personal particulars of SWP as at 30 September 1987. A total of 20 comprehensive updating exercises have been carried out.

4. **CONFIDENTIALITY OF DATA**

4.1 The data maintained in the System is **analysed** and presented **in aggregate form**. Data pertaining to individual SWP and organisations is kept strictly confidential and will not be released to any other bodies. When an individual SWP leaves the SW field, his case will be closed and his case will be deleted after six years.

5. **RESPONSE TO THE LATEST UPDATING EXERCISE**

5.1 In the latest updating exercise covering the period from 1 April 2006 to 31 March 2007, a total of **620** organisations *(including the SWD, Department of Health, 609 NGOs and 9 TIs)* were approached. Among the 609*(1)* NGOs, 18 only employed a few SWPs and did not respond, while 225 did not employ SWP. *(It is assumed that data of the 18 non-responded NGOs has remained unchanged since the previous updating exercise.)*

5.2 A list of **395 organisations employing SWP** *(including the responded and non-responded NGOs employing SWP)* covered by the System is at Appendix II *(D).*

Note: *(1) including non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.*
Appendix II (B)  Compilation Method

1. INTRODUCTION

1.1 The compilation method adopted is to take stock of social work posts at the base year and carry it forward on the basis of separate estimation of supply and demand. The projected new supply depends largely on the estimated number of graduates of local TIs in the year. On the other hand, the projected new demand covers the net additional staff requirement reported by participating organisations and the demand for replacement of wastage.

2. PROJECTED NEW SUPPLY

2.1 Projected New Supply for a Year

2.1.1 Projected new supply for a year

\[ \text{Estimated number of fresh social work graduates in local TIs in the year} \times (1 - \text{projected non-entry rate}) + \text{Estimated number of new entrants with qualifications obtained overseas} \]

2.2 Graduates of Local TIs for the Year

2.2.1 The estimated fresh graduates for each year of the projection period are estimated by the respective TIs on the basis of their latest available information on the number of intakes for all social work courses in September 2007. (Figures for graduates corresponding to intakes up to academic year 2008/09 were based on the triennial plan and the roll over year covering academic years 2005/06 – 2008/09. For Degree Posts, Degree/post-graduate programmes only attended by workers holding Degree Posts are excluded from the supply side. For All Social Work Posts, Degree/post-graduate programmes attended by serving SWPs are excluded). Possible drop-outs during the course have been taken into account in their estimation as far as possible.

2.2.2 The figures are subject to changes for circumstances such as reallocation of funds within TIs and the enrolment situation of self-financed programmes.

2.2.3 A breakdown of estimated number of graduates by training programme is at Appendix III (A).
2.3 Wastage Rate of Graduate Supply

2.3.1 Wastage rate of graduate supply refers to the proportion of new graduates and remaining graduates who determine not to enter the welfare sector at the beginning of each reference year.

2.3.2 The wastage rate of graduate supply is assumed to be constant for all new graduates of current year and remaining graduates in all preceding years. The wastage rate is estimated by the following constraint optimisation exercise:

Maximise: yearly wastage rate  
subject to the following constraints:  
(i) the net entrant rate\(^{(1)}\) of current year graduates is not less than that of previous years' remaining graduates (if the number of remaining graduates at the beginning of the year is greater than 50)  
(ii) the net entrant rate of remaining graduates for the period cannot exceed 100%

2.3.3 The estimated yearly wastage rates of degree and diploma / associate degree graduates based on the above optimisation exercise are 9.6% and 16.8% respectively.

2.4 New Entrants with Qualifications Obtained Overseas

2.4.1 This category applies to both degree / master graduates and diploma/ associate degree graduates.

2.4.2 The figures are estimated by taking the average of actual new entrants with qualifications obtained overseas by post in the past three reference years.

2.4.3 While there are more unknown factors in estimating the number of new entrants with qualifications obtained overseas, its effect on the accuracy of the projection would be relatively insignificant as it is small in number.

Note: (1) The net entrant rate of graduates is defined as the number of graduates taking up social work posts during the year divided by the net supply of graduates at the beginning of the year.
2.5 **Limitations**

2.5.1 Whether graduates will enter the welfare sector depends on a number of complex factors, including the choice of the graduates, their career aspiration, the economic and unemployment conditions, availability of social work posts and relative attractiveness of other jobs in the labour market. It is therefore debatable among subjective judgements regarding the methods of distinguishing between voluntary and involuntary non-entrants.

2.5.2 Since the graduates who are still looking for jobs in the welfare sector cannot be easily identified, it is difficult to verify the estimates of non-entry rate and the number of remaining graduates.

2.5.3 One factor which complicates both the estimation of the non-entry rate and the number of remaining graduates is that the graduates may not enter the field in the year of their graduation. It is difficult to forecast when they will take up jobs requiring their social work qualifications. The number of remaining graduates depends very much on the availability of posts that the graduates may have interest.

2.5.4 To take account of the possible factors set out in paragraphs 2.5.1 - 2.5.3 would require further comprehensive studies on the entry patterns of fresh graduates. It is beyond the scope of this statistical exercise to conduct these studies.

2.5.5 Patterns on the years when fresh graduates entered jobs requiring their respective qualifications and the non-entry rates are at *Appendix III (B).*
3. PROJECTED NEW DEMAND

3.1 Method

3.1.1 Projected new demand for a year

\[ = \text{Estimated net additional staff requirement for the year} \]
\[ + \text{Estimated replacement for wastage for the year} \]
\[ + \text{Shortfall of supply for the previous year} \]
\[ - \text{Estimated number of Diploma Posts filled by degree graduates in the current year (for the new demand for diploma / associate degree graduates only)} \]

3.2 Net Additional Staff Requirement

3.2.1 For the years 2007/08 and 2008/09, the estimated number of new posts (less the number of posts to be deleted) for the following sectors are included:

(a) all posts in SWD;
(b) SWD-subvented posts in NGOs; and
(c) non-SWD-subvented posts and others (including posts subvented by Home Affairs Bureau, Education Bureau, Department of Health, Hospital Authority, non-subvented posts in NGOs, TIs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools).

3.2.2 The estimated numbers of new posts in SWD and the SWD-subvented sector in NGOs for 2007/08 and 2008/09 are compiled by making reference to the information known to SWD in September 2007. They are estimates of approved projects with funding allocation. The estimates for subvented new projects in NGOs are notional for planning purpose and may vary from the actual number of posts turning up in the sector. The estimated number of new posts for non-SWD-subvented posts and others are made by referring to the information on manpower requirements provided by NGOs, TIs and major non-conventional settings in August 2007.

(Note: Starting from this round of updating exercise, the net additional staff requirements for 2008/09 is obtained by averaging the (a) projected figure collected from the data suppliers and (b) projected figure compiled by using the annual growth rate derived from a 5-year moving average.)
3.3 **Replacement for Wastage**

3.3.1 Estimated replacement for wastage of respective post

\[ \text{Estimated replacement for wastage of respective post} = \frac{\text{Estimated average strength for the year} \times \text{Projected wastage rate on strength}}{1 + 0.5 \times \text{Projected wastage rate}} \]

3.3.2 Since the strength at the end of the year depends on the supply and demand, the replacement for wastage is estimated by the following formulae:

(a) In case there is a shortfall for the year, replacement for wastage

\[ \text{Replacement for wastage} = \frac{\text{Strength at beginning of the year} + 0.5 \times \text{(Projected new supply)}}{1 + 0.5 \times \text{(Projected wastage rate)}} \times \text{Projected wastage rate} \]

(b) In case there is a surplus for the year, replacement for wastage

\[ \text{Replacement for wastage} = \frac{\text{Strength at beginning of the year} + 0.5 \times \text{(Net additional staff requirement)}}{1} \times \text{Projected wastage rate} \]

3.3.3 For 2007/08 and 2008/09, the wastage rate of the most recent year, i.e. 2006/07, is taken as the projected wastage rate.

3.3.4 Estimated replacement for wastage for the All Social Work Posts

\[ \text{Estimated replacement for wastage for All Social Work Posts} = \text{Estimated replacement for wastage for Degree Posts} + \text{Estimated replacement for wastage for Diploma Posts} - \text{Estimated number of intra-sectoral re-entrant cases from Diploma Posts to Degree Posts} - \text{Estimated number of intra-sectoral re-entrant cases from Degree Posts to Diploma Posts} \]

3.3.5 Estimated number of intra-sectoral re-entrant cases of respective grade

\[ \text{Estimated number of intra-sectoral re-entrant cases of respective grade} = \frac{\text{Estimated average strength for the year} \times \text{Projected intra-sectoral re-entrant rate on strength}}{1} \]

3.3.6 For 2007/08 and 2008/09, the intra-sectoral re-entrant rate of the most recent one year, i.e. 2006/07, is taken as the projected intra-sectoral re-entrant rate.

3.3.7 Detailed figures on the wastage rates are at *Appendix III (C)*.
4. **Estimated Number of Diploma Posts Filled by Remaining Degree Graduates**

4.1 **Proportion of Diploma Posts filled by degree graduates**

4.1.1 The proportion of Diploma Posts filled by degree graduates is defined as:

\[
(\text{3-year average conversion factor of degree holder to diploma holder from 2004 to 2006}) \times \frac{\text{(Surplus of degree graduates for Diploma Posts)}}{\text{(Surplus of degree graduates for Diploma Posts) + New supply of diploma / associate degree graduates + Remaining diploma / associate degree graduates in previous years)}}
\]

4.1.2 Surplus of degree graduates for Diploma Posts

\[
= \text{New supply of degree graduates for a year (excluding part-time degree graduates) - Number of voluntary non-entrants + Number of previous-years remaining degree graduates not holding Diploma Posts - New demand for Degree Posts (excluding wastage cases involving intra-sectoral movement from Diploma Post to Degree Posts)}
\]

It is assumed that the wastage cases involving intra-sectoral movement (i.e. from Diploma Posts to Degree Posts) would be filled by remaining degree graduates holding Diploma Posts.

4.2 **Conversion factor of degree holder to diploma / associate degree holder**

4.2.1 The conversion factor in a specific year is defined as:

\[
\left( \frac{\text{Diploma Post filled by degree graduates}}{\text{Diploma Post filled by diploma / associate degree graduates}} \right) \times \frac{\text{New supply of diploma / associate degree graduates}}{\text{Remaining diploma / associate degree graduates available for Diploma Posts}}
\]

4.2.2 The remaining degree graduates available for Diploma Posts is the sum of the surplus of current-year degree graduates and the surplus of previous years’ remaining degree graduates not having occupied any social work posts.

4.2.3 Surplus of current-year degree graduates

\[
= \text{Number of current-year degree graduates - Number of voluntary non-entrants - Estimated recruitment of Degree Posts from current-year degree graduates}
\]

4.2.4 Surplus of previous-years remaining degree graduates not having social work posts

\[
= \text{Number of previous-years remaining degree graduates not having social work posts - Estimated recruitment of Degree Posts from remaining degree graduates}
\]
4.3 **Limitations**

4.3.1 It should be noted that the estimated net additional new posts are subject to changes in circumstances. For the current exercise, impact of certain factors which would affect the future demand of SWP has not been fully reflected. These include the flexibility of creation / deletion of posts under the Lump Sum Grant subvention mode, the adoption of competitive bidding and contracting-out of welfare services, the changes in economic and social situation, the tendency of NGOs to set the minimum entry requirement for new posts at the level of RSW instead of specifying the academic qualification, the slippage of projects and the introduction of new initiatives.

4.3.2 The numbers of new posts for non-SWD-subvented and other sectors are estimated by individual parties concerned as known in September 2007. It is difficult to ascertain their accuracy. For new funding initiatives in the non-welfare sector, there is also difficulty in translating them to more concrete manpower requirements for SWP.

4.3.3 It is rather difficult to forecast the wastage cases of social work manpower in the future years, which would be affected by a number of factors. Such factors include availability of other jobs in the labour market, personal choice for further studies, early retirement, change in career aspiration, and working environment and career prospects of the social welfare sector. To take such factors into account requires the making of a number of judgmental assumptions, which are beyond the scope of this exercise.
5. **REMAINING GRADUATES OF LOCAL TIs**

5.1 **Introduction**

It is observed that some graduates do not enter the social work field in the year of graduation but do so in later years. As such, it is believed that some graduates of previous years not entering the social work field will search for a job in the social work field after the first year of their graduation (hereafter called “remaining graduates”). The numbers of “remaining graduates” are estimated based on the following assumptions.

5.2 **Demand Assumption**

The new demand for local graduates (assumed to be the total new demand minus supply of graduates with overseas qualification) in the current year would be met by the supply of not only local graduates in the current year but also remaining graduates in the preceding years.

5.3 **Supply Assumptions**

(a) For Degree Posts, the number of remaining graduates (i.e. those not yet obtained any Degree Post)
   
   \[ \text{Cumulative surplus of supply of degree graduates at the end of the previous year} \times (1- \text{estimated yearly wastage rate for degree graduates}) \]

(b) For Diploma Posts, the number of remaining graduates (i.e. those not yet obtained any Diploma Post)

   \[ \text{Cumulative surplus of supply of diploma / associate degree graduates at the end of the previous year} \times (1- \text{estimated yearly wastage rate for diploma / associate degree graduates}) \]

(c) For All Social Work Posts, the number of remaining graduates (i.e. those not yet obtained any social work post)

   \[ \text{Cumulative surplus of supply of degree graduates available for Diploma Posts at the end of the previous year} \times (1- \text{estimated yearly wastage rate for degree graduates}) + \text{Cumulative surplus of supply of diploma / associate degree graduates at the end of the previous year} \times (1- \text{estimated yearly wastage rate for diploma / associate degree graduates}) \]

(d) The graduates are similarly competitive irrespective of their years of graduation.

5.4 **Compilation**

Based on the observations in analysing the entry pattern of local degree graduates in the recent years, the following survival rates for remaining degree graduates are assumed:
Year after graduation & Survival rate (at beginning of year) & Conditional survival rate (for remaining degree graduates) 
0 & 1 & - 
1 & 0.904 & 0.904 
2 & 0.817\times 0.904^2 & 0.904 
3 & 0.739\times 0.904^3 & 0.904 
4 & 0.668\times 0.904^4 & 0.904 
5 & 0.604\times 0.904^5 & 0.904 
6 & 0.546\times 0.904^6 & 0.904 

Therefore, Number of remaining degree graduates available as supply at the end of a year = (Number of remaining degree graduates at the beginning of the year - Number of degree graduates entered the social work field during the year) \times \text{Conditional survival rate}

5.5 Illustration

In Item V of Section 3 on page 8, the estimated number of remaining degree graduates at the end of 2007/08 is 846 which is calculated as follows:

Estimated number of remaining degree graduates as at end of 2007/08 = ( Estimated number of remaining degree graduates as at beginning of 2007/08 + New supply of degree graduates in 2007) - New demand for Degree Posts in 2007/08

The estimated number of the remaining graduates as at beginning of 2007/08 is 802 which is the sum of remaining graduates in the previous six years (i.e. 50 in 2001; 66 in 2002; 121 in 2003; 137 in 2004; 161 in 2005 and 267 in year 2006). Compilation of the figures is illustrated as follows:

2001 graduates

<table>
<thead>
<tr>
<th>Reference year</th>
<th>At beginning of year (1)</th>
<th>Conditional survival rate at beginning of year (2)</th>
<th>Remaining graduates at beginning of year (3) = (1) \times (2)</th>
<th>Estimated Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001/02</td>
<td>438</td>
<td>0.904</td>
<td>396</td>
<td>230</td>
<td>166</td>
</tr>
<tr>
<td>2002/03</td>
<td>166</td>
<td>0.904</td>
<td>150</td>
<td>32</td>
<td>118</td>
</tr>
<tr>
<td>2003/04</td>
<td>118</td>
<td>0.904</td>
<td>107</td>
<td>15</td>
<td>92</td>
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<tr>
<td>2004/05</td>
<td>92</td>
<td>0.904</td>
<td>83</td>
<td>8</td>
<td>75</td>
</tr>
<tr>
<td>2005/06</td>
<td>75</td>
<td>0.904</td>
<td>68</td>
<td>4</td>
<td>64</td>
</tr>
<tr>
<td>2006/07</td>
<td>64</td>
<td>0.904</td>
<td>58</td>
<td>3</td>
<td>55</td>
</tr>
<tr>
<td>2007/08</td>
<td>55</td>
<td>0.904</td>
<td>50</td>
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</table>
2002 graduates

<table>
<thead>
<tr>
<th>Reference year</th>
<th>At beginning of year (1)</th>
<th>Conditional survival rate at beginning of year(^1) (2)</th>
<th>Remaining graduates at beginning of year ((3) = (1) \times (2))</th>
<th>Estimated Recruitment during the year (4)</th>
<th>Remaining graduates at end of year ((5) = (3) - (4))</th>
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<tbody>
<tr>
<td>2002/03</td>
<td>399</td>
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<td>361</td>
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<td>2004/05</td>
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<td>118</td>
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<td>2005/06</td>
<td>103</td>
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<tr>
<td>2007/08</td>
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<td>0.904</td>
<td><strong>66</strong></td>
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</table>

2003 graduates

<table>
<thead>
<tr>
<th>Reference year</th>
<th>At beginning of year (1)</th>
<th>Conditional survival rate at beginning of year(^1) (2)</th>
<th>Remaining graduates at beginning of year ((3) = (1) \times (2))</th>
<th>Estimated Recruitment during the year (4)</th>
<th>Remaining graduates at end of year ((5) = (3) - (4))</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003/04</td>
<td>430</td>
<td>0.904</td>
<td>389</td>
<td>137</td>
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<tr>
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<td>0.904</td>
<td>228</td>
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<tr>
<td>2005/06</td>
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<td>0.904</td>
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<td>19</td>
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<tr>
<td>2006/07</td>
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<tr>
<td>2007/08</td>
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<td><strong>121</strong></td>
<td></td>
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</tbody>
</table>

2004 graduates

<table>
<thead>
<tr>
<th>Reference year</th>
<th>At beginning of year (1)</th>
<th>Conditional survival rate at beginning of year(^1) (2)</th>
<th>Remaining graduates at beginning of year ((3) = (1) \times (2))</th>
<th>Estimated Recruitment during the year (4)</th>
<th>Remaining graduates at end of year ((5) = (3) - (4))</th>
</tr>
</thead>
<tbody>
<tr>
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<td>400</td>
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</tr>
<tr>
<td>2007/08</td>
<td>151</td>
<td>0.904</td>
<td><strong>137</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2005 graduates

<table>
<thead>
<tr>
<th>Reference year</th>
<th>At beginning of year (1)</th>
<th>Conditional survival rate at beginning of year (1)</th>
<th>Remaining graduates at beginning of year (3) = (1) x (2)</th>
<th>Estimated Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005/06</td>
<td>408</td>
<td>0.904</td>
<td>369</td>
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<tr>
<td>2006/07</td>
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<tr>
<td>2007/08</td>
<td>178</td>
<td>0.904</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2006 graduates

<table>
<thead>
<tr>
<th>Reference year</th>
<th>At beginning of year (1)</th>
<th>Conditional survival rate at beginning of year (1)</th>
<th>Remaining graduates at beginning of year (3) = (1) x (2)</th>
<th>Estimated Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>514</td>
<td>0.904</td>
<td>465</td>
<td>170</td>
<td>295</td>
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<tr>
<td>2007/08</td>
<td>295</td>
<td>0.904</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: (1) 0.904 = 1 – 0.096 (i.e. yearly wastage rate of degree graduates)
6. **REMAINING DEGREE GRADUATES OCCUPYING DIPLOMA POSTS**

6.1 Remaining degree graduates occupying Diploma Posts at the end of the year  
   = Cumulative surplus of degree graduates at the end of the year  
   - Number of remaining degree graduates not occupying Diploma Posts

6.2 Number of remaining degree graduates not occupying Diploma Posts  
   = Surplus of degree graduates for Diploma Posts  
   - Number of Diploma Posts filled by degree graduates

7. **ESTIMATED STRENGTH**

7.1 Estimated strength at the beginning of a year  
   = Estimated strength at the end of the preceding year

7.2 Estimated strength at the end of a year  
   = Estimated strength at the beginning of the year  
   + Expected net additional staff requirement to be filled for that year  
   - Expected new vacancies arising from wastage not likely to be filled for that year
Appendix II (C)  Glossary

All Social Work Posts
It includes both Degree Posts and Diploma Posts.

Balance between New Supply and New Demand
For Degree Posts and All Social Work Posts, it is defined as the projected new supply less the projected new demand.

For Diploma Posts, it is defined as the projected new supply less the projected new demand plus New Diploma Posts filled by Remaining Degree Graduates.

Cumulative Shortfall / Surplus of Supply
It is defined as "Balance between New Supply and New Demand" plus the estimate of "Remaining Graduates". A shortfall of supply, being represented by a negative sign, implies that there would be inadequate potential entrants to meet the projected new demand. On the contrary, a surplus of supply, being represented by a positive sign, signifies that there would be potential entrants available for further expansion / improvement of services or there would be involuntary non-entrants. (see also “Non-entrants on Supply”.)

Degree Posts
It refers to posts requiring social work degree qualification or above.

Diploma Posts
It refers to posts requiring social work diploma/ associate degree qualification or equivalent.

Grade
It refers to all posts bearing social work titles in the grade and those equivalents of similar entry requirement in social work qualification.

Highest Qualification
It refers to the highest educational qualification related to the social work training. (For a person with no training in social work, his / her highest educational level is taken.)

Intra-sectoral Movement
An SWP post of a specific grade (e.g. Degree Post) being filled by a person who has prior experience in another grade in the field (e.g. Diploma Post) is regarded as a case of intra-sectoral movement.

NGOs
For the SWMRS, NGOs refers to all non-governmental welfare organisations, private elderly homes, private residential care homes for persons with disabilities and primary schools employing SWP. Hospitals (under Hospital Authority), special schools (subvented by Education Bureau), and service units subvented by Home Affairs Bureau employing SWP are also included. Special schools are not regarded as individual NGOs and are classified under their affiliated NGOs.
New Entrants to a Grade
It refers to persons who first entered the social work field in the grade in the specified period. (*Workers of Diploma Posts who changed to Degree Posts, in the same or different organisations, are regarded as new entrants to the Degree Posts and wastage to the Diploma Posts.*)

Non-entrants on Supply
For Diploma and Degree Posts, it refers to newly graduated students who do not enter their respective social work post types (i.e. degree / master social work graduates to Degree Posts and diploma / associate degree graduates to Diploma Posts). For All Social Work Posts, it refers to newly graduated students who do not enter any grades of the social work field. Non-entrants include both voluntary non-entrants (those who choose not to enter the social work field on their own account) and involuntary non-entrants (those who are “forced” not to enter the respective grades due to insufficient vacant posts or other reasons).

Rates

*Non-entry Rate (%) of degree / diploma / associate degree graduates in a Year*
\[
\text{Non-entry Rate} = \left( \frac{\text{No. of non-entrants of degree / diploma / associate degree graduates}}{\text{Total no. of degree / diploma / associate degree graduates for that year}} \right) \times 100\%
\]

*Turnover, Re-entrant and Wastage Rate (%) of a Grade in a Year*
\[
\text{Turnover, Re-entrant and Wastage Rate} = \left( \frac{\text{No. of turnover / re-entrant / wastage cases}}{\text{Average strength of the post type for that year}} \right) \times 100\%
\]

Recruitment Cases
It refers to the number of “occurrences” of SWP recruited in the specified period. (*If a worker has taken up more than one new job during the period, he / she would be counted more than once depending on the total number of new jobs in any organisations covered by the System that he / she has taken up.*)

Re-entrant Cases of a Grade in a Year
An SWP post being filled by a person who has prior experience in the post is regarded as a re-entrant case. (*A part-time post being newly filled by a worker who is currently serving in another full-time post in the field is regarded as a re-entrant case only if he / she has once resigned from a part-time or a full-time job.*)

Remaining Graduates
It refers to the graduates of previous years who have never entered the social work field and are still looking for jobs in the field.

Strength / Social Work Personnel (SWP)
Unless otherwise specified, the number of SWP / strength refers to the number of *posts* (full-time or part-time) being filled by SWP. (*A worker holding two posts, either one full-time post and one part-time post or two part-time posts, would therefore be counted twice.*)

*Average Strength for a Year*
\[
\text{Average Strength for a Year} = \frac{(\text{Strength as at beginning of the year} + \text{Strength as at end of the year})}{2}
\]
Turnover Cases
It refers to the number of “occurrences” of SWP leaving any organisations for whatever reasons in the specified period, regardless of whether they have joined / would join the field again. (If a worker has resigned from more than one job or resigned from more than one organisation during the period, he / she would be counted more than once depending on the total number of jobs that he / she has left.)

Wastage Cases of a Grade in a Year
It is defined as the number of turnover cases less the number of re-entrant cases for the grade. (Workers of the Diploma Posts who are transferred to the Degree Posts, in the same or different organisations, are regarded as new entrants to the Degree Posts and wastage to the Diploma Posts.)

Wastage Cases of the whole Sector in a Year
It is defined as the sum of the number of turnover cases by grade less the sum of the number of re-entrant cases by the grade less the number of cases of intra-sectoral movement in a year.
Appendix II (D)  List of Organisations Employing SWP Covered by the SWMRS

1. **Social Welfare Department**
2. **Department of Health**
3. **Non-governmental Organisations**

1st Step Association  
Aberdeen Kaifong Welfare Association Social Service Centre  
AD&FDPOHL Leung Sing Tak School (PM)  
ADPL Social Service Centre Limited  
Adventure-Ship Limited  
Against Child Abuse Limited  
Agency for Volunteer Service  
Alice Ho Miu Ling Nethersole Hospital (under HA)  
Alice Ho Miu Ling Nethersole Hospital Alice Ho Miu Ling Nethersole Nursing Home  
Alliance Primary School Sheung Shui  
American Baptist Mission  
Amity Mutual Support Society  
Apostolic Faith Church of Hong Kong Limited - Favour Centre  
Arts with the Disabled Association Hong Kong  
Asbury Methodist Primary School  
Asbury Methodist Social Service  
Asia Women's League Limited c/o Ho Leung Kit Ting C&A Home for the Elderly  
Asian Outreach Hong Kong Limited c/o Harbourview Elderly Club  
Association Concerning Sexual Violence Against Women  
Association for Engineering and Medical Volunteer Services  
Association of Baptists for World Evangelism (HK) Limited  
Association of Evangelical Free Churches of Hong Kong, The  
Baptist Mid-Missions Butterfly Bay Baptist Church Social Centre for the Elderly  
Baptist Oi Kwan Social Service  
Barnabas Charitable Service Association Limited  
Beijing Elder Centre Limited  
Bonaventure Integrated Children and Youth Centre  
Boys' and Girls' Clubs Association of Hong Kong, The  
Boys' Brigade, Hong Kong, The  
Bradbury Hospice (under HA) - Medical Social Service Dept  
Breakthrough Limited  
Buddhist Chi King Primary School  
Buddhist Poh Yea Home for the Aged Limited  
Buddhist To Chi Fat She Limited Yeung Yat Lam Memorial School  
Buddhist Wong Cheuk Um Primary School  
Buddhist Wong Sewai Memorial School  
Care for Your Heart - Cardiac Patients Mutual Support Association  
Caritas - Hong Kong  
Caritas Medical Centre (under HA) - Medical Social Service Dept  
CCC But San Primary School  
CCC Chun Kwong Primary School  
CCC Fong Yun Wah Primary School (PM)  
CCC Heep Woh Primary School  
CCC Kei Ching Primary School
3. **Non-governmental Organisations**

CCC Kei Faat Primary School  
CCC Kei Leung Primary School  
CCC Kei Tsun Primary School  
CCC Kei Tsz Primary School  
CCC Kei Wa Primary School (Kowloon Tong)  
CCC Kei Wai Primary School  
CCC Mongkok Church Kai Oi School  
CCC Tai O Primary School  
Centre for Restoration of Human Relationships  
Chai Wan Areas Kaifong Welfare Association Limited  
Chai Wan Baptist Church Social Service  
Chain of Charity Movement  
Cheshire Home, Chung Hom Kok (Under HA) - Medical Social Service Dept  
Cheshire Home, Shatin (under HA) - Medical Social Service Dept  
Cheung Chau Rural Committee Integrated Youth Centre  
Chi Lin Nunnery Social Service Division  
Child Development Centre, The  
Children's Cancer Foundation  
China Peniel Missionary Society Inc. c/o Social Centre for the Elderly of Grace  
Chinese Evangelical Zion Church Social Service Division  
Chinese Rhenish Church Hong Kong Synod, Welfare Department, The  
Chinese Rhenish Church Hong Kong Synod Rhenish Church Grace School  
Chinese YMCA of Hong Kong  
Ching Chung Taoist Association of Hong Kong Limited  
CHR & Missionary Alliance Sun Kei Primary School  
Christian Action  
Christian Alliance HC Chan Primary School (PM)  
Christian and Missionary Alliance Church Union (HK) Limited  
Christian Concern for the Homeless Association  
Christian Family Service Centre  
Christian Fellowship of Pastoral Care for Youth, Limited  
Christian Nationals' Evangelism Commission Aged People Centre  
Christian New Being Fellowship Limited  
Christian Oi Hip Fellowship Limited  
Christian Zheng Sheng Association Limited  
Chuk Lam Ming Tong Limited  
Chun Tok School  
Chung Shak Hei (Cheung Chau) Home for the Aged, Limited  
Chung Sing Benevolent Society  
Chung Sing Church Limited - Chung Sing Church Bradbury Social Service Centre  
Church of United Brethren in Christ Hong Kong Limited - Social Service Division  
Comfort Care Concern Group, The  
Community Drug Advisory Council  
Conservative Baptist Lui Ming Choi Primary School  
CTU Education Foundation Limited  
DACARS, Limited  
Diamond Hill Kwong Yum Home for the Aged  
Duchess of Kent Children Hospital (under HA) - Medical Social Service Dept
3. **Non-governmental Organisations**

Ebenezer School and Home for the Visually Impaired
Echo Valley Evangelistic Association for the Handicaps Limited, The
Endeavourers Bert James Young Social Centre for the Elderly
Endeavr Leung Lee Sau Yu Memorial Primary School (PM)
Evangel Hospital
Evangelical Free Church of China - Evangel Children's Home
Evangelical Lutheran Church Social Service - Hong Kong
Evangelize China Fellowship Holy Word School
Evangelize China Fellowship Shatin Canaan Church Limited - Bradbury Student Development Centre
Evergreen International (HK) Association
Fai-To Sino-West Combined Home for the Aged
Family Planning Association of Hong Kong, The
Free Methodist Church of Hong Kong, The
Fu Hong Society
Fullness Christian Vocational Training Centre
Fung Kai Public School - Fung Kai Care & Attention Home for the Elderly
Fung Ying Seen Koon
Fung Yiu King Hospital (under HA)
Girls' Brigade Hong Kong, The
Grantham Hospital (under HA) - Medical Social Service Dept
Hang Fook Home for the Aged Limited
Hans Andersen Club Limited
Harmony House Limited
Haven of Hope Christian Service
Haven of Hope Hospital (under HA) - Medical Social Service Dept
Heep Hong Society
Heep Yuen Primary School
Helping Hand
Heung Hoi Ching Kok Lin Association
HHCKLA Buddhist Wong Cho Sum School
Hiu Kwong (Hung Hom) Nursing Centre
Hiu Kwong (Tai Kok Tsui) Nursing Centre Company Limited
Hiu Kwong (To Kwa Wan) Nursing Centre
HK & Macau Lutheran Church Wong Chan Sook Ying Memorial School (AM)
HKFEW Wong Cho Bau School
HKFTU Hong Ling Foundation for the Well-being of the Elderly Limited, The
HKSYC&I Association Chan Nam Chong Mem School (Special Section)
Hok Yau Club
Holy Family Canossian School
Hong Chi Association
Hong Kong & Macau Lutheran Church Limited
Hong Kong Aged Concern Limited
Hong Kong AIDS Foundation Limited
Hong Kong Alzheimer's Disease and Brain Failure Association
Hong Kong Anti-Cancer Society
Hong Kong Association for Cleft Lip and Palate
Hong Kong Association for Specific Learning Disabilities
Hong Kong Association for the Survivors of Women Abuse (Kwan Fook)
3. **Non-governmental Organisations**

- Hong Kong Association of Gerontology
- Hong Kong Association of the Deaf
- Hong Kong Baptist Hospital Au Shue Hung Health Centre
- Hong Kong Blind Union
- Hong Kong Buddhist Association
- Hong Kong Buddhist Hospital (under HA) - Medical Social Service Dept
- Hong Kong Cancer Fund - Friends of EORTC
- Hong Kong Catholic Marriage Advisory Council
- Hong Kong Children and Youth Services
- Hong Kong Chinese Christian Churches Union c/o Kwun Tong Kwong Yum Home for Aged
- Hong Kong Chinese Women's Club
- Hong Kong Chiu Chow Po Hing Buddhism Association Limited
- Hong Kong Christian Mutual Improvement Society
- Hong Kong Christian Service
- Hong Kong Council of Social Service, The
- Hong Kong Council of the Church of Christ in China
- Hong Kong Down Syndrome Association
- Hong Kong Employment Development Service Limited
- Hong Kong Evangelical Church Social Service Limited
- Hong Kong Family Welfare Society
- Hong Kong Federation of Handicapped Youth
- Hong Kong Federation of the Blind
- Hong Kong Federation of Women's Centres
- Hong Kong Federation of Youth Groups, The
- Hong Kong Housing Affairs Association
- Hong Kong Housing Society
- Hong Kong Joint Council of Parents of the Mentally Handicapped, The
- Hong Kong Juvenile Care Centre
- Hong Kong Lutheran Social Service, Lutheran Church - Hong Kong Synod
- Hong Kong Macao Conference of Seventh-Day Adventists, Social Service Department
- Hong Kong Mutual Encouragement Association c/o Jane Shu Tsao Social Centre for the Elderly
- Hong Kong Neuro-Muscular Disease Association
- Hong Kong PHAB Association
- Hong Kong Playground Association
- Hong Kong Red Cross
- Hong Kong Sea School, The
- Hong Kong Sheng Kung Hui Welfare Council
- Hong Kong Single Parents Association
- Hong Kong Society for Rehabilitation, The
- Hong Kong Society for the Aged
- Hong Kong Society for the Blind
- Hong Kong Society for the Deaf, The
- Hong Kong Society for the Protection of Children
- Hong Kong Sports Association for the Mentally Handicapped
- Hong Kong St John Ambulance
- Hong Kong Student Aid Society
- Hong Kong Student Aid Society Primary School
- Hong Kong Taoist Association School
3. **Non-governmental Organisations**(1)

Hong Kong Tuberculosis, Chest and Heart Diseases Association
Hong Kong West Point Baptist Church Elderly Centre
Hong Kong Women Development Association
Hong Kong Workers' Health Centre
Hong Kong Young Women's Christian Association
Hong Yee Elderly Centre
Hop Yat Church, The Church of Christ in China, Social Centre for the Elderly
HOPE Worldwide Limited
Industrial Evangelistic Fellowship
Intellectually Disabled Education and Advocacy League Limited, The
International Buddhist Progress Society (H.K.) Limited
International Church of the Foursquare Gospel Hong Kong District Limited
International Social Service Hong Kong Branch
Jockey Club Centre for Positive Ageing
Jordan Valley Kaifong Welfare Association - Social Service Office
Ka To Home for the Aged
Kam Tsin Village Ho Tung School
Kei Tak (Nam Dai) Home for Aged Limited
KELY Support Group
Kiangsu & Chekiang Residents (H.K.) Association c/o Tuen Mun Hostel for the Elderly
King Lam Catholic Primary School
Kornhill Alliance Church Family Services Centre
Kowloon City Baptist Church Neighbourhood Elderly Centre
Kowloon Hospital (under HA) - Medical Social Service Dept
Kowloon Women's Welfare Club
Kwong Wah Hospital (under HA) - Medical Social Service Dept
Kwun Tong Methodist Social Service
Lai Lai Nursing Centre (Allway) Limited
Lai Lai Nursing Centre (Tsuen Wan) Limited
Lai Lai Nursing Centre Limited
Lam Tsuen Pub Wong Fook Luen Memorial School
Light and Love Home - Light and Love Elderly Hostel
Light of Yung Shu Tau Christian Society Limited
Ling Liang Church Sau Tak Primary School
Little Sisters of the Poor
LKWFS Lai Tak Yung Memorial Primary School
Lok Chi Association Limited
Lok Sin Tong Benevolent Society, Kowloon c/o Lok Sin Tong Chu Ting Cheong Home for the Aged
Lotus Association of Hong Kong, The Chi Yun School
Lutheran School for the Deaf
MacLehose Medical Rehabilitation Centre (under HA) - Medical Social Service Dept
Mary Rose School
Marycove School
Maryknoll Fathers' School (AM)
Maryknoll Fathers' School (PM)
Mental Health Association of Hong Kong, The
Methodist Centre
Methodist Epworth Village Community Centre
3. **Non-governmental Organisations**

- Mie King Home for Aged Limited
- Mission Covenant Church Limited, The
- Mission to New Arrivals Limited
- Mongkok Kaifong Association Limited Chan Hing Social Service Centre
- Mother's Choice Limited
- Neighbourhood Advice-Action Council
- New Horizon Club of Hong Kong
- New Life Church of Christ
- New Life Psychiatric Rehabilitation Association
- New Pine Care Centre
- New Territories Association Retraining Centre Limited
- New Territories Women & Juveniles Welfare Association Limited
- Norwegian Lutheran Mission
- NTW&JWA Leung Sing Tak Primary School (TKO)
- On Fuk Home for Aged
- Open Door Ministries Limited
- Operation Dawn Limited
- Our Lady of Maryknoll Hospital(under HA) - Medical Social Service Dept
- Pak Tin Baptist Church Limited Reading Room/Library & Social Centre for the Elderly
- Pamela Youde Nethersole Eastern Hospital (under HA) - Community & Patient Resource Department
- Parents' Association of Pre-school Handicapped Children, The
- Pat Heung Central Primary School
- Pentecostal Church of Hong Kong Limited
- Pentecostal Holiness Church Hong Kong Conference Gilead Social Service Centre, The
- Pentecostal Holiness Church Ling Kwong Bradbury Centre for the Blind
- Pine Care Centre
- Pinecrest Elderly Centre
- Playright Children's Play Association
- PLK Chan Yat Primary School
- PLK Dr Jimmy Wong Chi Ho (Tin Sum Valley) Primary School
- PLK Fong Wong Kam Chuen Primary School
- PLK Gold & Silver Exchange Society Pershing Tsang School
- PLK Tin Ka Ping Primary School
- PLK Vicwood KT Chong No.2 Primary School (PM)
- Pneumoconiosis Mutual Aid Association
- Po Leung Kuk
- Pok Oi Hospital (under HA) - Medical Social Service Dept
- Pok Oi Hospital, Social Service Office
- Project Care
- QES Old Students' Association Branch Primary School
- Queen Elizabeth Hospital (under HA) - Patient Resource Centre
- Queen Mary Hospital (under HA) - Patient Resource Centre & Cancer Centre
- Regeneration Society Limited
- Rehabilitation Alliance Hong Kong Limited, The
- Retina Hong Kong
- Richmond Fellowship of Hong Kong
- Riviera Elderly Centre
- Ruttonjee & Tang Shiu Kin Hospitals (under HA) - Medical Social Work Department
3. **Non-governmental Organisations**

- SA Ann Wylie Memorial Primary School (PM)
- SA Sam Shing Chuen Lau Ng Ying School
- Sacred Heart Canossian School
- Sai Kung District Community Centre
- Salvation Army Lam Butt Chung Memorial School
- Salvation Army, The
- Sam Shui Natives Association Lau Pun Cheung School
- Samaritan Befrienders Hong Kong
- Saviour Lutheran School
- Scout Association of Hong Kong
- Senior Citizen Home Safety Association
- Sha Tin Methodist Primary School
- Shamshuiipo Kaifong Welfare Advancement Association
- Shan Tsui Public School
- Shap Pat Heung Rural Committee Kung Yik She Primary School
- Shatin Public School
- Shatin Women Association Limited
- Sheng Kung Hui St Christopher's Home Limited
- Shun Yan Elderly Centre (Kin Fook) Limited
- Sik Sik Yuen - Social Services Unit
- Silver Power Intergeneration Volunteer Alliances Limited
- Sisters of the Good Shepherd
- Sisters of the Precious Blood - Precious Blood Children's Village
- Society for AIDS Care Limited, The
- Society for Community Organization
- Society for the Aid and Rehabilitation of Drug Abusers, The
- Society for the Promotion of Hospice Care, The
- Society of Boys' Centres
- Society of Rehabilitation And Crime Prevention, Hong Kong, The
- Spastics Association of Hong Kong, The
- St Antonius Primary School PM Section (PM)
- St James' Settlement
- St James' Settlement True Light Home for the Aged
- St Rose of Lima's School
- St Teresa's Hospital
- Stewards Limited
- Stewards Pooi Yin Primary School
- STFA Wu Mien Tuen Primary School
- Suen Mei Speech & Hearing Centre
- Suicide Prevention Services
- Swatow Christian Church, Kowloon City c/o Lok Wah Swatow Christian Church Social Centre for the Elderly
- Ta Ku Ling Ling Ying Public School
- Tai Hang Residents' Welfare Association
- Tai Kok Tsui Care & Attention Home for the Aged
- Tai Po Baptist Church Social Service Centre
- Tai Po Old Market Public School (Plover Cove)
- Tak Sun School (AM) / (PM)
- Tang Tat Home for Elder
3. **Non-governmental Organisations** *(1)*

- Taoist Ching Chung Primary School (PM)
- The Nesbitt Centre (Hong Kong Vocational Centre)
- The New Voice Club of Hong Kong Limited
- TREATS
- Tseung Kwan O Pui Chi School
- Tsimshatsui District Kaifong Welfare Association
- Tsung Tsin Mission of Hong Kong Social Service Division
- Tsz Wan Shan Kaifong Welfare Association Choi Jun School
- Tsz Wan Shan Pine Care Elderly Home
- Tuen Mun District Women's Association Limited
- Tuen Mun Hospital (under HA) - Community Services Centre
- Tuen Mun Yuk Chi Resource Centre
- Tung Fong Home for the Aged (Kiu Fat Building)
- Tung Fong Home for the Aged (Sheung Shui Home 1)
- Tung Fong Home for the Aged (Sheung Shui Home 2)
- Tung Lum Buddhist Aged Home
- Tung Sin Tan Home for the Aged
- Tung Wah Eastern Hospital (under HA) - Medical Social Service Dept
- Tung Wah Group of Hospitals
- Tung Wah Hospital (under HA) - Medical Social Service Dept
- United Christian Hospital (under HA) - Medical Social Service Dept
- United Christian Nethersole Community Health Service
- Vocational Training Council - Vocational Training for People with Disabilities Section
- Wah Fung Nursing Centre Limited
- Wai Ji Christian Service
- Watchdog Limited - Watchdog Early Learning & Development Centre
- Windshield Charitable Foundation
- Wing On Home for the Aged
- Women's Welfare Club Eastern District
- Women's Welfare Club Western District HK
- Wong Tai Sin Hospital (under HA) - Medical Social Services Dept
- World Vision Hong Kong
- Wu Oi Christian Centre
- Yan Chai Hospital (under HA) - Medical Social Services Dept
- Yan Chai Hospital Board Social Services Department
- Yan Oi Tong Limited
- Yan Oi Tong Madam Lau Wong Fat Primary School
- Yan Yan Elderly Care Home
- Yang Memorial Methodist Social Service
- YCH Chan Iu Seng Primary School
- YCH Law Chan Chor Si Primary School (PM)
- Yi Wo Yuen Aged Sanatorium Centre Limited
- YL PUB MID SCH Alumni Association Ying Yip Primary School
- Young Men's Christian Association of Hong Kong
- Youth Outreach
- Youth Smoking Prevention Limited
- Yuen Long Chamber of Commerce Primary School
- Yuen Long Church (Church of Christ in China) Limited
3. **Non-governmental Organisations**\(^{(1)}\)
   - Yuen Long Town Hall Management Committee Limited
   - Yuen Yuen Institute, The
   - Yuk Yin School
   - Zion Social Service Limited

4. **Training Institutions**
   - Caritas Francis HSU College
   - Chinese University of Hong Kong, The
   - City University of Hong Kong
   - Hong Kong Baptist University
   - Hong Kong College of Technology
   - Hong Kong Polytechnic University, The
   - Hong Kong Shue Yan University
   - Lingnan University, The
   - University of Hong Kong, The

Note: (1) For SWMRS, NGO refers to all non-governmental welfare organisations employing SWP. Hospitals (under Hospital Authority), special schools (subvented by Education Bureau), service units subvented by Home Affairs Bureau, non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools are also included.
### APPENDIX III STATISTICAL TABLES

**Appendix III (A) Estimated Number of Graduates by Training Programme**

1. **Number of Social Work Degree / Master Graduates**

<table>
<thead>
<tr>
<th>Training institution / programme</th>
<th>Year of graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2007</td>
</tr>
<tr>
<td><strong>The Chinese University of Hong Kong</strong></td>
<td></td>
</tr>
<tr>
<td>MS Soc – full-time, 2 years</td>
<td>28</td>
</tr>
<tr>
<td>MS Soc – part-time, 3 years</td>
<td>86</td>
</tr>
<tr>
<td>BS Soc – full-time, 3 years</td>
<td>48</td>
</tr>
<tr>
<td><strong>City University of Hong Kong</strong></td>
<td></td>
</tr>
<tr>
<td>BSSSW – full-time, 3 years</td>
<td>43</td>
</tr>
<tr>
<td>BASW – part-time, 3 years</td>
<td>36</td>
</tr>
<tr>
<td>BASWMC – part-time, 3 years</td>
<td>62</td>
</tr>
<tr>
<td><strong>Hong Kong Baptist University</strong></td>
<td></td>
</tr>
<tr>
<td>BSW – full-time, 3 years</td>
<td>43</td>
</tr>
<tr>
<td>MS Soc – part-time, 2 years</td>
<td>-</td>
</tr>
<tr>
<td><strong>The Hong Kong Polytechnic University</strong></td>
<td></td>
</tr>
<tr>
<td>MSW – part-time, 3 years</td>
<td>-</td>
</tr>
<tr>
<td>BASW – full-time, 2 years</td>
<td>1</td>
</tr>
<tr>
<td>BASW – full-time, 3 years</td>
<td>55</td>
</tr>
<tr>
<td>BASW – part-time, 3 or 4 years</td>
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</tr>
<tr>
<td><strong>The University of Hong Kong</strong></td>
<td></td>
</tr>
<tr>
<td>MSW – full-time, 2 years</td>
<td>21</td>
</tr>
<tr>
<td>MSW – part-time, 3 years</td>
<td>13</td>
</tr>
<tr>
<td>BSW – full-time, 3 years</td>
<td>37</td>
</tr>
<tr>
<td>BSW – part-time, 3 years</td>
<td>44</td>
</tr>
<tr>
<td><strong>Hong Kong Shue Yan University</strong></td>
<td></td>
</tr>
<tr>
<td>BSW – full-time, 4 years</td>
<td>51</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>608</td>
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</tbody>
</table>

Notes:  
(1) Number of graduates refers to those who would graduate in the summer of the respective years.  
(2) The programme started in 2007.  
(3) The programme started in 2005.
2. **Number of Social Work Diploma / Associate Degree Graduates**

<table>
<thead>
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<th>Training institution / programme</th>
<th>Year of graduation</th>
</tr>
</thead>
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<td>2007</td>
</tr>
<tr>
<td><strong>City University of Hong Kong</strong></td>
<td></td>
</tr>
<tr>
<td>AssSSSW – Full-time, 2 years</td>
<td>116</td>
</tr>
<tr>
<td>AssSSSW – part-time, 3 or 4 years</td>
<td>57</td>
</tr>
<tr>
<td><strong>The Hong Kong Polytechnic University</strong></td>
<td></td>
</tr>
<tr>
<td>HDSW – full-time, 2 or 3 years</td>
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</tr>
<tr>
<td>HDSW – part-time, 4 or 5 years</td>
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</tr>
<tr>
<td><strong>Lingnan University</strong></td>
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</tr>
<tr>
<td>AssSSSW – full-time, 2 years</td>
<td>87</td>
</tr>
<tr>
<td><strong>Hong Kong College of Technology</strong></td>
<td></td>
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<td>AssDSW – full-time, 2 years</td>
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<tr>
<td>AssDSW – part-time, 3 years</td>
<td>14</td>
</tr>
<tr>
<td><strong>Caritas Francis HSU College</strong></td>
<td></td>
</tr>
<tr>
<td>AssSSSW – full-time, 2 years</td>
<td>61</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>493</td>
</tr>
</tbody>
</table>

Note: (1) Number of graduates refers to those who would graduate in the summer of the respective years.
## Appendix III (B) Estimated Figures on Non-entry Rates

### 1. Analysis of Graduates by Year of First Entering the Respective Posts

<table>
<thead>
<tr>
<th>Year of graduation</th>
<th>Total no. of graduates</th>
<th>No. of graduates first entering the respective grades upon graduation&lt;sup&gt;(1)&lt;/sup&gt;</th>
<th>Non-entry rate by Mar 07&lt;br&gt;(%)&lt;sup&gt;(1)&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>by Mar 02 (%)</td>
<td>by Mar 03 (%)</td>
</tr>
<tr>
<td><strong>Degree / Master Graduates First Entering Degree Posts</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2001</td>
<td>438</td>
<td>230 (52.5%)</td>
<td>262 (63.2%)</td>
</tr>
<tr>
<td>2002</td>
<td>399</td>
<td>198 (49.6%)</td>
<td>215 (53.9%)</td>
</tr>
<tr>
<td>2003</td>
<td>430</td>
<td>137 (31.9%)</td>
<td>157 (36.5%)</td>
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<tr>
<td>2004</td>
<td>443</td>
<td>133 (30.0%)</td>
<td>169 (38.1%)</td>
</tr>
<tr>
<td>2005</td>
<td>408</td>
<td>127 (31.1%)</td>
<td>168 (41.2%)</td>
</tr>
<tr>
<td>2006</td>
<td>514</td>
<td>170 (33.1%)</td>
<td>66.9%</td>
</tr>
<tr>
<td><strong>Diploma/Associate Degree Graduates First Entering Diploma Posts</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001</td>
<td>500</td>
<td>173 (34.6%)</td>
<td>239 (47.8%)</td>
</tr>
<tr>
<td>2002</td>
<td>449</td>
<td>203 (45.2%)</td>
<td>239 (53.2%)</td>
</tr>
<tr>
<td>2003</td>
<td>434</td>
<td>119 (27.4%)</td>
<td>164 (37.8%)</td>
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<tr>
<td>2004</td>
<td>372</td>
<td>108 (29.0%)</td>
<td>167 (44.9%)</td>
</tr>
<tr>
<td>2005</td>
<td>412</td>
<td>161 (39.1%)</td>
<td>213 (51.7%)</td>
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<tr>
<td>2006</td>
<td>330</td>
<td>143 (43.3%)</td>
<td>56.7%</td>
</tr>
</tbody>
</table>

Notes: (1) Graduates who had entered their respective grades before graduation, for simplicity in presentation, were counted as entering the profession in their year of graduation.

### 2. Analysis of Degree Graduates by Year of First Entering the Social Work Sector

<table>
<thead>
<tr>
<th>Year of graduation</th>
<th>Total no. of graduates</th>
<th>No. of graduates first entering the social work sector grades upon graduation&lt;sup&gt;(1)&lt;/sup&gt;</th>
<th>Non-entry rate by Mar 07&lt;br&gt;(%)&lt;sup&gt;(1)&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>by Mar 02 (%)</td>
<td>by Mar 03 (%)</td>
</tr>
<tr>
<td><strong>Degree / Master Graduates First Entering Degree/ Diploma Posts</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2001</td>
<td>438</td>
<td>325 (74.2%)</td>
<td>357 (81.5%)</td>
</tr>
<tr>
<td>2002</td>
<td>399</td>
<td>319 (79.9%)</td>
<td>339 (85.0%)</td>
</tr>
<tr>
<td>2003</td>
<td>430</td>
<td>311 (72.3%)</td>
<td>349 (81.2%)</td>
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<tr>
<td>2004</td>
<td>443</td>
<td>321 (72.5%)</td>
<td>354 (79.9%)</td>
</tr>
<tr>
<td>2005</td>
<td>408</td>
<td>298 (73.0%)</td>
<td>331 (81.1%)</td>
</tr>
<tr>
<td>2006</td>
<td>514</td>
<td>380 (73.9%)</td>
<td>26.1%</td>
</tr>
</tbody>
</table>

Notes: (1) Graduates who had entered their respective grades before graduation, for simplicity in presentation, were counted as entering the profession in their year of graduation.

- Excluding those diploma / associate degree graduates who first entered Diploma Posts after obtaining degree qualification.

- Graduates who had entered the sector before graduation, for simplicity in presentation, were counted as entering the profession in their year of graduation.

- Figures in brackets represent the proportions of students who had entered their respective grades by the period.
### Appendix III (C) Estimated Figures on Wastage Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Turnover cases (1)</th>
<th>Re-entrant cases (2)</th>
<th>Wastage cases (3)</th>
<th>Average strength (4)</th>
<th>Turnover rate (5) = (1) / (4) x 100%</th>
<th>Re-entrant rate (6) = (2) / (4) x 100%</th>
<th>Wastage rate (7) = (3) / (4) x 100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>345</td>
<td>200</td>
<td>145</td>
<td>2 315</td>
<td>14.9</td>
<td>8.6</td>
<td>6.3</td>
</tr>
<tr>
<td>92/93</td>
<td>348</td>
<td>182</td>
<td>166</td>
<td>2 429</td>
<td>14.3</td>
<td>7.5</td>
<td>6.8</td>
</tr>
<tr>
<td>93/94</td>
<td>385</td>
<td>250</td>
<td>135</td>
<td>2 617</td>
<td>14.7</td>
<td>9.6</td>
<td>5.2</td>
</tr>
<tr>
<td>94/95</td>
<td>386</td>
<td>258</td>
<td>128</td>
<td>2 921</td>
<td>13.2</td>
<td>8.8</td>
<td>4.4</td>
</tr>
<tr>
<td>95/96</td>
<td>371</td>
<td>229</td>
<td>142</td>
<td>3 277</td>
<td>11.3</td>
<td>7.0</td>
<td>4.3</td>
</tr>
<tr>
<td>96/97</td>
<td>381</td>
<td>305</td>
<td>76</td>
<td>3 564</td>
<td>10.7</td>
<td>8.6</td>
<td>2.1</td>
</tr>
<tr>
<td>97/98</td>
<td>337</td>
<td>223</td>
<td>114</td>
<td>3 800</td>
<td>8.9</td>
<td>5.9</td>
<td>3.0</td>
</tr>
<tr>
<td>98/99</td>
<td>277</td>
<td>176</td>
<td>101</td>
<td>3 927</td>
<td>7.1</td>
<td>4.5</td>
<td>2.6</td>
</tr>
<tr>
<td>99/00</td>
<td>245</td>
<td>114</td>
<td>131</td>
<td>4 005</td>
<td>6.1</td>
<td>2.8</td>
<td>3.3</td>
</tr>
<tr>
<td>00/01</td>
<td>266</td>
<td>132</td>
<td>134</td>
<td>4 105</td>
<td>6.5</td>
<td>3.2</td>
<td>3.3</td>
</tr>
<tr>
<td>01/02</td>
<td>268</td>
<td>161</td>
<td>107</td>
<td>4 269</td>
<td>6.3</td>
<td>3.8</td>
<td>2.5</td>
</tr>
<tr>
<td>02/03</td>
<td>283</td>
<td>164</td>
<td>119</td>
<td>4 484</td>
<td>6.3</td>
<td>3.7</td>
<td>2.7</td>
</tr>
<tr>
<td>03/04</td>
<td>311</td>
<td>168</td>
<td>143</td>
<td>4 639</td>
<td>6.7</td>
<td>3.6</td>
<td>3.1</td>
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<tr>
<td>04/05</td>
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<td>189</td>
<td>166</td>
<td>4 753</td>
<td>7.5</td>
<td>4.0</td>
<td>3.5</td>
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<tr>
<td>05/06</td>
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<td>185</td>
<td>233</td>
<td>4 866</td>
<td>8.6</td>
<td>3.8</td>
<td>4.8</td>
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<tr>
<td>06/07</td>
<td>564</td>
<td>298</td>
<td>266</td>
<td>5 129</td>
<td>11.0</td>
<td>5.8</td>
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</tbody>
</table>

2. **Diploma Posts**

<table>
<thead>
<tr>
<th>Year</th>
<th>Turnover cases (1)</th>
<th>Re-entrant cases (2)</th>
<th>Wastage cases (3)</th>
<th>Average strength (4)</th>
<th>Turnover rate (5) = (1) / (4) x 100%</th>
<th>Re-entrant rate (6) = (2) / (4) x 100%</th>
<th>Wastage rate (7) = (3) / (4) x 100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>466</td>
<td>234</td>
<td>232</td>
<td>2 100</td>
<td>22.2</td>
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<td>11.0</td>
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<tr>
<td>92/93</td>
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<td>196</td>
<td>253</td>
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<td>9.0</td>
<td>11.6</td>
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<tr>
<td>93/94</td>
<td>575</td>
<td>296</td>
<td>279</td>
<td>2 316</td>
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<td>12.8</td>
<td>12.0</td>
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<tr>
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<td>314</td>
<td>336</td>
<td>2 382</td>
<td>27.3</td>
<td>13.2</td>
<td>14.1</td>
</tr>
<tr>
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<td>320</td>
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<td>3 180</td>
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<td>5.3</td>
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<td>9.1</td>
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<tr>
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<td>154</td>
<td>331</td>
<td>3 485</td>
<td>13.9</td>
<td>4.4</td>
<td>9.5</td>
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<td>211</td>
<td>243</td>
<td>3 628</td>
<td>12.5</td>
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<td>6.7</td>
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<tr>
<td>02/03</td>
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<td>7.5</td>
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<tr>
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</tr>
<tr>
<td>04/05</td>
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<td>352</td>
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<td>530</td>
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</tbody>
</table>
### Number of cases

<table>
<thead>
<tr>
<th>Year</th>
<th>Turnover cases (1)</th>
<th>Re-entrant cases (2)</th>
<th>Wastage Cases(1) = (1) - (2)</th>
<th>Average strength (4)</th>
<th>Turnover rate (5) = (1) / (4) x 100%</th>
<th>Re-entrant rate (6) = (2) / (4) x 100%</th>
<th>Wastage rate (7) = (3) / (4) x 100%</th>
</tr>
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<tbody>
<tr>
<td>97/98</td>
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<td>563</td>
<td>217</td>
<td>6 761</td>
<td>11.5</td>
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<td>98/99</td>
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<td>526</td>
<td>147</td>
<td>7 107</td>
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<td>7.4</td>
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<td>212</td>
<td>7 390</td>
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<td>275</td>
<td>8 780</td>
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<td>04/05</td>
<td>1 059</td>
<td>672</td>
<td>387</td>
<td>9 200</td>
<td>11.5</td>
<td>7.3</td>
<td>4.2</td>
</tr>
<tr>
<td>05/06</td>
<td>1 217</td>
<td>814</td>
<td>403</td>
<td>9 491</td>
<td>12.8</td>
<td>8.6</td>
<td>4.2</td>
</tr>
<tr>
<td>06/07</td>
<td>1 637</td>
<td>1 103</td>
<td>534</td>
<td>9 906</td>
<td>16.5</td>
<td>11.1</td>
<td>5.4</td>
</tr>
</tbody>
</table>

3. **All Social Work Posts**

- 97/98: 780 turnover cases, 563 re-entrant cases, 217 wastage cases, average strength 6,761, turnover rate 11.5%, re-entrant rate 8.3%, wastage rate 3.2%
- 98/99: 673 turnover cases, 526 re-entrant cases, 147 wastage cases, average strength 7,107, turnover rate 9.5%, re-entrant rate 7.4%, wastage rate 2.1%
- 99/00: 553 turnover cases, 341 re-entrant cases, 212 wastage cases, average strength 7,390, turnover rate 7.5%, re-entrant rate 4.6%, wastage rate 2.9%
- 00/01: 751 turnover cases, 429 re-entrant cases, 322 wastage cases, average strength 7,590, turnover rate 9.9%, re-entrant rate 5.7%, wastage rate 4.2%
- 01/02: 722 turnover cases, 517 re-entrant cases, 205 wastage cases, average strength 7,897, turnover rate 9.1%, re-entrant rate 6.5%, wastage rate 2.6%
- 02/03: 856 turnover cases, 617 re-entrant cases, 239 wastage cases, average strength 8,438, turnover rate 10.1%, re-entrant rate 7.3%, wastage rate 2.8%
- 03/04: 813 turnover cases, 538 re-entrant cases, 275 wastage cases, average strength 8,780, turnover rate 9.3%, re-entrant rate 6.1%, wastage rate 3.1%
- 04/05: 1,059 turnover cases, 672 re-entrant cases, 387 wastage cases, average strength 9,200, turnover rate 11.5%, re-entrant rate 7.3%, wastage rate 4.2%
- 05/06: 1,217 turnover cases, 814 re-entrant cases, 403 wastage cases, average strength 9,491, turnover rate 12.8%, re-entrant rate 8.6%, wastage rate 4.2%
- 06/07: 1,637 turnover cases, 1,103 re-entrant cases, 534 wastage cases, average strength 9,906, turnover rate 16.5%, re-entrant rate 11.1%, wastage rate 5.4%

**Note:** (1) Excluding cases involving intra-sectoral movement.