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Social Work Manpower Requirements System
Annual Report 2012

Executive Summary

1. Introduction

1.1 To keep track of the manpower situation in the social work field and facilitate manpower planning, a Social Work Manpower Requirements System (abbreviated as SWMRS or the System throughout this report) has been established under the Joint Committee on Social Work Manpower Requirements (the Joint Committee) for systematic collection of the employment information of social work personnel (SWP).

1.2 The SWMRS covers local organisations employing SWP in different sectors. To acquire up-to-date information for the SWMRS, comprehensive updating exercises are conducted annually by asking each of these organisations to provide updated information on all SWP working in it and report any staff movement during the reference year (i.e. 1 April 2011 to 31 March 2012 for the latest updating exercise). Among the 688 organisations contacted in this updating exercise, 428 confirmed that they had employed SWP in the reference year.

2. Profile and Movement of SWP in 2011/12

2.1 Strength(1) as at 31 March 2012

2.1.1 The SWMRS has recorded 12,525 filled posts as at 31 March 2012, including 6,877 Social Work Degree Posts [including SWP in local training institutions (TIs)] and 5,648 Social Work Diploma Posts.

2.1.2 When compared with the strength as at 31 March 2011, the growth rate was 6.4% for Degree Posts, 1.8% for Diploma Posts and 4.3% for All Social Work Posts.

2.2 Profile in 2011/12

2.2.1 The level of educational attainment of SWP remained high in the past three years. In 2009(2), 99.4% of SWP holding Degree Posts and 20.3% of SWP holding Diploma Posts had social work degree or above. In 2012(2), the corresponding figures were 99.4% and 25.2% respectively.

Notes:  
(1) This refers to the total number of filled social work posts as reported by organisations.
(2) As at 31 March of the reference year.
2.2.2 53.3% of SWP had been working in the social work field for over 10 years and the overall average length of service of SWP in the field was 12.3 years. The corresponding figures in 2009(1) were 53.0% and 11.5 years.

2.3 Movement in 2011/12

2.3.1 During 2011/12, there were 1,883 turnover, 1,455 re-entrant and 428 wastage cases for All Social Work Posts(2). The turnover, re-entrant and wastage rates were 15.3%, 11.8% and 3.5% respectively.

2.3.2 The respective figures were 776, 432 and 344 cases for Degree Posts(3), and the corresponding rates were 11.6%, 6.5% and 5.1%.

2.3.3 For Diploma Posts, there were 1,107 turnover, 500 re-entrant and 607 wastage cases(4), and the corresponding rates were 19.7%, 8.9% and 10.8%.

3. Manpower Requirements of SWP in 2012/13 and 2013/14

3.1 All Social Work Posts

3.1.1 It is projected that the new supply of social work graduates will exceed the new demand for All Social Work Posts in 2012/13 and 2013/14, i.e. 1,004 and 1,076 vis-à-vis 731 and 817 respectively (Chart 5.3). With the remaining degree and diploma / associate degree graduates in previous years, the number of graduates potentially available for joining the social work field will be about 5.2% and 6.3% (i.e. 665 and 833) of the respective estimated strength at the end of these two years.

3.2 Degree Posts

3.2.1 The projected new supply of degree graduates in 2012/13 and 2013/14 will likely exceed the new demand for Degree Posts, i.e. 744 and 775 vis-à-vis 482 and 548 respectively (Chart 5.1). After excluding degree graduates occupying Diploma Posts, the number of graduates potentially available for taking up Degree Posts will be about 4.1% and 5.3% (i.e. 290 and 381) of the respective estimated strength at the end of these two years.

Notes:
(1) As at 31 March of the reference year.
(2) There were 523 cases involving inter-grade movement, including 88 cases switching from Degree Posts to Diploma Posts and 435 cases switching 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.
(3) Including cases involving inter-grade movement from Diploma Posts to Degree Posts.
(4) Including cases involving inter-grade movement from Degree Posts to Diploma Posts.
3.3 Diploma Posts

3.3.1 The projected new demand in 2012/13 and 2013/14 will be 711 and 744 respectively which, similar to the trend since 2001/02, will exceed the projected new supply of diploma / associate degree graduates of 452 in 2012/13 and 464 in 2013/14 (Chart 5.2). Since some of the Diploma Posts will be occupied by degree graduates, the number of diploma / associate degree graduates potentially available for taking up Diploma Posts will be about 6.5% and 7.6% (i.e. 375 and 452) of the respective estimated strength at the end of 2012/13 and 2013/14.

4. Major Limitations of the SWMRS

4.1 The estimated number of additional new posts as advised by the participating organisations will be affected by change of circumstances. The future demand of SWP will also depend on external factors which cannot be fully anticipated. Such factors include but are not limited to -

(a) changes in economic and social situation which may affect the demand for welfare services;

(b) the flexibility of organisations in employment matters (e.g. determining the number of posts to be created / deleted, setting specific entry requirements of such posts, etc.) under the Lump Sum Grant Subvention System;

(c) contracting out of welfare services by competitive bidding; and

(d) slippage of welfare projects and / or introduction of new welfare initiatives within the projection cycle.

4.2 Moreover, an inherent difficulty for all manpower projections is to forecast the wastage rate and non-entry rate as they are affected by a number of unpredictable factors, including the availability of other jobs in the labour market, competition from overseas / Mainland for social work staff, personal choice for further studies, changes in career aspiration, working environment and career prospects in the social welfare sector, etc. To take such factors into account requires the making of a number of judgmental assumptions, which are beyond the scope of this exercise.
PART I  INTRODUCTION

1.1 Manpower is an important concern in the development of social welfare services in Hong Kong. To facilitate manpower planning, a Joint Committee on Social Work Manpower Requirements (the Joint Committee) comprising representatives from the Social Welfare Department (SWD) and the Hong Kong Council of Social Service (HKCSS) has been formed since July 1987 for the purpose. Its terms of reference and membership are at Appendix I.

1.2 Under the Joint 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 the employment information of Social Work Personnel (SWP) for keeping track of the manpower situation in the social work field. It covers various local organisations employing SWP in different sectors which are broadly classified into three categories, namely, (a) government departments including Social Welfare Department (SWD) and Department of Health; (b) local training institutions (TIs) offering social work training programmes; and (c) non-governmental organisations (NGOs), including all subvented and self-financing welfare organisations and other major non-conventional settings (such as private elderly homes, private residential care homes for persons with disabilities, primary schools employing SWP), hospitals (under Hospital Authority), special schools (subvented by Education Bureau), and service units subvented by Home Affairs Bureau.

1.3 The main features of the SWMRS are as follows:

(a) the objectives, coverage and data collection mechanism - Appendix II (A);
(b) the method of compiling the collected data and projecting the social work manpower requirements figures - Appendix II (B);
(c) the glossary - Appendix II (C); and
(d) the list of organisations employing SWP covered by the SWMRS - Appendix II (D).
1.4 This report is compiled with reference to the various manpower figures collected as at 31 March 2012, the estimated number of graduates for 2012 and 2013 as at November 2012 and the estimated demand figures for 2012/13 and 2013/14 as at November 2012. Relevant key statistics are in Appendix III (A). As for the estimated figures on non-entry rates and wastage rates, details are listed in Appendices III (B) and (C) respectively.

1.5 There may be slight differences between the sum of individual items and the total as shown in the statistical tables owing to the rounding up or down of figures.
PART II PROJECTED MANPOWER REQUIREMENTS FOR 2012/13 AND 2013/14

1. Introduction

1.1 The manpower requirements of SWP by entry requirements (i.e. Diploma Posts, Degree Posts and All Social Work Posts), as well as the aggregate figures for the whole welfare sector, will cover a period of two projection years in this report, i.e. 2012/13 and 2013/14.

1.2 The projected new supply depends largely on the estimated number of graduates of local TIs in the year. In addition, information on non-entrants, new entrants with qualifications obtained overseas and previous years’ remaining social work graduates of local TIs will be duly accounted for. On the other hand, the projected new demand covers the net additional staff requirements as reported by participating organisations and the demand for replacement of wastage. Details of the projection methodology including the working assumptions are in Appendix II (B). Relevant key statistics are in Appendices III (A) to (C).

1.3 The working assumptions adopted in the compilation of the manpower figures have been thoroughly considered by 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 take note of the details of the compilation methodology and interpret the outcome with due regard to the assumptions adopted.

1.4 It should be noted that the estimated number of additional new posts will be affected by change of circumstances. The exercise is primarily operated on a statistical methodology with a set of well-defined quantitative variables. There are other variables which are outside the scope of the exercise but may affect the future demand of SWP, hence the accuracy of the outcome. Readers should take note of this when reading the report.
2. Points to Note about the Projection Methodology

2.1 Projection of Supply

2.1.1 Non-entry rates: Throughout the period of projection, the non-entry rates on the supply of degree graduates (including master degree graduates) and diploma / associate degree graduates are assumed to be 9.6% and 16.8% respectively (please see paragraph 2.3.3 of Appendix II(B)).

2.1.2 Previous Years’ Remaining Graduates: It is observed that some graduates of local TIs do not enter the social work field in the year of graduation but may 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 jobs in the social work field. The numbers of “remaining graduates” are estimated on the basis of the following three main assumptions:

(a) a fixed proportion of new graduates in the current year (i.e. 2011 for this updating exercise) 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); and

(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.
2.1.3 *Graduates Potentially Available for Joining the Social Work Field:* Under the existing projection methodology, the “Graduates Potentially Available for Joining the Social Work Field” at the end of the first projection year will be carried forward to the second projection year as the supply of “Previous Years’ Remaining Graduates” after discounting the non-entry graduates with the assumed non-entry rates mentioned in paragraph 2.1.1 above.

2.1.4 *All Social Work Posts:* For All Social Work Posts of the whole sector, graduates of part-time degree programmes requiring social work academic qualification (such as diploma / higher diploma in social work) and / or Registered Social Worker (RSW) qualification for admission are not counted. Nevertheless, they are still counted as new supply of graduates for Degree Posts.

2.2 **Projection of Demand**

2.2.1 *Wastage rate:* The wastage rate of the strength of the Degree Posts is assumed to be **4.9%**\(^{(1)}\) for 2012/13 to 2013/14. The wastage rate of the strength of the Diploma Posts is assumed to be **10.0%**\(^{(1)}\) for 2012/13 to 2013/14.

2.2.2 *Inter-grade movement:* SWP occupying Diploma Posts who later switched 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 normally higher than that of the Degree Posts.

2.2.3 *Wastage cases for All Social Work Posts:* 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 cases involving inter-grade movement (i.e. SWP switching from Diploma Posts to Degree Posts and vice versa).

Note: (1) It refers to the “three-year weighted average wastage rate of 2009/10, 2010/11 and 2011/12”. Cases involving inter-grade movement are included.
2.2.4 *Modified approach for calculation of the net additional staff requirements for the second projection year:* In response to the development of the social welfare sector, various means had been introduced to enhance the estimation. Moreover, starting from the 2007 round of updating exercise, a modified approach has been employed for calculating the net additional staff requirements figures for the second projection year in order to take into account the more conservative approach adopted by most of the data suppliers in the estimation.
3. **Manpower Requirements for Degree Posts**

For degree graduates, after excluding those who are occupying Diploma Posts, the number of graduates potentially available for taking up Degree Posts will be about 4.1% and 5.3% of the respective estimated strength at the end of 2012/13 and 2013/14.

### Financial Year

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. New Supply of Degree Graduates</strong>&lt;sup&gt;(1)&lt;/sup&gt;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Year of Graduation for (1) and (2))</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>(1) Graduates of local TIs for the year</td>
<td>814</td>
<td>849</td>
</tr>
<tr>
<td>(2) Non-entrants</td>
<td>78</td>
<td>82</td>
</tr>
<tr>
<td>(3) New entrants with overseas qualifications</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td><em>Total [i.e. (1) − (2) + (3)]</em></td>
<td>744</td>
<td>775</td>
</tr>
</tbody>
</table>

### II. New Demand for Degree Posts

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td>(4) Net additional staff requirement</td>
<td>142</td>
<td>199</td>
</tr>
<tr>
<td>(5) Replacement for wastage&lt;sup&gt;(2)&lt;/sup&gt;</td>
<td>340</td>
<td>349</td>
</tr>
<tr>
<td><em>Total [i.e. (4) + (5)]</em></td>
<td>482</td>
<td>548</td>
</tr>
</tbody>
</table>

### III. Balance Between New Supply and New Demand

At end of the year [i.e. I − II] 262 227

### IV. Previous Years’ Remaining Graduates of Local TIs

At end of the year 1 228 1 347

### V. Graduates Potentially Available for Joining Social Work Field

At end of the year [i.e. III + IV] 1 490 <sup>(3)</sup> 1 574 <sup>(3)</sup>

- No. of degree graduates occupying Diploma Posts (1 200) (1 193)

### VI. Estimated Strength

At end of the year 7 019 7 218

Notes:

1. It also includes graduates of qualifying postgraduate programmes recognised by the Social Workers Registration Board.
2. Including cases involving inter-grade movement from Diploma Posts to Degree Posts.
3. A number of graduates could be occupying Diploma Posts as well as non-social work posts such as welfare workers in the social welfare sector.
4. **Manpower Requirements for Diploma Posts**

For diploma / associate degree graduates, the number of graduates potentially available for taking up Diploma Posts will be about 6.5% and 7.6% of the respective estimated strength at the end of 2012/13 and 2013/14. In addition, a number of Diploma Posts will be occupied by degree graduates.

<table>
<thead>
<tr>
<th>Financial Year</th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. New Supply of Diploma / Associate Degree Graduates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Year of Graduation for (1), (2) and (3)) (2012)</td>
<td>(2013)</td>
<td></td>
</tr>
<tr>
<td>(1) Diploma graduates of local TIs for the year</td>
<td>78</td>
<td>52</td>
</tr>
<tr>
<td>(2) Associate degree graduates of local TIs for the year</td>
<td>459</td>
<td>501</td>
</tr>
<tr>
<td>(3) Non-entrants</td>
<td>90</td>
<td>93</td>
</tr>
<tr>
<td>(4) New entrants with overseas qualifications</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Total [i.e. (1) + (2) – (3) + (4)]</td>
<td>452</td>
<td>464</td>
</tr>
<tr>
<td><strong>II. New Demand for Diploma Posts</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(5) Net additional staff requirement(^{(1)})</td>
<td>139</td>
<td>157</td>
</tr>
<tr>
<td>(6) Replacement for wastage(^{(2)})</td>
<td>572</td>
<td>587</td>
</tr>
<tr>
<td>Total [i.e. (5) + (6)]</td>
<td>711</td>
<td>744</td>
</tr>
<tr>
<td><strong>III. Diploma Posts Filled by Remaining Degree Graduates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>310</td>
<td>337</td>
</tr>
<tr>
<td><strong>IV. Diploma Posts Filled by Degree Re-entrants</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>80</td>
<td>83</td>
</tr>
<tr>
<td><strong>V. 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 – III – IV)]</td>
<td>131</td>
<td>140</td>
</tr>
<tr>
<td><strong>VI. Previous Years’ Remaining Graduates of Local TIs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>244</td>
<td>312</td>
</tr>
<tr>
<td><strong>VII. Graduates Potentially Available for Joining Social Work Field</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year [i.e. V + VI]</td>
<td>375 (^{(3)})</td>
<td>452 (^{(3)})</td>
</tr>
<tr>
<td><strong>VIII. Estimated Strength</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At end of the year</td>
<td>5 787</td>
<td>5 944</td>
</tr>
</tbody>
</table>

Notes:  
(1) Some organisations tend to set the minimum entry requirement for new posts at the level of RSW instead of specifying the expected academic qualification, although they may actually look for social work degree holders to fill the vacancies. Nonetheless, in this updating exercise, new posts with RSW as the entry requirement are counted as Diploma Posts.  
(2) Including cases involving inter-grade movement from Degree Posts to Diploma Posts.  
(3) A number of graduates could be occupying non-social work posts such as welfare workers in the social welfare sector.
5. **Manpower Requirements for All Social Work Posts**

For all social work graduates, the number of graduates potentially available for joining the social work field will be about 5.2% and 6.3% of the respective estimated strength at the end of 2012/13 and 2013/14.

### Financial Year

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New Supply of Social Work Graduates(^{(1)})</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(1) Graduates of local TIs for the year</td>
<td>1 139</td>
<td>1 221</td>
</tr>
<tr>
<td>(2) Non-entrants</td>
<td>148</td>
<td>157</td>
</tr>
<tr>
<td>(3) New entrants with overseas qualifications</td>
<td>13</td>
<td>12</td>
</tr>
<tr>
<td><strong>Total [i.e. (1) – (2) + (3)]</strong></td>
<td>1 004</td>
<td>1 076</td>
</tr>
</tbody>
</table>

### New Demand for Social Work Posts

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td>(4) Net additional staff requirement</td>
<td>281</td>
<td>356</td>
</tr>
<tr>
<td>(5) Replacement for wastage(^{(2)})</td>
<td>450</td>
<td>461</td>
</tr>
<tr>
<td><strong>Total [i.e. (4) + (5)]</strong></td>
<td>731</td>
<td>817</td>
</tr>
</tbody>
</table>

### Balance Between New Supply and New Demand

At end of the year [i.e. I – II]

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>273</td>
<td>259</td>
</tr>
</tbody>
</table>

### Previous Years' Remaining Graduates of Local TIs

At end of the year

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>392</td>
<td>574</td>
</tr>
</tbody>
</table>

### Graduates Potentially Available for Joining Social Work Field

At end of the year [i.e. III + IV]

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>665(^{(3)})</td>
<td>833(^{(3)})</td>
</tr>
</tbody>
</table>

### Estimated Strength

At end of the year

<table>
<thead>
<tr>
<th></th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12 806</td>
<td>13 162</td>
</tr>
</tbody>
</table>

Notes:

1. Excluding graduates of some part-time degree programmes which require social work academic qualification (such as diploma / higher diploma in social work) and / or RSW qualification for admission.
2. Excluding cases involving inter-grade movement, i.e. cases switching from Diploma Posts to Degree Posts and those switching from Degree Posts to Diploma Posts.
3. A number of graduates could be occupying non-social work posts such as welfare workers in the social welfare sector.
PART III MOVEMENT AND PROFILE OF SOCIAL WORK PERSONNEL (SWP) IN 2011/12

(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 2011 to 31 March 2012. Summary statistics on the distribution patterns are also included.

1.2 The System has recorded 12,525 filled posts (strength) as at 31 March 2012, with 6,877 for Degree Posts and 5,648 for Diploma Posts.

<table>
<thead>
<tr>
<th>Post type</th>
<th>NGOs (1)</th>
<th>SWD</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree Posts (2)</td>
<td>4,815 (+8.4%)</td>
<td>1,584 (+1.3%)</td>
<td>478 (+3.9%)</td>
<td>6,877 (+6.4%)</td>
</tr>
<tr>
<td>Diploma Posts (2)</td>
<td>5,169 (+2.2%)</td>
<td>479 (-1.4%)</td>
<td>-</td>
<td>5,648 (+1.8%)</td>
</tr>
<tr>
<td>All Social Work Posts</td>
<td>9,984 (+5.1%)</td>
<td>2,063 (+0.7%)</td>
<td>478 (+3.9%)</td>
<td>12,525 (+4.3%)</td>
</tr>
</tbody>
</table>

Notes: (1) Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.

(2) 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.

Figures in brackets represent changes when compared with corresponding figures as at 31 March 2011.

1.3 Compared with the corresponding figures on strength of 6,465 for Degree Posts and 5,546 for Diploma Posts as at 31 March 2011, the growth rates for these two categories of posts were 6.4% and 1.8% respectively. The strength of the whole social work field increased by 4.3% when compared with the figure as at 31 March 2011.

1.4 NGOs recorded the highest growth rate for All Social Work Posts (5.1%), followed by 3.9% and 0.7% for local TIs and SWD respectively.
1.5 The System has recorded 1,883 turnover cases for All Social Work Posts in 2011/12, consisting of 1,455 re-entrant cases and 428 wastage cases.

<table>
<thead>
<tr>
<th>Post type</th>
<th>Turnover</th>
<th>Re-entrant</th>
<th>Wastage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree Posts(^{(2)})</td>
<td>776 ((11.6%))</td>
<td>432 ((6.5%))</td>
<td>344 ((5.1%))</td>
</tr>
<tr>
<td>Diploma Posts(^{(3)})</td>
<td>1,107 ((19.7%))</td>
<td>500 ((8.9%))</td>
<td>607 ((10.8%))</td>
</tr>
<tr>
<td>All Social Work Posts(^{(4)})</td>
<td>1,883 ((15.3%))</td>
<td>1,455 ((11.8%))</td>
<td>428 ((3.5%))</td>
</tr>
</tbody>
</table>

Notes:
1. The rates are the number of cases over the average of strength of 2011/12.
2. Including cases involving inter-grade movement from Diploma Posts to Degree Posts.
3. Including cases involving inter-grade movement from Degree Posts to Diploma Posts.
4. There were 523 cases involving inter-grade movement, including 88 cases switching from Degree Posts to Diploma Posts and 435 cases switching from Diploma Posts to Degree Posts (please see paragraph 4.4 in Part III(A)), 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. **Recruitment Cases**

2.1 There were 2,327 recruitment cases in 2011/12.

By post

- 48.8% were of Degree Posts
- 51.2% were of Diploma Posts

2.2 Analysed by sector, 90.2% of the recruitment cases were reported by NGOs, followed by local TIs (6.8%) and SWD (3.0%).

<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(^{(1)})</td>
<td>926</td>
<td>81.5</td>
<td>1,173</td>
</tr>
<tr>
<td>SWD</td>
<td>51</td>
<td>4.5</td>
<td>18</td>
</tr>
<tr>
<td>TIs</td>
<td>159</td>
<td>14.0</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>1,136</td>
<td>100.0</td>
<td>1,191</td>
</tr>
</tbody>
</table>

Note: (1) Figures for NGOs include SWD-subsidized posts, non-SWD-subsidized posts and others. Non-SWD-subsidized posts include those subsidized by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subsidized posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.

Figures in brackets denote changes when compared with corresponding figures in 2010/11.
3. **Turnover Cases**

3.1 A total of 1,883 turnover cases were recorded in 2011/12, representing an overall turnover rate of 15.3%.

*By post*
- 41.2% were of Degree Posts
- 58.8% were of Diploma Posts

3.2 The overall turnover rate for Degree Posts was 11.6% while that for Diploma Posts was 19.7%. Degree Posts in local TIs recorded the highest turnover rate of 30.9%.

<table>
<thead>
<tr>
<th>Post</th>
<th>NGO(s)</th>
<th>SWD</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
</tr>
<tr>
<td>Degree Posts</td>
<td>600</td>
<td>30</td>
<td>146</td>
<td>776</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>1,082</td>
<td>25</td>
<td>-</td>
<td>1,107</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>All Social Work Posts</th>
<th>Turnover rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree Posts</td>
<td>12.9</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>21.1</td>
</tr>
<tr>
<td>Total</td>
<td>17.2</td>
</tr>
</tbody>
</table>

Note: (1) Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
3.3 For the turnover cases, the length of service of the workers in the organisations prior to their leaving the jobs are shown below:

<table>
<thead>
<tr>
<th>Length of service in organisation prior to leaving (years)</th>
<th>NGOs(^{(1)})</th>
<th>SWD</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>%</td>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>1 or less</td>
<td>366</td>
<td>21.8</td>
<td>1</td>
<td>1.8</td>
</tr>
<tr>
<td>More than 1 to 2</td>
<td>399</td>
<td>23.7</td>
<td>1</td>
<td>1.8</td>
</tr>
<tr>
<td>More than 2 to 3</td>
<td>246</td>
<td>14.6</td>
<td>-</td>
<td>7.5</td>
</tr>
<tr>
<td>More than 3 to 4</td>
<td>170</td>
<td>10.1</td>
<td>3</td>
<td>5.5</td>
</tr>
<tr>
<td>More than 4 to 5</td>
<td>142</td>
<td>8.4</td>
<td>3</td>
<td>5.5</td>
</tr>
<tr>
<td>More than 5 to 10</td>
<td>212</td>
<td>12.6</td>
<td>24</td>
<td>43.6</td>
</tr>
<tr>
<td>More than 10 to 15</td>
<td>83</td>
<td>4.9</td>
<td>22</td>
<td>40.0</td>
</tr>
<tr>
<td>More than 15 to 20</td>
<td>47</td>
<td>2.8</td>
<td>1</td>
<td>1.8</td>
</tr>
<tr>
<td>More than 20</td>
<td>17</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1 682</td>
<td>100.0</td>
<td>55</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Note: (1) Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
4. **Re-entrant Cases**

4.1 There were 432 and 500 re-entrant cases\(^1\) for Degree Posts and Diploma Posts respectively in 2011/12, representing 6.5% and 8.9% of the respective average strength.

4.2 A significant proportion of SWP (65.5% of Degree Posts and 97.2% of Diploma Posts) were found to have moved among agencies within the NGO sector.

<table>
<thead>
<tr>
<th>Sector workers leaving from</th>
<th>Sector workers re-entering to</th>
<th>Degree Posts</th>
<th>Diploma Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>NGOs(^2)</td>
<td>SWD</td>
<td>TIs</td>
</tr>
<tr>
<td>NGOs(^2)</td>
<td>283</td>
<td>21</td>
<td>27</td>
</tr>
<tr>
<td>SWD</td>
<td>4</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>TIs</td>
<td>15</td>
<td>1</td>
<td>77</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>302</td>
<td>22</td>
<td>108</td>
</tr>
</tbody>
</table>

4.3 Among the re-entrant cases of Degree Posts, 75.9% had a break of service in the field for half a year or less while 9.7% for more than two years. For re-entrant cases of Diploma Posts, the corresponding figures are 73.0% and 8.2% respectively.

<table>
<thead>
<tr>
<th>Duration for a 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>328</td>
<td>75.9</td>
<td>365</td>
</tr>
<tr>
<td>More than ½ to 1</td>
<td>43</td>
<td>10.0</td>
<td>53</td>
</tr>
<tr>
<td>More than 1 to 1½</td>
<td>12</td>
<td>2.8</td>
<td>25</td>
</tr>
<tr>
<td>More than 1½ to 2</td>
<td>7</td>
<td>1.6</td>
<td>16</td>
</tr>
<tr>
<td>More than 2 to 4</td>
<td>18</td>
<td>4.2</td>
<td>14</td>
</tr>
<tr>
<td>More than 4</td>
<td>24</td>
<td>5.6</td>
<td>27</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>432</td>
<td>100.0</td>
<td>500</td>
</tr>
</tbody>
</table>

Notes:

1. Re-entrant cases refer to SWP posts being filled by persons whose preceding posts were in the same grade in the field. The figures do not include workers who were serving in the field and took up other additional posts.

2. Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
4.4 Apart from re-entrant cases within the same grade, there are also cases involving inter-grade movement (i.e. switching from Degree Posts to Diploma Posts, and vice versa). As recorded in 2011/12, there were 88 cases switching from Degree Posts to Diploma Posts and 435 cases switching from Diploma Posts to Degree Posts.

### Inter-grade Movement

<table>
<thead>
<tr>
<th>Sector workers leaving from</th>
<th>From Degree Posts to Diploma Posts</th>
<th>From Diploma Posts to Degree Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGOs(^{(1)})</td>
<td>87</td>
<td>433</td>
</tr>
<tr>
<td>SWD</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>TIs</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>88</strong></td>
<td><strong>435</strong></td>
</tr>
</tbody>
</table>

Note: (1) Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
5. Wastage Cases

5.1 The number of wastage cases in 2011/12 was 344 for Degree Posts\(^{(1)}\) and 607 for Diploma Posts\(^{(1)}\), with the respective wastage rates being 5.1% and 10.8%. Analysed by sector\(^{(2)}\), Diploma Posts in NGOs recorded the largest number of wastage cases, i.e. 582 cases (11.4%).

<table>
<thead>
<tr>
<th>Post</th>
<th>NGOs(^{(3)})</th>
<th>SWD</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree Posts(^{(1)})</td>
<td>269</td>
<td>22</td>
<td>53</td>
<td>344</td>
</tr>
<tr>
<td>Diploma Posts(^{(1)})</td>
<td>582</td>
<td>25</td>
<td>-</td>
<td>607</td>
</tr>
</tbody>
</table>

5.2 After deducting the cases of inter-grade movement (i.e. cases switching from Diploma Posts to Degree Posts and those switching from Degree Posts to Diploma Posts), the number of wastage cases for All Social Work Posts\(^{(4)}\) was 428, with the corresponding wastage rate of 3.5%. Analysed by sector, NGOs recorded the largest number of wastage cases, i.e. 331 cases (3.4%).

<table>
<thead>
<tr>
<th>Post</th>
<th>NGOs(^{(3)})</th>
<th>SWD</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Social Work Posts(^{(4)})</td>
<td>331</td>
<td>45</td>
<td>52</td>
<td>428</td>
</tr>
</tbody>
</table>

Notes:

1. Including cases involving inter-grade movement.
2. “Wastage by sector” is defined as the number of SWP in the grade who left the sector in a reference year less the number of SWP rejoining the social work field (regardless of whether the same sector or not) in the same reference year. Under such definition, a proxy estimation has been made by assuming that the number of SWP who left the job from a sector (NGOs, SWD or local TIs, etc.) in a reference year and those who would rejoin the field again in the same reference year or afterwards would be the same as the number of SWP re-joining the field in the reference year and whose preceding post was in the same grade in that sector. This definition has been adopted starting from the 2010 round of the updating exercise.
3. Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
4. There were 523 cases involving inter-grade movement, including 88 cases switching from Degree Posts to Diploma Posts and 435 cases switching from Diploma Posts to Degree Posts, which were excluded from the number of wastage cases for All Social Work Posts (please see paragraph 4.4 in Part III(A)).
(B) Profile of SWP

1. Highest Educational Attainment

- 99.4% of SWP occupying Degree Posts
- 99.2% of SWP occupying Diploma Posts

<table>
<thead>
<tr>
<th>Highest educational attainment</th>
<th>Degree Posts (1)</th>
<th>Diploma Posts</th>
<th>All Social Work Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree or above</td>
<td>6 837 99.4%</td>
<td>1 426 25.2%</td>
<td>8 263 66.0%</td>
</tr>
<tr>
<td>Diploma / Associate Degree or equivalent</td>
<td>28 0.4%</td>
<td>4 175 73.9%</td>
<td>4 203 33.6%</td>
</tr>
<tr>
<td>Others</td>
<td>12 0.2%</td>
<td>47 0.8%</td>
<td>59 0.5%</td>
</tr>
<tr>
<td>Total</td>
<td>6 877 100.0%</td>
<td>5 648 100.0%</td>
<td>12 525 100.0%</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

- 53.3% working in the social work field for over 10 years

Average length of service by sector
- 10.9 years for NGOs (2)
- 16.8 years for SWD
- 21.5 years for TIs
- 12.3 years for all the three sectors

<table>
<thead>
<tr>
<th>Length of service in social work field (years)</th>
<th>NGOs (2)</th>
<th>SWD</th>
<th>TIs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 or less</td>
<td>784 7.9%</td>
<td>17 0.8%</td>
<td>8 1.7%</td>
<td>809 6.5%</td>
</tr>
<tr>
<td>More than 1 to 2</td>
<td>665 6.7%</td>
<td>32 1.6%</td>
<td>11 2.3%</td>
<td>708 5.7%</td>
</tr>
<tr>
<td>More than 2 to 3</td>
<td>521 5.2%</td>
<td>20 1.0%</td>
<td>4 0.8%</td>
<td>545 4.4%</td>
</tr>
<tr>
<td>More than 3 to 4</td>
<td>628 6.3%</td>
<td>34 1.6%</td>
<td>7 1.5%</td>
<td>669 5.3%</td>
</tr>
<tr>
<td>More than 4 to 5</td>
<td>607 6.1%</td>
<td>87 4.2%</td>
<td>10 2.1%</td>
<td>704 5.6%</td>
</tr>
<tr>
<td>More than 5 to 10</td>
<td>2 129 21.3%</td>
<td>263 12.7%</td>
<td>24 5.0%</td>
<td>2 416 19.3%</td>
</tr>
<tr>
<td>More than 10 to 15</td>
<td>1 622 16.2%</td>
<td>275 13.3%</td>
<td>45 9.4%</td>
<td>1 942 15.5%</td>
</tr>
<tr>
<td>More than 15 to 20</td>
<td>1 459 14.6%</td>
<td>627 30.4%</td>
<td>85 17.8%</td>
<td>2 171 17.3%</td>
</tr>
<tr>
<td>More than 20</td>
<td>1 569 15.7%</td>
<td>708 34.3%</td>
<td>284 59.4%</td>
<td>2 561 20.4%</td>
</tr>
<tr>
<td>Total</td>
<td>9 984 100.0%</td>
<td>2 063 100.0%</td>
<td>478 100.0%</td>
<td>12 525 100.0%</td>
</tr>
</tbody>
</table>

Notes: (2) Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.
3. Full-time / Part-time Posts

3.1 Among the 12,525 SWP posts, most of them (95.4% or 11,950) were full-time posts. There were 575 part-time posts, 47.1% were in local TIs and they were all Degree Posts.

<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>4,649</td>
<td>37.1</td>
<td>166</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>5,031</td>
<td>40.2</td>
<td>138</td>
</tr>
<tr>
<td>SWD</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>1,584</td>
<td>12.6</td>
<td>-</td>
</tr>
<tr>
<td>Diploma Posts</td>
<td>479</td>
<td>3.8</td>
<td>-</td>
</tr>
<tr>
<td>TIs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree Posts</td>
<td>207</td>
<td>1.7</td>
<td>271</td>
</tr>
<tr>
<td>Total</td>
<td>11,950</td>
<td>95.4</td>
<td>575</td>
</tr>
</tbody>
</table>

Note: (1) Figures for NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools.

3.2 The 12,525 SWP posts were taken up by 12,352 persons. Majority of them (98.7% or 12,192) held 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>11,833</td>
<td>95.8</td>
</tr>
<tr>
<td>One full-time post plus one or more part-time posts</td>
<td>117</td>
<td>0.9</td>
</tr>
<tr>
<td>One part-time post</td>
<td>359</td>
<td>2.9</td>
</tr>
<tr>
<td>Two or more part-time posts</td>
<td>43</td>
<td>0.3</td>
</tr>
<tr>
<td>Total</td>
<td>12,352</td>
<td>100.0</td>
</tr>
</tbody>
</table>

- 19 -
(C) **Comparison of Major Characteristics of SWP in the Past Years**

1. **Reported Strength**\(^{(1)}\)

- The total number of SWP increased by 1,281 between 2008/09 and 2011/12 or at an average annual growth rate of 3.7%.
- The strength of Degree Posts and Diploma Posts increased by 1,009 and 272 respectively during the period.

<table>
<thead>
<tr>
<th></th>
<th>2011/12</th>
<th>2010/11</th>
<th>2009/10</th>
<th>2008/09</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total number of SWP</strong></td>
<td>12,525</td>
<td>12,011</td>
<td>11,590</td>
<td>11,244</td>
</tr>
<tr>
<td><strong>1.1. Degree Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NGOs(^{(2)})</td>
<td>4,815 0.38</td>
<td>4,442 0.37</td>
<td>4,115 0.36</td>
<td>3,928 0.35</td>
</tr>
<tr>
<td>SWD</td>
<td>1,584 0.25</td>
<td>1,563 0.25</td>
<td>1,543 0.25</td>
<td>1,501 0.25</td>
</tr>
<tr>
<td>TI</td>
<td>478 0.08</td>
<td>460 0.08</td>
<td>436 0.08</td>
<td>439 0.08</td>
</tr>
<tr>
<td><strong>Total Degree Posts</strong></td>
<td>6,877 100.0</td>
<td>6,465 100.0</td>
<td>6,094 100.0</td>
<td>5,868 100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2011/12</th>
<th>2010/11</th>
<th>2009/10</th>
<th>2008/09</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total number of SWP</strong></td>
<td>12,525</td>
<td>12,011</td>
<td>11,590</td>
<td>11,244</td>
</tr>
<tr>
<td><strong>1.1. Diploma Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NGOs(^{(2)})</td>
<td>5,169 0.97</td>
<td>5,060 0.97</td>
<td>5,011 0.96</td>
<td>4,892 0.95</td>
</tr>
<tr>
<td>SWD</td>
<td>479 0.09</td>
<td>486 0.09</td>
<td>485 0.09</td>
<td>484 0.09</td>
</tr>
<tr>
<td><strong>Total Diploma Posts</strong></td>
<td>5,648 100.0</td>
<td>5,546 100.0</td>
<td>5,496 100.0</td>
<td>5,376 100.0</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 NGOs include SWD-subvented posts, non-SWD-subvented posts and others. Non-SWD-subvented posts include those subvented by Education Bureau and Home Affairs Bureau while others include posts in Hospital Authority, non-subvented posts in NGOs and non-conventional settings employing SWP such as 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 and diploma / associate degree or equivalent qualification remained stable at about 20% and 78% respectively for 2008/09. In 2009/10, 2010/11 and 2011/12, the corresponding proportions were about 25% and 75%.

<table>
<thead>
<tr>
<th></th>
<th>2011/12</th>
<th>2010/11</th>
<th>2009/10</th>
<th>2008/09</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total number of SWP</strong></td>
<td>12,525</td>
<td>12,011</td>
<td>11,590</td>
<td>11,244</td>
</tr>
<tr>
<td><strong>2.2. Degree Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree or above</td>
<td>6,837 99.4</td>
<td>6,424 99.4</td>
<td>6,065 99.5</td>
<td>5,833 99.4</td>
</tr>
<tr>
<td>Diploma / Associate Degree or equivalent</td>
<td>28 0.4</td>
<td>27 0.4</td>
<td>13 0.2</td>
<td>16 0.3</td>
</tr>
<tr>
<td>Others</td>
<td>12 0.2</td>
<td>14 0.2</td>
<td>16 0.3</td>
<td>19 0.3</td>
</tr>
<tr>
<td><strong>Total Degree Posts</strong></td>
<td>6,877 100.0</td>
<td>6,465 100.0</td>
<td>6,094 100.0</td>
<td>5,868 100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2011/12</th>
<th>2010/11</th>
<th>2009/10</th>
<th>2008/09</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total number of SWP</strong></td>
<td>12,525</td>
<td>12,011</td>
<td>11,590</td>
<td>11,244</td>
</tr>
<tr>
<td><strong>2.3. Diploma Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree or above</td>
<td>1,426 25.2</td>
<td>1,354 24.4</td>
<td>1,262 23.0</td>
<td>1,089 20.3</td>
</tr>
<tr>
<td>Diploma / Associate Degree or equivalent</td>
<td>4,175 73.9</td>
<td>4,131 74.5</td>
<td>4,156 75.6</td>
<td>4,186 77.9</td>
</tr>
<tr>
<td>Others</td>
<td>47 0.8</td>
<td>61 1.1</td>
<td>78 1.4</td>
<td>101 1.9</td>
</tr>
<tr>
<td><strong>Total Diploma Posts</strong></td>
<td>5,648 100.0</td>
<td>5,546 100.0</td>
<td>5,496 100.0</td>
<td>5,376 100.0</td>
</tr>
</tbody>
</table>
3. **Turnover Rates of SWP in NGOs by Average Strength of Degree, Diploma and All Social Work Posts**

- In 2011/12, the median turnover rates, when analysed with average strength in the range of 20.5 – 50 for Degree Posts, Diploma Posts and All Social Work Posts, were 14.9%, 23.4% and 18.0% respectively. They were the highest among the recent four rounds of updating exercises.

<table>
<thead>
<tr>
<th>Average strength by post type</th>
<th>2011/12</th>
<th>2010/11</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lower Quartile(1) Turnover Rate (%)</td>
<td>Median(2) Turnover Rate (%)</td>
</tr>
<tr>
<td>3.1. Degree Posts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>≦ 5</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>0.0</td>
<td>11.4</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>4.8</td>
<td>14.9</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>5.4</td>
<td>8.3</td>
</tr>
<tr>
<td>3.2. Diploma Posts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>≦ 5</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>0.0</td>
<td>16.7</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>13.3</td>
<td>23.4</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>14.7</td>
<td>18.0</td>
</tr>
<tr>
<td>3.3. All Social Work Posts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>≦ 5</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>0.0</td>
<td>11.4</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>9.6</td>
<td>18.0</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>12.8</td>
<td>17.1</td>
</tr>
</tbody>
</table>

**Notes:**
1. The lower (first) quartile turnover rate is the turnover rate that delineates the lowest 25% of all the organisations concerned.
2. The median (second) quartile turnover rate is the turnover rate that delineates the lowest 50% of all the organisations concerned.
3. The upper (third) quartile turnover rate is the turnover rate that delineates the lowest 75% of all the organisations concerned.
### Average strength by post type

<table>
<thead>
<tr>
<th>Average strength</th>
<th>2009/10</th>
<th></th>
<th>2008/09</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lower Quartile (^{(1)})</td>
<td>Median (^{(2)})</td>
<td>Upper Quartile (^{(3)})</td>
<td>Lower Quartile (^{(1)})</td>
<td>Median (^{(2)})</td>
</tr>
<tr>
<td><strong>Degree Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>( \leq 5 )</td>
<td>0.0</td>
<td>0.0</td>
<td>28.6</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>0.0</td>
<td>9.5</td>
<td>16.7</td>
<td>0.0</td>
<td>11.9</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>0.0</td>
<td>8.1</td>
<td>14.0</td>
<td>5.0</td>
<td>12.8</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>5.9</td>
<td>9.2</td>
<td>14.3</td>
<td>7.7</td>
<td>10.9</td>
</tr>
<tr>
<td><strong>Diploma Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>( \leq 5 )</td>
<td>0.0</td>
<td>0.0</td>
<td>40.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>7.4</td>
<td>16.7</td>
<td>27.3</td>
<td>14.3</td>
<td>25.0</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>10.0</td>
<td>15.4</td>
<td>20.8</td>
<td>9.5</td>
<td>17.2</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>13.6</td>
<td>18.9</td>
<td>23.0</td>
<td>14.3</td>
<td>20.4</td>
</tr>
<tr>
<td><strong>All Social Work Posts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>( \leq 5 )</td>
<td>0.0</td>
<td>0.0</td>
<td>40.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>5.5 – 20</td>
<td>0.0</td>
<td>14.3</td>
<td>21.1</td>
<td>10.8</td>
<td>16.7</td>
</tr>
<tr>
<td>20.5 – 50</td>
<td>8.9</td>
<td>14.7</td>
<td>21.3</td>
<td>10.2</td>
<td>15.6</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>10.4</td>
<td>14.3</td>
<td>18.9</td>
<td>11.3</td>
<td>17.5</td>
</tr>
</tbody>
</table>

**Notes:**
1. The lower (first) quartile turnover rate is the turnover rate that delineates the lowest 25% of all the organisations concerned.
2. The median (second) quartile turnover rate is the turnover rate that delineates the lowest 50% of all the organisations concerned.
3. The upper (third) quartile turnover rate is the turnover rate that delineates the lowest 75% of all the organisations concerned.
PART IV  ANALYSIS OF PAST TREND

(A)  Demand-Supply Analysis on Degree, Diploma and All Social Work Posts from 1997/98 to 2013/14

1.  Introduction

1.1  New supply of graduates refers to the number of new graduates of local TIs in the reference year plus new entrants with overseas qualification minus 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 to 400 places each year during the period from 1997/98 to 2005/06. Due to the introduction of new undergraduate and postgraduate programmes, new supply of degree graduates has increased since 2006/07 and the projected new supply in 2012/13 and 2013/14 will be 744 and 775 respectively.

2.2  The new supply of degree graduates exceeded the new demand for Degree Posts for most of the years during the period from 1997/98 to 2010/11 (except 2002/03 and 2005/06 to 2007/08). Owing to higher flexibility in employment under the Lump Sum Grant Subvention System, 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. The new demand for Degree Posts stood at high levels in the range between 511 and 664 during the period from 2006/07 to 2010/11. In 2011/12, it further increased to 756. The projected new supply of degree graduates in 2012/13 and 2013/14 will likely 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 majority of the remaining degree graduates have taken up Diploma Posts in the social work field (please refer to the analysis in Part IV(B)).
3. **Diploma Posts (Chart 5.2)**

3.1 New supply of diploma / associate degree graduates decreased continuously during the period from 1997/98 to 2006/07 and increased in the years 2007/08 and 2010/11 but slightly dropped in 2011/12. On the other hand, the new demand for Diploma Posts recorded a fluctuating but upward trend during the period from 1997/98 to 2011/12. The projected new demand in 2012/13 and 2013/14 will be 711 and 744 respectively which, similar to the trend since 2001/02, will exceed the projected new supply of diploma / associate degree graduates of 452 in 2012/13 and 464 in 2013/14.

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 and degree re-entrants (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 IV(B)). With this taken into account, the projected new supply will likely exceed the new demand for Diploma Posts in 2012/13 and 2013/14.

4. **All Social Work Posts (Chart 5.3)**

4.1 On the supply side, graduates of part-time degree programmes requiring social work academic qualification (such as diploma / higher diploma in social work) and / or RSW qualification for admission are not counted on the assumption that most of them may already occupy social work posts before graduation. On the demand side, wastage cases involving inter-grade movement are excluded from the new demand for All Social Work Posts in order to avoid double counting.

4.2 Generally speaking, new supply of social work graduates showed a downward trend during the period from 1997/98 to 2004/05 but has been on the rise since 2005/06.

4.3 There were fluctuations in the new demand for All Social Work Posts in past years, with the highest being recorded in 2007/08.

4.4 Although the new demand for All Social Work Posts exceeded the new supply of graduates during the period from 2004/05 to 2008/09, the gap was readily filled up by the remaining graduates of previous years. The new demand and new supply were of relatively similar magnitude / level during the period from 2009/10 to 2011/12. For 2012/13 and 2013/14, it is projected that the new supply will exceed the new demand, i.e. 1 004 and 1 076 vis-à-vis 731 and 817 respectively (please refer to the manpower requirements figures in Part II).
Chart 5.1 Demand-Supply Analysis (Degree Posts)

New demand for degree posts

New supply of degree graduates

Note: * Projected figures
Chart 5.2 Demand-Supply Analysis (Diploma Posts)

New demand for diploma posts

New supply of diploma/ associate degree graduates

Note: * Projected figures
Chart 5.3 Demand-Supply Analysis (All Social Work Posts)

- New demand for all social work posts
- New supply of social work graduates

Note: * Projected figures
(B) **Entry Rates of Degree and Diploma / Associate Degree Graduates by Year of Graduation and Post Type**

1. **Point 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 60% for graduates of Year 2006 to around 30% for graduates of Year 2011. This trend demonstrates that job opportunities of Degree Posts dropped substantially in recent years, i.e. the proportion of graduates working in Degree Posts during the first year after their graduation is decreasing.

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 by taking up a lower grade post first (i.e. Diploma Posts) and then seek for job opportunities in Degree Posts 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 graduates of Year 2006 to 2011. The difference in results of Charts 5.4a and 5.4b may be caused by the higher flexibility in employment under the Lump Sum Grant Subvention System, which allows NGOs to set RSW as the minimum entry requirement for their new social work posts. Furthermore, some degree graduates may be willing to accept Diploma Posts as their first step for entering the social work field or graduates of part-time degree programmes previously working in Diploma Posts might hold such posts continuously upon their first year of graduation.

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 graduates of Year 2006 (over 40%). The low entry rate of diploma / associate degree graduates, alongside the surge of entry rate of degree graduates to social work posts, indicated that a number of the Diploma Posts were taken up by degree graduates. While the entry rates in the first year after graduation for graduates of Years 2007 and 2008 were over 50%, the rate dropped again to around 40% for graduates of Years 2009 to 2011.
Chart 5.4a Proportion of Degree Graduates Who First Obtained Degree Post
by Number of Years after Graduation

No. of years after graduation (as at end Mar of the year)
Chart 5.4b Proportion of Degree Graduates Who First Obtained Social Work Post by Number of Years after Graduation

Proportion

No. of years after graduation (as at end Mar of the year)
Chart 5.5 Proportion of Diploma / Associate Degree Graduates Who First Obtained Diploma Post by Number of Years after Graduation

Proportion

Yr 2006's Grad.
Yr 2007's Grad.
Yr 2008's Grad.
Yr 2009's Grad.
Yr 2010's Grad.
Yr 2011's Grad.

No. of years after graduation (as at end Mar of the year)
(C) Turnover Rates and Wastage Rates of Social Work Posts by Post Type

1. Points to Note

1.1 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 later years. Such cases are regarded as wastage and turnover cases for Diploma Posts but new entrants for Degree Posts.

2. Turnover rates (Chart 5.6)

2.1 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.

2.2 All the turnover rates of Degree, Diploma and All Social Work Posts dropped significantly during the period from 1995/96 to 1999/2000. The downward trend reversed and the turnover rates remained relatively stable during the period from 2000/01 to 2003/04. Coupled with the recovery of the economy and other factors, the turnover rates of Degree, Diploma and All Social Work Posts gradually increased during the period from 2004/05 to 2006/07. After that, the turnover rates for Degree Posts were quite stable. The turnover rates for Diploma and All Social Work Posts dropped during 2007/08 to 2009/10, and then rose slightly in 2010/11. In 2011/12, the turnover rates for both the Degree Posts and All Social Work Posts moved upwards.

3. Wastage rates (Chart 5.7)

3.1 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 inter-grade movement (i.e. cases switching from Diploma Posts to Degree Posts or vice versa).

3.2 The wastage rates of Degree, Diploma and All Social Work Posts fluctuated more noticeably when compared with the turnover rates in the corresponding years. Nevertheless, the wastage rate of All Social Work Posts was on gradual increase during the period from 2001/02 to 2006/07, indicating more social workers might have left for non-social work jobs during the economic recovery or for other reasons. After that, the wastage rates of Degree Posts remained relatively stable. The wastage rates of Diploma and All Social Work Posts dropped in the years 2007/08 and 2008/09 but rose again in 2009/10 and 2010/11. In 2011/12, there were mild increases in the wastage rates for Diploma Posts and Degree Posts but a decrease for All Social Work Posts.
Chart 5.6 Turnover Rate of Social Work Posts by Post Type

Turnover rate vs Year

- Degree Posts
- Diploma Posts
- All SW Posts
Note: The wastage rates of All Social Work Posts before Year 1997/98 are not available.
APPENDIX I TERMS OF REFERENCE AND MEMBERSHIP OF THE JOINT COMMITTEE ON SOCIAL WORK MANPOWER REQUIREMENTS

1. BACKGROUND

1.1 The Joint Committee on Social Work Manpower Requirements, formerly known as the Joint Committee on Social Welfare Manpower Planning System, is set up to undertake the collection and analysis of information on the demand and supply of SWP in Hong Kong.

2. TERMS OF REFERENCE

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, Social Welfare Advisory Committee, Advisory Committee on Social Work Training and Manpower Planning, participating organisations and local training institutions for reference.

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

3. MEMBERSHIP

3.1 The Committee comprises representatives of the Social Welfare Department (SWD) and the Hong Kong Council of Social Service (HKCSS). Its membership as at March 2013 is as follows -

Chairman :  Mr Pedro LEUNG Ho-yin (SWD)
Members :  Dr LAW Chi-kwong, SBS, JP (HKCSS)
           Dr John FUNG Yat-chu (HKCSS)
           Ms Rainbow CHEUNG Kam-hung, JP (HKCSS)
           Mr CHAN Kai-ming (HKCSS)
           Ms Brenda LAU Tze-hung (SWD)
           Ms Cecilia CHAN Mei-ping (SWD)
Secretary :  Ms Loletta LAU Suet-wah (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:

1.1.1 To collect information on the demand and supply of SWP to keep track of the manpower situation in the social work field; and

1.1.2 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 services funded by public money.

2. COVERAGE

2.1 The SWMRS covers various local organisations employing SWP in different sectors which are broadly classified into three categories, namely, (a) government departments including SWD and Department of Health; (b) local TIs offering social work training programmes; and (c) NGOs, including all subvented and self-financing welfare organisations and other major non-conventional settings (such as private elderly homes, private residential care homes for persons with disabilities, primary schools employing SWP), hospitals (under Hospital Authority), special schools (subvented by Education Bureau), and service units subvented by Home Affairs Bureau.

2.2 All SWP engaging in posts requiring social work training in the 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 local 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
3. **DATA COLLECTION AND UPDATING**

3.1 To acquire up-to-date information for the SWMRS, comprehensive updating exercises are conducted annually by asking each of the organisations to provide updated information on all SWP working in it and report any staff movement during the reference year.

3.2 In each updating exercise, a number of lists based on the most up-to-date information kept in the System are prepared and distributed to individual organisations on a restricted basis. They include basic information of (a) all SWP serving in individual organisations at a specific reference date; and (b) new recruit and turnover cases that are known during the reference year. The organisations are requested to check and update the lists against their records and return them to the SWMRS Office.

3.3 To set up the System, a large scale data collection exercise was first launched in late September 1987 collecting information on the personal particulars of SWP as at 30 September 1987. Since then, a total of 25 comprehensive updating exercises have been carried out.

4. **CONFIDENTIALITY OF DATA**

4.1 The data maintained in the SWMRS are analysed and presented in aggregate form. Data pertaining to individual SWP and organisations is kept in strict confidence and will not be released to any other parties including other government bureaux / departments.

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

5.1 In the latest updating exercise covering the period from 1 April 2011 to 31 March 2012, a total of 688 organisations (including SWD, Department of Health, 675 NGOs\(^{(1)}\), and 11 local TIs) were approached. Among them, 428 confirmed that they had employed SWP in the reference year. For the purpose of the present exercise, it is assumed that the data of the 15 non-responded organisations (including 13 NGOs and two local TI) have remained unchanged since the last updating exercise.

5.2 A list of the **428 organisations employing SWP** (including the responded and non-responded NGOs employing SWP) covered by the System is at Appendix II (D).

**Note:** (1) Including all subvented and self-financing welfare organisations and other major non-conventional settings (such as private elderly homes, private residential care homes for persons with disabilities, primary schools employing SWP, hospitals (under Hospital Authority), special schools (subvented by Education Bureau), and service units subvented by Home Affairs Bureau.)
Appendix II (B) Compilation Method

1. INTRODUCTION

1.1 The compilation is carried out by taking stock of the social work posts at the base year and carrying them 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 requirements as 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 = Estimated number of fresh social work graduates in local TIs in the year \( \times (1 - \text{projected non-entry rate}) + \) Estimated number of new entrants with qualifications obtained overseas.

2.2 Graduates of Local TIs for the Year

2.2.1 The number of fresh graduates for each year of the projection period is estimated by the respective local TIs on the basis of their latest available information on the number of intakes for all social work courses in September 2012. (Figures for graduates corresponding to intakes up to academic year 2011/12 were based on the triennial plan covering academic years 2009/10 to 2011/12. 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 SWP 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 the change of circumstances such as re-allocation of funding within local 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 have decided not to enter the social work field 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); and

(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 / post-degree 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 in the past three reference years (i.e. 2009/10 to 2011/12 for this updating exercise).

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 social work field depends on a number of complex factors, including the choices of the graduates, their career aspiration, the socio-economic environment, the unemployment conditions, the availability of social work posts and relative attractiveness of other jobs in the labour market, etc.

2.5.2 Since the graduates who are still looking for jobs in the social work field 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 always 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 in.

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

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

3.1 **Methodology**

3.1.1 Projected new demand for a year =

Estimated net additional staff requirement for the year
+ Estimated replacement for wastage for the year
+ Shortfall of supply for the previous year
- 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 Requirements**

3.2.1 For the years 2012/13 and 2013/14, 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 (non-SWD-subvented posts include posts subvented by Home Affairs Bureau and Education Bureau while others include posts in Department of Health, Hospital Authority, non-subvented posts in NGOs, local TIs and non-conventional settings employing SWP such as private elderly homes, private residential care homes for persons with disabilities and primary schools etc.).

3.2.2 The estimated numbers of new posts in SWD and the SWD-subvented sector in NGOs for 2012/13 and 2013/14 are compiled by making reference to the information known to SWD in November 2012. 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, local TIs and major non-conventional settings in September 2012.

*(Note: Starting from the 2007 round of updating exercise, a modified approach is employed for calculating the net additional staff requirements figures for the second projection year in order to take into account the more conservative approach adopted by most of the data suppliers in the estimation. Thus, the net additional staff requirement for 2013/14 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 five-year moving average.)*
3.3 **Replacement for Wastage**

3.3.1 Estimated replacement for wastage of respective post =

\[
\text{Estimated average strength for the year} \times \text{Projected wastage rate on strength}
\]

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 =

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

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

\[
\left[\text{Strength at beginning of the year} + 0.5 \times \text{(Net additional staff requirement)}\right] \times \text{Projected wastage rate}
\]

3.3.3 For 2012/13 and 2013/14, three-year weighted average wastage rate of 2009/10, 2010/11 and 2011/12 is taken as the projected wastage rate of respective grade.

3.3.4 Estimated replacement for wastage for the All Social Work Posts =

\[
\text{Estimated replacement for wastage for Degree Posts} \\
+ \text{Estimated replacement for wastage for Diploma Posts} \\
- \text{Estimated number of cases switching from Diploma Posts to Degree Posts} \\
- \text{Estimated number of cases switching from Degree Posts to Diploma Posts}
\]

3.3.5 Detailed figures on the wastage rates are at *Appendix III (C)*.
3.4 **Limitations**

3.4.1 It should be noted that the estimated number of net additional new posts is subject to the change of circumstances. For the current exercise, impact of certain factors which would affect the future demand of SWP could not be fully reflected. They include but are not limited to changes in economic and social situation which may affect the demand for welfare services, the flexibility of organisations in employment matters under the Lump Sum Grant Subvention System, contracting-out of welfare services, slippage of welfare projects and/or introduction of new welfare initiatives within the projection cycle, etc.

3.4.2 The numbers of new posts for non-SWD-subvented and other sectors are estimated by individual parties concerned as known in September 2012. 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. Besides, the numbers of new posts for SWD-subvented ones are ball-park estimates subject to change in their project schedules.

3.4.3 It is also difficult to forecast the wastage rate of social work manpower in the future years, which would be affected by a number of factors. Such factors include the availability of other jobs in the labour market, competition from overseas/Mainland for social work staff, personal choice for further studies, changes in career aspiration, working environment and career prospects in the social welfare sector, etc. To take such factors into account requires the making of a number of judgmental assumptions, which are beyond the scope of this exercise.
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:

\[
\text{Proportion} = \frac{\text{3-year average conversion factor of degree holder to diploma holder from 2009 to 2011} \times \text{Surplus of degree graduates for Diploma Posts}}{\left(\text{3-year average conversion factor of degree holder to diploma holder from 2009 to 2011} \times \text{Surplus of degree graduates for Diploma Posts}\right) + \text{New supply of diploma / associate degree graduates} + \text{Remaining diploma / associate degree graduates in previous years}}
\]

4.1.2 Surplus of degree graduates for Diploma Posts =
- New supply of degree graduates for a year (excluding part-time degree graduates)
- Number of non-entrants
+ Number of previous years’ remaining degree graduates not holding Diploma Posts
- New demand for Degree Posts (excluding wastage cases involving inter-grade movement from Diploma Post to Degree Posts)

It is assumed that the wastage cases involving inter-grade movement (i.e. from Diploma Posts to Degree Posts) would be filled by 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:

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

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 =
- Number of current-year degree graduates
- Number of 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 =
- Number of previous years’ remaining degree graduates not having social work posts
- Estimated recruitment of Degree Posts from remaining degree graduates
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 may 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”). Based on the assumptions mentioned in paragraphs 5.2 and 5.3 below, the numbers of “remaining graduates” are estimated as illustrated in paragraph 5.5 below.

5.2 **Demand Assumption**

The new demand for graduates of local TIs (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 graduates of local TIs 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 Posts) as supply at beginning of a year =

\[
\text{Number of remaining degree graduates available for Degree Posts at the end of the previous year} \\
\times (1 - \text{estimated yearly wastage rate for degree graduates})
\]

(b) For Diploma Posts, the number of remaining graduates (i.e. those not yet obtained any Diploma Posts) as supply at the beginning of a year =

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

(c) For All Social Work Posts, the number of remaining graduates (i.e. those not yet obtained any social work posts) as supply at the beginning of a year =

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

(d) The graduates are of similar competitiveness irrespective of their years of graduation.

5.4 **Compilation**

Based on the observations in analysing the entry pattern of degree graduates of local TIs in 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 = 0.904^2 | 0.904
3 | 0.739 = 0.904^3 | 0.904
4 | 0.668 = 0.904^4 | 0.904
5 | 0.604 = 0.904^5 | 0.904
6 | 0.546 = 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 brought forward from the end of the preceding year x Conditional survival rate) - Number of degree graduates entered Degree posts during the year

5.5 Illustration

In Item V of Section 3 of Part II on page 7, the estimated number of degree graduates potentially available for joining social work field at the end of 2012/13 is 1,490 which is calculated as follows:

Estimated number of degree graduates potentially available for joining social work field as at end of 2012/13 = (Estimated number of remaining degree graduates as at beginning of 2012/13 + New supply of degree graduates in 2012) - New demand for Degree Posts in 2012/13

The estimated number of the remaining graduates as at beginning of 2012/13 is 1,228 which is the sum of remaining graduates in the previous six years (i.e. 61 in 2006; 99 in 2007; 167 in 2008; 188 in 2009; 306 in 2010 and 407 in year 2011). Compilation of the figures is illustrated as follows:

2006 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) x (2)</th>
<th>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>306</td>
<td>159</td>
</tr>
<tr>
<td>2007/08</td>
<td>159</td>
<td>0.904</td>
<td>144</td>
<td>27</td>
<td>117</td>
</tr>
<tr>
<td>2008/09</td>
<td>117</td>
<td>0.904</td>
<td>106</td>
<td>8</td>
<td>98</td>
</tr>
<tr>
<td>2009/10</td>
<td>98</td>
<td>0.904</td>
<td>89</td>
<td>4</td>
<td>85</td>
</tr>
<tr>
<td>2010/11</td>
<td>85</td>
<td>0.904</td>
<td>77</td>
<td>2</td>
<td>75</td>
</tr>
<tr>
<td>2011/12</td>
<td>75</td>
<td>0.904</td>
<td>68</td>
<td>1</td>
<td>67</td>
</tr>
<tr>
<td>2012/13</td>
<td>67</td>
<td>0.904</td>
<td>61</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
### 2007 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) x (2)</th>
<th>Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007/08</td>
<td>615</td>
<td>0.904</td>
<td>556</td>
<td>338</td>
<td>218</td>
</tr>
<tr>
<td>2008/09</td>
<td>218</td>
<td>0.904</td>
<td>197</td>
<td>24</td>
<td>173</td>
</tr>
<tr>
<td>2009/10</td>
<td>173</td>
<td>0.904</td>
<td>156</td>
<td>15</td>
<td>141</td>
</tr>
<tr>
<td>2010/11</td>
<td>141</td>
<td>0.904</td>
<td>127</td>
<td>5</td>
<td>122</td>
</tr>
<tr>
<td>2011/12</td>
<td>122</td>
<td>0.904</td>
<td>110</td>
<td>1</td>
<td>109</td>
</tr>
<tr>
<td>2012/13</td>
<td>109</td>
<td>0.904</td>
<td>99</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2008 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) x (2)</th>
<th>Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008/09</td>
<td>701</td>
<td>0.904</td>
<td>634</td>
<td>350</td>
<td>284</td>
</tr>
<tr>
<td>2009/10</td>
<td>284</td>
<td>0.904</td>
<td>257</td>
<td>17</td>
<td>240</td>
</tr>
<tr>
<td>2010/11</td>
<td>240</td>
<td>0.904</td>
<td>217</td>
<td>8</td>
<td>209</td>
</tr>
<tr>
<td>2011/12</td>
<td>209</td>
<td>0.904</td>
<td>189</td>
<td>4</td>
<td>185</td>
</tr>
<tr>
<td>2012/13</td>
<td>185</td>
<td>0.904</td>
<td>167</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2009 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) x (2)</th>
<th>Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009/10</td>
<td>681</td>
<td>0.904</td>
<td>616</td>
<td>307</td>
<td>309</td>
</tr>
<tr>
<td>2010/11</td>
<td>309</td>
<td>0.904</td>
<td>279</td>
<td>37</td>
<td>242</td>
</tr>
<tr>
<td>2011/12</td>
<td>242</td>
<td>0.904</td>
<td>219</td>
<td>11</td>
<td>208</td>
</tr>
<tr>
<td>2012/13</td>
<td>208</td>
<td>0.904</td>
<td>188</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2010 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) x (2)</th>
<th>Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010/11</td>
<td>778</td>
<td>0.904</td>
<td>703</td>
<td>304</td>
<td>399</td>
</tr>
<tr>
<td>2011/12</td>
<td>399</td>
<td>0.904</td>
<td>361</td>
<td>23</td>
<td>338</td>
</tr>
<tr>
<td>2012/13</td>
<td>338</td>
<td>0.904</td>
<td>306</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2011 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) x (2)</th>
<th>Recruitment during the year (4)</th>
<th>Remaining graduates at end of year (5) = (3) - (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011/12</td>
<td>785</td>
<td>0.904</td>
<td>710</td>
<td>260</td>
<td>450</td>
</tr>
<tr>
<td>2012/13</td>
<td>450</td>
<td>0.904</td>
<td>407</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

6.1 Degree graduates occupying Diploma Posts at the end of the year =
   Number of degree graduates potentially available for joining social work field at
   the end of the year
   - Number of degree graduates not occupying Diploma Posts

6.2 Number of 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 Diploma Posts filled by Remaining Degree Graduates plus Diploma Posts filled by Degree Re-entrants.

Base Year
It refers to the year used as the beginning or the reference year for statistical compilation.

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.

Graduates Potentially Available for Joining Social Work Field
It is defined as “Balance between New Supply and New Demand” plus the estimate of “Remaining Graduates”. In other words, it represents the estimated number of candidates as at end of the projection years, whom have been graduated in current and previous years, and are projected to be available for joining the field in subsequent years after discounting the yearly non-entrants on supply and the projected demand figures. Negative value implies that there would be inadequate potential entrants to meet the projected new demand. On the contrary, Positive value signifies that there would be potential entrants available for further expansion / improvement of services.

Highest Educational Attainment
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).

Inter-grade Movement
An SWP post of a specific grade (e.g. Degree Post) in the specified period being filled by a person whose preceding post was in another grade (e.g. Diploma Post) in the field is regarded as a case of inter-grade movement.
NGOs
For the SWMRS, NGOs refer to all subvented and self-financing 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 switched 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 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 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 =
\[
\frac{\text{No. of non-entrants of degree / diploma / associate degree graduates to the respective Degree / Diploma Posts for the year}}{\text{Total no. of degree / diploma / associate degree graduates for that year}} \times 100\%
\]

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

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 of a specific grade being filled by a person whose preceding post was in the same grade 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 available to join the field after discounting the yearly non-entrants on supply.
Strength / Social Work Posts

Unless otherwise specified, the number of Social Work Posts / 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 =

\[
\frac{\text{Strength as at beginning of the year} + \text{Strength as at end of the year}}{2}
\]

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 inter-grade movement in a year.
Appendix II (D)  List of Organisations Employing SWP Covered by the SWMRS

1. **Social Welfare Department**

2. **Non-governmental Organisations**<sup>(1)</sup>

   1st Step Association Limited
   ABM Hong Kong Swatow Baptist Church Community Service Association, The
   AD & FD POHL Mrs Cheng Yam On School
   Aberdeen Kai-Fong Welfare Association Social Service Centre
   Adventure-Ship Limited
   Against Child Abuse Limited
   Agency for Volunteer Service
   Alice Ho Miu Ling Nethersole Charity Foundation Alice Ho Miu Ling Nethersole Nursing Home
   Alice Ho Miu Ling Nethersole Hospital - Medical Social Work Department
   Alliance Primary School Sheung Shui
   Alliance Primary School Whampoa
   Amity Mutual Support Society
   Asbury Methodist Social Service
   Asia Women’s League Limited
   Asian Outreach Hong Kong Limited
   Assembly of God Leung Sing Tak Primary School
   Association Concerning Sexual Violence Against Women
   Association for Engineering and Medical Volunteer Services
   Association for the Rights of Industrial Accident Victims Limited
   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
   Boys’ Brigade, Hong Kong Limited, The
   Boys’ and Girls’ Clubs Association of Hong Kong, The
   Bradbury Hospice - Medical Social Service Department
   Breakthrough Limited
   Bring Me A Book Hong Kong Limited
   Buddhist Chi King Primary School
   Buddhist To Chi Fat She Yeung Yat Lam Memorial School
   Bui O Public School
   CCC But San Primary School
   CCC Chuen Yuen First Primary School
   CCC Chun Kwong Primary School
   CCC Fong Yun Wah Primary School
   CCC Heep Woh Primary School
   CCC Heep Woh Primary School (Cheung Sha Wan)
   CCC Hoh Fuk Tong Primary School
   CCC Kei Faat Primary School
   CCC Kei Tsz Primary School
   CCC Kei Wa Primary School
   CCC Kei Wa Primary School (Kowloon Tong)
   CCC Mongkok Church Kai Oi School
2. **Non-governmental Organisations**\(^{(1)}\)

CCC Tai O Primary School
CHR & Missionary Alliance Sun Kei Primary School
CNEC Lui Ming Choi Primary School
CPMS Social Centre for the Elderly of Grace
CTU Education Foundation Limited
Cambridge Nursing Home (Tai Po Road) Limited
Care & Services Elderly Centre (North Point)
Care for Your Heart
Caritas - Hong Kong
Caritas Medical Centre - Medical Social Work Department
Carmel Alison Lam 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 - Medical Social Service Department
Cheshire Home, Shatin - Medical Social Work Department
Cheung Chau Rural Committee Integrated Youth Centre
Chi Lin Buddhist Primary School
Chi Lin Nunnery Social Service Division
Child Development Centre, The
Children’s Cancer Foundation
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
Christian Action
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 Social Service Network of Divine Providence
Christian Zheng Sheng Association Limited
Christian and Missionary Alliance Church Union (HK) 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
Committee on Youth Smoking Prevention Limited
Community Drug Advisory Council
Concord Mutual-Aid Club Alliance
Conservative Baptist Lui Ming Choi Primary School
DACARS, Limited
2. **Non-governmental Organisations**

Diamond Hill Kwong Yum Home for the Aged
Dr Catherine F Woo Memorial School
Duchess of Kent Children’s Hospital, The - Medical Social Service Department
Ebenezer School and Home for the Visually Impaired
Eminent Rehabilitation Centre Company Limited
Endeavours Bert James Young Social Centre for the Elderly
Enlighten Hong Kong Limited
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
Fai-To Sino-West Combined Home for the Aged
Family Planning Association of Hong Kong, The
Free Methodist Church of Hong Kong, The
Fresh Fish Traders’ School
Fu Hong Society
Fung Kai Public School - Fung Kai Care & Attention Home for the Elderly
Fung Ying Seen Koon
Girls’ Brigade Hong Kong, The
Grantham Hospital - Medical Social Services Department
Great Honour Home for Elderly
Greenery Elderly Home
HHCKLA Buddhist Chan Shi Wan Primary School
HHCKLA Buddhist Wisdom Primary School
HHCKLA Buddhist Wong Cho Sum School
HK & Macau Lutheran Church Ming Tao Primary School
HK & Macau Lutheran Church Wong Chan Sook Ying Memorial School
HKSYC&I Association Chan Nam Chong Memorial School
HKTA Shun Yeung Primary School
Hang Fook Home for the Aged Limited
Hans Andersen Club Limited
Harmony House Limited
Haven of Hope Christian Service
Haven of Hope Hospital - Medical Social Work Department
Heep Hong Society
Heep Yunn Primary School
Helping Hand
Heung Hoi Ching Kok Lin Association
Hui Kwong (Hung Hom) Nursing Centre
Hui Kwong (Tai Kok Tsui) Nursing Centre Company Limited
Hui Kwong (To Kwa Wan) Nursing Centre
Hui Kwong Nursing Centre Company Limited
Hok Yau Club
Holy Family Canossian School
Home Care for Girls
Hong Chi Association
Hong Kong & Kowloon Kaifong Women’s Association Limited
Hong Kong & Macau Lutheran Church Limited
2. **Non-governmental Organisations** *(1)*

Hong Kong - Macao Conference of Seventh-Day Adventists, Social Service Department
Hong Kong AIDS Foundation Limited
Hong Kong Aged Concern Limited
Hong Kong Alzheimer’s Disease Association
Hong Kong Anti-Cancer Society, The
Hong Kong Association for Specific Learning Disabilities
Hong Kong Association of Gerontology
Hong Kong Association of the Deaf
Hong Kong Baptist Convention Primary School
Hong Kong Baptist Hospital Au Shue Hung Health Centre
Hong Kong Blind Union
Hong Kong Buddhist Association, The
Hong Kong Buddhist Hospital - Medical Social Services Department
Hong Kong Cancer Fund
Hong Kong Catholic Marriage Advisory Council
Hong Kong Catholic Youth Companion
Hong Kong Children and Youth Services
Hong Kong Chinese Church of Christ, The
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, The
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 Trade Unions Hong Ling Society for the Well-being of the Elderly, The
Hong Kong Federation of Women’s Centres
Hong Kong Federation of Youth Groups, The
Hong Kong Federation of the Blind
Hong Kong Girl Guides Association
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 Mutual Encouragement Association Limited
Hong Kong Neuro-Muscular Disease Association
Hong Kong Outlying Islands Women’s Association Limited
Hong Kong PHAB Association
Hong Kong Playground Association
Hong Kong Red Cross
Hong Kong Rehabilitation Power
Hong Kong Sheng Kung Hui Welfare Council
Hong Kong Single Parents Association
Hong Kong Society for Rehabilitation, The
2. **Non-governmental Organisations**

Hong Kong Society for the Aged
Hong Kong Society for the Blind, The
Hong Kong Society for the Deaf, The
Hong Kong Society for the Protection of Children
Hong Kong Student Aid Society
Hong Kong Tuberculosis, Chest and Heart Diseases Association
Hong Kong West Point Baptist Church Elderly Centre
Hong Kong Women Development Association Limited
Hong Kong Women Workers’ Association
Hong Kong Workers’ Health Centre Limited
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 Limited
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
Jockey Club Cheung Chau Don Bosco Youth Centre
Jordan Valley Kaifong Welfare Association - Social Service Office
Kam Tsin Village Ho Tung School
Kei Tak Institution of Old Age Limited
Kei Tak Rehabilitation Home Limited
Kiangsu Chekiang and Shanghai Residents (H.K.) Association
King Lam Catholic Primary School
Kornhill Alliance Church Family Services Centre
Kowloon City Baptist Church Neighbourhood Elderly Centre
Kowloon Hospital - Medical Social Service Department
Kowloon Women’s Welfare Club
Kwai Tsing Safe Community and Health City Association
Kwong Wah Hospital - Medical Social Service Department
Kwun Tong Kwong Yum Home for the Aged
Kwun Tong Methodist Social Service
LCH Charitable Foundation Limited
Lam Tsuen Pub Wong Fook Luen Memorial School
Light and Love Home Limited
Light of Yung Shu Tau Christian Society Limited
Ling Liang Church Sau Tak Primary School
Lok Chi Association Limited
Lok Sin Tong Benevolent Society, Kowloon
Lotus Association of Hong Kong, The - Chi Yun School
Lovewide Rehabilitation Centre
Lutheran Philip House Limited
Lutheran School for the Deaf
MacLehose Medical Rehabilitation Centre - Medical Social Work Department
Mary Rose School
Marycove School
2. **Non-governmental Organisations**

Maryknoll Fathers’ School (Primary Section)
Maxgrace Fuller House
Mental Health Association of Hong Kong, The
Methodist Centre
Methodist Epworth Village Community Centre
Mie King Home for Aged Limited
Mission Covenant Church Limited, The
Mission to New Arrivals Limited
Mongkok Kai-Fong Association Limited Chan Hing Social Service Centre
Mother’s Choice Limited
Neighbourhood Advice-Action Council, The
New Life Church of Christ
New Life Psychiatric Rehabilitation Association
New Territories Association Retraining Centre Limited
New Territories Women & Juveniles Welfare Association Limited
New Voice Club of Hong Kong, The
Northern Lamma School
On Fuk Nursing Home Limited
Open Door Ministries Limited
Operation Dawn Limited
Our Lady of Maryknoll Hospital - Medical Social Work Department
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 Primary School
PLK Tin Ka Ping Primary School
Pak Tin Baptist Church Limited Reading Room / Library & Social Centre for the Elderly
Pamela Youde Nethersole Eastern Hospital - Community & Patient Resource Department
Parenting Forum Limited
Parents’ Association of Pre-school Handicapped Children, The
Pau Kwong Wun Charitable Foundation
Pentecostal Church of Hong Kong
Pentecostal Holiness Church Hong Kong Conference Gilead Social Service Centre, The
Pentecostal Holiness Church Ling Kwong Bradbury Centre for the Blind
People Service Centre Limited
Personalised Care Program for Persons with Severe Mental Illness, Hospital Authority
Pine Care (Manning) Elderly Centre
Pine Care Centre
Pinecrest Elderly Centre
Playright Children’s Play Association
Pneumoconiosis Mutual Aid Association
Po Leung Kuk
Pok Oi Hospital - Medical Social Services Department
Pok Oi Hospital, Social Service Office
Project Care
Pui Chak Garden
QES Old Students’ Association Branch Primary School
Quality Healthcare Tai Wah Elderly Care Home
Queen Elizabeth Hospital - Patient Resource Centre
2. **Non-governmental Organisations**

- Queen Mary Hospital - Cancer Centre
- Queen Mary Hospital - Li Ka Shing Hospice Centre
- Queen Mary Hospital - Patient Resource Centre
- Regeneration Society Limited
- Retina Hong Kong
- Richmond Fellowship of Hong Kong
- Riviera Elderly Centre
- Ruttonjee & Tang Shiu Kin Hospitals - Medical Social Work Department
- SAHK
- SRBCEPSA Lee Yat Ngok Memorial School
- STFA Lee Kam Primary School
- STFA Leung Kit Wah Primary School
- STFA Wu Mien Tuen Primary School
- Sai Kung District Community Centre
- Salesian School
- Salvation Army, The
- Sam Shui Natives Association Lau Pun Cheung School
- Samaritan Befrienders Hong Kong, The
- Saviour Lutheran School
- Scout Association of Hong Kong
- Senior Care (Hang Ying) Elderly Care Home
- Senior Care Man Kee Elderly Care Home
- Senior Citizen Home Safety Association
- Sha Tau Kok Central Primary School
- Shamshuipo Kaifong Welfare Advancement Association
- Shan Tsui Public School
- Shap Pat Heung Rural Committee Kung Yik She Primary School
- Shatin Baptist Church
- Shatin Public School
- Shatin Women’s Association Limited
- Sheng Kung Hui St Christopher’s Home Limited
- Shui Hong Nursing Home (Cheung Shan Estate)
- Shui Hong Nursing Home (Everwin Mansion)
- Shui On Nursing Centre (Yau Tong) Company Limited
- Shun Yan Elderly Centre (Yau Tong) Limited
- Sik Sik Yuen - Social Services Unit
- Silver Power Intergeneration Volunteer Alliances Limited
- Sing Hong Association Rehabilitation Centre
- Sisters of the Good Shepherd
- Social Workers Across Borders Limited
- Society for AIDS Care Limited, The
- Society for Community Organisation
- 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
- St. Antonius Primary School
- St. Bonaventure Catholic Primary School
- St. Teresa’s Hospital
2. **Non-governmental Organisations**

- St. James’ Settlement
- Stewards Limited
- Suen Mei Speech & Hearing Centre
- Suicide Prevention Services Limited
- Sun King Home of Aged Limited
- Superioress of the Sisters of the Precious Blood, The - Precious Blood Children’s Village
- TREATS
- TWGHs Fung Yiu King Hospital - Medical Social Service Department
- TWGHs Wong Tai Sin Hospital - Medical Social Service Department
- TWS St Bonaventure Catholic Primary School
- Ta Ku Ling Ling Ying Public School
- Tai Hang Residents’ Welfare Association
- Tai Po Baptist Church Social Service
- Tak Sun School
- Tang Tat Home Aged
- Tang Tat Home for Elder
- Taoist Ching Chung Primary School (Wu King Estate)
- The Salvation Army Ann Wyllie Memorial School
- The Salvation Army Central Charity Fund School
- The Salvation Army Lam Butt Chung Memorial School
- The Salvation Army Tin Ka Ping School
- Ting On Home for the Aged Limited
- Toi Shan Association Primary School
- True Word Lutheran Church Limited, The
- Tsang Mui Millennium School
- Tseung Kwan O Pui Chi School
- Tseung Kwan O Sion Church Limited
- Tsimshatsui District Kaifong Welfare Association
- Tsung Tsin Mission of Hong Kong Social Service Company Limited, The
- Tsz Wan Shan Kaifong Welfare Association Choi Jun School
- Tuen Mun District Women’s Association Limited
- Tuen Mun Hospital - Community Services 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 (Wah Ming Centre)
- Tung Lum Buddhist Aged Home
- Tung Sin Tan Home for the Aged
- Tung Wah Eastern Hospital - Medical Social Service Department
- Tung Wah Group of Hospitals
- Tung Wah Hospital - Medical Social Service Department
- United Christian Hospital - Medical Social Service Department
- United Christian Nethersole Community Health Service
- Upper Wong Tai Sin and Fung Wong Sun Tsuen Centre for the Elderly
- Urban Peacemaker Evangelistic Fellowship Limited, The
- Vocational Training Council Vocational Training for People with Disabilities Section
- Wah Fung Nursing Centre Limited
- Wai Ji Christian Service
- Watchdog Limited
- Why You Why Me Charity Foundation Company Limited
2. **Non-governmental Organisations**

- Windshield Charitable Foundation
- Wing On Home for the Aged (Ap Lei Chau)
- Wing On Home for the Aged (Kwai Shing Circuit)
- Women’s Welfare Club (Eastern District) HK, The
- Women’s Welfare Club, Western District HK
- Wu Oi Christian Centre
- YCH Chiu Tsang Hok Wan Primary School
- YCH Ho Sik Nam Primary School
- YL PUB MID SCH Alumni Association Ying Yip Primary School
- Yan Chai Hospital - Medical Social Services Department
- Yan Chai Hospital Social Services Department
- Yan Kwong Social Service Limited
- Yan Oi Elder Centre Limited
- Yan Oi Tong Limited
- Yan Oi Tong Madam Lau Wong Fat Primary School
- Yan Yan Elderly Care Home Limited
- Yang Memorial Methodist Social Service
- Young Men’s Christian Association of Hong Kong
- Youth Outreach
- Yu Yee Home for the Aged
- Yu Yee Rehabilitation Centre
- Yuen Long Church (Church of Christ in China) Limited
- Yuen Long Merchants Association Primary School
- Yuen Long Town Hall Management Committee Limited
- Yuen Yuen Institute, The
- Yuk Chi Resource Centre Limited
- Yuk Yin School
- Zion Social Service Limited

3. **Training Institutions**

- Caritas Institute of Higher Education (formerly known as Caritas Francis Hsu College before 27 May 2011)
- Chinese University of Hong Kong, The
- City University of Hong Kong
- Hong Kong Baptist University
- Hong Kong College of Technology
- Hong Kong Institute of Education, School of Continuing and Professional Education, The
- Hong Kong Institute of Vocational Education (Sha Tin) of the Vocational Training Council
- Hong Kong Polytechnic University, The
- Hong Kong Shue Yan University
- Lingnan University, The
- University of Hong Kong, The

Note: (1) For SWMRS, NGOs refer to all subvented and self-financing 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 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></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The Chinese University of Hong Kong</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSScSW – full-time, 2 years</td>
<td>79</td>
<td>53</td>
<td>59</td>
<td>65</td>
<td>65</td>
</tr>
<tr>
<td>MSScSW – part-time, 3 years</td>
<td>41</td>
<td>71</td>
<td>65</td>
<td>66</td>
<td>68</td>
</tr>
<tr>
<td>BSSc (Major in SW) – full-time, 3 or 4 years</td>
<td>47</td>
<td>57</td>
<td>50</td>
<td>54</td>
<td>48</td>
</tr>
<tr>
<td><strong>City University of Hong Kong</strong></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BSSSW – full-time, 3 or 4 years</td>
<td>83</td>
<td>92</td>
<td>88</td>
<td>85</td>
<td>85</td>
</tr>
<tr>
<td>BASWMC – part-time, 3 years</td>
<td>62</td>
<td>80</td>
<td>80</td>
<td>10</td>
<td>10</td>
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<tr>
<td>BASW – part-time, 3 years</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>75</td>
<td>75</td>
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<tr>
<td><strong>Hong Kong Baptist University</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BSW – full-time, 3 or 4 years</td>
<td>58</td>
<td>56</td>
<td>55</td>
<td>56</td>
<td>56</td>
</tr>
<tr>
<td>MSScSW – part-time, 2 years</td>
<td>41</td>
<td>40</td>
<td>40</td>
<td>40</td>
<td>40</td>
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<tr>
<td><strong>The Hong Kong Polytechnic University</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSW – part-time, 3 years</td>
<td>52</td>
<td>66</td>
<td>65</td>
<td>63</td>
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</tr>
<tr>
<td>BASW – full-time, 2 to 4 years</td>
<td>61</td>
<td>80</td>
<td>75</td>
<td>75</td>
<td>31</td>
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<tr>
<td>BASW – part-time, 4 years</td>
<td>51</td>
<td>51</td>
<td>65</td>
<td>64</td>
<td>61</td>
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<tr>
<td><strong>The University of Hong Kong</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>MSW – full-time, 2 years</td>
<td>37</td>
<td>48</td>
<td>47</td>
<td>48</td>
<td>48</td>
</tr>
<tr>
<td>MSW – part-time, 3 years</td>
<td>29</td>
<td>31</td>
<td>34</td>
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<td>36</td>
</tr>
<tr>
<td>BSW – full-time, 3 or 4 years</td>
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<td>41</td>
<td>41</td>
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<tr>
<td>BSW – part-time, 3 years</td>
<td>44</td>
<td>50</td>
<td>37</td>
<td>-</td>
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<tr>
<td><strong>Hong Kong Shue Yan University</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>BSW – full-time, 4 years</td>
<td>34</td>
<td>33</td>
<td>35</td>
<td>39</td>
<td>40</td>
</tr>
<tr>
<td>BSW – part-time, 2 years</td>
<td>55</td>
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<tr>
<td><strong>Total</strong></td>
<td>814</td>
<td>849</td>
<td>836</td>
<td>814</td>
<td>768</td>
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</tbody>
</table>

**Notes:**
(1) It refers to those local social work training programmes recognised by the Social Work Registration Board (SWRB) (http://www.swrb.org.hk/). The information depends largely on the estimated number of graduates provided by the respective local TI in the year.
(2) Number of graduates refers to those who would graduate in the summer of the respective years.
2. **Number of Social Work Diploma / Associate Degree Graduates**\(^{(1)}\)

<table>
<thead>
<tr>
<th>Training institution / programme</th>
<th>Year of graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>City University of Hong Kong</strong></td>
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</tr>
<tr>
<td>AssSSSW – full-time, 2 years</td>
<td>109</td>
</tr>
<tr>
<td>AssSSSW – part-time, 4 years</td>
<td>78</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>
<td>51</td>
</tr>
<tr>
<td>HDSW – part-time, 4 or 5 years</td>
<td>27</td>
</tr>
<tr>
<td><strong>Hong Kong College of Technology</strong>(^{(2)})</td>
<td></td>
</tr>
<tr>
<td>AssDSW – full-time, 2 years</td>
<td>40</td>
</tr>
<tr>
<td>AssDSW – part-time, 3 years</td>
<td>80</td>
</tr>
<tr>
<td>HDSW – full-time, 2 years</td>
<td>-</td>
</tr>
<tr>
<td>HDSW – part-time, 3 years</td>
<td>-</td>
</tr>
<tr>
<td><strong>Caritas Institute of Higher Education</strong>(^{(3)})</td>
<td></td>
</tr>
<tr>
<td>AssSSSW – full-time, 2 years</td>
<td>111</td>
</tr>
<tr>
<td>AssSSSW – part-time, 3 years</td>
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<tr>
<td>HDSW – full-time, 2 years</td>
<td>-</td>
</tr>
<tr>
<td>HDSW – part-time, 3 years</td>
<td>-</td>
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<tr>
<td><strong>School of Continuing and Professional Education, The Hong Kong Institute of Education</strong>(^{(4)})</td>
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<tr>
<td>AssSSSW – full-time, 2 years</td>
<td>41</td>
</tr>
<tr>
<td><strong>The Hong Kong Institute of Education</strong>(^{(5)})</td>
<td></td>
</tr>
<tr>
<td>HDSW – full-time, 2 years</td>
<td>-</td>
</tr>
<tr>
<td><strong>The Hong Kong Institute of Vocational Education (Sha Tin) of the Vocational Training Council</strong></td>
<td></td>
</tr>
<tr>
<td>HDSW – full-time, 2 years</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>537</td>
</tr>
</tbody>
</table>

**Notes:**

1. Number of graduates refers to those who would graduate in the summer of the respective years.
2. According to the latest information of SWRB website (as at 3 July 2013), the last intake of the AssDSW programme was in 2011. A two-year full-time and a three-year part-time “Higher Diploma in Social Work” training programmes have been introduced and their first intake was in 2012.
3. The three-year part-time AssSSSW programme was launched in 2010. According to the latest information of the SWRB website (as at 3 July 2013), the last intake of the AssSSSW programmes was in 2011. A two-year full-time and a three-year part-time “Higher Diploma in Social Work” training programmes have been introduced and their first intake was in 2012.
4. The two-year full-time AssSSSW programme was launched in 2010. According to the latest information of the SWRB website (as at 3 July 2013), the last intake of the AssSSSW programme was in 2011.
5. A two-year full-time “Higher Diploma in Social Work” training programme has been introduced and its first intake was in 2012.
6. The two-year full-time HDSW programme has been introduced. According to the latest information of the SWRB website (as at 3 July 2013), the first intake of the HDSW programme was in 2012.
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</th>
<th>Non-entry Rate by Mar 12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>by Mar 07</td>
<td>by Mar 08</td>
<td>by Mar 09</td>
</tr>
<tr>
<td><strong>Degree / Master Graduates First Entering Degree Posts</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>514</td>
<td>306</td>
<td>333</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(59.5%)</td>
<td>(64.3%)</td>
</tr>
<tr>
<td>2007</td>
<td>615</td>
<td>338</td>
<td>362</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(55.0%)</td>
<td>(58.9%)</td>
</tr>
<tr>
<td>2008</td>
<td>701</td>
<td>350</td>
<td>371</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(49.9%)</td>
<td>(52.4%)</td>
</tr>
<tr>
<td>2009</td>
<td>681</td>
<td>407</td>
<td>440</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(45.1%)</td>
<td>(50.5%)</td>
</tr>
<tr>
<td>2010</td>
<td>778</td>
<td>304</td>
<td>327</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(39.1%)</td>
<td>(42.0%)</td>
</tr>
<tr>
<td>2011</td>
<td>785</td>
<td>260</td>
<td>260</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(33.1%)</td>
<td>(35.0%)</td>
</tr>
</tbody>
</table>

| Diploma / Associate Degree Graduates First Entering Diploma Posts |          |          |          |          |          |          |          |          |
|------------------------------------------------------------------|----------|----------|----------|----------|----------|----------|----------|
| 2006                 | 330      | 141      | 181      | 196      | 207      | 216      | 219      | 33.6%     |
|                      |          | (42.7%)  | (54.8%)  | (59.4%)  | (62.7%)  | (65.5%)  | (66.4%)  |            |
| 2007                 | 506      | 286      | 338      | 360      | 375      | 382      | 382      | 24.5%     |
|                      |          | (56.5%)  | (66.8%)  | (71.1%)  | (74.1%)  | (75.5%)  | (75.5%)  |            |
| 2008                 | 464      | 246      | 319      | 319      | 331      | 28.7%    | 28.7%    |            |
|                      |          | (53.0%)  | (63.4%)  | (68.8%)  | (71.3%)  | (71.3%)  | (71.3%)  |            |
| 2009                 | 405      | 169      | 230      | 230      | 230      | 28.7%    | 28.7%    |            |
|                      |          | (41.7%)  | (56.8%)  | (65.9%)  | (68.9%)  | (68.9%)  | (68.9%)  |            |
| 2010                 | 437      | 201      | 254      | 254      | 254      | 28.7%    | 28.7%    |            |
|                      |          | (46.0%)  | (58.1%)  | (65.9%)  | (68.9%)  | (68.9%)  | (68.9%)  |            |
| 2011                 | 440      | 207      | 207      | 207      | 207      | 33.6%    | 33.6%    |            |
|                      |          | (47.0%)  | (50.0%)  | (53.0%)  | (56.0%)  | (56.0%)  | (56.0%)  |            |

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) Excluding those diploma / associate degree graduates who first entered Diploma Posts after obtaining degree qualification.
(3) 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.

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

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<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</th>
<th>Non-entry Rate by Mar 12</th>
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</thead>
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<td>by Mar 07</td>
<td>by Mar 08</td>
<td>by Mar 09</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>2006</td>
<td>514</td>
<td>393</td>
<td>421</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(76.5%)</td>
<td>(81.9%)</td>
</tr>
<tr>
<td>2007</td>
<td>615</td>
<td>479</td>
<td>506</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(77.9%)</td>
<td>(82.3%)</td>
</tr>
<tr>
<td>2008</td>
<td>701</td>
<td>551</td>
<td>580</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(78.6%)</td>
<td>(82.7%)</td>
</tr>
<tr>
<td>2009</td>
<td>681</td>
<td>515</td>
<td>574</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(75.6%)</td>
<td>(84.3%)</td>
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<tr>
<td>2010</td>
<td>778</td>
<td>616</td>
<td>665</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(79.2%)</td>
<td>(85.5%)</td>
</tr>
<tr>
<td>2011</td>
<td>785</td>
<td>635</td>
<td>635</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(80.9%)</td>
<td>(85.5%)</td>
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</table>
## Appendix III (C) Estimated Figures on Wastage Rates

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<thead>
<tr>
<th>Year</th>
<th>Turnover cases</th>
<th>Re-entrant cases</th>
<th>Wastage Cases</th>
<th>Average strength</th>
<th>Turnover rate</th>
<th>Re-entrant rate</th>
<th>Wastage rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(a)</td>
<td>(b)</td>
<td>(c)</td>
<td>(d)</td>
<td>(e)</td>
<td>(f)</td>
<td>(g)</td>
</tr>
<tr>
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<td>= (a) - (b)</td>
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<td></td>
<td></td>
<td>= (a) / (d) x 100%</td>
<td>= (b) / (d) x 100%</td>
<td>= (c) / (d) x 100%</td>
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<td>229</td>
<td>142</td>
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<td>11.3</td>
<td>7.0</td>
<td>4.3</td>
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<td>305</td>
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<td>3564</td>
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<td>8.6</td>
<td>2.1</td>
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<td>114</td>
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<td>5.9</td>
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<td>176</td>
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<td>2.6</td>
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<td>5.2 (0.9)</td>
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<td>6.0</td>
<td>4.4 (0.5)</td>
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<td>665</td>
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<td>6312</td>
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2. Diploma Posts

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<tr>
<th>Year</th>
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<th>Re-entrant cases</th>
<th>Wastage Cases</th>
<th>Average strength</th>
<th>Turnover rate</th>
<th>Re-entrant rate</th>
<th>Wastage rate</th>
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<tbody>
<tr>
<td></td>
<td>(a)</td>
<td>(b)</td>
<td>(c)</td>
<td>(d)</td>
<td>(e)</td>
<td>(f)</td>
<td>(g)</td>
</tr>
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<td></td>
<td>= (a) - (b)</td>
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<td></td>
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<td>= (b) / (d) x 100%</td>
<td>= (c) / (d) x 100%</td>
</tr>
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<td>5606</td>
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### 3. All Social Work Posts

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<th>Wastage cases</th>
<th>Average strength</th>
<th>Turnover rate</th>
<th>Re-entrant rate</th>
<th>Wastage rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(a)</td>
<td>(b)</td>
<td>(c)</td>
<td>(d)</td>
<td>(e)</td>
<td>(f)</td>
<td>(g)</td>
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<td>14.8</td>
<td>11.1</td>
<td>3.8</td>
</tr>
<tr>
<td>11/12</td>
<td>1 883</td>
<td>1 455</td>
<td>428</td>
<td>12 303</td>
<td>15.3</td>
<td>11.8</td>
<td>3.5</td>
</tr>
</tbody>
</table>

**Notes:**

1. Including cases involving inter-grade movement.
2. Excluding cases involving inter-grade movement.

Figures in brackets represent wastage cases and rates for Degree and Diploma Posts after discounting inter-grade movement.

A negative wastage rate means that the sum of the number of re-entrant cases within the same grade and cases involving inter-grade movement is larger than the number of turnover cases in the respective year. It could be interpreted as that these cases may meet not only the requirements due to staff wastage in the year but also partly the demand arising from creation of new posts as well.