

*This is the job advertisement of the previous recruitment exercise held in December 2022.*

*The job details of the next recruitment exercise are subject to change.*

*(Note: This advertisement comprises both Non-Civil Service Contract (NCSC) Full-year Lifeguard and NCSC Seasonal Lifeguard. Please refer to the relevant sections for details regarding NCSC Seasonal Lifeguard.)*

## **LEISURE AND CULTURAL SERVICES DEPARTMENT**

### **Non-Civil Service Contract Vacancies**

#### **Contract Lifeguard**

##### **Salary:**

Contract Full-year Lifeguard:

HK\$20,800 per month (with Pool Lifeguard Award)

HK\$21,800 per month (with Beach Lifeguard Award)

HK\$21,840 per month (with both Pool Lifeguard Award and Beach Lifeguard Award)

Seasonal Lifeguard (2023 Swimming Season):

HK\$20,500 per month (Swimming Pools)

HK\$21,500 per month (Beaches / Water Sports Centres)

HK\$105 per hour (Swimming Pool)

HK\$110 per hour (Beaches / Water Sports Centres)

Appointed full-time Contract Lifeguards who fully meet the prescribed entry requirements, and terms and conditions of appointment may receive a salary plus end-of-contract gratuity (including additional end-of contract gratuity for subsidizing lifeguard award fees) amounting to around HK\$24,500 per month or more. For details, please see the following terms and conditions.

The Leisure and Cultural Services Department (LCSD) is inviting applications for the position of Contract Lifeguard. Contract Lifeguards will be required to perform lifesaving duties at any public swimming pools, beaches or water sports centres of the LCSD for normally two years (for Contract Full-year Lifeguard) or from mid-March to October during the swimming season (for Seasonal Lifeguard). Applicants will be appointed as Contract Full-year Lifeguard or Seasonal Lifeguard on the basis of merit subject to availability of the full-year posts as determined by operational needs.

##### **Entry Requirements:**

Candidates should:

- (a) possess a valid Pool Lifeguard Award and/or Beach Lifeguard Award or above issued by the Hong Kong Life Saving Society;
- (b) possess a valid First Aid Certificate issued by the St. John Ambulance Association, Hong Kong Red Cross or Auxiliary Medical Service (for Contract Full-year Lifeguard only; candidates without valid First Aid Certificate may still apply for Seasonal Lifeguard);
- (c) attain a level of proficiency in Chinese and English languages equivalent to Primary 6 standard;
- (d) pass the swimming and trade tests; and
- (e) pass an eyesight test and the Ishihara's Test.

[Notes:

- (i) Candidates who possess a valid Pool Lifeguard Award only will be deployed to work at swimming pools of LCSD; those possessing a valid Beach Lifeguard Award only will be deployed to work at beaches or water sports centres of LCSD. Candidates who possess

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both valid Pool Lifeguard Award and Beach Lifeguard Award may be deployed to work at any aquatic venues at the discretion of the LCSD based on operational needs.

- (ii) Full-time Seasonal Lifeguards who possess a valid First Aid Certificate issued by the St. John Ambulance Association, Hong Kong Red Cross or Auxiliary Medical Service throughout the whole contract period as determined by this department (on a single contract basis) may be granted an additional amount of HK\$300 per month as part of his/her salary during the whole contract period as determined by this department; hourly-rated Seasonal Lifeguards who possess a valid First Aid Certificate issued by the St. John Ambulance Association, Hong Kong Red Cross or Auxiliary Medical Service throughout the whole contract period as determined by this department (on a single contract basis) may be granted HK\$107 per hour (swimming pool) or HK\$112 per hour (beach or water sports centre) during the whole contract period as determined by this department. To be eligible for additional pay as specified above, selected candidates who are offered an appointment as Seasonal Lifeguards must present the true copy of valid First Aid Certificate, prior to their signing of a contract with the department, and that the remaining valid period (calculated from the effective day of the contract) of that First Aid Certificate must be longer than or equivalent to the designated contract period as prescribed by the department.
- (iii) Candidates without supporting documents of the Chinese and English languages proficiency of (3) above may also apply. There will be assessments of Chinese and English languages proficiency during the interview.
- (iv) An applicant's visual acuity should be at least 6/60, i.e. myopia not exceeding roughly 300 degrees. Wearing of plastic corrective lens and goggles with appropriate prescription while on duty is mandatory unless candidates have unaided good eyesight for lifesaving duties.]

**Duties:**

- (a) to ensure the safety of swimmers at swimming pools, beaches or water sports centres of this department;
- (b) to rescue swimmers in distress;
- (c) to maintain order; and
- (d) to assist in cleaning work.

**Working Hours:**

- (1) The conditioned working hours of a Contract Full-year Lifeguard and a Full-time Seasonal Lifeguard are 45 hours net per week and seven and a half hours per day (excluding meal breaks). The incumbents are required to work shifts during the period from 6:15 am to 10:15 pm according to supervisors' arrangements or to work overtime. They are also required to work on Saturdays, Sundays and public holidays.
- (2) Hourly-rated Seasonal Lifeguards are required to work on any day(s) during the hourly-rate contract period as specified by LCSD depending on operational needs. The actual salary received will be calculated based on their actual total number of hours worked. The incumbents are required to work shifts during the period from 6:15 a.m. to 10:15 p.m. according to supervisors' arrangements. They are also required to work on Saturdays, Sundays and public holidays.

**Terms of Appointment:**

Successful applicants will be appointed on non-civil service contract terms for a period of normally two years (for Contract Full-year Lifeguard) or from mid-March to October during

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the swimming season (for Seasonal Lifeguard).

**Fringe Benefits: [Note: Not applicable to hourly-rated Seasonal Lifeguard]**

Rest days, statutory holidays (or substituted holidays), annual leave, maternity/paternity leave, sickness allowance, where appropriate, will be granted in line with the provisions of the Employment Ordinance.

Upon satisfactory completion of a continuous contract and subject to satisfactory performance and conduct during the contract period, Contract Full-year Lifeguards / Seasonal Lifeguards may be granted a gratuity as follows:

Contract Full-year Lifeguard:

- (1) The gratuity payable will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap. 485), equals to 15% of the total basic salary of substantive office drawn during the period of contract.
- (2) For those who obtain/ revalidate their relevant Pool Lifeguard Award or Beach Lifeguard Award or above issued by the Hong Kong Life Saving Society during a prescribed period, an additional end-of contract gratuity of HK\$2,000 will be payable. (Note: Contract Full-year Lifeguard (with Pool Lifeguard Award) will be granted additional end-of-contract gratuity for obtaining/ revalidating only their Pool Lifeguard Award or above; Contract Full-year Lifeguard (with Beach Lifeguard Award) will be granted an additional end-of-contract gratuity for obtaining/ revalidating only their Beach Lifeguard Award or above. The issue date should be within the period counting from 1 November preceding the contract start date up to 31 October preceding the contract end date. In any case, the additional end-of-contract gratuity is capped at HK\$2,000.)

Full-time Seasonal Lifeguard: [Note: Not applicable to hourly-rated Seasonal Lifeguard]

- (1) For a continuous contract for three months or above but less than four months, the gratuity payable for the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the period of contract; or
- (2) For a continuous contract for four months or above, the gratuity payable for the first three months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the first three months of the contract. The gratuity payable for the fourth and subsequent months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 15% of the total basic salary of substantive office drawn during the fourth and subsequent months of contract; or
- (3) For those serving a continuous contract for six months or above (on a single contract basis as determined by this department) in 2023 swimming season and also having served as full-time Seasonal Lifeguards of the department for not less than six months in any swimming season between 2020 to 2022 swimming season (on a single contract basis as determined by this department) with satisfactory performance and conduct, the gratuity payable will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 15% of the total basic salary of substantive office drawn during the period of contract (refers to the prescribed contract period in 2023 swimming season); and

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- (4) For those who serve a continuous contract for three months or above, and obtain/ revalidate their valid Pool Lifeguard Award or Beach Lifeguard Award or above issued by the Hong Kong Life Saving Society starting from 1 November 2022 until 31 October 2023 or the prescribed contract end date (whichever is earlier), an additional end-of contract gratuity of HK\$2,000 will be payable. (Note: Seasonal Lifeguards working at swimming pools of LCSD will be granted additional end-of-contract gratuity for obtaining/ revalidating their Pool Lifeguard Award or above; those working at beaches or water sports centres of LCSD will be granted an additional end-of-contract gratuity for obtaining/ revalidating their Beach Lifeguard Award or above. To be eligible for the above additional end-of-contract gratuity, Seasonal Lifeguards must present the true copy of the relevant lifesaving award during contract signing. The issue date should be between 1 November 2022 until 31 October 2023 or the prescribed contract end date (whichever is earlier). In any case, the additional end-of-contract gratuity is capped at HK\$2,000.)

### **How to Apply:**

- (1) Completed application form together with photocopies of relevant lifesaving awards (Pool Lifeguard Award and/or Beach Lifeguard Award or above) and First Aid Certificate should reach the enquiry address on or before the closing date for applications. Please specify on the envelope "Application for Contract Lifeguard".
- (2) Application forms [G.F. 340(Rev.3/2013)] are obtainable from any Home Affairs Enquiry Centres of District Offices, Home Affairs Department or any Job Centres of the Employment Services Division, Labour Department. The said form can also be downloaded from Civil Service Bureau's web site (<https://www.csb.gov.hk>).
- (3) Applicants should ensure that the correct address is clearly printed or written on the envelope and sufficient postage is affixed before posting so as to avoid unsuccessful delivery of application. Any underpaid mail items will be returned or disposed of by the Hongkong Post.
- (4) Applications which are incomplete, late, submitted by fax or email, not duly signed by the applicants, or not made in the prescribed form will not be considered. Applicants who are invited for selection interview/trade tests will normally receive an invitation in about four to ten weeks from the closing date for applications. This period may be longer in exceptional circumstances, e.g. when a large number of applications are received or when there are other complications. Those who are not invited for selection interview/trade tests may assume that their applications are unsuccessful.

### **Enquiry Address:**

Appointments and Establishment Unit, Support Section, Leisure Services Branch, 7/F., Leisure and Cultural Services Headquarters, 1 Pai Tau Street, Sha Tin, N.T., Hong Kong.

**Enquiry Telephone:** 2601 8050 or 2601 8040