

2005 MANPOWER STATISTICAL REPORT
SECURITY SERVICES INDUSTRY

二〇〇五年保安服務業
人力統計報告

職業訓練局

保安服務業訓練委員會

SECURITY SERVICES TRAINING BOARD

**STATISTICAL REPORT OF THE
2005 MANPOWER SURVEY OF THE SECURITY SERVICES INDUSTRY**

I. INTRODUCTION

The Training Board

1.1 The Security Services Training Board of the Vocational Training Council is appointed by the HKSAR Government to be responsible for determining the manpower situation and training needs in the security services industry and to recommend to the Vocational Training Council measures to meet such needs. Membership of the Training Board is in **Appendix 1**.

Purpose of the Survey

1.2 The survey was conducted by the Training Board during the period 3 May to 30 June 2005. The aim of the survey is to collect up-to-date manpower situation in the principal jobs of the security services industry.

Scope of the Survey

1.3 The survey covered the following branches of the security services industry:

Branch	Categories of work
1	Security Guarding Services
2	Armoured Transportation Services
3	Security Systems Installation/ Maintenance/ Repair/ Design/ Others
4	Security Guarding Services & Armoured Transportation Services
5	Security Guarding Services & Security Systems Installation/ Maintenance/ Repair/ Design/ Others
6	Security Guarding Services, Armoured Transportation Services & Security Systems Installation/ Maintenance/ Repair/ Design/ Others
7	Owners Corporation
8	Supplementary Samples

Method of the Survey

1.4 A stratified random sampling method was adopted to select 266 sampled establishments out of 865 registered licensed security companies in the list maintained by the Security and Guarding Services Industry Authority. The survey also covered 194 Owners Corporations randomly selected by districts from the list of 6 119 Owners Corporations registered with the Home Affairs Department. 11 supplementary samples were also drawn from the major hotels, banks and utility companies.

Responses

1.5 Out of the 471 samples selected, 295 completed and returned the questionnaires. Taking into account those establishments which had closed, moved, or changed business, the effective response rate was 96.4%.

Statistical Data

1.6 This report aims at presenting the vital manpower data collected from the fieldwork. The Training Board will further analyze the data together with other findings of the survey in another report to be published at a later stage.

II. SUMMARY OF SURVEY FINDINGS

Number of Employees

2.1 The survey reveals that in May 2005, a total of 98 041 employees were employed in the principal jobs of the security services industry in Hong Kong.

2.2 The distribution of employees by job level by branch was as follows:-

Number of Employees

Job Level Branch	Managerial/ Professional	Supervisory/ Technician	Security Guard	Total
1	962	7 568	61 865	70 395
2	24	68	515	607
3	854	2 225	59	3 138
4	4	23	375	402
5	274	1 417	11 022	12 713
6	16	579	3 072	3 667
7	32	602	5 972	6 606
8	22	69	422	513
Total	2 188	12 551	83 302	98 041

2.3 Detailed manpower statistics for each branch analyzed by principal jobs including number of vacancies are tabulated in **Appendix 2**.

Vacancies

2.4 Employers reported a total of 1 385 vacancies, representing about 1.4% of the total workforce at the time of the survey.

Job Level	Number of Posts	Number of Vacancies	Percentage of employees at the same job level
Managerial/ Professional	2 201	13	0.6
Supervisory/ Technician	12 684	133	1.0
Security Guard	84 541	1 239	1.5
Total	99 426	1 385	1.4

Security Services Training Board

Membership List

(as at November 2005)

Chairman

Mr PONG Chong, Edward, BBS, JP (nominated by the Security and Guarding Services Industry Authority)

Vice-Chairman

Ms FUNG Sui-ping, Penny (Ad personam)

Members

Mr Gary BUKOWICKI (nominated by the Hong Kong Security Association)

Dr CHAN Chi-kau, Johnnie (nominated by the Hong Kong Association of Property Management Companies Ltd.)

Mrs CHENG CHUNG Yuen-lan, Vivian (representing the Director of Housing)

Mr CHEUNG Hay-shing, Joseph (nominated by the Hong Kong Security Association)

Mr FOK Tak-ming, Philip (nominated by the Asian Professional Security Association - Hong Kong Chapter)

Mr HO Chiu-kee, Peter (nominated by the Hong Kong Association of Property Management Companies Ltd.)

Mr KWONG Ching-wai, Alkin (nominated by the Hong Kong Association of Property Management Companies Ltd.)

Dr KWONG Tsz-man (nominated by the SPACE, The University of Hong Kong)

Mr LEE Kwok-wing (Ad personam)

Mr LEE Yu-yim, Bruce (nominated by the International Professional Security Association (Hong Kong) Ltd.)

Mrs LEUNG Mee-chee, Mitzi (representing the Executive Director of the Vocational Training Council)

Miss NG Sin-han, Doris	(representing the Commissioner for Labour)
Mr Douglas RENWICK	(nominated by the American Society for Industrial Security (Hong Kong Chapter))
Mr Dave SLATER	(representing the Commissioner of Police)
Mr TANG Kwok-hoi, Charles	(nominated by the Hong Kong Security Association)
Ir WONG Ka-yu	(nominated by the City University of Hong Kong)
Dr YUNG Pui-yip, Paul	(Ad personam)

In Attendance

Ms CHAN Sau-ching, Susanna	(The Institute of Professional Education and Knowledge)
Mr Ted DEVEREUX	(Securicor Hong Kong Holdings Limited)
Mr Glenn TRACEY	(Securicor Hong Kong Holdings Limited)
Ms TSANG Hin-tak, Katherine	(Security and Guarding Services Industry Authority)
Mr TSE Chi-sing	(The Hong Kong Institute of Vocational Education (Morrison Hill))

Secretary

Ms WONG Kwan-cheung, Soso	(Vocational Training Council)
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Number Employed and Forecast by Sector by Principal Job**(i) Security Guarding Services**

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Senior Manager	136	-	136	136	
Security Manager/Operations Manager/Security Centre Controller	781	1	782	782	
Security System Project Manager	10	-	10	10	
Security Training Manager	28	-	28	28	
Other Security Services Related Manager	7	-	7	7	
Sub-total:	962	1	963	963	
<u>Supervisory/Technical Level</u>					
Security Supervisor	6994	78	7072	7075	
Security System Installation/Maintenance Technician	50	-	50	50	
Technical Support Staff	2	-	2	2	
Security Training Officer	42	-	42	42	
VIP Protection Officer/Private Body Guard	12	-	12	12	
Other Security Services Related Supervising Personnel	468	4	472	468	
Sub-total:	7 568	82	7 650	7 649	
<u>Security Guard Level</u>					
Security Guard	61661	848	62509	62292	
Other Security Services Related Personnel	204	-	204	204	
Sub-total:	61 865	848	62 713	62 496	
Total:	70 395	931	71 326	71 108	(-0.3%)

Number Employed and Forecast by Sector by Principal Job

(ii) Armoured Transportation Services

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Senior Manager	5	-	5	5	
Security Manager/Operations Manager/Security Centre Controller	6	-	6	6	
Security System Project Manager	1	-	1	1	
Security System Design/Installation/Maintenance Engineer	1	-	1	1	
Security Training Manager	1	-	1	1	
Other Security Services Related Manager	10	-	10	10	
Sub-total:	24	0	24	24	
<u>Supervisory/Technical Level</u>					
Security Supervisor	54	-	54	54	
Security System Installation/Maintenance Technician	7	-	7	7	
Other Security Services Relating Supervising Personnel	7	-	7	7	
Sub-total:	68	0	68	68	
<u>Security Guard Level</u>					
Security Guard	3	-	3	3	
Armed Guard	476	-	476	478	
Other Security Services Related Personnel	36	-	36	36	
Sub-total:	515	0	515	517	
Total:	607	0	607	609	(+0.3%)

Number Employed and Forecast by Sector by Principal Job

(iii) Security Systems Installation/Maintenance/Repair/Design/Others

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
Senior Manager	83	-	83	83	
Security Manager/Operations Manager/Security Centre Controller	5	-	5	5	
Security Consultant	33	-	33	33	
Security System Project Manager	192	-	192	192	
Security System Design/Installation/Maintenance Engineer	432	7	439	437	
Security Training Manager	2	-	2	2	
Other Security Services Related Manager	101	3	104	101	
	6	-	6	6	
Sub-total:	854	10	864	859	
<u>Supervisory/Technical Level</u>					
Security Supervisor	27	-	27	27	
Security System Installation/Maintenance Technician	1657	35	1692	1732	
Technical Support Staff	477	-	477	484	
Other Security Services Related Supervising Personnel	8	-	8	8	
	56	-	56	56	
Sub-total:	2 225	35	2 260	2 307	
<u>Security Guard Level</u>					
Security Guard	51	-	51	51	
Other Security Services Related Personnel	8	-	8	8	
Sub-total:	59	0	59	59	
Total:	3 138	45	3 183	3 225	(+1.3%)

Number Employed and Forecast by Sector by Principal Job

(iv) Security Guarding Services & Armoured Transportation Services

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Senior Manager	2	-	2	2	
Security Manager/Operations Manager/Security Centre Controller	1	-	1	1	
Other Security Services Related Manager	1	-	1	1	
Sub-total:	4	0	4	4	
<u>Supervisory/ Technician Level</u>					
Security Supervisor	23	1	24	24	
Sub-total:	23	1	24	24	
<u>Security Guard Level</u>					
Security Guard	339	1	340	304	
Armed Guard	36	-	36	36	
Sub-total:	375	1	376	340	
Total:	402	2	404	368	(-8.9%)

Number Employed and Forecast by Sector by Principal Job

(v) Security Guarding Services & Security Systems Installation/Maintenance/Repair/Design /Others

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Senior Manager	33	-	33	33	
Security Manager/Operations Manager/Security Centre Controller	137	-	137	137	
Security Consultant	24	-	24	24	
Security System Project Manager	7	-	7	7	
Security System Design/Installation/Maintenance Engineer	48	-	48	48	
Security Training Manager	9	1	10	10	
Other Security Services Related Manager	16	-	16	16	
Sub-total:	274	1	275	275	
<u>Supervisory/Technical Level</u>					
Security Supervisor	928	8	936	969	
Security System Installation/Maintenance Technician	305	-	305	309	
Technical Support Staff	13	-	13	13	
Security Training Officer	8	-	8	8	
Other Security Services Related Supervising Personnel	163	-	163	163	
Sub-total:	1 417	8	1 425	1 462	
<u>Security Guard Level</u>					
Security Guard	10922	219	11141	11289	
	100	-	100	100	
Sub-total:	11 022	219	11 241	11 389	
Total:	12 713	228	12 941	13 126	(+1.4%)

Number Employed and Forecast by Sector by Principal Job

(vi) Security Guarding Services, Armoured Transportation Services & Security Systems Installation/Maintenance/Repair/Design/Others

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Security Manager/Operations Manager/Security Centre Controller	6	-	6	6	
Security System Project Manager	4	-	4	4	
Security System Design/Installation/Maintenance Engineer	6	-	6	6	
Sub-total:	16	0	16	16	
<u>Supervisory/Technical Level</u>					
Security Supervisor	440	7	447	447	
Security System Installation/Maintenance Technician	34	-	34	34	
Other Security Services Related Supervising Personnel	105	-	105	105	
Sub-total:	579	7	586	586	
<u>Security Guard Level</u>					
Security Guard	2606	105	2711	2711	
Armed Guard	310	-	310	310	
Other Security Services Related Personnel	156	-	156	156	
Sub-total:	3 072	105	3 177	3 177	
Total:	3 667	112	3 779	3 779	(0%)

Number Employed and Forecast by Sector by Principal Job

(vii) Owners' Corporation

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Security Manager/Operations Manager/Security Centre Controller	32	-	32	32	
Sub-total:	32	0	32	32	
<u>Supervisory/Technical Level</u>					
Security Supervisor	602	-	602	602	
Sub-total:	602	0	602	602	
<u>Security Guard Level</u>					
Security Guard	5781	64	5845	5813	
Other Security Services Related Personnel	159	-	159	159	
	32	-	32	32	
Sub-total:	5 972	64	6 036	6 004	
Total:	6 606	64	6 670	6 638	(-0.5%)

Number Employed and Forecast by Sector by Principal Job

(viii) Supplementary Samples

<u>Job Title</u>	<u>Number of Employees</u>	<u>Vacancies at Date of survey</u>	<u>Number of Posts at May 2005</u>	<u>Forecast of number of employees in the next 12 months</u>	
<u>Professional/ Managerial Level</u>					
Senior Manager	4	-	4	4	
Security Manager/Operations Manager/Security Centre Controller	11	1	12	12	
Security System Project Manager	1	-	1	1	
Security System Design/Installation/Maintenance Engineer	4	-	4	4	
Other Security Services Related Manager	2	-	2	2	
Sub-total:	22	1	23	23	
<u>Supervisory/Technical Level</u>					
Security Supervisor	57	-	57	57	
Security System Installation/Maintenance Technician	4	-	4	4	
Other Security Services Related Supervising Personnel	8	-	8	8	
Sub-total:	69	0	69	69	
<u>Security Guard Level</u>					
Security Guard	421	2	423	412	
Other Security Services Related Personnel	1	-	1	1	
Sub-total:	422	2	424	413	
Total:	513	3	516	505	(-2.1%)
Grand Total:	98 041	1 385	99 426	99 358	(-0.1%)