

## SECTION II

### SUMMARY OF SURVEY FINDINGS

- 2.1 The following information was collected from the survey:
- (a) number of employees;
  - (b) number of existing vacancies;
  - (c) employers' forecast of the manpower demand in May 2006;
  - (d) number of employee turnover;
  - (e) employers' preferred education of employees;
  - (f) employers' preferred period of experience of employees; and
  - (g) income distribution of employees.

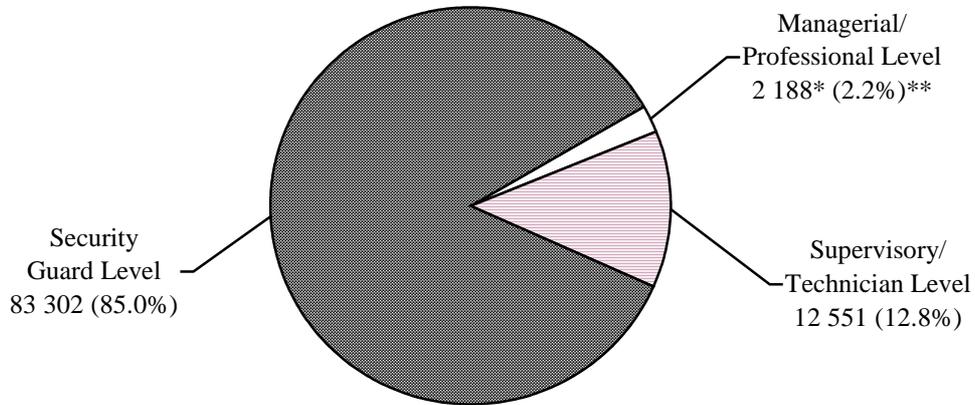
2.2 Employers were further requested to provide information on the number of internal promotion, recruitment difficulties, preferred vocational qualification, types of training provided to employees in the past 12 months and types of training to be provided to employees in the next 12 months. The findings are summarized in the ensuing paragraphs.

#### Number of Employees

2.3 The survey reveals that during the survey period, there were 117 566 employees, including 98 041 technical employees and 19 525 non-technical employees. Out of these 98 041 technical employees, 90 922 by the security companies, 6 606 by the Owners Corporations and 513 by the supplementary samples. The distribution by job level is shown in **Figure 1**. The term technical employees (hereinafter called "employees") refer to those security services related personnel employed in the principal jobs at the time of the survey. As in the previous reports, the non-technical employees have been excluded from all analysis in this report. They refer to those working in administrative, accounting, personnel and supporting areas.

**Figure 1: Distribution of Employees by Job Level**

**Total: 98 041**



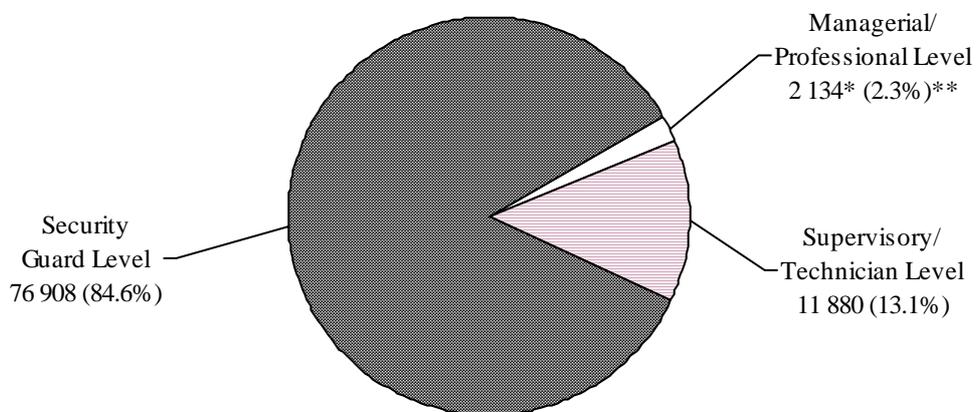
\* Number of employees

\*\* As percentage of the number of employees in the industry

2.4 The distributions of manpower by branch by job level are shown in **Figures 2, 3 and 4**. The distribution of employees by type of security company licence is shown in **Appendix 7**.

**Figure 2: Distribution of Employees of Security Companies by Job Level**

**Total: 90 922**

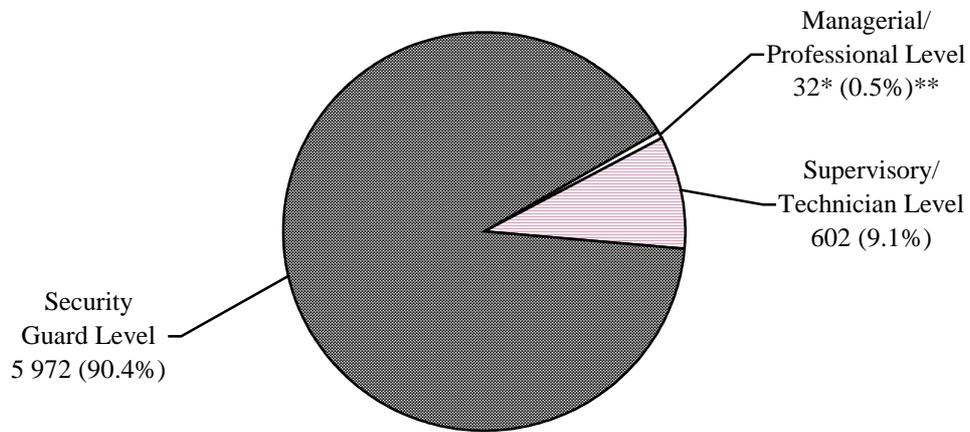


\* Number of employees

\*\* As percentage of the number of employees in this branch

**Figure 3: Distribution of Employees of Owners Corporations by Job Level**

**Total: 6 606**

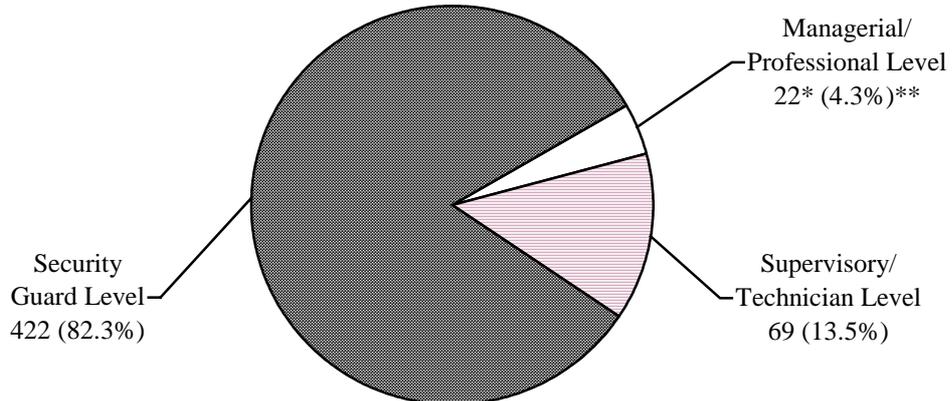


\* Number of employees

\*\* As percentage of the number of employees in this branch

**Figure 4: Distribution of Employees of the Supplementary Samples by Job Level**

**Total: 513**

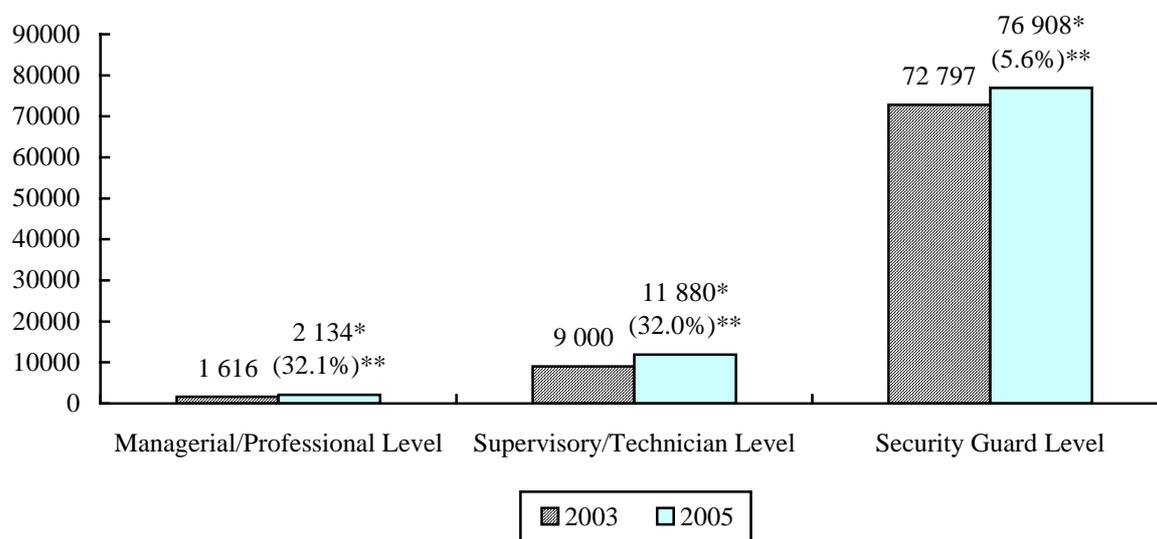


\* Number of employees

\*\* As percentage of the number of employees in this branch

2.5 The comparison of manpower of security companies by job level between 2003 and 2005 is illustrated in **Figure 5** and **Table A**.

**Figure 5: Comparison of Manpower of Security Companies between 2003 and 2005 by Job Level**



\* Number of employees at the job level

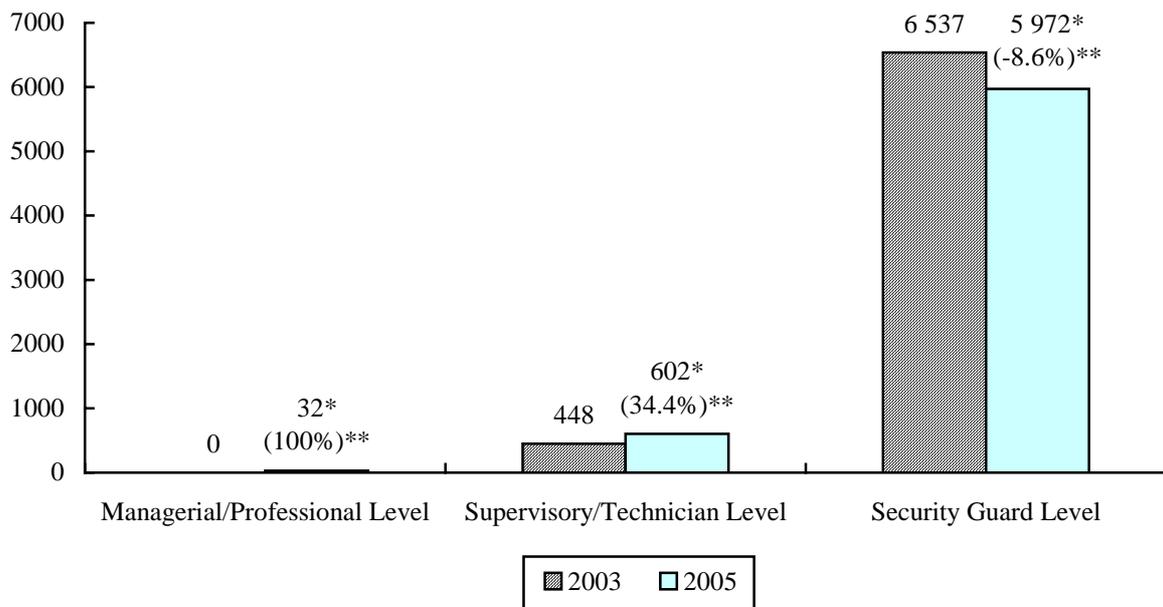
\*\* As percentage increase/decrease of the number of employees at the job level in 2003

**Table A: Manpower Growth of Security Companies in 2003 by Job Level**

<u>Job Level</u>	<u>No. of Employees in May 2003</u>	<u>No. of Employees in May 2005</u>	<u>Growth (%)</u>
Managerial/Professional	1 616	2 134	518 (32.1)
Supervisory/Technician	9 000	11 880	2 880 (32.0)
Security Guard	72 797	76 908	4 111 (5.6)
<b>Total</b>	<b>83 413</b>	<b>90 922</b>	<b>7 509 (+9.0)</b>

2.6 The comparison of manpower of Owners Corporations by job level between 2003 and 2005 is illustrated in **Figure 6** and **Table B**.

**Figure 6: Comparison of Manpower of Owners Corporations between 2003 and 2005 by Job Level**



\* Number of employees at the job level

\*\* As percentage increase/decrease of the number of employees at the job level in 2003

**Table B: Manpower Growth of Owners Corporations in 2005 by Job Level**

<u>Job Level</u>	<u>No. of Employees in May 2003</u>	<u>No. of Employees in May 2005</u>	<u>Growth (%)</u>
Managerial/Professional	-	32	32 (100%)
Supervisory/Technician	448	602	154 (34.4%)
Security Guard	6 537	5 972	-565 (-8.6%)
<b>Total</b>	<b>6 985</b>	<b>6 606</b>	<b>-379</b> <b>(-5.4%)</b>

2.7 The distribution of the total manpower by job level and by principal job is shown in **Table C**.

**Table C: Number of Employees by Principal Job Level**

<u>Job Level</u>	<u>Employees of Security Companies</u> (%)*	<u>Employees of Owners Corporations</u> (%)*	<u>Employees of Supplementary Samples</u> (%)*	<u>Total</u> (%)*
<u>MANAGERIAL/PROFESSIONAL LEVEL</u>				
Senior Manager	259 (11.8)	-	4 (0.2)	<b>263</b> <b>(12.0)</b>
Security Manager/Operations Manager/ Security Centre Controller	936 (42.8)	32 (1.5)	11 (0.5)	<b>979</b> <b>(44.7)</b>
Security Consultant	57 (2.6)	-	-	<b>57</b> <b>(2.6)</b>
Security System Project Manager	214 (9.8)	-	1 -	<b>215</b> <b>(9.8)</b>
Security System Design/Installation/ Maintenance Engineer	487 (22.3)	-	4 (0.2)	<b>491</b> <b>(22.4)</b>
Security Training Manager	40 (1.8)	-	-	<b>40</b> <b>(1.8)</b>
Other Security Services Related Manager	141 (6.4)	-	2 (0.1)	<b>143</b> <b>(6.5)</b>
<b>Sub-total:</b>	<b>2 134</b> <b>(97.5)</b>	<b>32</b> <b>(1.5)</b>	<b>22</b> <b>(1.0)</b>	<b>2 188</b> <b>(100)#</b>
<u>SUPERVISORY/TECHNICIAN LEVEL</u>				
Security Supervisor	8 466 (67.5)	602 (4.8)	57 (0.5)	<b>9 125</b> <b>(72.7)</b>
Security System Installation/Maintenance Technician	2 053 (16.4)	- -	4 -	<b>2 057</b> <b>(16.4)</b>
Technical Support Staff	492 (3.9)	- -	-	<b>492</b> <b>(3.9)</b>
Security Training Officer	50 (0.4)	- -	-	<b>50</b> <b>(0.4)</b>
VIP Protection Officer/Private Body Guard	12 (0.1)	-	-	<b>12</b> <b>(0.1)</b>
Other Security Services Related Supervising Personnel	807 (6.4)	- -	8 (0.1)	<b>815</b> <b>(6.5)</b>
<b>Sub-total:</b>	<b>11 880</b> <b>(94.7)</b>	<b>602</b> <b>(4.8)</b>	<b>69</b> <b>(0.5)</b>	<b>12 551</b> <b>(100)#</b>

<u>Job Level</u>	<u>Employees of Security Companies</u> (%)*	<u>Employees of Owners Corporations</u> (%)*	<u>Employees of Supplementary Samples</u> (%)*	<u>Total</u> (%)*
<b><u>SECURITY GUARD LEVEL</u></b>				
Security Guard/Caretaker	75 582 (90.7)	5 781 (6.9)	421 (0.5)	<b>81 784</b> <b>(98.2)</b>
Armed Guard	822 (1.0)	-	-	<b>822</b> <b>(1.0)</b>
Other Security Services Personnel	504 (0.6)	191 (0.2)	1 -	<b>696</b> <b>(0.8)</b>
<hr/>				
<b>Sub-total:</b>	<b>76 908</b> <b>(92.3)</b>	<b>5 972</b> <b>(7.2)</b>	<b>422</b> <b>(0.5)</b>	<b>83 302</b> <b>(100)#</b>
<b>GRAND TOTAL:</b>	<b>90 922</b> <b>(92.7)**</b>	<b>6 606</b> <b>(6.7)**</b>	<b>513</b> <b>(0.5)**</b>	<b>98 041</b> <b>(100)#</b>

# The percentage may not add up to 100 owing to rounding  
 (%)\* As percentage of the total number of employees at the same job level  
 (\*\*)% As percentage of the total number of employees in the industry

2.8 A comparison of the number of employees of security companies between 2003 and 2005 by job level by principal job is shown in **Table D**.

**Table D: Comparison of Manpower of Security Companies between 2003 and 2005 by Job Level by Principal Job**

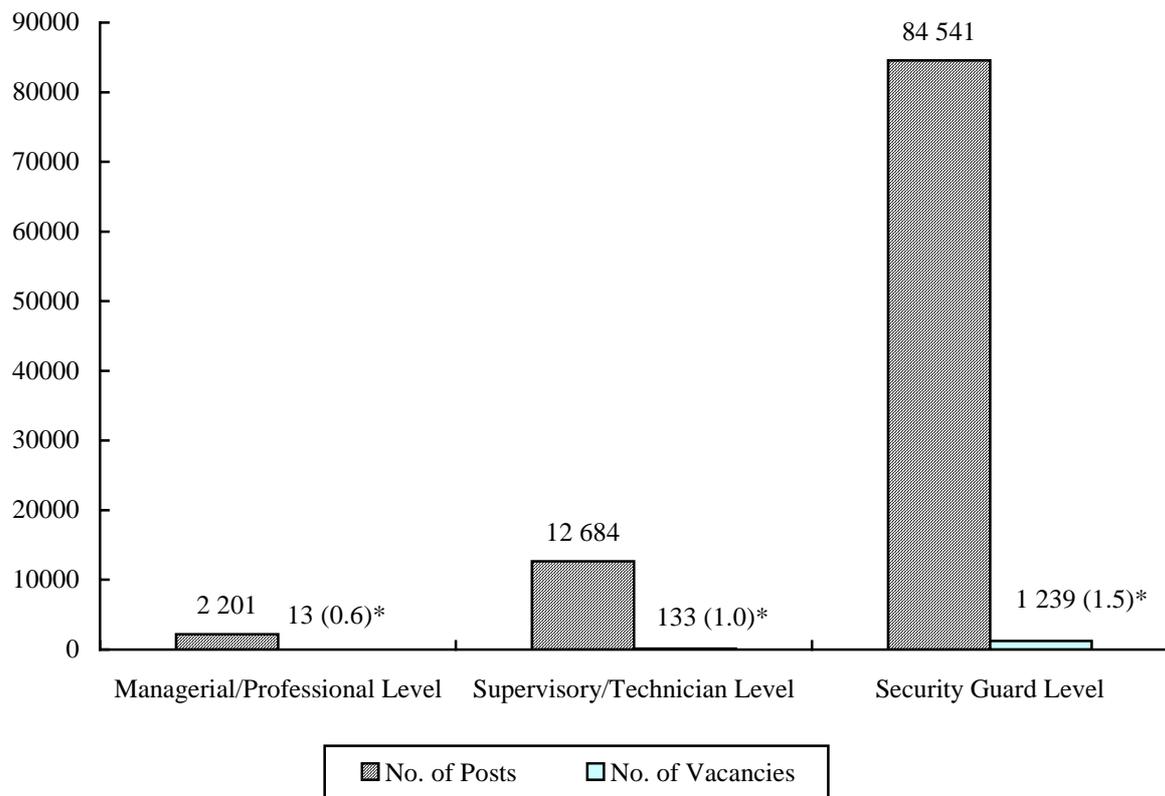
<u>Job Level</u>	<u>Manpower in 2003</u>	<u>Manpower in 2005</u>	<u>Growth in Manpower (%)*</u>
<u>MANAGERIAL/PROFESSIONAL LEVEL</u>			
Senior Manager	266	259	-7
Security Manager/Operations Manager/Security Centre Controller	644	936	292
Security Consultant	25	57	32
Security System Project Manager	178	214	36
Security System Design/Installation/Maintenance Engineer	423	487	64
Security Training Manager	39	40	1
Other Security Services Related Manager	41	141	100
<b>Sub-total:</b>	<b>1 616</b>	<b>2 134</b>	<b>518 (32.1)</b>
<u>SUPERVISORY/TECHNICIAN LEVEL</u>			
Security Supervisor	7 133	8 466	1 333
Security System Installation/Maintenance Technician	1 665	2 053	388
Technical Support Staff	67	492	425
Security Training Officer	44	50	6
VIP Protection Officer/Private Body Guard	-	12	12
Other Security Services Related Supervising Personnel	91	807	716
<b>Sub-total:</b>	<b>9 000</b>	<b>11 880</b>	<b>2 880 (32.0)</b>
<u>SECURITY GUARD LEVEL</u>			
Security Guard/Caretaker	71 804	75 582	3 778
Armed Guard	904	822	-82
Other Security Services Related Personnel	89	504	415
<b>Sub-total:</b>	<b>72 797</b>	<b>76 908</b>	<b>4 111 (5.6)</b>
<b>GRAND TOTAL</b>	<b>83 413</b>	<b>90 922</b>	<b>7 509 (9.0)</b>

(%)\* As percentage of the growth in the number of employees of security companies

## Number of Vacancies

2.9 At the time of the survey, employers reported 1 385 vacancies, or 1.4% of the existing 99 426 posts (posts = 1 385 vacancies + 98 041 employees). By job level, the security guard level has the highest number of vacancies of 1 239. Vacancy by job level is shown in **Figure 7** and by principal job in **Table E**.

**Figure 7: Posts and Vacancies by Job Level**



\* As percentage of the number of posts by level

**Table E: Number of Existing Vacancies by Principal Job**

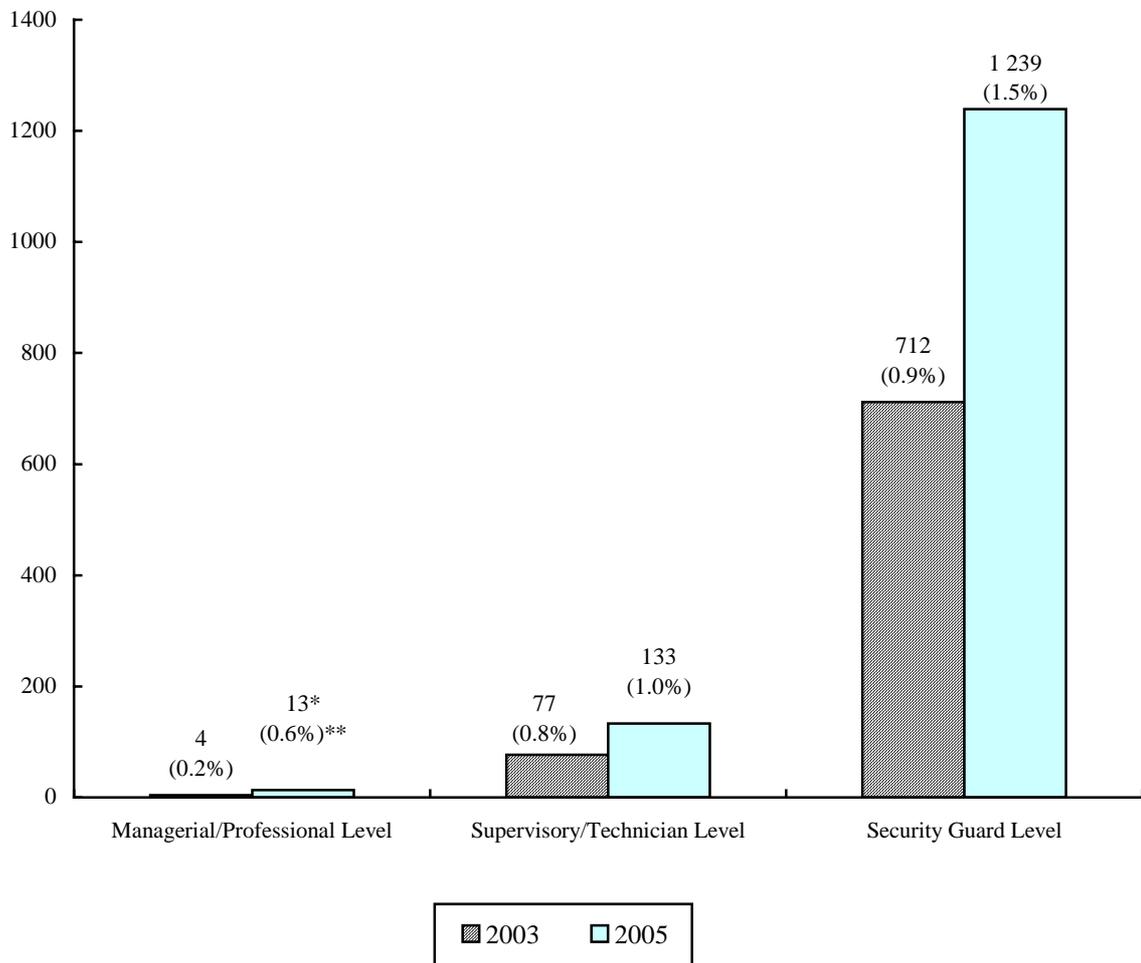
<u>Job Level</u>	<u>Number of Employees</u>	<u>Number of Vacancies</u>	<u>Number of Posts</u>	<u>(%)*</u>
<u>MANAGERIAL/PROFESSIONAL LEVEL</u>				
Senior Manager	263	-	263	-
Security Manager/Operations Manager/Security Centre Controller	979	2	981	(0.2)
Security Consultant	57	-	57	-
Security System Project Manager	215	-	215	-
Security System Design/Installation/Maintenance Engineer	491	7	498	(1.4)
Security Training Manager	40	1	41	(2.5)
Other Security Services Related Manager	143	3	146	(2.1)
	<hr/>	<hr/>	<hr/>	<hr/>
	2 188	13	2 201	(0.6) - **
<u>SUPERVISORY/TECHNICIAN LEVEL</u>				
Security Supervisor	9 125	94	9 219	(1.0)
Security System Installation/Maintenance Technician	2 057	35	2 092	(1.7)
Technical Support Staff	492	-	492	-
Security Training Officer	50	-	50	-
VIP Protection Officer/Private Body Guard	12	-	12	-
Other Security Services Related Supervising Personnel	815	4	819	(0.5)
	<hr/>	<hr/>	<hr/>	<hr/>
	12 551	133	12 684	(1.0) (0.1)**
<u>SECURITY GUARD LEVEL</u>				
Security Guard/Caretaker	81 784	1 239	83 023	(1.5)
Armed Guard	822	-	822	-
Other Security Services Related Personnel	696	-	696	-
	<hr/>	<hr/>	<hr/>	<hr/>
	83 302	1 239	84 541	(1.5) (1.2)**
<b>GRAND TOTAL:</b>	<b>98 041</b>	<b>1 385</b>	<b>99 426</b>	<b>(1.4)**</b>

(%)\* As percentage of total number of posts at the same job level

(%)\*\* As percentage of total number of posts in the industry

2.10 A comparison of the number of vacancies between 2003 and 2005 is shown in **Figure 8.**

**Figure 8: Comparison of Vacancies between 2003 and 2005**



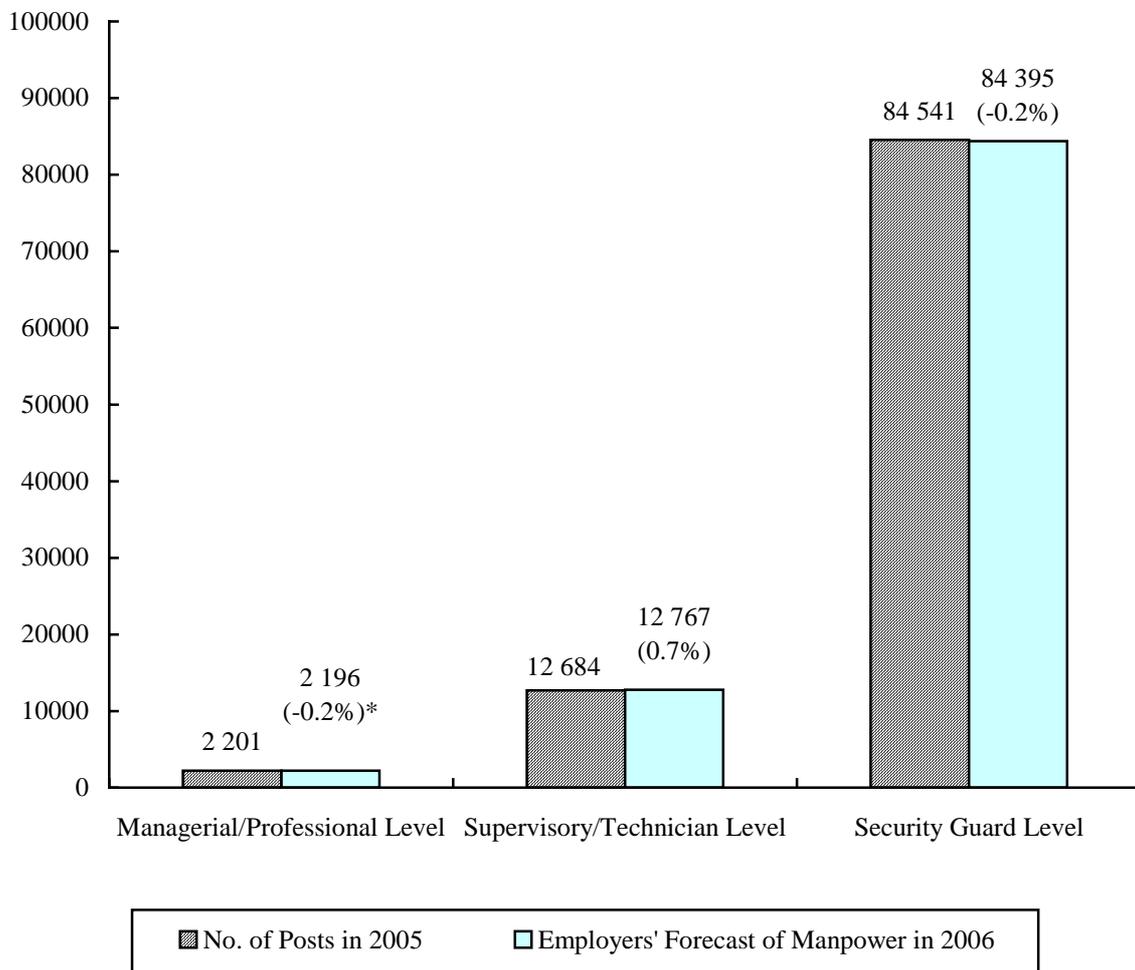
\* Number of vacancies by job level

\*\* As percentage of the number of posts by job level

Employers' Forecast Manpower Demand by May 2006

2.11 Employers forecast that there would be 99 358 posts by May 2006, a decrease of 0.1% over the number of posts in May 2005. Among these, only the supervisory/technician level would have a growth of 83 new jobs (or 0.7%). For the managerial/professional and security guard levels, employers forecast a decrease of 5 jobs (or -0.2%) and 146 jobs (or -0.2%) respectively. Employers' forecast manpower growth by May 2006 by post by job level is presented in **Figure 9** and by principal job in **Table F**.

**Figure 9: Employers' Forecast of Security Services Manpower Demand by May 2006 by Job Level**



\* As percentage increase in number of posts at the same job level

**Table F: Employers' Forecast of Manpower Growth by Principal Job in 2006**

<u>Job Level</u>	<u>No. of Posts in 2005</u>	<u>Forecast of Manpower in 2006</u>	<u>(%)*</u>
<b><u>MANAGERIAL/PROFESSIONAL LEVEL</u></b>			
Senior Manager	263	263	-
Security Manager/Operations Manager/ Security Centre Controller	981	981	-
Security Consultant	57	57	-
Security System Project Manager	215	215	-
Security System Design/Installation/ Maintenance Engineer	498	496	(-0.4)
Security Training Manager	41	41	-
Other Security Services Related Manager	146	143	(-2.1)
<b><i>Sub-total:</i></b>	<b><i>2 201</i></b>	<b><i>2 196</i></b>	<b><i>(-0.2)**</i></b>
<b><u>SUPERVISORY/TECHNICIAN LEVEL</u></b>			
Security Supervisor	9 219	9 255	(0.4)
Security System Installation/Maintenance Technician	2 092	2 136	(2.1)
Technical Support Staff	492	499	(1.4)
Security Training Officer	50	50	-
VIP Protection Officer/Private Body Guard	12	12	-
Other Security Services Related Supervising Personnel	819	815	(-0.5)
<b><i>Sub-total:</i></b>	<b><i>12 684</i></b>	<b><i>12 767</i></b>	<b><i>(0.7)**</i></b>
<b><u>SECURITY GUARD LEVEL</u></b>			
Security Guard/Caretaker	83 023	82 875	(-0.2)
Armed Guard	822	824	(0.2)
Other Security Services Related Personnel	696	696	-
<b><i>Sub-total:</i></b>	<b><i>84 541</i></b>	<b><i>84 395</i></b>	<b><i>(-0.2)**</i></b>
<b>GRAND TOTAL:</b>	<b>99 426</b>	<b>99 358</b>	<b>(-0.1)<sup>@</sup></b>

(%)\* As percentage of the number of posts at the same principal job level

(%)\*\* As percentage of the number of posts at the same job level

(%)<sup>@</sup> As percentage of the total number of posts in the industry in 2005

Internal Promotion in the Past 12 Months

2.12 The survey reveals that 904 employees were promoted from within in the surveyed sample establishments. Of the 904 employees promoted, 842 were promoted to the supervisory/technician level and 62 to the managerial/professional level. A summary of the promotion pattern by branch by job level is shown in **Table G**.

**Table G: Number of Internal Promotion by Branch by Level**

Branch	Managerial/ Professional Level		Supervisory/ Technician Level	
	No. Employed	No. of Internal Promotion	No. Employed	No. of Internal Promotion
Security Guarding Services	962	22	7 568	672
Armoured Transportation Services	24	2	68	-
Security Systems Installation/ Maintenance/ Repair/ Design/ Others	854	23	2 225	2
Security Guarding/ Armoured Transportation Services	4	-	23	-
Security Guarding/ Security Systems Installation/ Maintenance/ Repair/ Design/ Others	274	11	1 417	155
Security Guarding/ Armoured Transportation Services/ Security Systems Installation/ Maintenance/ Repair/ Design/ Others	16	2	579	-
Owners Corporations	32	-	602	-
Supplementary Samples	22	2	69	13
<b>Total:</b>	<b>2 188</b>	<b>62</b>	<b>12 551</b>	<b>842</b>

## Turnover in the Past 12 Months

2.13 **Tables H (i) and (ii)** show the overall staff turnover rate of 31.1% in the past 12 months, which is 2.5% lower than the 33.6% in 2003. The number of security services staff left in the past 12 months by reason by branch by job level is set out at **Appendix 8**. By job level, the security guard level experienced the highest turnover, with 28 489 employees leaving and 29 620 employees joining the industry, representing 33.7% of the number of posts at the same job level. Details of number of recruits in the past 12 months by branch by level are shown in **Appendix 9**.

**Table H (i) : Number of Security Services Staff Left in the Past 12 Months with Reasons by Job Level**

	<u>Managerial/ Professional</u>	<u>Supervisory/ Technician</u>	<u>Security Guard</u>	<u><b>Total No.</b></u>
<u>Number of Posts</u>	2 201	12 684	84 541	<b>99 426</b>
<u>Security Services Staff Left in the Past 12 Months with Reasons</u>				
Taking up security related jobs	40	961	11 636	<b>12 637</b>
Taking up non-security related jobs	31	32	890	<b>953</b>
Emigration, retirement, starting security unrelated business, further studies and other reasons	1	102	1 058	<b>1 161</b>
Unknown reasons	165	1 072	14 905	<b>16 142</b>
<b>Total:</b>	<b>237</b>	<b>2 167</b>	<b>28 489</b>	<b>30 893</b>
<b>(%)</b>	<b>(10.8)*</b>	<b>(17.1)*</b>	<b>(33.7)*</b>	<b>(31.1)**</b>

\* As percentage of the number of posts at the same job level

\*\* As percentage of the number of posts in the industry

**Table H (ii) : Number of Recruits in the Past 12 Months by Job Level**

	<u>Managerial/ Professional</u>	<u>Supervisory/ Technician</u>	<u>Security Guard</u>	<u><b>Total No.</b></u>
<u>Recruits in the Past 12 Months</u>	172	1 802	29 620	<b>31 594</b>

## Recruitment Difficulty

2.14 10.0% of the 295 respondents reported that they had come across difficulty in the recruitment of staff, particularly security guard. Same as in 2003, the main reasons for the recruitment difficulty at this job level were unattractive salary, long working hours and lack of candidates with relevant experience. Other reasons given included location and language barriers. Reasons for recruitment difficulty for each job level are shown in **Table I**.

**Table I: Reasons for Recruitment Difficulty by Job Level**

<u>Reasons for Recruitment Difficulty#</u>	<u>Managerial/ Professional</u> %*	<u>Supervisory</u> %	<u>Technician</u> %	<u>Security Guard</u> %
General Labour Shortage	0.3	0.5	-	7.9
Long Working Hour	-	0.9	-	25.0
Dangerous Working Environment	-	-	0.6	0.8
Unattractive Salary	0.6	1.5	1.4	34.0
Low Status	-	-	0.2	7.4
Lack of Candidates with Relevant Experience and Training	1.1	0.8	0.3	15.9
Others	-	0.3	1.5	9.0

# Respondents may choose more than one reason

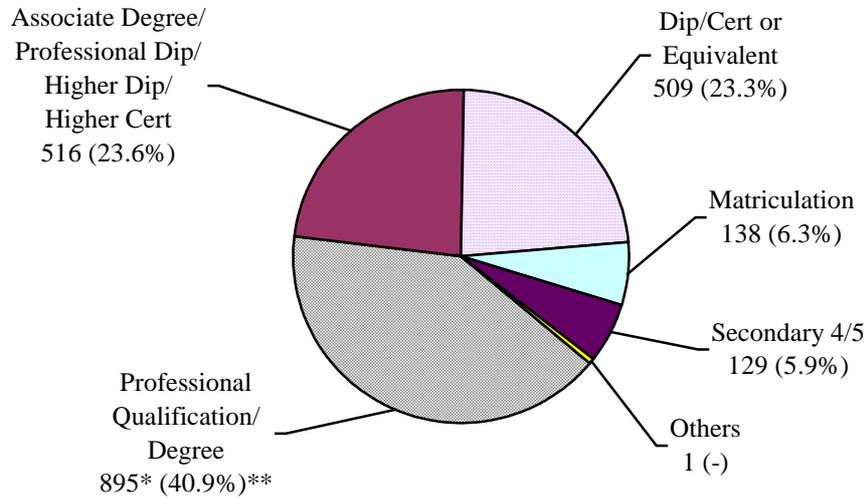
\* As percentage of the number of respondents with recruitment difficulty

## Employers' Preferred Educational Level of Employees

2.15 The survey shows that 40.9% employees at the managerial/professional level were preferred to have professional qualification/degree level of education. 55.0% at the supervisory/technician level to possess secondary 4 to 5 level of education, and 86.5% at the security guard level to have secondary 3 level or below. Comparisons of the preferred education between 2003 and 2005 by level are shown in **Figures 10 to 12**. A summary of the preferred education of employees by principal job is presented in **Table J**. Details of the employers' preferred education level of employees by branch by level by principal job are shown in **Appendix 10**.

**Figure 10 (i): Employers' Preferred Education Level of Employees at the Managerial/Professional Level in 2005**

**Total: 2 188 employees**

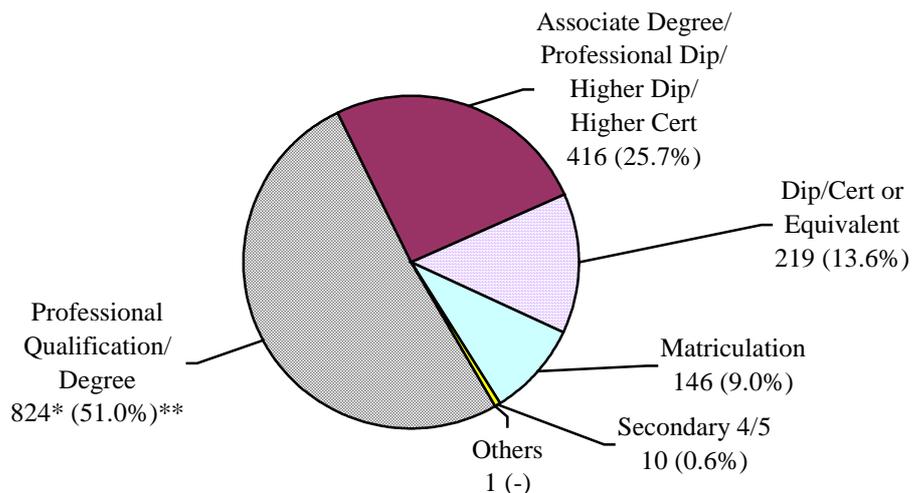


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 10 (ii): Employers' Preferred Education Level of Employees at the Managerial/Professional Level in 2003**

**Total: 1 616 employees**

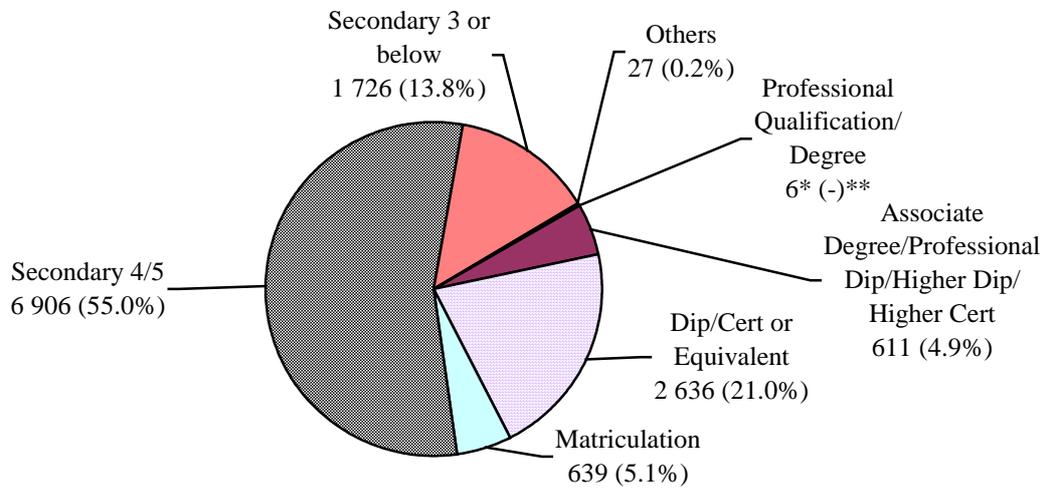


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 11 (i): Employers' Preferred Education Level of Employees at the Supervisory/Technician Level in 2005**

**Total: 12 551 employees**

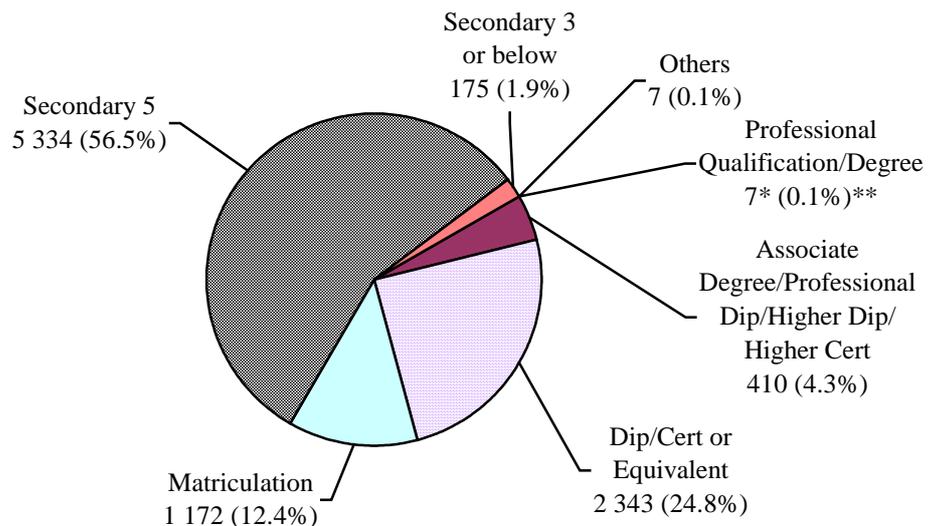


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 11 (ii): Employers' Preferred Education Level of Employees at the Supervisory/Technician Level in 2003**

**Total: 9 448 employees**

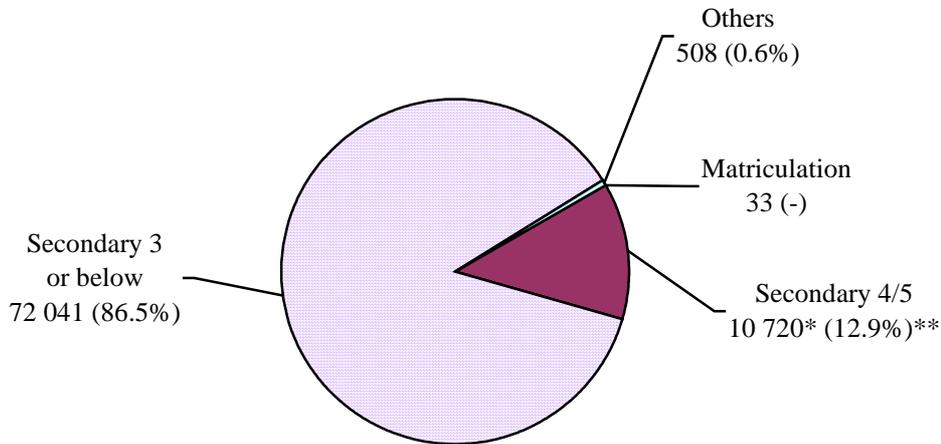


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 12(i): Employers' Preferred Education Level of Employees at the Security Guard Level in 2005**

**Total: 83 302 employees**

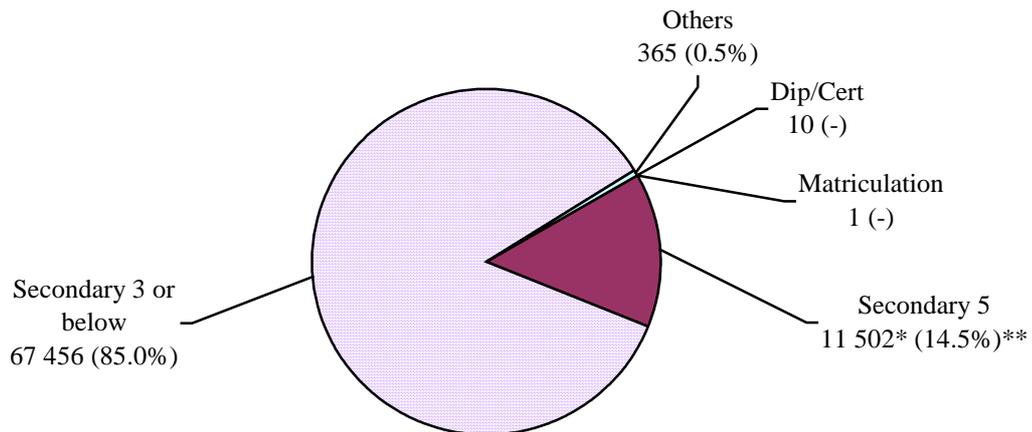


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 12(ii): Employers' Preferred Education Level of Employees at the Security Guard Level in 2003**

**Total: 79 334 employees**



\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Table J: Employers' Preferred Education of Employees by Level by Principal Job**

<u>Job Level</u>	<u>Professional Qualification/ Degree</u>	<u>Associate Degree/ Professional Dip/ Higher Dip/ Higher Cert</u>	<u>Diploma/ Cert/ Equivalent</u>	<u>Matriculation</u>	<u>Secondary 4/5</u>	<u>Secondary 3 or below</u>	<u>Others</u>	<u>Total</u>
<b><u>MANAGERIAL/PROFESSIONAL LEVEL</u></b>								
Senior Manager	158	59	39	6	1	-	-	<b>263</b>
Security Manager/Operations Manager/Security Centre Controller	316	188	249	103	122	-	1	<b>979</b>
Security Consultant	38	10	9	-	-	-	-	<b>57</b>
Security System Project Manager	99	54	43	19	-	-	-	<b>215</b>
Security System Design/Installation/Maintenance Engineer	193	152	142	4	-	-	-	<b>491</b>
Security Training Manager	13	2	23	1	1	-	-	<b>40</b>
Other Security Services Related Manager	78	51	4	5	5	-	-	<b>143</b>
<b><i>Sub-total:</i></b>	<b>895</b>	<b>516</b>	<b>509</b>	<b>138</b>	<b>129</b>	<b>-</b>	<b>1</b>	<b>2 188</b>
<b><i>(%)*</i></b>	<b>(40.9)</b>	<b>(23.6)</b>	<b>(23.3)</b>	<b>(6.3)</b>	<b>(5.9)</b>	<b>-</b>	<b>(-)</b>	<b>(100)#</b>
<b><u>SUPERVISORY/TECHNICIAN LEVEL</u></b>								
Security Supervisor	-	97	947	589	5 777	1 698	17	<b>9 125</b>
Security System Installation/Maintenance Technician	-	74	1 469	44	454	16	-	<b>2 057</b>
Technical Support Staff	-	254	167	6	65	-	-	<b>492</b>
Security Training Officer	1	15	23	-	11	-	-	<b>50</b>
VIP Protection Officer/Private Body Guard	-	-	-	-	-	12	-	<b>12</b>
Other Security Services Related Supervising Personnel	5	171	30	-	599	-	10	<b>815</b>
<b><i>Sub-total:</i></b>	<b>6</b>	<b>611</b>	<b>2 636</b>	<b>639</b>	<b>6 906</b>	<b>1 726</b>	<b>27</b>	<b>12 551</b>
<b><i>(%)*</i></b>	<b>(-)</b>	<b>(4.9)</b>	<b>(21.0)</b>	<b>(5.1)</b>	<b>(55.0)</b>	<b>(13.8)</b>	<b>(0.2)</b>	<b>(100)#</b>
<b><u>SECURITY GUARD LEVEL</u></b>								
Security Guard/Caretaker	-	-	-	-	10 101	71 175	508	<b>81 784</b>
Armed Guard	-	-	-	-	403	419	-	<b>822</b>
Other Security Services Related Personnel	-	-	-	33	216	447	-	<b>696</b>
<b><i>Sub-total:</i></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>33</b>	<b>10 720</b>	<b>72 041</b>	<b>508</b>	<b>83 302</b>
<b><i>(%)*</i></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(12.9)</b>	<b>(86.5)</b>	<b>(0.6)</b>	<b>(100)#</b>
<b>GRAND TOTAL:</b>	<b>901</b>	<b>1 127</b>	<b>3 145</b>	<b>810</b>	<b>17 755</b>	<b>73 767</b>	<b>536</b>	<b>98 041</b>
<b><i>(%)**</i></b>	<b>(0.9)</b>	<b>(1.1)</b>	<b>(3.2)</b>	<b>(0.8)</b>	<b>(18.1)</b>	<b>(75.2)</b>	<b>(0.5)</b>	<b>(100)#</b>

\* As percentage of the number of employees at the same job level

\*\* As percentage of the total number of employees in the industry

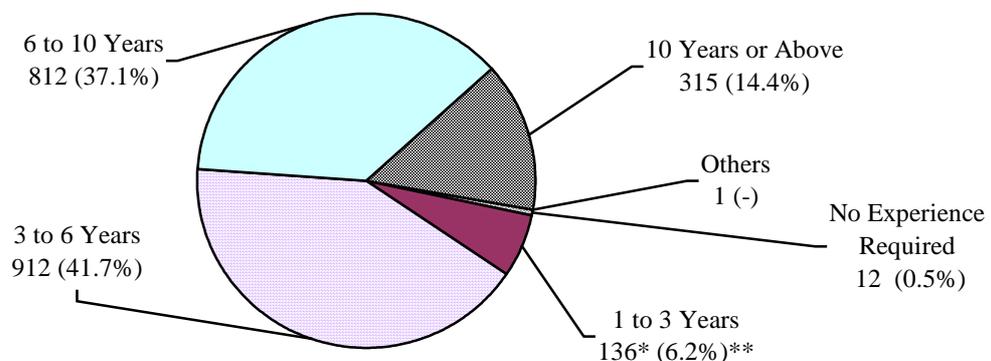
# The percentage may not add up to 100 owing to rounding

Employers' Preferred Period of Experience of Employees

2.16 The survey reveals that the 41.7% of the employees at the managerial/professional level were preferred to have 3 to 6 years of experience. 54.6% of the employees at the supervisory/technician level to have 3 to 6 years of experience and 51.2% of at the security guard level to have less than 1 year of experience. Comparisons of the employers' preferred period of experience of employees between 2003 and 2005 by job level are shown in **Figures 13 to 15**. A summary of the employers' preferred experience of employees by principal job is presented in **Table K**. Details of the employers' preferred period of experience of employees by branch by level by principal job are shown in **Appendix 11**.

**Figure 13(i): Employers' Preferred Period of Experience of Employees at the Managerial/Professional Level in 2005**

**Total: 2 188 employees**

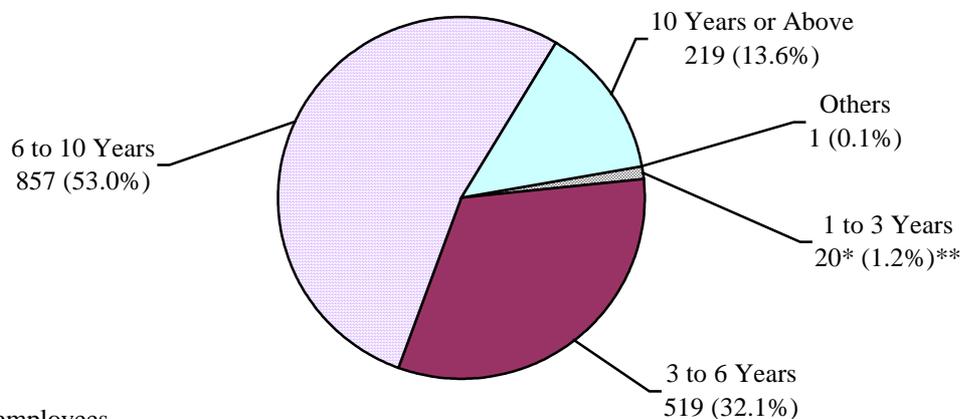


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 13(ii): Employers' Preferred Period of Experience of Employees at the Managerial/Professional Level in 2003**

**Total: 1 616 employees**

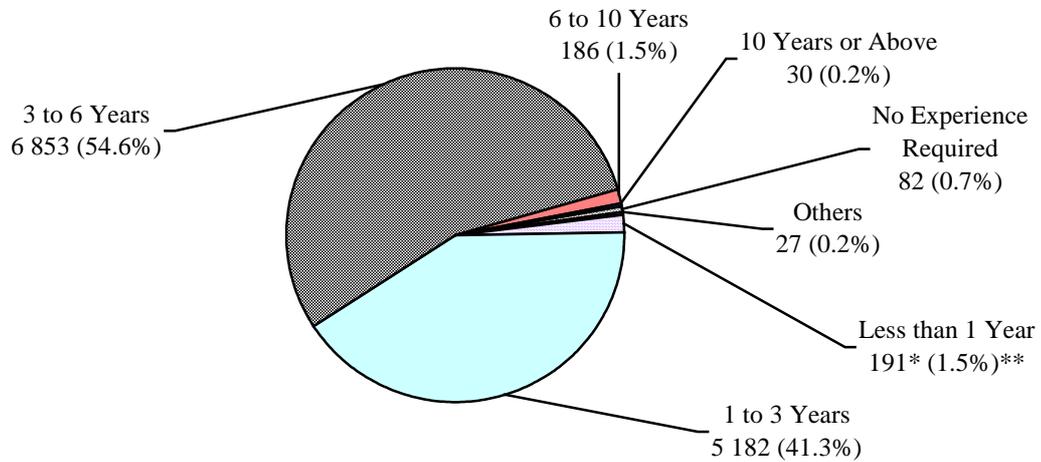


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 14(i): Employers' Preferred Period of Experience of Employees at the Supervisory/Technician Level in 2005**

**Total: 12 551 employees**

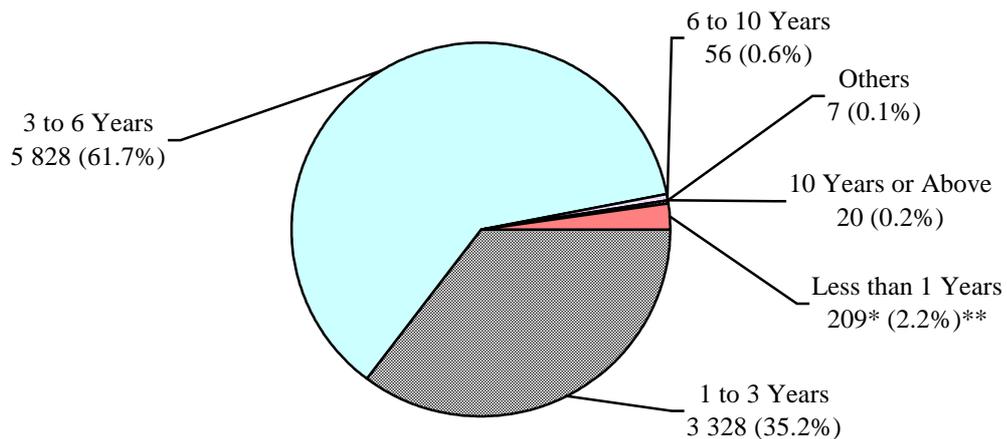


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 14(ii): Employers' Preferred Period of Experience of Employees at the Supervisory/Technician Level in 2003**

**Total: 9 448 employees**

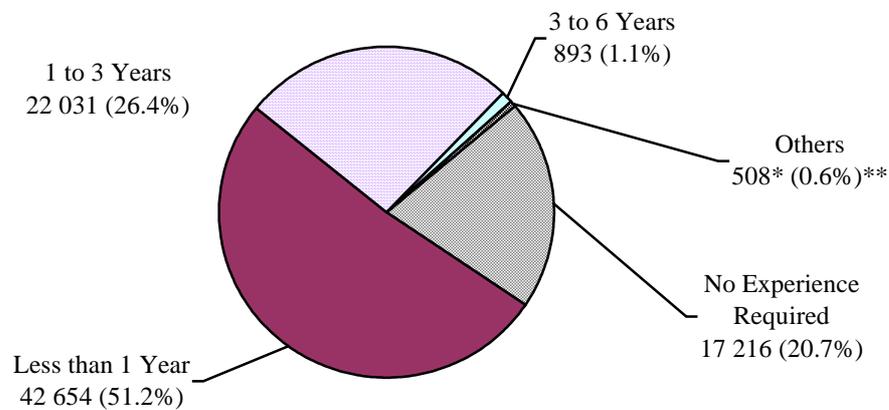


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 15(i): Employers' Preferred Period of Experience of Employees at the Security Guard Level in 2005**

**Total: 83 302 employees**

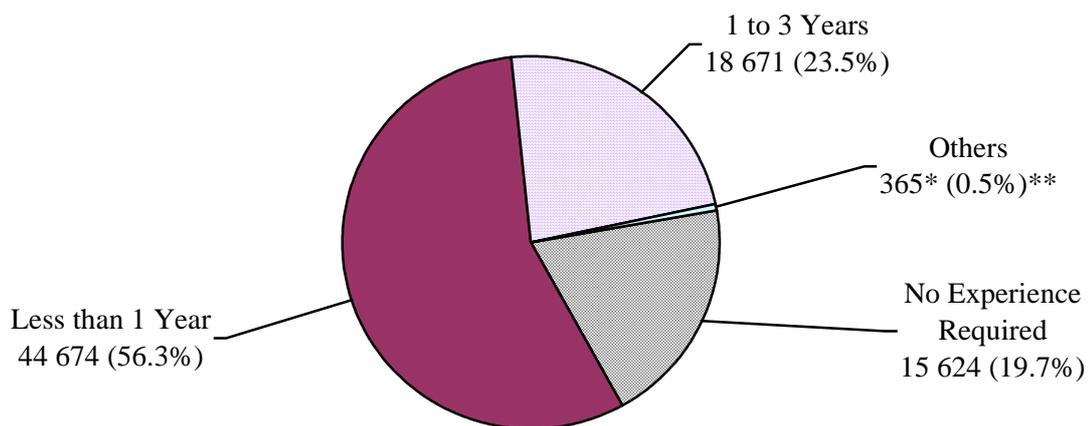


\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Figure 15(ii): Employers' Preferred Period of Experience of Employees at the Security Guard Level in 2003**

**Total: 79 334 employees**



\* No. of employees

\*\* As percentage of the number of employees at the job level  
The percentage may not add up to 100 owing to rounding

**Table K: Employers' Preferred Period of Experience of Employees by Principal Job**

<u>Job Level</u>	<u>No Experience Required</u>	<u>Less than 1 Year</u>	<u>1 to 3 Years</u>	<u>3 to 6 Years</u>	<u>6 to 10 Years</u>	<u>10 Years or above</u>	<u>Others</u>	<u>Total</u>
<b><u>MANAGERIAL/PROFESSIONAL LEVEL</u></b>								
Senior Manager	-	-	-	32	142	89	-	<b>263</b>
Security Manager/Operations Manager/Security Centre Controller	-	-	-	517	349	112	1	<b>979</b>
Security Consultant	-	-	-	4	38	15	-	<b>57</b>
Security System Project Manager	-	-	12	85	62	56	-	<b>215</b>
Security System Design/Installation/Maintenance Engineer	12	-	120	201	127	31	-	<b>491</b>
Security Training Manager	-	-	-	10	28	2	-	<b>40</b>
Other Security Services Related Manager	-	-	4	63	66	10	-	<b>143</b>
<b><i>Sub-total:</i></b>	<b>12</b>	<b>-</b>	<b>136</b>	<b>912</b>	<b>812</b>	<b>315</b>	<b>1</b>	<b>2 188</b>
<b><i>(%)*</i></b>	<b>(0.5)</b>	<b>-</b>	<b>(6.2)</b>	<b>(41.7)</b>	<b>(37.1)</b>	<b>(14.4)</b>	<b>(-)</b>	<b>(100)#</b>
<b><u>SUPERVISORY/TECHNICIAN LEVEL</u></b>								
Security Supervisor	-	112	3 023	5 940	33	-	17	<b>9 125</b>
Security System Installation/Maintenance Technician	82	68	1 108	631	148	20	-	<b>2 057</b>
Technical Support Staff	-	4	396	79	3	10	-	<b>492</b>
Security Training Officer	-	-	22	28	-	-	-	<b>50</b>
VIP Protection Officer/Private Body Guard	-	-	-	12	-	-	-	<b>12</b>
Other Security Services Related Supervising Personnel	-	7	633	163	2	-	10	<b>815</b>
<b><i>Sub-total:</i></b>	<b>82</b>	<b>191</b>	<b>5 182</b>	<b>6 853</b>	<b>186</b>	<b>30</b>	<b>27</b>	<b>12 551</b>
<b><i>(%)*</i></b>	<b>(0.7)</b>	<b>(1.5)</b>	<b>(41.3)</b>	<b>(54.6)</b>	<b>(1.5)</b>	<b>(0.2)</b>	<b>(0.2)</b>	<b>(100)#</b>
<b><u>SECURITY GUARD LEVEL</u></b>								
Security Guard/Caretaker	17 182	41 402	21 831	861	-	-	508	<b>81 784</b>
Armed Guard	-	633	189	-	-	-	-	<b>822</b>
Other Security Services Related Personnel	34	619	11	32	-	-	-	<b>696</b>
<b><i>Sub-total:</i></b>	<b>17 216</b>	<b>42 654</b>	<b>22 031</b>	<b>893</b>	<b>-</b>	<b>-</b>	<b>508</b>	<b>83 302</b>
<b><i>(%)*</i></b>	<b>(20.7)</b>	<b>(51.2)</b>	<b>(26.4)</b>	<b>(1.1)</b>	<b>-</b>	<b>-</b>	<b>(0.6)</b>	<b>(100)#</b>
<b>GRAND TOTAL:</b>	<b>17 310</b>	<b>42 845</b>	<b>27 349</b>	<b>8 658</b>	<b>998</b>	<b>345</b>	<b>536</b>	<b>98 041</b>
<b><i>(%)**</i></b>	<b>(17.7)</b>	<b>(43.7)</b>	<b>(27.9)</b>	<b>(8.8)</b>	<b>(1.0)</b>	<b>(0.4)</b>	<b>(0.5)</b>	<b>(100)#</b>

(%)\* As percentage of the number of employees at the same job level

(%)\*\* As percentage of the total number of employees in the industry

(%)# The percentage may not add up to 100 owing to rounding

## Employers' Preferred Vocational Qualifications of Employees

2.17 The survey reveals that most employers preferred their employees at the managerial/professional level to possess technical certificates, certificates of security trainers' courses and be qualified members of major security associations/institutions. For supervisors and security guards, most employers preferred their employees to have received security training under the Recognition Scheme and to possess trade test certificates. For technicians, employers preferred them to have technical certificates. **Table L** shows the employers' preferred vocational qualifications of employees by level. Details of the employers' preferred vocational qualifications by branch by job level are presented in **Appendix 12**.

**Table L: Employers' Preferred Vocational Qualification of Employees by Job Level**

Employers' Preferred Vocational Qualifications	Job Level of Employees			
	Manager	Supervisor	Technician	Security Guard
Number of Responding Security Companies/ Owners Corporations/ Supplementary Samples				
Qualified Member of major Security Institutions/Associations	461	74	6	-
Certificate of Security Trainers Courses	417	193	3	-
Certificate of Trade Tests for Security Guards of the Security Services Training Board, VTC	366	316	522	790
Certificate of Security Guard Training Course under the Recognition Scheme	373	395	440	753
Technical Certificate	491	83	1 357	3
Certificate of Skills Upgrading Scheme	170	227	267	200
Others	3	7	-	7

\* May choose more than 1 vocational qualification

## Income Distribution

2.18 The survey shows that 574 employees (or 26.2%) at the managerial/professional level were in the income range of \$20,001 to \$30,000. For supervisory/technician level, 3 951 employees (or 31.5%) were in the income range of \$7,501 to \$9,000 while 35 127 employees (or 42.2%) at the security guard level received income in the range of \$6,001 to \$7,500. **Table M** shows the analysis of income distribution by principal job level. Since this is not an income survey, the information obtained is for cross-reference only.

**Table M: Income Distribution of Employees by Principal Job**

Job Level	\$5000 or below	\$5,001- \$6,000	\$6,001- \$7,500	\$7,501- \$9,000	\$9,001- \$10,000	\$10,001- \$15,000	\$15,001- \$20,000	\$20,001- \$30,000	\$30,001- \$40,000	Over \$40,000	Others	<b>Total</b>
<b><u>MANAGERIAL/PROFESSIONAL LEVEL</u></b>												
Senior Manager	-	-	-	-	-	14	17	53	79	100	-	<b>263</b>
Security Manager/Operations Manager/ Security Centre Controller	-	-	-	-	-	292	214	224	133	52	64	<b>979</b>
Security Consultant	-	-	-	-	-	14	-	23	18	2	-	<b>57</b>
Security System Project Manager	-	-	-	-	-	15	44	77	57	22	-	<b>215</b>
Security System Design/Installation/ Maintenance Engineer	-	-	-	-	9	139	198	119	12	-	14	<b>491</b>
Security Training Manager	-	-	-	-	-	10	5	18	3	3	1	<b>40</b>
Other Security Services Related Manager	-	-	-	-	-	18	1	60	62	2	-	<b>143</b>
<b>Sub-total:</b>	-	-	-	-	<b>9</b>	<b>502</b>	<b>479</b>	<b>574</b>	<b>364</b>	<b>181</b>	<b>79</b>	<b>2 188</b>
<b>(%)*</b>	-	-	-	-	<b>(0.4)</b>	<b>(22.9)</b>	<b>(21.9)</b>	<b>(26.2)</b>	<b>(16.6)</b>	<b>(8.3)</b>	<b>(3.6)</b>	<b>(100)#</b>
<b><u>SUPERVISORY/TECHNICIAN LEVEL</u></b>												
Security Supervisor	-	-	590	3 430	1 963	2 564	89	11	-	-	478	<b>9 125</b>
Security System Installation/Maintenance Technician	-	4	30	310	476	875	339	23	-	-	-	<b>2 057</b>
Technical Support Staff	-	-	-	98	41	180	162	11	-	-	-	<b>492</b>
Security Training Officer	-	-	-	15	6	11	4	10	-	-	4	<b>50</b>
VIP Protection Officer/Private Body Guard	-	-	-	-	-	12	-	-	-	-	-	<b>12</b>
Other Security Services Related Supervising Personnel	-	-	-	98	607	15	4	28	-	-	63	<b>815</b>
<b>Sub-total:</b>	-	<b>4</b>	<b>620</b>	<b>3 951</b>	<b>3 093</b>	<b>3 657</b>	<b>598</b>	<b>83</b>	-	-	<b>545</b>	<b>12 551</b>
<b>(%)*</b>	-	<b>(-)</b>	<b>(4.9)</b>	<b>(31.5)</b>	<b>(24.6)</b>	<b>(29.1)</b>	<b>(4.8)</b>	<b>(0.7)</b>	-	-	<b>(4.3)</b>	<b>(100)#</b>
<b><u>SECURITY GUARD LEVEL</u></b>												
Security Guard/Caretaker	1 420	29 077	34 799	10 854	2 847	548	17	-	-	-	2 222	<b>81 784</b>
Armed Guard	-	-	-	683	66	73	-	-	-	-	-	<b>822</b>
Other Security Services Related Personnel	3	163	328	164	6	32	-	-	-	-	-	<b>696</b>
<b>Sub-total:</b>	<b>1 423</b>	<b>29 240</b>	<b>35 127</b>	<b>11 701</b>	<b>2 919</b>	<b>653 (0.8)</b>	<b>17</b>	-	-	-	<b>2 222</b>	<b>83 302</b>
<b>(%)*</b>	<b>(1.7)</b>	<b>(35.1)</b>	<b>(42.2)</b>	<b>(14.0)</b>	<b>(3.5)</b>	<b>(0.8)</b>	<b>(-)</b>	-	-	-	<b>(2.7)</b>	<b>(100)#</b>
<b>GRAND TOTAL:</b>	<b>1 423</b>	<b>29 244</b>	<b>35 747</b>	<b>15 652</b>	<b>6 021</b>	<b>4 812</b>	<b>1 094</b>	<b>657 (0.7)</b>	<b>364</b>	<b>181</b>	<b>2 846</b>	<b>98 041</b>
<b>(%)**</b>	<b>(1.5)</b>	<b>(29.8)</b>	<b>(36.5)</b>	<b>(16.0)</b>	<b>(6.1)</b>	<b>(4.9)</b>	<b>(1.1)</b>	<b>(0.4)</b>	<b>(0.2)</b>	<b>(2.9)</b>	<b>(2.9)</b>	<b>(100)#</b>

(%)\* As percentage of the total number of employees at the same job level

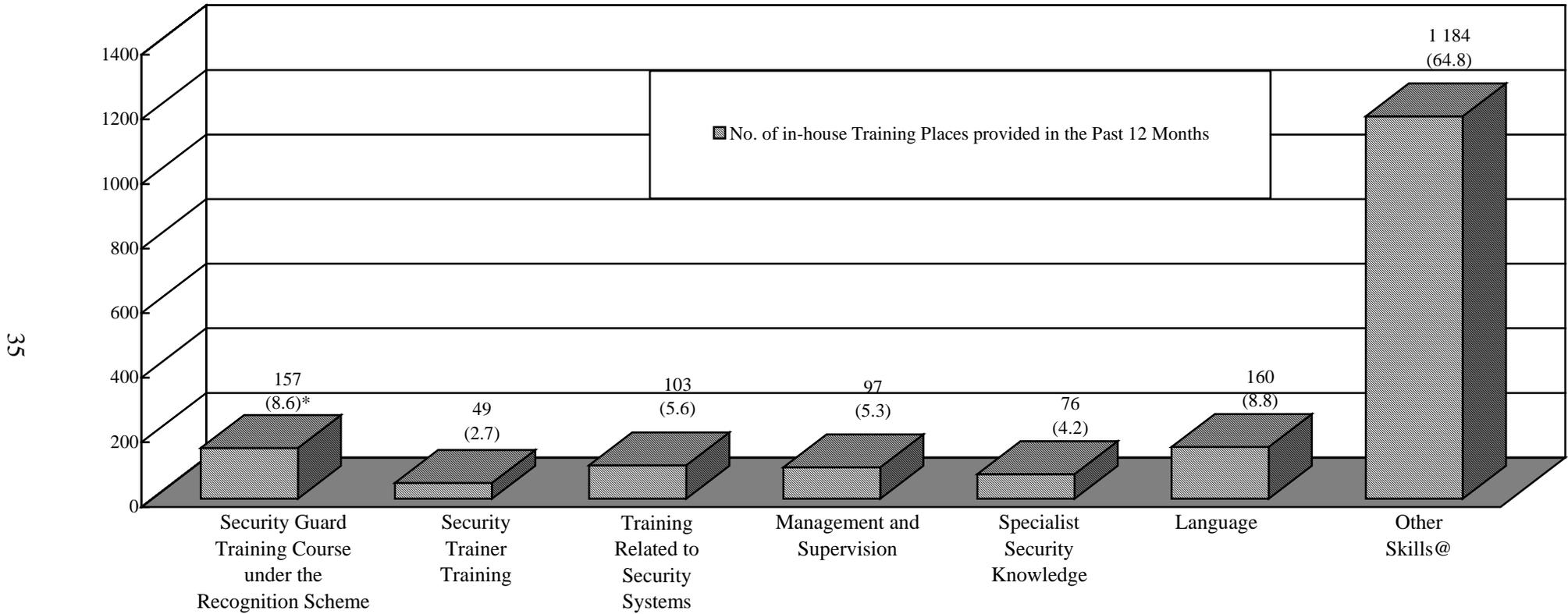
(%)\*\* As percentage of the total number of employees in the industry

(%)# The percentage may not add up to a total owing to rounding

## In-house Training

2.19 The survey reveals that in the past 12 months, employers had provided 1 826 in-house training places to their employees, including 53 for employees of Owners Corporations. The largest number of 294 training places were provided for customer services training; the second largest of 264 for fire prevention; 217 for soft skills training courses. **Figure 16** shows the number of in-house training places by type provided to employees in the past 12 months. The number of in-house training places for their employees by type by job level is illustrated in **Table N**. Details of the number of in-house training places provided in the past 12 months by type by branch by job level are presented in **Appendix 13**.

**Figure 16: Number of In-house Training Places Provided in the Past 12 Months**



\* As percentage of the total number of in-house training places

@ Including fire prevention, first aid, health & safety, soft skills and other skills, etc.

**Table N: Number of In-house Training Places Provided  
in the Past 12 Months By Type by Job Level**

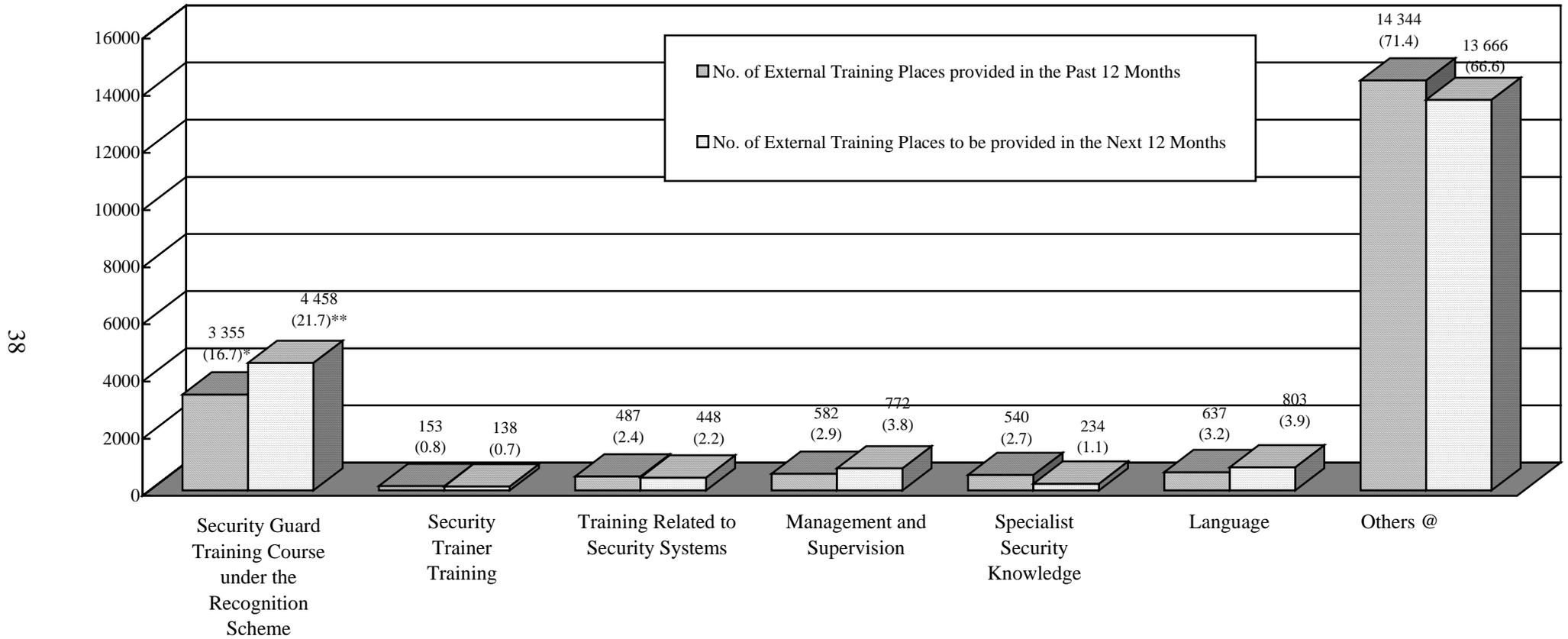
Job Level Type of Courses	Managerial/ Professional	Supervisory	Technician	Security Guard	<b>Total</b>
<i>Security Guard Training Courses</i>					
(i) Courses under the Recognition Scheme	12	50	10	85	<b>157</b>
<i>Security Trainer Training</i>	11	26	-	12	<b>49</b>
<i>Training Courses Related to Security Systems</i>	20	27	30	26	<b>103</b>
<i>Management and Supervision</i>	23	62	4	8	<b>97</b>
<i>Specialist Security Knowledge</i>					
(i) Use of Firearms and Weapons	-	-	-	7	<b>7</b>
(ii) Cash-in-transit	-	1	-	10	<b>11</b>
(iii) VIP Protection	2	5	-	6	<b>13</b>
(iv) Weapon Instructor	-	1	-	-	<b>1</b>
(v) Other Special Security Knowledge	13	10	8	13	<b>44</b>
<i>Language</i>					
(i) English	16	22	3	34	<b>75</b>
(ii) Putonghua	5	15	3	16	<b>39</b>
(iii) Others	10	17	-	19	<b>46</b>
<i>Other Skills</i>					
(i) Fire Prevention	24	92	16	132	<b>264</b>
(ii) First Aid	15	43	7	52	<b>117</b>
(iii) Health & Safety	20	68	17	85	<b>190</b>
(iv) Customer Service	34	97	28	135	<b>294</b>
(v) Soft Skills	16	80	13	108	<b>217</b>
(vi) Related Skills Upgrading	3	30	5	35	<b>73</b>
(vii) Others	3	4	-	22	<b>29</b>
<b>Total:</b>	<b>227</b>	<b>650</b>	<b>144</b>	<b>805</b>	<b>1 826</b>

## External Training

2.20 During the period of survey, employers had subsidized 20 098 employees for external training, with 3 355 for security guard training courses under the Recognition Scheme. Employers would also subsidize 20 519 employees for external training in the next 12 months. **Figure 17** shows the external training places by type provided to employees in the past 12 months and to be provided in the next 12 months. Details of analysis by type by branch by job level are shown in **Appendices 14** and **15** respectively.

2.21 Employers indicated in **Tables O** to **P** the numbers of external training places for their employees by type by job level.

**Figure 17: Number of External Training Places Provided in the Past 12 Months and to be Provided in the Next 12 Months**



\* As percentage of the total number of in-house training places  
 \*\* As percentage of the total number of in-house training places to be provided  
 @ Including fire prevention, first aid, health & safety, soft skills and other skills, etc.

**Table O: Number of External Training Places provided  
in the Past 12 Months By Type by Job Level**

Job Level Type of Courses	Managerial/ Professional	Supervisory	Technician	Security Guard	<b>Total</b>
<i>Security Guard Training Courses</i>					
(i) Courses under the Recognition Scheme	25	175	19	3 136	<b>3 355</b>
<i>Security Trainer Training</i>	29	92	-	32	<b>153</b>
<i>Training Courses Related to Security Systems</i>	24	33	283	147	<b>487</b>
<i>Management and Supervision</i>	153	333	53	43	<b>582</b>
<i>Specialist Security Knowledge</i>					
(i) Use of Firearms and Weapons	-	44	-	283	<b>327</b>
(ii) Cash-in-transit	-	-	-	70	<b>70</b>
(iii) VIP Protection	3	11	-	32	<b>46</b>
(iv) Other Special Security Knowledge	14	32	12	39	<b>97</b>
<i>Language</i>					
(i) English	8	59	44	148	<b>259</b>
(ii) Putonghua	24	81	9	259	<b>373</b>
(iii) Others	1	-	-	4	<b>5</b>
<i>Other Skills</i>					
(i) Fire Prevention	104	555	398	2 656	<b>3 713</b>
(ii) First Aid	22	353	179	1 419	<b>1 973</b>
(iii) Health & Safety	114	534	492	2 075	<b>3 215</b>
(iv) Customer Service	23	286	54	1 777	<b>2 140</b>
(v) Soft Skills	6	207	26	1 471	<b>1 710</b>
(vi) Related Skills Upgrading	8	112	158	1 221	<b>1 499</b>
(vii) Others	7	13	55	19	<b>94</b>
<b>Total:</b>	<b>565</b>	<b>2 920</b>	<b>1 782</b>	<b>14 831</b>	<b>20 098</b>

**Table P: Number of External Training Places to be Provided in the Next 12 Months By Type by Job Level**

Job Level Type of Courses	Managerial/ Professional	Supervisory	Technician	Security Guard	<b>Total</b>
<i>Security Guard Training Courses</i>					
(i) Courses under the Recognition Scheme	7	228	14	4 209	<b>4 458</b>
<i>Security Trainer Training</i>	41	52	13	32	<b>138</b>
<i>Training Courses Related to Security Systems</i>	22	20	222	184	<b>448</b>
<i>Management and Supervision</i>	105	468	25	174	<b>772</b>
<i>Specialist Security Knowledge</i>					
(i) VIP Protection	3	11	-	32	<b>46</b>
(ii) Other Special Security Knowledge	13	23	-	152	<b>188</b>
<i>Language</i>					
(i) English	23	116	61	156	<b>356</b>
(ii) Putonghua	21	27	46	306	<b>400</b>
(iii) Others	3	12	-	32	<b>47</b>
<i>Other Skills</i>					
(i) Fire Prevention	41	292	186	1 871	<b>2 390</b>
(ii) First Aid	37	320	152	1 303	<b>1 812</b>
(iii) Health & Safety	51	314	241	1 911	<b>2 517</b>
(iv) Customer Service	32	437	36	2 512	<b>3 017</b>
(v) Soft Skills	26	235	34	1 745	<b>2 040</b>
(vi) Related Skills Upgrading	22	271	158	1 405	<b>1 856</b>
(vii) Others	1	19	4	10	<b>34</b>
<b>Total:</b>	<b>448</b>	<b>2 845</b>	<b>1 192</b>	<b>16 034</b>	<b>20 519</b>