

Hong Kong Customs to start first round of Inspector recruitment exercise after registration of Customs induction programmes in Qualifications Register (with photos)

The Customs and Excise Department (Hong Kong Customs) will start a recruitment exercise tomorrow (April 26) to recruit around 90 Probationary Inspectors in order to cater for the development needs of the department. This is the first round of the Inspector recruitment exercise after Hong Kong Customs obtained accreditation approval from the Hong Kong Council for Accreditation of Academic and Vocational Qualifications in December 2018 to include its induction programmes for Inspectors and Customs Officers in the Qualifications Register (QR). Lasting for 12 days, the application period for the post closes on May 7.

Candidates appointed will be invited to undergo a 24-week residential training programme and will be awarded a Professional Diploma in Customs Management for Inspectors at Qualifications Framework (QF) Level 5 (pitched at the same QF level as a local Bachelor's Degree) upon their completion of the induction programme.

The main duties of an Inspector of Customs and Excise are leading and executing law enforcement actions in respect of revenue protection and collection, anti-narcotics and anti-smuggling as well as intellectual property rights protection. Assisting in staff management and office administration and taking a supervisory role in daily operations are also among the job duties.

Recruited members are subject to discipline under the Customs and Excise Service Ordinance and are required to wear uniform, carry firearms, work irregular hours and work in an area outside the Hong Kong Special Administrative Region (HKSAR) as required.

Commencing in mid-June this year, the selection process includes written examinations (Part [I](#) and [II](#)), [group discussion](#), [leadership exercise](#), [physical fitness test](#), [Basic Law test](#) and a selection interview.

Candidates who successfully pass the selection process will be invited to undergo training at Hong Kong Customs College by the second quarter of next year at the soonest. The core programme of the Inspector Induction Course is highly diversified and covers the introduction of the HKSAR Government structure, legal knowledge and working procedures, roles and missions of Hong Kong Customs and the responsibilities of an Inspector of Customs and Excise. The curriculum also includes foot drill and firearms training, leadership training, team-building exercises, supervisory skills

and physical training. Training in sports climbing, abseiling, basic first aid, self-defence and water safety is also included in the programme. Other training items include the Basic Law, basic Putonghua, national studies, community service, cross-country training and performance appraisal writing skills.

With the approval to include Hong Kong Customs' induction programmes for Inspectors and Customs Officers in the QR, the department has become the second disciplinary force in Hong Kong after the Hong Kong Police Force to offer QF-recognised induction programmes to staff of both the rank-and-file and officer grades. The Customs and Excise Training School has also been renamed as Hong Kong Customs College since January 1 this year, marking a new era for the department's manpower training.

The entry point for the post of Inspector of Customs and Excise ranges from Points 7 to 9 (\$39,310 to \$43,845 per month) in the General Disciplined Services (Officer) Pay Scale, commensurate with respective educational qualifications, and the maximum pay point is Point 21 (\$70,970 per month).

Salaries and incremental dates are subject to the provisions of the Civil Service Regulations. Successful candidates will be appointed to the rank of Inspector of Customs and Excise on probationary terms for three years. Upon the completion of probation and passage of the promotion qualification examination, an Inspector with satisfactory working performance may be promoted to the rank of Senior Inspector or even higher ranks.

Hong Kong Customs welcomes candidates with exceptional accountability and leadership, who share the mission and values of the department and are interested in its diverse duties, to join the department and serve the community.

Interested persons may visit the website of Hong Kong Customs at www.customs.gov.hk for the entry requirements of the post and other information in detail.



