

# Senior Civil Service Council (Staff Side)

ASSOCIATION OF EXPATRIATE  
CIVIL SERVANTS  
OF HONG KONG

HONG KONG  
CHINESE CIVIL SERVANTS'  
ASSOCIATION

HONG KONG  
SENIOR GOVERNMENT OFFICERS  
ASSOCIATION

Hon LEE Cheuk-yan,  
Chairman  
Panel on Public Service  
Legislative Council Building,  
8 Jackson Road, Central,  
Hong Kong

RM. 138  
CENTRAL GOVERNMENT OFFICES  
EAST WING,  
LOWER ALBERT ROAD,  
HONG KONG.

TEL. NO.: 2810 2813

FAX NO.: 2537 8630

11 November 2008

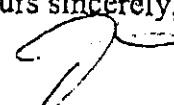
Dear Mr. Chairman,

**Panel on Public Service**  
**Regular meeting on 17 November 2008**

Thanks for the Panel's letter of 23 October 2008 inviting the Senior Civil Service Council Staff Side members to the Panel meeting on 17 November 2008 to give views on the disciplinary framework for civil servants whose retirement benefits are provided under the Civil Service Provident Fund Scheme and the related proposals.

You may wish to know that the Staff Side members had considered the proposals concerned and expressed their dissenting views to the Secretary for the Civil Service in June 2008. The views expressed included their disagreement to the proposed increase of fine/forfeiture of pay from the existing approximately one month's salary to two month's salary as a disciplinary punishment. After taking into account the Staff Side's views, the Administration modified the proposed increase of fine/forfeiture to a fixed amount of one month's salary. The Staff Side has therefore no further comments on the proposed disciplinary framework outlined in the LegCo Panel Paper No.CB(1)36/08-09(02).

Yours sincerely,



(Philip LI)

Staff Side Secretary,  
Senior Civil Service Council