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24 July 2014

Clerk to Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong
(Attn: Ms Anita SIT)

Dear Ms SIT,

Response to the Issue Raised by the Panel on Public Service

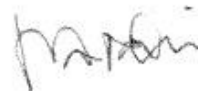
At the meeting of the Panel on Public Service on 10 January 2014, a question was raised on why the government school teachers should normally retire at the age of 60, instead of retiring at the end of the school year in which they reached the age of 60. Our response is set out below please.

Under the existing retirement policy of the Government, civil servants, including government school teachers, should retire from the Civil Service upon reaching their normal retirement age. While at present pensionable officers may apply for further employment beyond retirement age under the relevant Civil Service Regulations, such applications would only be approved, on an exceptional basis, where fully justified having regard to the relevant factors (including genuine operational and/or succession needs, no undue promotion blockage, and performance, conduct and physical fitness of the officers concerned).

In processing applications for further employment from government school teachers, apart from the factors mentioned above, the approving authority would also give due regard to the operational needs of schools and specific factors, including the need to avoid disruption to the school operation and the learning of students in the middle of a school year. Each case would be carefully considered having regard to its specific circumstances and merits.

The above sets out the existing mechanism on further employment. In the consultation paper on "Extension of the Service of Civil Servants" released on 3 April 2014, the Administration has proposed, among other things, suitable adjustments to the further employment mechanism so that Heads of Department/Grade would have more flexibility to retain experienced officers beyond their retirement age with a view to meeting specific operational and/or succession needs. The consultation will last until 2 August 2014. Taking into account the feedback received through this consultation and further examination of the relevant issues, the Administration would decide on the way forward and work out the implementation details.

Yours sincerely,



(Miss Natalie LI)
for Secretary for the Civil Service