

立法會
Legislative Council

LC Paper No. CB(4)1467/14-15
(These minutes have been seen
by the Administration)

Ref : CB4/PL/PS

Panel on Public Service

**Minutes of meeting held on
Monday, 18 May 2015, at 10:45 am
in Conference Room 1 of the Legislative Council Complex**

Members present : Hon POON Siu-ping, BBS, MH (Chairman)
Hon KWOK Wai-keung (Deputy Chairman)
Hon LEE Cheuk-yan
Hon Emily LAU Wai-hing, JP
Hon TAM Yiu-chung, GBS, JP
Dr Hon LEUNG Ka-lau
Hon Mrs Regina IP LAU Suk-yeet, GBS, JP
Hon LEUNG Kwok-hung
Hon Claudia MO
Hon LEUNG Che-cheung, BBS, MH, JP
Hon SIN Chung-kai, SBS, JP
Hon IP Kin-yuen
Hon Martin LIAO Cheung-kong, SBS, JP
Hon TANG Ka-piu, JP
Hon Tony TSE Wai-chuen, BBS

Public officers attending : Items III & IV

Mr Paul TANG, JP
Secretary for the Civil Service

Mr Raymond H C WONG, JP
Permanent Secretary for the Civil Service

Mr Eddie MAK, JP
Deputy Secretary for the Civil Service 1

**Attendance by
invitation**

: Item III

HKSAR Government Employees General Union

Mr KONG Ming-chung
Chairman

Civil Servants & Subsidized Organizations Committee,
The Federation of Hong Kong & Kowloon Labour
Unions

Mr HUI Chi-fai
Chairman

Government Electrical & Mechanical Works
Supervisors, Craftsmen & Workmen Association

Mr LEE Yau-tong
副會務主任

Junior Police Officers' Association of the Hong Kong
Police Force

Mr CHAN Cho-kwong
Chairman

Hong Kong Immigration Assistants Union

Mr Daniel LAU Yuk-fai
Chairman

Model Scale 1 Staff Consultative Council (Staff side)

Ms LI Wai-yee
Chairman

Hong Kong Leisure Services Staff General Union

Mr CHEUNG Siu-wing
Chairman

Government Model Scale 1 Staff General Union, Food and Environmental Hygiene Department, Workman II Branch

Mr CHEUNG Chi-wah
Chairman

Hong Kong Professional Teachers' Union

Mr FUNG Wai-wah
President

Association of Government Technical and Survey Officers, Working Group for TO(A) in Housing Department

Mr Raymond LAU Wai-on
Chairman

Education Employees General Union

Ms Eva YU
Chairman

Hong Kong Chinese Civil Servants' Association

Ms LI Kwai-yin
Vice-President

Hong Kong Fire Services Department Staffs General Association

Mr NIP Yuen-fung
Chairman

Government Frontline Employees Union

Mr CHAN Po-yin
Chairman

Hawker Control Team Staff Branch, Government
Frontline Employees Union

Mr WONG Ka-fai
Member

Immigration Service Officers Association

Mr NGAI Sik-shui
Chairman

Hong Kong Senior Government Officers Association

Mr CHAN Sai-kwing
Chairman

Hong Kong Fire Services Control Staff's Union

Mr TAM Tat-chi
Vice-Chairman

Disciplined Services Consultative Council (Staff side)

Miss Bonnie LO Hoi-sze
Chairman

Government Disciplined Services General Union

Mr Donny MAK Kam-fai
Chairman

Hong Kong Correctional Services General Union

Mr LEE Siu-kai
Executive Member

Hong Kong Civil Servants General Union

Mr Johnny YUNG Kai-wing
Vice-Chairman

Hong Kong Fire Services Department Ambulancemen's Union

Mr WAT Ki-on
Executive Director

New People's Party

Mr KAM Man-fung
Central Committee Member

職工盟公務員工會委員會

Mr CHAN Chiu-wai

Democratic Alliance for the Betterment and Progress of Hong Kong

Mr YEUNG Hok-ming
Deputy Spokesperson

Mr CHAN Chit-kwai, BBS, JP
Central & Western District Council Member

Clerk in attendance : Miss Mary SO
Chief Council Secretary (4)2

Staff in attendance : Ms Katrina WU
Senior Council Secretary (4)2

Ms Rebecca LEE
Council Secretary (4)2

Miss Vivian YUEN
Legislative Assistant (4)2

I. Information paper(s) issued since the last meeting

Members noted that no information paper was issued since the last meeting.

II. Items for discussion at the next meeting

LC Paper No. CB(4)963/14-15(01) -- List of outstanding items for discussion

LC Paper No. CB(4)963/14-15(02) -- List of follow-up actions

2. Members agreed to discuss the following items proposed by the Administration at the next regular meeting scheduled for Monday, 22 June 2015 at 8:30 am:

(a) 2015-2016 Civil Service Pay Adjustment; and

(b) Employment of persons with disabilities in the Civil Service.

III. Extension of the service of civil servants

LC Paper No. CB(4)963/14-15(03) -- Background brief on the "Extension of the service of civil servants" prepared by the Legislative Council ("LegCo") Secretariat

Meeting with deputations/individuals and the Administration

3. Members received views from a total of 27 deputations/individual at the meeting. An index of proceedings was at the Appendix. Members also noted 3 submissions from three organizations not attending the meeting. Their submissions were listed on the agenda of the meeting.

4. In gist, whilst a great majority of the deputations supported extending the service of civil servants, most of them also hoped that the Government could give an option to serving civil servants, particularly those at the junior ranks, to work beyond their normal retirement age.

Response from the Administration

5. Secretary for the Civil Service ("SCS") said that:
- (a) as announced on 23 March 2015, the retirement age of new recruits joining the civil service on or after 1 June 2015 would be raised to 65 in respect of the civilian grades and 60 in respect of the disciplined services grades (regardless of ranks). This was one of the Government's initiatives to respond to the demographic challenges arising from an ageing population;
 - (b) although it was projected that the annual average number of retiring civil servants would increase from around 6 400 in the five-year period ending 2018-2019 to around 6 800 in the following five-year period ending 2023-2024, the number would decline to around 5 100 in the five-year period ending 2028-2029 and further to around 4 500 in the following five-year period ending 2033-2034. The declining trend would continue thereafter. Furthermore, although the number of civil servants in the age groups of 40-49 and 50-59 accounted for about two thirds of civil service strength since 2006-2007, the number of civil servants in the age group of 20-29 had increased from 9% of the civil service strength in 2009-2010 to about 12% in 2013-2014 following the gradual resumption of open recruitment since April 2007. The continued injection of new blood would moderate the ageing profile of the civil service;
 - (c) the Civil Service Bureau ("CSB") had consulted the Public Service Commission ("PSC") and the grade/departmental management on the draft implementation framework of the adjusted further employment mechanism. The adjusted mechanism had two major aspects. First, the selection process would be institutionalized by making reference to the modus operandi for promotion and recruitment under which selection boards would be convened to consider applications for further employment. Second, the number of vacancies that would be available for further employment of serving civil servants beyond their normal retirement age would be determined in a reasonable and objective manner. To address concerns about a culture of cronyism and flattery, the adjusted further employment mechanism would continue to be subject to checks and balances by CSB and/or PSC. Heads of Grade/Department would be required to submit a report on the selection board's recommendations to CSB and/or PSC for

scrutiny to ensure that the selection had been conducted in a fair and objective manner. CSB would shortly consult the staff sides on the draft implementation framework of the adjusted further employment mechanism;

- (d) as explained at the Panel meeting on 19 January 2015 and to the staff sides on various occasions, allowing serving civil servants to extend their service automatically would give rise to management problems such as manpower mismatch, promotion blockage and lack of healthy turnover. On the other hand, the adjusted further employment mechanism would allow the management to flexibly retain staff beyond retirement age in the light of operational needs, succession planning and recruitment situation, which would vary from grade to grade and from time to time;
- (e) a new Post-retirement Service Contract Scheme ("PRSC") would also be introduced to provide bureaux/departments ("B/Ds") with additional flexibility to engage retired civil servants on contract terms, on full-time or part-time basis, to fill non-directorate positions to perform time-limited/seasonal tasks which required specific civil service expertise or experience;
- (f) it was an established practice to use the date of appointment as a cut-off point for applying civil service policy. As regards any staff morale issues that might arise from the different treatment of different groups of civil servants, it should be noted that apart from the employment terms, good governance, career prospects, working environment and job fulfillment were also important;
- (g) civil servants appointed on or after 1 June 2000 and under the New Permanent Terms of appointment might withdraw the accrued benefits under the Civil Service Provident Fund ("CSPF") Scheme attributable to the Government's voluntary contribution when they reached their retirement age of 55/57 for disciplined services grades staff or 60 for civilian grades staff. The rate of the Government's voluntary contribution to the CSPF Scheme was much higher than the statutory requirement. Moreover, they might apply for early withdrawal of the accrued Mandatory Provident Fund ("MPF") benefits at the age of 60 if they permanently ceased employment or self-employment; and
- (h) while the adoption of the initiatives for extending the service of civil servants could set an example, subvented organizations would

make their own decisions having regard to their individual circumstances.

Discussion

6. Mr TANG Ka-piu expressed that staff bodies from the disciplined services and the junior civil servants were most concerned on the extension of service. As the retirement age of the disciplined services officers was 55, they were unable to withdraw their accrued benefits of MPF with the condition of early retirement at 60. For the junior civil servants, the adverse effect on the promotion prospects of younger civil servants was not a concern to extend their services as there were not many promotion prospects for the junior grades. The retired junior civil servants might be employed as outsourcing staff with a monthly salary of \$8,000. Mr TANG asked how could CSB handle the morale problem of these civil servants.

7. SCS responded that disciplined services officers, having regard to their lower retirement age as compared with civilian grade officers, were provided with an additional Special Disciplined Services Contribution at a rate of 2.5% of the basic salary. While promotion blockage was less an issue of concern for civil servants at the junior ranks, automatic extension of the service of all junior staff would affect the injection of new blood into the civil service.

8. Mr TANG Ka-piu pointed out the ageing population and shrinking labour force would be problems in 2018 – 2043, extending the service of new recruits for five years would only be effective to handle such problems after some 30 years. Mr TANG asked why the retirement age of serving civil servants could not be extended to 65.

9. SCS responded that while there was a clear case to raise the retirement age of new recruits given the latest population forecasts, the considerations for serving civil servants were more complicated, especially where there would be no anticipated significant succession or recruitment problems across-the-board over the coming decade or so. The initiatives for extending the service of civil servants had been presented to the Steering Committee on Population Policy.

10. Ms Emily LAU opined that despite that the government had conducted a consultation on the extension of the service of civil servants, there were still disagreements among the civil service staff unions. Ms LAU invited the unions to give further views on whether extension of service would affect the promotion prospects of junior staff and the accrued benefits of the CSPF Scheme was not enough to sustain the living after retirement.

11. Ms LI Kwai-yin of the Hong Kong Chinese Civil Servants' Association said that as civil servants who were appointed on or after 1 June 2000 were relatively young, they would not affect the promotion prospects of other civil servants. Regarding the CSPF Scheme, the Government would adjust the contribution scale for new recruits joining the civil service on or after 1 June 2015 by lengthening the years of service in order to jump to the next contribution scale. The highest contribution scale would only be reached after serving in the Government for 35 years. As some civil servants might have several years of working experience before joining the Government, they might not be able to reach the highest contribution scale before retirement.

12. Mr KONG Ming-chung of the HKSAR Government Employees General Union said that the adverse effect on promotion prospects of younger civil servants resulting from extension of service could be solved by administrative measures.

13. With reference to the situation in the University, Mr CHAN Chit-kwai, Central & Western District Council Member said that extension of service should not adversely impact on the promotion prospects of younger serving officers, as younger serving officers also had the same option to extend their service and they could have the chance to fill vacancies at the promotion ranks upon the retirement of the post-holders.

14. Mr LEE Cheuk-yan supported providing serving civil servants the option to extend their service to 65 for civilian grades or 60 for disciplined services grades. He added that striving for collective bargaining by the staff side was the way to against the management authority of the Government. Mr LEE said that though the civil service staff unions had conveyed their opinions on extension of service of civil servants to CSB, no action had been taken to address the concerns of the unions. Mr LEE asked whether CSB had accepted any suggestions from the civil service staff unions.

15. SCS said that it was originally proposed to require new recruits of disciplined services grades to undergo an annual suitability assessment after the age of 57 up to 60. After taking into account the opinions of the staff sides, the foregoing requirement was removed and the retirement age of new recruits to disciplined services grades would be raised to 60, regardless of ranks. In addition, to address the staff sides' concern on a culture of cronyism or flattery in respect of the further employment mechanism, the Government had worked out a draft implementation framework of the adjusted further employment mechanism and consulted the grade/departmental management and PSC. CSB would shortly consult the staff sides on the draft implementation framework.

16. Noting that the CSPF contribution scale for new recruits would be adjusted to lengthen the years of service in order to jump to the next contribution scale, Mr LEE Cheuk-yan said that it was unfair to the civil servants who would leave the Government before reaching retirement age. Mr LEE asked whether the established policy to keep the Government's MPF/CSPF contributions at 18% of the overall salary cost had been passed in Finance Committee of the Legislative Council and whether CSB could provide information on the difference in the amount of accrued benefits which would be withdrawn by the civil servant after working for 10 years, 20 years or 30 years in the Government under the adjusted contribution scale.

17. SCS responded that the design of the CSPF Scheme was characterized by progressive contribution rates by the Government in accordance with the civil servants' completed years of continuous service, which could serve to retain staff in the civil service. The actual amount of accrued CSPF benefits would depend on the individual circumstances of each civil servant.

18. Mr LEUNG Kwok-hung opined that the policy of extending the service of all new recruits lack flexibility and might create another retirement wave in the civil service after some 30 years. A more flexible policy should be adopted to address the different needs of various positions and ranks.

19. Mr IP Kin-yuen said that teachers teaching in Government schools were required to retire upon reaching the retirement age even in the middle of a semester while teachers in subsidized schools could continue to teach until the end of a semester after reaching the retirement age. It was unfair to the students if the teaching duty of the retired teacher would be picked up by a supply teacher. Both the Hong Kong Professional Teachers' Union and the Education Employees General Union made the same request that government schools teachers who were reaching the retirement age should be able to extend their service until the end of a semester. Mr IP asked whether CSB would address the concern of the teachers in Government schools.

20. SCS responded that government school teachers would be considered for further employment where justified. Regarding Mr IP Kin-yuen's query that extending the service for 120 days might not be enough for the teachers concerned to stay until the end of the respective semester, SCS clarified that a longer period of further employment could be allowed provided that the relevant criteria such as operational needs were met.

21. Mr IP Kin-yuen expressed concern on the difficulties for young teachers to search for teaching posts, query was raised on whether the service of government school teachers should be extended.

22. SCS said that promotion blockage would be one of the criteria under the adjusted further employment mechanism.

23. Ms Claudia MO expressed concern about the disciplined services officers that the unfair arrangement on their earlier retirement age might affect the morale of the civil servants. Ms MO asked whether CSB would adopt a more flexible arrangement for the disciplined services officers on extending their services.

24. Mr KWOK Wai-keung pointed out that though the problems of manpower shortage and retirement wave might be alleviated by injecting new blood into the civil service, it might impose pressure on serving civil servants in training new staff. Mr KWOK urged CSB to include serving civil servants in the extension of service and develop measures to incorporate new staff into the civil service.

25. SCS responded that the new PRSC Scheme would provide flexibility for B/Ds to engage officers after retirement on contract terms for undertaking ad hoc duties. If considered necessary, retired civil servants might be employed on contract terms to assist in training new staff.

26. In order to allow more time for civil servants to set their retirement plan, Mr Tony TSE asked when civil servants could submit an application for extension of service and when the deadline of application would be. SCS responded that the relevant information would be included in the draft implementation framework of the adjusted further employment mechanism and the staff sides would be consulted on the draft framework shortly.

27. In closing, the Chairman hoped that the detailed guidelines on the criteria and procedures for considering applications for further employment could be provided by CSB as soon as possible.

IV. An overview of the civil service establishment, strength, retirement, resignation and age profile

LC Paper No. CB(4)963/14-15(10) -- Administration's paper entitled "An Overview of the Civil Service: Establishment, Strength, Retirement, Resignation and Age Profile"

LC Paper No. CB(4)963/14-15(11) -- Updated background brief on the "Overview of the civil service establishment, strength, retirement, resignation and age profile" prepared by LegCo Secretariat

Briefing by the Administration

28. SCS updated members on the overall establishment, strength, retirement, resignation and age profile of the civil service, details of which were set out in the Administration's paper (LC Paper No. CB(4)963/14-15(10)).

29. Mr Tony TSE noted from paragraph 10 of the Administration's paper that the number of civil servants retiring would increase from the annual average of around 4 500 in the five-year period ending 2013-2014 to around 6 400 in the five-year period ending 2018-2019 and would further increase to around 6 800 in the following five-year period ending 2023-2024. Mr TSE enquired whether the Administration had put in place any measures to ensure the smooth succession and handover of responsibilities. Mr KWOK Wai-keung expressed a similar view. He asked what action(s) would be taken by the Administration to ensure the provision of public service would not be affected if a civil servant retiring commenced pre-retirement leave and a successor was not arranged meanwhile.

30. SCS responded that the Government had an established mechanism in place to facilitate B/Ds in making early planning for smoother succession and taking timely action where necessary. In tandem with the succession planning efforts, the Government provided professional training and development opportunities for civil servants. Apart from training arranged by individual B/Ds, the Civil Service Training and Development Institute of CSB also coordinated and made available suitable complementary training programmes and management courses for civil servants. Furthermore, some senior civil servants in departments might be seconded to work at policy bureaux to enrich their exposure. As regards the question raised by Mr KWOK Wai-keung, Deputy Secretary for the Civil Service 1 ("DSCS 1") advised that Heads of Department would normally create a supernumerary post for accommodating a civil servant on pre-retirement leave whilst the post originally occupied by the retiring officer could be filled by his successor.

31. Mr KWOK Wai-keung noted from paragraph 5 of the Administration's paper that the establishment figure was expected to increase from 173 908 as at 31 March 2015 to 176 448 as at 31 March 2016, representing an increase of about 1.5% (i.e. 2 540 additional civil service posts) over the 2014-2015 Revised

Estimates of the establishment. As there would be around 6 400 civil servants retiring each year in the five-year period ending 2018-2019, Mr KWOK queried whether there were less civil servants providing services to the public.

32. DSCS 1 said that actions would be taken to fill vacancies in a timely manner. In the past few years, about 8 700 appointments were made per annum to fill vacancies arising mainly from retirement, resignation and creation of new posts in relation to new initiatives and enhanced services.

33. Noting that the resignation rate in 2013-2014 was 0.55% (i.e. some 900 resignees) and over half of the resignees left the Government during the probation period, Mr KWOK Wai-keung questioned whether the civil service remuneration package was still attractive and competitive.

34. SCS replied that it was not uncommon for new recruits to resign during the probation period as they were still in the early stage of the civil service career and might find civil service jobs not suitable for them. There was no evidence to show that their resignation was attributable to more attractive remuneration package in the private sector.

35. Permanent Secretary for the Civil Service added that according to the 2012 Starting Salaries Survey, the benchmark pay of civil service grades largely reflected the market levels, while the benchmark pay of certain grades such as degree grades was higher than the market level.

36. However, Mr KWOK Wai-keung opined that if the civil service pay was merely comparable to the private sector pay, it would undermine the competitiveness of civil service pay and hence, difficult to retain people of suitable caliber in the civil service.

37. SCS responded that there were inherent differences between the civil service and the private sector. For example, civil servants in general had better job security when compared with private sector employees.

38. Concerning civil servants' resignation, Mr KWOK Wai-keung further enquired among some 900 resignees in 2013-2014, how many resignees were appointed under the CSPF Scheme (i.e. appointed on or after 1 June 2000) and how many resignees were appointed under the Old and New Pension Schemes. As he considered that the new terms of appointment (i.e. for officers appointed on or after 1 June 2000) were less favourable than pensionable terms, he queried whether there were more resignees after the replacement of pension schemes by the CSPF Scheme since 2000.

39. DSCS 1 replied that the resignation rate hovered around the low level of 0.5% of the strength of the civil service over the past decade or so. Since the introduction of the new terms of appointment in 2000, no increasing trend in resignation was observed.

40. In closing, the Chairman said the Panel would continue to monitor the overall establishment, strength, retirement, resignation and age profile of the civil service.

V. Any other business

41. There being no other business, the meeting ended at 1:35 pm.

Council Business Division 4
Legislative Council Secretariat
16 September 2015

**Panel on Public Service
on Monday, 18 May 2015, at 10:45am
in Conference Room 1 of the Legislative Council Complex**

Presentation of views by deputations/individuals

Time marker	Speaker	Subject(s)
001051-001220	Chairman	Opening remarks
001220-001542	Mr KONG Ming-chung Chairman HKSAR Government Employees General Union	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Extending the service of serving civil servants could maintain the quality of civil service, improve productivity and would not create promotion blockage to younger civil servants. ● Serving civil servants should be given the option to extend their services on a voluntary basis. ● The Government should make reference to the Hospital Authority that staff approaching the retirement age were proactively being invited by the management to apply for extension of service.
001542-001757	Mr HUI Chi-fai Chairman Civil Servants & Subsidized Organizations Committee, The Federation of Hong Kong & Kowloon Labour Unions	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● The Administration should give all serving civil servants the option to extend their service to 65 without going through any selection process by the management. ● While the Administration took the lead to extend the service of serving civil servants, Government-funded agencies and other large organizations might follow the Government in extending the retirement age of their staff.

Time marker	Speaker	Subject(s)
001757-002117	<p>Mr LEE Yau-tong 副會務主任 Government Electrical & Mechanical Works Supervisors, Craftsmen & Workmen Association</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Extending the service of civil servants could solve the manpower shortage problem in the Electrical and Mechanical Services Department. ● The Association was disappointed that the extension of service only covered the new recruits rather than all of the serving civil servants. ● The selection process by management might be unfair to the staff due to the culture of cronyism or flattery in the civil service.
002117-002440	<p>Mr CHAN Cho-kwong Chairman Junior Police Officers' Association of the Hong Kong Police Force</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Extending the retirement age of serving disciplined services officers to 60 could address the problems associated with an ageing population and the retirement wave in the Police Force. ● The Administration should give the option to extend the service of serving disciplined officers to 60 without going through any selection process by the management.
002440-002720	<p>Mr Daniel LAU Yuk-fai Chairman Hong Kong Immigration Assistants Union</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● The Union was waiting for the Civil Service Bureau ("CSB") to draw up the detailed guidelines on the criteria and procedures for considering application for further employment. ● Both the new recruits and serving civil servants should be treated equally on retirement age and

Time marker	Speaker	Subject(s)
		promotion prospects.
002720-003043	Ms LI Wai-yee Chairman Model Scale 1 Staff Consultative Council (Staff side)	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● CSB should announce the arrangement on the extension of service for serving civil servants as soon as possible. ● Junior civil servants usually needed to extend their services in order to earn a living for their family. Especially those appointed on or after 1 June 2000 and on New Permanent Terms ("NPT") of appointment. These civil servants did not have pension and medical benefit after retirement. ● CSB should avoid differentiating civil servants that the retirement age of new recruits was extended to 65 while that of serving civil servant was remained at 60.
003043-003357	Mr CHEUNG Siu-wing Chairman Hong Kong Leisure Services Staff General Union	<p>Presentation of views as detailed in LC Paper No. CB(4)963/14-15(04)</p> <ul style="list-style-type: none"> ● Serving civil servants should be given the option to extend their service on a voluntary basis.
003357-003709	Mr CHEUNG Chi-wah Chairman Government Model Scale 1 Staff General Union, Food and Environmental Hygiene Department, Workman II Branch	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Extending the service of new recruits to 65 would be unfair to those appointed just before 1 June 2015 for their retirement age remained at 60. ● Most of the serving Workman II would like to extend their service to 65 especially those on the Civil Service Provident Fund ("CSPF") Scheme. Civil servants on CSPF

Time marker	Speaker	Subject(s)
		<p>Scheme could only withdraw their accrued benefits derived from the mandatory contributions under the Scheme upon reaching 65 even they were retired at 60.</p> <ul style="list-style-type: none"> ● Some of the retired civil servants were employed as outsourced workers of the Government who were doing the same job but with a lower salary.
003709-004025	<p>Mr FUNG Wai-wah President Hong Kong Professional Teachers' Union</p>	<p>Presentation of views that as detailed in LC Paper No. CB(4)1019 /14-15(01)</p> <ul style="list-style-type: none"> ● The Administration should consider extending the service of Government school teachers until the end of a semester in order to minimize the adverse impacts on students.
004025-004333	<p>Mr Raymond LAU Wai-on Chairman Association of Government Technical and Survey Officers, Working Group for TO(A) in Housing Department</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Noting that the Administration would adjust the CSPF contribution scale for new recruits by lengthening the years of service in order to jump to the next contribution scale, civil servants should be given the options on extending service to 65 with the adjusted CSPF contribution scale or remaining to retire at 60 with the existing CSPF contribution scale. ● Instead of creating posts to retain the experienced civil servants after retirement, the Administration should have early plan to solve the succession problem within the civil service. The Administration should establish some supernumerary posts for the experienced civil servants before they were retired.

Time marker	Speaker	Subject(s)
004333-004708	Ms Eva YU Chairman Education Employees General Union	<p>Presentation of views that as detailed in LC Paper No. CB(4)1019/14-15(02)</p> <ul style="list-style-type: none"> ● The Administration should consider extending the service of Government school teachers until the end of a semester in order to minimize the adverse impacts on students.
004708-005043	Ms LI Kwai-yin Vice-President Hong Kong Chinese Civil Servants' Association	<p>Presentation of views that as detailed in LC Paper No. CB(4)1003/14-15(01)</p> <ul style="list-style-type: none"> ● Extending the service of civil servants could solve the problems of ageing population and shrinking labour force.
005043-005240	Mr NIP Yuen-fung Chairman Hong Kong Fire Services Department Staffs General Association	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● The Association requested the Administration to consider allowing serving civil servants to extend service on a voluntary basis. Especially for the civil servants who were appointed on or after 1 June 2000, extension of service was crucial for them to sustain their living.
005240-005530	Mr CHAN Po-yin Chairman Government Frontline Employees Union	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Majority of the members of the union supported extending the service of serving civil servants as junior pensionable civil servants could hardly sustain a living with their meager pension and civil servants on the CSPF Scheme could only withdraw their accrued benefits derived from the mandatory contributions under the CSPF Scheme upon reaching 65.

Time marker	Speaker	Subject(s)
		<ul style="list-style-type: none"> ● Extending service of civil servants would solve the succession problem within the civil service.
005530-005829	<p>Mr WONG Ka-fai Member Hawker Control Team Staff Branch, Government Frontline Employees Union</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Instead of implementing an one-for-all policy on extending or not extending the service of civil servants, the pensionable civil servants and civil servants on NPT of appointment should be treated differently on the extensive of service arrangement. ● Only extending the service of new recruits would result in differentiation among civil servants.
005829-010147	<p>Mr NGAI Sik-shui Chairman Immigration Service Officers Association</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Except the proposal on the extension of service of new recruits would be implemented on 1 June 2015, no timetable was available on the implementation of other proposals in the Consultation Paper on Extension of the Service of Civil Servants. ● The Administration should adjust the existing retirement policy to retain capable existing officers to meet the operation needs and alleviate the succession problem. ● The Association concerned about whether the process of selection of civil servants for further employment beyond their retirement by the management was objective and transparent.

Time marker	Speaker	Subject(s)
010147-010513	<p>Mr CHAN Sai-kwing Chairman Hong Kong Senior Government Officers Association</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● The Administration should try to prevent the loss of talent due to the resignation of serving civil servants in short term. ● There were three groups of civil servants: (a) pensionable civil servants, (b) civil servants appointed on or after 1 June 2000; and (c) civil servants appointed on or after 1 June 2015. The differentiation among civil servants might result in equal work with unequal pay and adverse impacts on promotion prospect. ● Civil servants on NPT of appointment were unsatisfied with their terms of employment as compared to those pensionable civil servants in terms of leave, acting pay, child education allowance, housing allowance and fringe benefits after retirement. The Association concerned that the employment condition of new recruits after 1 June 2015 should not be worse than before.
010513-010750	<p>Mr TAM Tat-chi Vice-Chairman Hong Kong Fire Services Control Staff's Union</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● One-third of the Hong Kong Fire Services Control Staff were contract staff on the Mandatory Provident Fund ("MPF") Scheme and they were unable to withdraw their accrued benefits on MPF if they were retired at 55. ● The Administration should give both the pensionable civil servants and civil servants on contract term the option to extend their service to 60.

Time marker	Speaker	Subject(s)
010750-011058	Miss Bonnie LO Hoi-sze Chairman Disciplined Services Consultative Council (Staff side)	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● As more and more people were getting marriage and giving birth at a later age, extension of service was very important for the serving civil servants to provide financial supports to the family. ● A set of fair and objective guidelines for the selection by management during the application for further employment should be important to avoid the culture of cronyism and flattery. ● Serving civil servants should be given the option to extend their service on a voluntary basis with employment terms not worse than their current offer.
011058-011324	Mr Donny MAK Kam-fai Chairman Government Disciplined Services General Union	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Most of the civil service unions were of the view that serving civil servants should be given the option to extend their services on a voluntary basis, especially those appointed on or after 1 June 2000. ● The Union requested the Administration to provide detailed information on the extension of service of serving civil servants as soon as possible.
011324-011648	Mr LEE Siu-kai Executive Member Hong Kong Correctional Services General Union	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● The Administration should gradually extend the service of all serving disciplined services civil servants to 60 before 2037.

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		<ul style="list-style-type: none"> ● Civil servants on NPT of appointment were usually in a relatively junior rank, extending their service would have no immediate and severe adverse impacts on the promotion prospects of younger civil servants. ● It was unfair to all other disciplined services civil servants if the Administration allowed to extend the retirement age of the officers of Independent Commission Against Corruption, which was also one of the Disciplined Services, to 65.
011648-011944	Mr Johnny YUNG Kai-wing Vice-Chairman Hong Kong Civil Servants General Union	<p>Presentation of views as detailed in LC Paper No. CB(4)963/14-15(05)</p> <ul style="list-style-type: none"> ● Serving civil servants should be given the option to extend their service without going through any selection process.
011944-012208	Mr WAT Ki-on Executive Director Hong Kong Fire Services Department Ambulancemen's Union	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● The Union disagreed the mandatory extension of services of ambulancemen as the relatively poorer physically fitness of the ambulancemen after 55 might affect the quality of their services. However, the Union had no objection to the extension of services if it was implemented with flexibility and the civil servants were given the option to extend their services on a voluntary basis.
012308-012618	Mr KAM Man-fung Central Committee Member New People's Party	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Extending the services of new recruits might not be able to solve the problems of aging population and

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		<p>retirement waves in the coming 10 years.</p> <ul style="list-style-type: none"> ● Stable operation of the civil service was very important for the future development of Hong Kong. Differentiating civil servants into three groups with different employment terms would affect the morale of civil servants. The Administration should consider the way to improve the employment conditions of the serving civil servants.
012618-012943	<p>Mr CHAN Chiu-wai 職工盟公務員工會委員會</p>	<p>Presentation of views as detailed in LC Paper No. CB(4)963/14-15(06)</p> <ul style="list-style-type: none"> ● Serving civil servants should be given the option to extend their service on a voluntary basis.
012943-013259	<p>Mr YEUNG Hok-ming Deputy Spokesperson Democratic Alliance for the Betterment and Progress of Hong Kong</p>	<p>Presentation of views that -</p> <ul style="list-style-type: none"> ● Retirement waves of senior civil servants in the coming years would directly affect the quality of public services. Extending the service of serving civil servants would solve the succession problem. ● With the advanced technology and higher life expectancy, most of the civil servants were still capable to pick up their duty after 60. ● Democratic Alliance for the Betterment and Progress of Hong Kong ("DAB") supported the extension of service of civil servants. However, as there were more than 162 000 serving civil servants currently, extending the service of all civil servants at the same time might

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		<p>affect the stability of the civil service. DAB suggested prioritizing staff bodies from the disciplined services to extend their services and implementing flexible arrangements to extend the service of other civil servants at a later stage.</p>
013259-013625	Mr CHAN Chit-kwai, BBS, JP Central & Western District Council Member	<p>Presentation of views as detailed in LC Paper No. CB(4)963/14-15(07)</p> <ul style="list-style-type: none"> ● The government should take to lead to extend the retirement age of all civil servants to 65.

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