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14 May 2018

Clerk to Panel on Public Service
(Attn.: Ms Wendy Jan)
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong

Dear Ms Jan,

**Panel on Public Service
Extension of Service of Civil Servants
Who Joined the Government Between 1 June 2000 and 31 May 2015**

Thank you for your letters dated 30 April, 7 May and 9 May 2018 which refer to us a total of 19 submissions of views on the initiative of allowing civil servants who joined the Government between 1 June 2000 and 31 May 2015 to choose to retire at 65 (for civilian grades) or 60 (for disciplined services grades).

Please find attached our response at **Annex**.

Yours sincerely,

(Ms Vivien Li)
for Secretary for the Civil Service

Submissions of views received by the Panel on Public Service

**Initiative of allowing civil servants who joined the Government
between 1 June 2000 and 31 May 2015 to choose to extend service**

Response from the Civil Service Bureau

A consultation on the proposed implementation framework for the new initiative of allowing civil servants who joined the Government between 1 June 2000 and 31 May 2015 (“Eligible Civil Servants”) to choose to retire at 65 (for civilian grades) or 60 (for disciplined services grades) was launched on 20 February 2018. Upon the close of the consultation on 30 April 2018, we have received more than 470 submissions, including 19 submissions referred by the Panel on Public Service. We are collating and analysing the views.

The above-mentioned submissions from civil service bodies and other parties referred by the Panel support the initiative in principle. Some of them also urge for early implementation. That said, on implementation arrangement, we note that individual civil service bodies have major concern about the proposed migration of the contribution scale of Civil Service Provident Fund (CSPF) Scheme. We have explained in our earlier response to a letter from the Hong Kong Confederation of Trade Unions referred by the Panel that, if Eligible Civil Servants choose to retire later, their employment terms and retirement age would basically be the same as those of the civil servants who joined the Government on or after 1 June 2015. Therefore, our proposal as set out in the consultation paper of requiring them to migrate to the 2015 CSPF Scale applicable to the latter so as to align their retirement benefits is a reasonable arrangement. In addition, according to the findings of an actuarial study, under the proposal, the Government’s commitment to the CSPF contribution for Eligible Civil Servants would increase.

We also note that some civil service bodies consider the one-year option period as proposed in the consultation paper too short. We agree that sufficient time should be provided for Eligible Civil Servants to consider whether to choose to retire later. On the other hand, we also need to reduce the uncertainties in order not to affect departments’ manpower planning.

The above said, we are carefully studying the views received, with a view to finalising the implementation details for launching the initiative as soon as possible, such that civil servants who are approaching their retirement age would not miss the opportunity to extend their service due to delay in the implementation of the initiative.

Civil Service Bureau
May 2018