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**POLICE FORCE COUNCIL
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協會檔號 OUR REF: () in CP PER SS C 5-25/2

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27 April 2018

Hon. POON Siu-ping, BBS, MH
Chairman of Panel of Public Service, Legislative Council

Legislative Council Secretariat
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

(Attn.: Ms. Wendy JAN)

Dear Hon. POON,

**Invitation of views on “Extension of service of civil servants
who joined the Government between 1 June 2000 and 31 May 2015”**

Thank you for your letter dated 19 April 2018 inviting our views regarding the captioned.

Whereas the Police Force Council Staff Side (PFC SS) welcome the Government extending the services of serving police officers, allowing those who joined the Government between 1 June 2000 and 31 May 2015 to choose to retire at 60 years old on a voluntary basis, this only partially addresses the issue of Extended Retirement.

With better health, longer life expectancies and the ever-increasing cost of living, officers today are capable of and have the need to work beyond the now obsolete retirement age of 55 years of age. The PFC SS consider that extending the services of officers between 1 June 2000 and 31 May 2015 is a step in the right direction but strongly urge the Government to implement universal extension of service for **all** serving officers regardless of their time of joining the Government and

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their terms of services. Pensionable and agreement terms police officers who joined the Government before 1 June 2000 should be equally allowed to voluntarily extend their retirement age to 60 years old. Contrary to some claims, we find that there would be no undue promotion blockage once all officers are allowed to have the same retirement age.

This has become a serious morale issue for officers leading to frustration and severe discontent.

Regarding the implementation framework currently proposed by the Government, the PFC SS are concerned that officers joined between 1 June 2000 and 31 May 2015 who are on Civil Service Provident Fund (CSPF) Scheme has to be migrated to a less favourable CSPF scale should they opt to extend their services. The PFC SS are of the view that officers should keep their original CSPF scale, as the Government has entered into agreements with these officers upon their appointments to the Service on their terms of services, the original CSPF scale inclusive, and shall be bounded by these agreements. The PFC SS have difficulties in understanding the rationale of imposing a ceiling of 18% salary cost on CSPF contributions, and consider that for alignment of retirement benefits it should be officers joined after 31 May 2015 to adopt the pre-2015 CSPF Scale instead.

Furthermore, the PFC SS consider the current proposed option period of one year is too short to allow officers to have thorough and comprehensive assessments before making their choices. Also, most officers on CSPF Scheme are still quite young and would only be retiring in distant future, it would be unfair to these officers if they have to make immature and uninformed choices which unforeseeable circumstances may happened during the long period between their choices and their retirements. The PFC SS propose that officers should have at least two years to consider their options, and be allowed to make their final choice two years prior to their original retirement age.

We sincerely hope and urge the Government to favourably consider and act upon our position expressed above.

Yours sincerely,



Patrick KWOK
Chairman
SPA



James LEE
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c.c. Commissioner of Police