



Extension of the service of civil servants

Figure 1 – Hong Kong labour force projection, 2017-2066

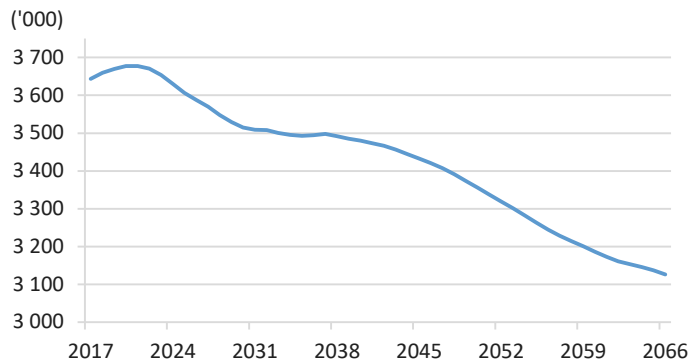


Figure 2 – Breakdown of full-time PRSC staff by B/Ds, position as at end-June 2018

(a) The top seven B/Ds by the number of applications received

Bureau/Department/Office	Number of applications involved	Number of full-time PRSC staff
Working Family and Student Financial Assistance Agency	878	21
Water Supplies Department	813	227
Electrical and Mechanical Services Department	547	162
Fire Services Department	529	89
Leisure and Cultural Services Department	527	103
Environment Bureau / Environmental Protection Department	425	83
Customs and Excise Department	416	151

(b) The top seven B/Ds by the number of PRSC staff employed

Bureau/Department/Office	Number of applications involved	Number of full-time PRSC staff
Water Supplies Department	813	227
Electrical and Mechanical Services Department	547	162
Customs and Excise Department	416	151
Food and Environmental Hygiene Department	236	129
Agriculture, Fisheries and Conservation Department	266	116
Correctional Services Department	254	114
Leisure and Cultural Services Department	527	103

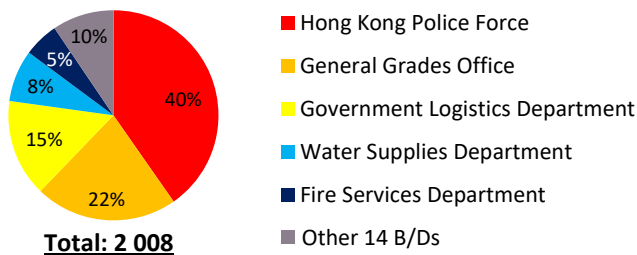
Highlights

- In the face of an ageing population and a shrinking labour force (**Figure 1**), the Government, being the largest employer in Hong Kong, announced in 2015 a new retirement age for new recruits employed on or after 1 June 2015 at 65 for civilian staff and 60 for disciplined services staff. Serving civil servants joining the Government between 1 June 2000 and 31 May 2015 are also allowed to choose to retire at 65 (for civilian grades) or 60 (for disciplined services grades) on a voluntary basis. As at 16 February 2019, about 16 000 or 29% of some 56 000 eligible civil servants had chosen to retire at a later date.
- In addition to raising the retirement age, a number of flexible measures have also been introduced to extend the service of civil servants after their retirements. These include (a) the Post-retirement Service Contract ("PRSC") Scheme; (b) further employment for a longer duration of up to five years; and (c) the final extension of service up to 120 days. Following the completion of one scheme, eligible officers may participate in another scheme.
- PRSC Scheme was introduced in November 2015 allowing government bureaux and department ("B/Ds") to engage retired/retiring civil servants on contract terms to undertake ad hoc or time-limited tasks which call for specific civil service expertise/experience. As at end-June 2018, the Government employed 1 978 full-time PRSC staff for a term not exceeding three years out of 8 004 applications received. About 97% of the PRSC Scheme contract duration was of one year or less.
- Analyzed by B/Ds, the Working Family and Student Financial Assistance Agency employed only 21 full-time PRSC staff while receiving the most number of applications as at end-June 2018 (**Figure 2a**). Over the same period, the Water Supplies Department employed the most number of full-time PRSC staff from the large number of applications it received (**Figure 2b**).

Extension of the service of civil servants (cont'd)

Figure 3 – Completed further employment selection exercises as at February 2019

(a) The top five B/Ds by percentage share of applications



(b) The top five B/Ds by the number of applications approved

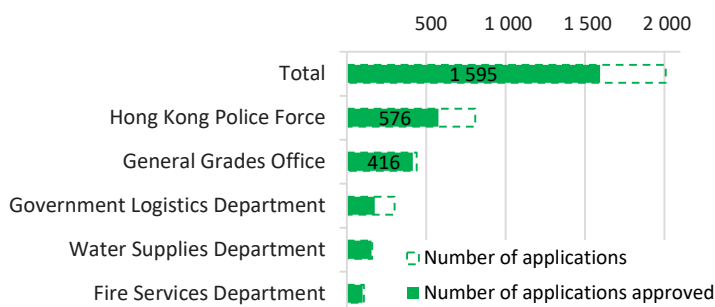
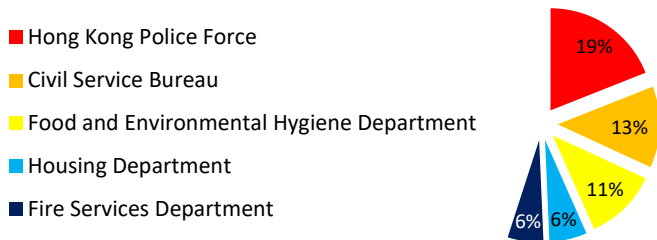


Figure 4 – Application for final extension of service, 25 February 2016-24 February 2019

(a) The top five B/Ds by percentage share of applications



(b) The top five B/Ds by the number of applications processed and approved



Highlights

- In light of the needs to ensure succession planning and to retain valuable expertise/experience, individual B/Ds may invite eligible officers to apply for further employment to serve beyond their retirement age for a longer duration of up to five years.
- The Government received a total of 2 008 further employment applications as at February 2019, of which 809 or 40% were filed by staff of the Hong Kong Police Force (**Figure 3a**). It approved 1 595 or 79% of the applications received. Among all B/Ds, the Hong Kong Police Force had the most number of approved applications (**Figure 3b**), at 576, and 517 or 90% of which were at the grade of Junior Police Officer.
- The arrangements for processing applications for final extension of service were revised in February 2016. Since then, service of serving civil servants may be extended up to 120 days if the approval criteria (such as satisfactory performance, physical fitness of the officer concerned and no undue promotion blockage) are met. After three years of implementation of the revised arrangements, B/Ds received a total of 8 725 applications. Of the 8 179 applications processed, 6 318 were approved with an approval rate of 77%.
- Analysed by B/Ds, the Hong Kong Police Force received the most applications for extension of service (1 657 in number or 19% in percentage share of the total) (**Figure 4a**), followed by the Civil Service Bureau and the Food and Environmental Hygiene Department. They approved a total of 1 164, 978 and 618 applications respectively (**Figure 4b**).

Data sources: Latest figures from the Civil Service Bureau and the Census and Statistics Department.