

ITEM FOR FINANCE COMMITTEE

HEAD 120 – PENSIONS

Subhead 015 Public and judicial service pension benefits and compensation

Subhead 700 General other non-recurrent

New Item “Compensatory Payments under the Second Voluntary Retirement Scheme”

New Item “Ex-gratia Payments to early retirees who are Model Scale I officers on Old Pension Scheme in grades designated for the Second Voluntary Retirement Scheme”

HEAD 29 – CIVIL SERVICE TRAINING AND DEVELOPMENT INSTITUTE

Subhead 700 General other non-recurrent

Item 216 Three-year Training and Development Programme to Enhance Training in the Civil Service

Members are invited to -

- (a) approve creation of a new non-recurrent commitment of \$2,100 million for making compensatory payments to officers retiring under the second Voluntary Retirement Scheme;
- (b) approve creation of a new non-recurrent commitment of \$5 million for making ex-gratia payments to Model Scale I officers on the Old Pension Scheme holding non-established offices in the specified grades who meet selection criteria for the second Voluntary Retirement Scheme and are approved to retire early;

/(c)

- (c) note the additional pension expenditure in 2003-04 as a result of the implementation of the second Voluntary Retirement Scheme; and
- (d) note the time extension of the Three-year Training and Development Programme to Enhance Training in the Civil Service under Head 29 Subhead 700 to provide training for staff affected by voluntary retirement schemes.

PROBLEM

To help reduce the civil service size and the corresponding expenditure on personal emoluments, apart from imposing a general civil service recruitment freeze, we need to put in place an exit mechanism to enable existing and anticipated surplus staff to leave the civil service voluntarily.

PROPOSAL

2. For the purpose of introducing the second Voluntary Retirement (VR) Scheme, we propose to create a new non-recurrent commitment of \$2,100 million for making compensatory payments to officers retiring under the Scheme. To enable certain Model Scale I (MOD I) officers in the designated grades for the second VR Scheme to retire early on similar terms if they so wish, we further propose creation of another non-recurrent commitment of \$5 million for providing these retirees with ex-gratia payments equivalent to the VR compensatory payments. We will also extend the Training and Development Programme under Head 29 Subhead 700, originally intended for three years from 2001-02 to 2003-04, to beyond 2003-04 to provide training to staff affected by VR schemes so that they can acquire the necessary skills to adapt to the new working environment and to further develop their career. No additional financial provision will be required arising from the time extension of the non-recurrent commitment.

/JUSTIFICATION

JUSTIFICATION

3. Directors of Bureau (DoBs) have been critically examining various measures to identify savings. Some of their initiatives which involve re-engineering, re-organising and re-prioritising operations and service delivery will inevitably result in less staff positions required. With civil service personal emolument accounting for around 25% of Government operating expenditure, any measures which help reduce the civil service establishment will contribute significantly to the reduction of Government operating expenditure. Against this background, the Chief Executive announced in his 2003 Policy Address a package of measures to reduce civil service expenditure. They include reducing the size of the civil service by 10% to around 160 000 by 2006-07; imposing a general recruitment freeze on the civil service with effect from 1 April 2003 and introducing a second VR Scheme.

4. In 2000, we launched the first VR Scheme which enabled 59 designated grades with identified or anticipated surplus staff to retire from the service voluntarily with immediate retirement benefits and VR compensation ^{Note 1}. The approval of some 9 800 VR takers under the Scheme has helped reduce the civil service establishment, thereby assisting us in achieving a leaner civil service.

5. Like the first VR Scheme, the second VR Scheme will be launched under Section 6A of the Pensions Ordinance and Section 13 of the Pension Benefits Ordinance, and serves to provide an exit mechanism for identified or anticipated surplus staff in the civil service to leave voluntarily. These sections empower the Chief Executive in Council to approve a compensation scheme for the purposes of Section 6(1)(h) of the Pensions Ordinance and Section 11(1)(i) of the Pension Benefits Ordinance respectively. Such a compensation scheme -

- (a) shall apply to such officers as are specified in the scheme;
- (b) may provide for the payment of compensation, pension benefits and additional benefits to officers on their retirement, the commutation of pension benefits, the payment of death gratuities to dependants of officers, and for other matters relating thereto, other than in accordance with the pensions legislation; and
- (c) shall provide for the circumstances in which compensation and other benefits are payable under the scheme.

/6.

^{Note 1} Under the first VR Scheme, the compensation package comprised pension payment and one month's final salary for every two complete years of service plus nine months' final salary, up to a maximum amount equivalent to 20 months' salary. This VR payment was also subject to the ceiling that the total package in lump sum, including the lump sum VR payment and the lump sum pension payment, should not exceed the commuted value of the pension benefits for which the officer would be eligible upon normal retirement plus six months' final salary.

Encl. 1

6. We have invited returns from DoBs and Heads of Grades as to the ranks and/or streams of grades which may have identified or potential surplus staff. 229 grades with a strength of about 100 000 are now proposed to be covered in the second VR Scheme. A list of these grades is set out at Enclosure 1. Application for joining the Scheme will be entirely voluntary. We have no pre-determined number of retirees under the Scheme.

Features of the second VR Scheme

7. The features of the second VR Scheme will generally follow that of the first VR Scheme with some modifications. An outline of the general features of the second VR Scheme are set out below.

Eligibility

8. The following eligibility criteria will be adopted -

- (a) the Scheme will only apply to officers to whom Section 6A of the Pensions Ordinance (Cap.89) and Section 13 of the Pension Benefits Ordinance (Cap.99) apply and in the grades to be specified by the Secretary for the Civil Service (SCS)^{Note 2}. Agreement officers are not eligible^{Note 3}.

/(b)

^{Note 2} For the avoidance of doubt, an officer is an eligible officer only if he is in one of the following groups of officers -

- (a) an officer to whom Cap. 89 applies who is holding an established office as declared in the Pensions Ordinance (Established Offices) Order, Cap. 89;
- (b) an officer to whom Cap. 99 applies who is appointed to, and confirmed in, an established post as declared in the Pension Benefits Ordinance (Established Offices) Order, Cap. 99;
- (c) an officer to whom Cap. 99 applies who is holding, and who is not confirmed in, an established office as declared in the Pension Benefits Ordinance (Established Offices) Order, Cap. 99; and
- (d) an officer to whom Cap. 99 applies who is holding a non-established office.

^{Note 3} The following groups of officers are not eligible officers for the purposes of the Scheme -

- (a) an officer who is serving under an agreement, whether or not it is an agreement expressly providing for the payment of a gratuity; and
- (b) an officer appointed on month to month terms to fill time-limited or supernumerary posts or on terms of services which do not attract pension, gratuity or other allowance, or any other pension benefits under the pensions legislation.

- (b) the Scheme will not apply to those officers who have tendered notice to retire or resign, have applied for early retirement or who have notified the Government in any manner of their intention to leave the service, or in the case of an officer on trial applied to revert to his former grade to which the Scheme does not apply;
- (c) the Scheme will not apply to those officers against whom disciplinary proceedings have been instituted or are contemplated to be taken, and the proceedings or actions may lead to the removal of the officers from the service or those officers who are to be dismissed or compulsorily retired from the service; and
- (d) the Scheme will not apply to those officers with five or less than five years active service before reaching normal retirement age. Active service shall be counted from the end date of the VR application period to the date the officer reaches his normal retirement age in accordance with the relevant pensions legislation applicable to the officer.

9. In essence, the Scheme will only be open to officers of designated ranks and/or streams of grades specified by the SCS and whom the SCS deems to be eligible to participate in the Scheme. Such officers may retire under the Scheme and receive benefits as provided for by the Scheme upon being approved to retire under it.

Compensation Package

10. The compensation package to be provided for the second VR Scheme will be as follows -

- (a) the pension benefits for which an officer would be eligible as at the date of voluntary retirement, irrespective of whether or not he has attained the minimum age of retirement but subject to completion of the minimum qualifying length of service. This includes a commuted pension gratuity payable on the date of retirement and a monthly pension payable immediately after the officer's retirement. However, pension payment will not be granted to those VR takers who have less than 10 years of service counted on the date of their retirement from the civil service as these officers are not qualified for pension payment under the prescribed pensions legislation under normal circumstances ^{Note 4}.

(b)

Note 4

In other words, an officer to whom the pensions legislation applies who has been approved to retire under this Scheme will be eligible to be granted pension benefits in accordance with the provision of the applicable pensions legislation, only if he has attained the minimum qualifying length of service.

- (b) a lump-sum payment (VR payment) to the officer on the date of his retirement. This is calculated on the basis of one month's salary for every two complete years of service^{Note 5} of the officer; and
- (c) the VR payment is also subject to the ceiling that the amount of the VR payment^{Note 6}, when added to the commuted value of the pension benefits for which the officer would be eligible upon retirement under the VR Scheme, will not exceed the commuted value of the pension benefits for which the officer would be eligible at his normal retirement age^{Note 7}.

11. Compensation under the VR Scheme shall only be payable to an eligible officer if his application for voluntary retirement is approved by the Government. The compensation is payable to the officer on the date of his retirement under the Scheme or as soon as practical thereafter.

12. A table showing the total upfront payment (including the pension gratuity and the VR payment) to officers with varying length of service is at Enclosure 2.

Encl. 2

Recruitment Freeze

13. To ensure the cost-effectiveness of the Scheme, there will be a five-year civil service recruitment freeze to the VR grades counting from the date when the VR Scheme comes into operation as designated by the SCS.

/Deletion

^{Note 5} As at the date of retirement under the Scheme after the officer has exhausted his accrued leave.

^{Note 6} For the purpose of calculating the VR payment, the amount of the officer's last substantive monthly salary will be used. The VR payment will be calculated only for every 2 complete years of service. No pro-rata payment for remainder of service less than 2 years will be provided. The compensation shall be calculated to the nearest HK\$1 dollar and all payment of compensation shall be made to the nearest HK\$1.

^{Note 7} For the purpose of computing the ceiling, the commuted value of pension benefits will be taken as the lump sum when 50% of the pension benefits is commuted, and the officer's highest annual pensionable emoluments calculated in accordance with the applicable pensions legislation at the date of voluntary retirement will be used. Lump sum VR payment + lump sum pension gratuity at VR commuted at 50% should be < or = lump-sum pension gratuity at normal retirement commuted at 50%.

Deletion of Post

14. We will require departments to delete a VR taker's post or a post of the same rank of the VR taker upon the departure of a VR taker. If in the event there are more VR takers in a particular rank than the number of posts which can be deleted in that rank, DoBs may delete posts one rank below to facilitate departure of staff on condition that they can demonstrate substantial savings can still be derived and subject to seeking exceptional approval from the centre.

MOD I Officers on Old Pension Scheme

15. Section 6(1)(h) of the Pensions Ordinance, under which the proposed VR Scheme derives its authority, does not cover officers on the Old Pension Scheme who are holding non-established offices. There are less than 300 such officers. As in the first VR Scheme, we will introduce administrative measures outside the VR Scheme to facilitate some of these officers to retire early under the prevailing regulations, if they so wish, and to receive the same benefits as if they were retiring under the VR Scheme. Specifically, for MOD I officers aged 45 or above, they may, if they belong to a designated VR grade, apply for early retirement in accordance with the Pensions Ordinance and prevailing regulations within the same period when we invite eligible officers to apply for VR. If they meet the same selection and eligibility criteria for the VR Scheme, they will, when their applications for early retirement are approved, receive retirement benefits provided for by the Pensions Ordinance and an ex-gratia payment equivalent to the VR payment. This exceptional arrangement will only apply concurrently with the second VR Scheme on a one-off basis.

Implementation Timetable

16. Subject to the approval of funds, we propose to invite eligible staff to apply for VR during a two-month period from March to May 2003. We expect to approve VR applications in the third quarter of this year.

STAFF CONSULTATION

17. We have briefed the four central staff consultative councils (i.e. the Senior Civil Service Council, Police Force Council, Disciplined Services Consultative Council and MOD I Staff Consultative Council) and four service-wide staff associations of the Scheme. The Staff Sides are generally in support of the introduction of the second VR Scheme as a tool to deal with surplus staff.

/However

However, they are of the view that the less generous compensation package may not be attractive to staff. They suggest that pension be given to officers with less than 10 years of service and that officers with less than 5 years of service before reaching normal retirement age be allowed to participate in the Scheme. Some of them express worry that the remaining staff will have to take up more work upon departure of VR takers.

18. We are of the view that the current package strikes an appropriate balance between cost effectiveness and attractiveness to officers. To alleviate staff concern about increase in workload, we will remind departments to review their services and streamline their operations to reduce unnecessary work. We have also reserved \$10 million under the Three-year Training and Development Programme to organise training courses for staff remaining in the civil service to facilitate their adjustment to the change.

FINANCIAL IMPLICATIONS

19. The second VR Scheme would incur pension expenditure (both the commuted gratuity and the monthly payments) and compensation cost in the form of one-off VR payment. Pensions are officers' earned benefits and since we are not enhancing pensions, the Scheme does not involve additional cost in this respect. Pension expenditure is a statutory charge on General Revenue as provided for under the pensions legislation.

20. The total cost of the VR payments will depend on the number of VR takers, their current pay and their years of service. For the purpose of estimating the financial implications, we assume that the take up rate in the second VR is half of that of the first VR, i.e. 7%. Under this assumption, we estimate that 7 000 officers will opt for VR. We also assume that the average service length of VR takers to be 22 years. The total cost of the VR compensation payments would be in the region of \$2.1 billion. The related pension expenditure would be \$6.1 billion for the commuted pension gratuities and recurrent pension payments of \$0.43 billion annually. On the other hand, departure of staff under the Scheme could lead to savings in salaries and allowances. Assuming 7 000 departures, we estimate that the notional gross savings in such costs would be around \$2.4 billion per year.

21. As regards the ex-gratia payments made outside the VR Scheme for the MOD I officers on the Old Pension Scheme who are aged 45 or above (as mentioned in paragraph 15 above), assuming the take-up rate is half of that of the first VR, the cost of such ex-gratia payments is estimated to be around \$5 million.

22. We propose to create two non-recurrent commitments of \$2,100 million and \$5 million under Head 120 Pensions Subhead 700 General other non-recurrent to meet the costs of the VR payments and the ex-gratia payments for MOD I officers on Old Pension Scheme respectively. If staff response turns out to be more enthusiastic and more applications than otherwise permitted within the approved financial ceilings could be approved operationally, we will seek Members' approval for raising the financial commitments.

23. In accordance with the estimation above, we estimate the cashflow requirements for the VR payment and ex-gratia payment under the Scheme to be as follows -

	2003-04 (\$ million)	2004-05 (\$ million)
VR payment under Subhead 700	840.0	1260.0
Ex-gratia payment under Subhead 700	2.0	3.0

24. We consider it justified to introduce the second VR Scheme at an estimated additional cashflow comprising one-off cost of about \$2.1 billion for compensation and advanced payment of \$6.1 billion for lump sum pension, plus monthly pension of \$0.43 billion per year. Pensions are civil servants' statutory entitlement and the Government's liability, and in that respect they are not regarded as additional costs. On the other hand, there will be savings of \$2.4 billion per year in salaries if these savings are not then spent on other expenditure.

BACKGROUND INFORMATION

25. On 14 January 2003, the Council ADVISED and the Chief Executive ORDERED that the second Voluntary Retirement Scheme should be approved.

26. The Three-year Training and Development Programme was an initiative announced in the 2001 Policy Address to provide training for staff affected by VR schemes, training in relation to Civil Service Reform initiatives, and to promote a continuous learning culture in the civil service. The financial provision for the three-year programme starting from 2001-02 is \$50 million.

Civil Service Bureau
February 2003

VR Grades for Second VR Scheme

No.	Grade	No.	Grade
1	Accounting Officer	# 60	Driving Instructor
2	Aeronautical Communications Officer	61	Education Assistant
3	Agricultural Officer	# 62	Education Officer
4	Air Crewman Officer	63	Education Officer (Administration)
5	Air Traffic Flight Services Officer	# 64	Electrical and Mechanical Engineer
6	Air-Conditioning Inspector	65	Electrical Engineer
7	Aircraft Engineer	# 66	Electrical Inspector
8	Aircraft Technician	67	Electrical Technician
9	Amah II	# 68	Electronics Engineer
10	Amenities Assistant	69	Electronics Inspector
11	Analyst/Programmer	# 70	Engineer
# 12	Architect	# 71	Engineering Laboratory Technician
13	Archivist	# 72	Enrolled Nurse
# 14	Artisan	73	Entertainment Standards Control Officer
15	Assessor	74	Environmental Protection Inspector
16	Assistant Registrar	75	Environmental Protection Officer
17	Auditor	76	Estate Assistant
18	Bailiff	# 77	Estate Surveyor
19	Bailiff's Assistant	78	Examiner
20	Bank Examiner	79	Executive Officer
# 21	Building Services Engineer	80	Experimental Officer
# 22	Building Services Inspector	81	Explosives Supervisor
23	Building Supervisor	82	Field Assistant
24	Building Surveyor	83	Field Officer
25	Calligraphist	84	Fireman (Workshops)
26	Car Park Attendant I	85	Fisheries Craft Technician
# 27	Car Park Attendant II	86	Fisheries Supervisor
28	Cartographer	87	Fisheries Technical Officer
29	Census and Survey Officer	88	Force Welfare Officer
# 30	Certificated Master/Mistress	# 89	Foreman
# 31	Chainman	90	Forest Guard
32	Chauffeur	# 91	Ganger
# 33	Chemist	92	Gardener
34	Chinese Language Officer	# 93	Geotechnical Engineer
35	Clerical Assistant	94	Government Transport Manager
36	Clerical Officer	95	Hawker Control Officer
# 37	Clerk of Works	# 96	Head Property Attendant
# 38	Clinical Psychologist	97	Health Inspector
# 39	Communications Controller	98	Hospital Administrator
40	Companies Registration Officer	# 99	Hospital Foreman
41	Computer Operator	100	Hostel Manager/Manageress
42	Confidential Assistant	101	Housing Directorate
43	Consumer Services Inspector	102	Housing Manager
# 44	Cook	103	Information Officer
45	Court Interpreter	104	Inoculator
46	Court Reporter	105	Insolvency Officer
47	Cultural Services Assistant	106	Inspector (Graduate)
# 48	Darkroom Technician	107	Inspector (Non-graduate)
49	Data Processor	108	Inspector (Telecommunications) /Controller (Telecommunications)
50	Dental Hygienist	# 109	Inspector of Works
51	Dental Inspector	110	Intellectual Property Examiner
52	Dental Officer	111	Interpreter (Simultaneous Interpretation)
53	Dental Surgery Assistant	112	Judicial Clerk
54	Dental Technician	113	Laboratory Assistant
55	Dental Therapist	# 114	Laboratory Attendant
# 56	Dispenser	115	Laboratory Specialist Services Officer
# 57	Domestic Servant	# 116	Laboratory Technician
58	Drain Chageman	117	Labour Inspector
# 59	Draughtsman	118	Labour Officer

No.	Grade	No.	Grade
119	Land Conveyancing Officer	176	Science Laboratory Technician
120	Land Executive	177	Scientific Assistant
121	Land Inspector	178	Scientific Officer (Medical)
122	Land Registration Officer	# 179	Senior Artisan
# 123	Land Surveyor	# 180	Shift Charge Engineer
# 124	Landscape Architect	181	Ship Inspector
# 125	Launch Master	182	Shipping Safety Officer
126	Launch Mechanic	183	Social Work Assistant
# 127	Law Clerk	184	Special Driver
128	Law Translation Officer	185	Specialist (Education Services)
129	Leading Sewerman	# 186	Speech Therapist
# 130	Lecturer (Non-graduate)	187	Statistical Officer
131	Legal Aid Counsel	188	Statistician
132	Liaison Officer	189	Statistics Supervisor
# 133	Machine Operator	# 190	Structural Engineer
134	Machinist/Tailor	191	Supervisor of Typing Services
# 135	Maintenance Surveyor	192	Supplies Assistant
136	Management Services Officer	193	Supplies Attendant
137	Marine Controller	194	Supplies Officer
138	Marine Inspector	195	Supplies Supervisor
139	Marine Officer	# 196	Survey Officer
# 140	Mechanical Inspector	197	Surveyor of Ships
141	Mechanical Engineer	198	Tally Clerk
142	Medical Laboratory Technician	199	Taxation Officer
143	Meter Reader	# 200	Technical Officer
144	Midwife	# 201	Telecommunications Engineer
145	Motor Driver	202	Telephone Operator
146	Motor Vehicle Examiner	# 203	Timekeeper /Checker
147	Occupational Hygienist	204	Town Planner
148	Occupational Safety Officer	# 205	Tracer
# 149	Occupational Therapist	206	Trade Controls Officer
# 150	Occupational Therapy Assistant	207	Trade Officer
151	Office Assistant	208	Traffic Assistant
152	Orthoptist	209	Traffic Warden
153	Personal Secretary	210	Training Officer
# 154	Photographer	211	Transport Services Officer
# 155	Photoprinter	212	Treasury Accountant
# 156	Physiotherapist	213	Tribunal Officer
157	Planning Officer	214	Typist
158	Police Communications Assistant	215	Valuation Assistant
159	Police Communications Computer Operator	216	Valuation Officer
160	Police Telecommunications Inspector	217	Valuation Referencer
161	Police Translator	218	Valuation Surveyor
162	Primary School Master/Mistress	219	Vehicle Tester
163	Printing Officer	# 220	Ward Attendant
164	Printing Technician	221	Water Sampler
165	Programme Officer	222	Waterworks Chemist
# 166	Projectionist	223	Waterworks Inspector
167	Proof Reader	# 224	Welfare Worker
# 168	Property Attendant	# 225	Workman I
# 169	Quantity Surveyor	# 226	Workman II
170	Quarry Manager	# 227	Works Supervisor
171	Radar Specialist Mechanic	228	Workshop Attendant
# 172	Radio Mechanic	# 229	Workshop Instructor
173	Radiographer		
# 174	Registered Nurse		
175	Rent Officer		

Note: Due to exigencies of service, some of the grades may only include specified ranks/streams. For the same reason, some of the grades may apply to specified departments only (those grades with a symbol #). Detailed information will be included in our circulars to be issued to staff.

Hospital Authority***Vocational Training Council***

No.	Grade
1	Artisan
2	Audiology Technician
3	Barber
4	Cook
5	Darkroom Technician
6	Department Manager
7	Dispenser
8	Electrical Technician
9	Enrolled Nurse (General)
10	Enrolled Nurse (Psy)
11	Foreman
12	Ganger
13	Gardener
14	General Manager (Allied Health)
15	Head Property Attendant
16	Health Care Assistant
17	Hospital Administrator
18	Hospital Foreman
19	Hostel Manager
20	Laboratory Attendant
21	Laundry Manager
22	Laundry Worker
23	Linen Production Unit Supervisor
24	Machinist/Tailor
25	Medical & Health Officer
26	Medical Laboratory Technician
27	Midwife
28	Mortuary Attendant
29	Mortuary Officer
30	Mortuary Technician
31	Mould Laboratory Technician
32	Occupational Therapist
33	Occupational Therapy Assistant
34	Operating Theatre Assistant
35	Orthoptist
36	Personal Secretary
37	Pharmacist
38	Photographer
39	Physicist
40	Physiotherapist
41	Property Attendant
42	Prosthetist-Orthotist
43	Radiographer
44	Registered Nurse
45	Registered Nurse (Psy)
46	Scientific Officer (Medical)
47	Senior Artisan
48	Telephone Operator
49	Ward Attendant
50	Workman I
51	Workman II
52	X-Ray Mechanic

No.	Grade
1	Artisan
2	Certificated Master/Mistress
3	Industrial Training Officer
4	Inspector of Apprentices
5	Lecturer (Graduate) (Institute of Vocational Education)
6	Lecturer (Graduate)
7	Lecturer (Non-graduate)
8	Vocational Studies Tutor
9	Workman II
10	Works Supervisor
11	Workshop Attendant
12	Workshop Instructor

* The civil service posts under the Hospital Authority and the Vocational Training Council are shadow grade posts created for the purpose of protecting the pension benefits and promotion prospects of those civil servants working in the Hospital Authority and the Vocational Training Council.

Illustration of VR Compensation Package under Second VR Scheme

Years of Service	VR Compensation (A)	Pension Gratuity (assuming a commutation rate of 50%) (B)	Total upfront payment (C) = (A) + (B)
	Monthly Salary	Monthly Salary	Monthly Salary
2	1 month	0 month	1 month
4	2 months	0 month	2 months
6	3 months	0 month	3 months
8	4 months	0 month	4 months
10	5 months	15 months	20 months
12	6 months	18 months	24 months
14	7 months	21 months	28 months
16	8 months	24 months	32 months
18	9 months	27 months	36 months
20	10 months	30 months	40 months
22	11 months	33 months	44 months
24	12 months	36 months	48 months
26	13 months	39 months	52 months
28	14 months	42 months	56 months
30	11 months	45 months	56 months
32	8 months	48 months	56 months
34	5 months	51 months	56 months

Note : Assuming VR takers join the service at the age of 20 and are under the New Pension Scheme. In addition to the above VR payment, VR takers with not less than 10 years of service are eligible for pension benefits. Officers with five or less years of active service counting as at the end date of VR application period are not eligible to join the Scheme. For the purpose of commuting the ceiling, the officer's highest annual pensionable emoluments calculated in accordance with the applicable pensions legislation at the date of voluntary retirement will be used (for illustration purpose, the above table has taken the officer's last substantive salary into calculation).