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政府總部
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14 November 2008

Clerk to Panel on Public Service
Legislative Council Building
8 Jackson Road, Central
Hong Kong
(Attn: Ms Sarah YUEN)
(Fax No.: 2121 0420)

Dear Ms Yuen,

**Disciplinary framework for civil servants
whose retirement benefits are provided under the
Civil Service Provident Fund Scheme and other related proposals**

I refer to the letter of 4 November 2008 from the Hong Kong Civil Servant's General Union ("the Union") addressed to you and copied to us.

In the letter, the Union relayed, among others, its minority's concern that "whether staff are given any choice in adopting the revised disciplinary punishments". We would like to clarify that the main purpose of our proposals is to put in place, on the basis of the disciplinary framework for pensionable staff, removal punishments applicable to civil servants appointed with retirement benefits under the Civil Service Provident Fund ("CSPF") Scheme. We welcome comments from the Union and parties concerned before taking forward the proposals. However, upon implementation of the proposals, the revised disciplinary framework will be applicable to all civil servants appointed with retirement benefits under the CSPF Scheme.

Yours sincerely,

(Aaron Liu)

for Secretary for the Civil Service

c.c. Hong Kong Civil Servant's General Union
(Attn: Mr CHUNG Tak-cheung, Vice-chairman)