



THE HONG KONG INSTITUTE OF
SURVEYORS

香港測量師學會



測量服務三十年 帶動社會邁向前
30 Years of Surveying Service with Pride,
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1 August 2014

By Fax: 2530 1265

E-mail: views_retirement@csb.gov.hk

& post

Appointments Division
Civil Service Bureau
8/F, West Wing, Central Government Offices
2 Tim Mei Avenue, Tamar, Hong Kong

Dear Sirs,

Extension of the Service of Civil Servants

On behalf of the Hong Kong Institute of Surveyors (HKIS), I have much pleasure in submitting our views on the consultation paper on extension of the service of civil servants.

Members of the HKIS covered technical grade and professional grade while quite a portion of them are serving civil servants. Our views are formulated based on an online survey to our members in July 2014. Only 30% of the respondents are serving civil servants.

The proposed Framework

To deal with the social and economic problems resulting from the ageing population, the HKIS supports the idea of promoting a longer working life for people in Hong Kong by extending the retirement age well beyond 60. The HKIS is in support to redefine the retirement age up to 65 on voluntarily basis in order to unleashing the potential of existing population. The Guiding Principles and the proposed Initiatives in the proposed framework set out in the consultation paper are generally agreed.

Views on Proposed Implementation Schemes

Higher Retirement Age for New Recruits

We support to extend the retirement age to 65 for new recruits of civilian grades through a phased approach.

Further Employment Mechanism

Regarding extension of service for serving civil servants, about half of the respondents support the proposed extension to existing staff under Civil Service Provident Fund (CSPF) scheme and New pension scheme. One-third of the respondents support imposing the extension to existing old pension scheme civil servant.

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New Post-retirement Service Contract Scheme (PRSC)

With reference to the proposed PRSC scheme, we support the proposal and opine that the proposed extension should at least cover technical to professional grade posts. Moreover, 50%, 80%, 60% of the respondents support extending the PRSC scheme to cover directorate grade staff, new recruit and Civil Service Provident Fund Scheme staff respectively. A few respondents propose automatic extension based on existing terms and PRSC scheme is not required. The survey results further reveal that over 50% of the respondents support annual assessment and approval from head of grade/department under this scheme. Some other respondents suggest that past performance and health condition should be considered, while a few respondents suggest that extension should be granted as long as the staff wish to do so, or as an automatic extension to all staff. Some suggest open recruitment is required for those PRSC posts.

Streamlining Control Regime on Post-service Outside Work

Regarding the control measures which the Government should consider in respect of post-retirement employment of civil servants, only 40% of the respondents support that blanket approval to be granted.

Please contact HKIS Secretariat on 2526 3679 if you require more information. Thank you very much for your attention.

Yours faithfully,



Sr Simon Kwok
President
The Hong Kong Institute of Surveyors

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