

Dear Mr. R. ARCULLI, Chairman of the Review Committee,

I refer to your Consultation Document on Post Retirement Employment for Directorate Officers in the Civil Service and I offer my comments as followings:

Para. 6.03

Issue 1: Basically yes but protecting the public interest should always be the top priority.

Issue 2: There are areas for improvement.

For (a) : Yes, this will eliminate doubts from the general public.

For (b) : Gainful use of resources from retired civil servants all depends on the environment and circumstance of the material time. Attractiveness of civil service as a career is not a reason to officially allow post retirement employment. The general public will see this as an excuse.

Issue 3: No.

For (a) : Basically agreed. This will certainly alleviate all the criticisms from the public.

For (b) : As long as possible, say 3-4 years.

For (c) : As long as possible, say 3-4 years.

Issue 4: A MUST to show transparency.

Issue 5: Not appropriate. Imposition of work restrictions can certainly address public concerns.

Issue 6: Yes, legislators should be included as members.

Issue 7 : Definitely yes. Retirement is retirement and if one choose to continue to work on pay there is no reason why tax payers should still shoulder his/her "pension" as he/she is not entirely "retired".

Issue 8 : Definitely not sufficient.

Issue 9 : Definitely insufficient.

For (a) : Agreed and it should be included.

For (b) : Agreed.

Para 6.04 Every Country and Administration has its own specific consideration in allowing post retirement service/employment and Hong Kong should avoid making direct reference. A simple approach is to bar Directorate Officers (D1 and above) from paid post retirement jobs. If approval is granted under very special circumstances his/her pension should be suspended. Actually such arrangement will only affect about 1500 Directorate Officers in the civil service and has little impact on the society or on the work force or expertise as some civil service unions claimed.

Regards.

WK LEE

24 Feb. 2009