

主旨: Views on Population Policy

Dear in-charge,

The materials below are views on the population policy and are mainly focused on the retirement age issue within the civil service. please seriously take into consideration.

The HK SAR Government is possibly the largest organization in the territory to offer jobs of many kinds to the people here.

There is suggestion to extend the service of civil servants who have reached retirement age of 55 to 60.

Objection is strongly raised to such suggestion on the following grounds:

1. Working efficiency after the age of 60 may not be maintained as decline in health condition to various extent is very likely to take place. Some Civil servants who ask for extension might only seek to continue earning more income instead of having the intention to provide quality services to the public. Bear in mind that the latter is the foundation on which a civil servant is selected and employed. Besides, the wage of each civil servant comes from public money and therefore even a penny should not be wasted. The selection of a right civil servant is important. Should extension in the government be an automatic act? Please think about it.
2. Job opportunities offered by the government are manifold but are not unlimited in number and should be made available to those who need a job and not to those who want to extend a job beyond 60. There might be a far-reaching and adverse impact on the population especially those young and middle-aged groups if extension beyond 60 takes effect in the government. There are now more than 170,000 (to be verified) civil servants and if extension beyond 60 say for 5 more years, civil servants may then continue to hold their posts for 5 more years. Those many who are supposed to retire at 60 may stay to earn more income or money with therefore no vacant posts or jobs spared out for employing young and middle-aged persons who really need a job to subsist their families or themselves. The extension therefore may become a barrier for the young and middle-aged population to acquire jobs (including professional, technical, clerical as well as skilled and non-skilled jobs and etc,) in the government. The young people may have to wait for 5 more years to become civil servants, if employed. No one will deny that we don't have too many golden five-year. For those middle-aged people, waiting for five more years may mean a huge discouragement and despair to them. That said, the extension may pose a negative influence on the community. No one may deny that looking for a job in the government is a wish of many a person.
3. Civil servants who choose to join the extension may not do so due to financial needs. They may possibly just take the chance of the extension scheme to earn more money and some may do so in order to let life be occupied by something. They may not really need a job to earn a living. It may just happen that they get a good chance to continue to work to earn more or for reasons other than financial needs. Bear in mind that civil servants will receive pension after retirement at 60. That means civil servants, after retirement at 60, will still have financial protection. The government should take care of those who really need a job to earn a living. The extension scheme is likely to greatly reduce

and delay the no. of posts or jobs in the government which should be made available to those who are really in need of a job. The extension in the government may not be a good policy.

4. Similarly, the extension will possibly obstruct younger and capable civil servants to advance in their career in the government. When those civil servants who are to retire at 60 ask for working 5 years more, that means younger and capable civil servants may have to wait for another 5 golden years to advance further or get promoted. Such may be a great discouragement and disappointment to many civil servants and the morale and inspiration in the Civil Service may also be immensely knocked down. Besides, those civil servant who choose to extend their service beyond 60 may have lesser incentive, drive, zeal and devotion to work as they may just be thinking about a five-year plan to earn income only. This may not be good to both the government and the community at all.

Best regards,

A member of Hong Kong