CIVIL SERVICE BUREAU CIRCULAR NO. 8/2007

Post-service Medical and Dental Benefits for Officers Appointed under the New Terms

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<th>To:</th>
<th>Directors of Bureau Permanent Secretaries</th>
<th>c.c. Commissioner, Independent Commission Against Corruption Judiciary Administrator Secretary, Public Service Commission The Ombudsman</th>
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(Note: Distribution of this circular is Scale C. It should be read by Permanent Secretaries, Heads of Department, Departmental Secretaries and officers dealing with personnel matters and brought to the attention of all officers concerned.)

Purpose

This circular promulgates the provision of medical and dental benefits to officers appointed under the new terms (i.e. new probationary terms, new agreement terms and new permanent terms) who have been invalided as a result of injury on duty or occupational disease (hereafter referred collectively as injury on duty).

Background

2. CSRs 900(3)(c) and 950(2)(b) provide that retired Government officers living in Hong Kong and in receipt of a pension or an annual allowance are entitled to free medical and dental treatment provided by the Department of Health and the Hospital Authority, except for hospital maintenance fees and charges for dentures and dental appliances and other restorations as specified in the relevant Annexes to the CSRs. Civil servants appointed on or after 1 June 2000 on new terms are covered by the Mandatory Provident Fund (MPF) Scheme or the Civil Service Provident Fund (CSPF) Scheme. Since they are not eligible for pension benefits after retirement, they will cease to enjoy civil service medical and dental benefits once they leave the service.
**Provision of medical and dental benefits to officers invalided on grounds of injury on duty**

3. For officers on new terms whose service is terminated as a result of injury on duty, we consider that there are compassionate grounds for the Government to look after their long-term medical needs. With immediate effect, officers on new terms who are invalided as a result of injury on duty in accordance with normal procedures will continue to be eligible for civil service medical and dental benefits, in addition to the incapacity benefits as set out in CSB Circular No. 7/2002, after they leave the service.

4. Placement arrangements may be made for officers on new permanent terms in accordance with the standing procedures for invaliding as set out in Annex 2.3 to the CSRs. Officers who are successfully placed in another office are eligible for post-service medical and dental benefits if they have, in accordance with paragraph 9(a) of CSR Annex 2.3, opted for termination of service from their current office on invaliding (as a result of injury on duty) and are appointed in the new office after a break in service.

5. The provision of post-service medical and dental benefits for officers on new terms as set out in this circular also applies to civil servants appointed before 1 June 2000 on agreement terms who are subject to the MPF Scheme.

6. The provision of post-service medical and dental benefits as set out in this circular does not apply to the family members of the officers who have been invalided.

7. Departmental management is required to keep the Civil Service Bureau informed of any cases of granting post-service medical and dental benefits to officers in accordance with this circular for consideration of how best such information should be captured in the Medical and Dental Benefits Eligibility Checking System.

8. The arrangements in this circular do not affect an officer’s eligibility for free medical treatment for an injury on duty until the attending medical practitioner certifies that no further treatment is required, as provided for under the Employees’ Compensation Ordinance, Cap. 282.

9. The arrangements set out above, in particular the scope of application, are subject to further review in the light of operational experience.
Enquiries

10. Enquiries about this circular should be addressed to Departmental Secretaries who, if in doubt, may contact Chief Executive Officer (Conditions of Service) at 2810 3083 or Senior Executive Officer (Conditions of Service) 1 at 2810 3082.

( Ms Maggie Wong )
for Secretary for the Civil Service