

SPECIAL PROJECT GROUP

Proposal on Introduction of Tenure and Retirement for senior officers

Proposal

It is proposed to introduce a system of retirement and tenure terms for senior officers of Hong Kong Air Cadet Corps (the Corps) at OC Wing (or equivalent) and above. The aim of this proposal is to enhance good corporate governance and improve Corps transparency and upgrade our public image.

Background

2. At present, the Commanding Officer (CO) is subject to a term of service of four years and the maximum term of service of the CO is 8 years (Article 28 of M&A). The term of service of the Chairman of the Executive Board is two years. The maximum term of service for the Chairman is 8 years in four consecutive terms (Art 39 of M&A). There is no term of service for other members of the Corps.

3. The Corps reviews its governance framework from time to time to ensure it remains fit for its purpose. The present proposals aim to introduce a long-term human resources policy which is sustainable and nurtures young and junior officers for further development.

Retirement age

4. It is proposed that the retirement age for an officer occupying the post of OC Wing (or equivalent) and above shall retire when he/she reaches the age of 70. This retirement proposal has taken reference to other Uniformed Groups where mandatory retirement for senior officers is implemented.

Service Tenure

5. It is proposed that officers occupying the post of OC Wing (or equivalent) and above should be given a service term of three (3) years, to be extendable for another term of three (3) years. That is a total of six (6) years. If during the six-year service an officer is promoted to the next higher office, e.g. OC Group, the service will start afresh for another term.

6. In exceptional case, the service term of an officer mentioned above may be extended on recommendation of the CO and to be approved by the Executive Board. The extended term of service may be a full three-year term or shorter and will be determined on individual merits of the case.

Advisory Body

7. Senior officers retired or completed the service tenure will be invited to join an Advisory Body where they may continue to serve the Corps. Although they will not take up day-to-day operational matters, they are free to join all the functions and activities of the Corps. The CO will consult the Advisory Body from time to time on management and operations of the Corps. The Advisory Body will be given voting rights at General Meetings of the Corps. The number of votes the Advisory Body will cast will be capped irrespective of the number of members in the Advisory Body.

Advice Sought

7. Members of the Corps are invited to give their views on the above proposals.

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May 2023