

# CIRCULAR 02/2023

**From:** Acting Permanent Secretary for Civil Service

**Phone:** 8924320

**To:** All Permanent Secretaries

**Date:** 23 January 2023

**Subject:** Retirement Age and Permanent Contracts

**File Ref:** 14/4

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## 1.0 Introduction

- 1.1. Please note that amendments to the Civil Service (General) Regulations 1999 have been gazetted dated 21 January 2023 as per the attached Legal Notice No. 20 of 2023.

## 2.0 Permanent Contracts

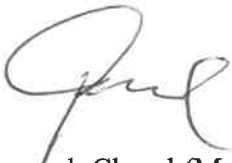
- 2.1. Contract based appointments will be removed for Civil Servants and Government Wage Earners, except for those who are appointed for projects with a specific timeframe.
- 2.2. The probationary period for newly appointed civil servants is also impacted and must not exceed 6 months. This will be amended in future employment appointments
- 2.3. Ministries are advised that the MCS Circular 01/2023 in regards to the new and expiring contracts remains intact until consultations conclude with the Office of the Solicitor-General and other important stakeholders.

## 3.0 Retirement Age

- 3.1. The retirement age for all Civil Servants and Government Wage Earners has been extended from 55 years to 60 years. The Amendment Regulations is effective from 1 January 2023 and applies to all Civil Servants below Permanent Secretary level.
- 3.2. Cabinet has also approved that the effective date of this for teachers (including heads of schools), doctors and nurses is 1 January 2022.
- 3.3. A comprehensive review will take place to assess the practicality of extending the effective date for Civil Servants not included in (3.2) above through a holistic submission to Cabinet.
- 3.4. The re-engagement of any Civil Servants over the age of 60 still requires the approval of the Minister for Civil Service in line with the requirements under Clause 14 of the Civil Service (General) Regulations.

#### 4.0 Clarification

- 4.1. The Public Service Commission will release further policy on the operationalisation of these amendments so as to ensure consistent, transparent human resource practices take place across the Civil Service.
- 4.2. The content of the Circular must be brought to the attention of all responsible officers in your Ministries/Department
- 3.1. Further enquiries may be directed to email [mcpolicy.fiji@gmail.com](mailto:mcpolicy.fiji@gmail.com)



Parmesh Chand (Mr)

**Acting Permanent Secretary for Civil Service**