

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Creation and Deletion of Shadow Posts in the Education Department for Civil Servants Working in the Vocational Training Council

INTRODUCTION

This paper informs Members of the number of shadow posts created and deleted by the Director of Education (D of E) for civil servants working in the Vocational Training Council (VTC) in 2000-01.

BACKGROUND

2. Upon the transfer of operational responsibilities and staff from the former Technical Education and Industrial Training Department (TEITD) to the VTC with effect from 1 August 1991, the Finance Committee delegated to the then Head of TEITD the authority to create and delete shadow posts, in both directorate and non-directorate ranks, required to accommodate civil servants working under the VTC. The objective of the shadow posts is to preserve the promotion prospects and pension benefits of these civil servants for so long as they remain in the civil service, even though they are not working in a government department *per se*. The shadow posts will be deleted when the incumbents move on to other positions within the VTC (in which case shadow posts corresponding to the new positions will be created) or leave the civil service. The Administration has undertaken to submit annually to the Establishment Subcommittee a consolidated return on the shadow posts so created and deleted (Establishment Subcommittee Paper EC 1991-92 Item 22).

3. The delegated authority referred to in paragraph 2 above was transferred to D of E with effect from 1 April 1999 vide EC(1999-2000)8 following the transfer of personnel management functions for civil servants working in VTC from the former TEITD to D of E on the same date.

/SHADOW

SHADOW POSTS CREATED AND DELETED IN 2000-01

4. In 2000-01, the D of E deleted 12 and created five shadow posts, resulting in a balance of 101 shadow posts as at 31 March 2001. Details are at the
Encl. Enclosure.

Education and Manpower Bureau
June 2001

**Number of Shadow Posts Created and Deleted under
Head 40 - Education Department
during the Period 1.4.2000 - 31.3.2001**

Year	Month	No. of posts created	No. of posts deleted
2000	April	-	-
	May	-	-1 (1 Artisan (VTC))
	June	-	-
	July	+5* (1 Vocational Studies Tutor (VTC), 3 Senior Vocational Studies Tutor (VTC), 1 Chief Vocational Studies Tutor (VTC))	-5 (2 Inspector of Apprentices (VTC), 2 Senior Inspector of Apprentices (VTC), 1 Chief Inspector of Apprentices (VTC))
	August	-	-
	September	-	-
	October	-	-3 (2 Assistant Lecturer (VTC), 1 Lecturer (Non-Graduate (VTC)))
	November	-	-1 (1 Principal Lecturer (VTC))
	December	-	-
2001	January	-	-
	February	-	-1 (1 Property Attendant (VTC))
	March	-	-1 (1 Assistant Lecturer (VTC))
		----- +5 =====	----- -12 =====

* The posts were created to accommodate five civil servants who had transferred from the Inspector of Apprentices grade to the Vocational Studies Tutor grade while working in the VTC. The creation was offset by a corresponding deletion of five posts previously held by the same civil servants.

As at 31.3.2001, there were 101 shadow posts in ED for accommodating civil servants working in the VTC.