

## **NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

### **Creation and Deletion of Shadow Posts 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 Administration for civil servants working in the Vocational Training Council (VTC) in 2005-06.

#### **BACKGROUND**

2. Upon the transfer of operational responsibilities and staff from the former Technical Education and Industrial Training Department to the VTC with effect from 1 August 1991, the Finance Committee delegated to the Administration 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 has been exercised by the Permanent Secretary for Education and Manpower since 1 January 2003.

**/SHADOW .....**

**SHADOW POSTS CREATED AND DELETED IN 2005-06**

4. In 2005-06, the Administration deleted six shadow posts in the VTC due to natural wastage, resulting in a balance of 59 shadow posts as at 31 March 2006. Details are at the Enclosure.

Encl.

-----

Education and Manpower Bureau  
June 2006

**Enclosure to ECI(2006-07)6**

**Number of Shadow Posts Created and Deleted  
for Civil Servants Working in VTC  
during the Period 1 April 2005 – 31 March 2006**

| <b>Year</b> | <b>Month</b> | <b>No. of posts created</b> | <b>No. of posts deleted</b>   |
|-------------|--------------|-----------------------------|---|
| 2005        | April        | -                           | -   |
|             | May          | -                           | -   |
|             | June         | -                           | -2<br>(1 Inspector of Apprentices (VTC),<br>1 Assistant Lecturer (VTC))           |
|             | July         | -                           | -   |
|             | August       | -                           | -   |
|             | September    | -                           | -   |
|             | October      | -                           | -   |
|             | November     | -                           | -2<br>(1 Senior Industrial Training Officer (VTC),<br>1 Property Attendant (VTC)) |
|             | December     | -                           | -   |
| 2006        | January      | -                           | -   |
|             | February     | -                           | -1<br>(1 Assistant Lecturer (VTC))  |
|             | March        | -                           | -1<br>(1 Workshop Attendant (VTC))  |
|             |              | <hr/>                       | <hr/>   |
|             |              | 0                           | - 6   |
|             |              | <hr/> <hr/>                 | <hr/> <hr/>   |

As at 31 March 2006, there were 59 shadow posts for accommodating civil servants working in the VTC.

-----