

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Consolidated Return on the Creation and Deletion of Shadow Posts in the Department of Health for 2008-09

INTRODUCTION

This paper informs Members of the number of shadow posts created and deleted in the Department of Health (DH) in 2008-09, as required under Establishment Subcommittee Paper EC 1991-92 Item 23.

BACKGROUND

2. When the Hospital Authority (HA) took over the management and control of public hospitals in Hong Kong on 1 December 1991, the Head of the former Hospital Services Department (HSD) was delegated the authority vide EC 1991-92 Item 23 –

- (a) to create and delete shadow civil service ranks, at both directorate and non-directorate levels, with the same pay scales as the corresponding HA ranks; and
- (b) to create and delete shadow civil service posts, at both directorate and non-directorate ranks, in HSD;

in order to accommodate civil servants working in the HA and to preserve their promotion prospects. Shadow posts are created during the year purely for accommodating those civil servants selected for promotion to higher ranks/appointment to other relevant ranks by the HA. They are deleted when the incumbents leave the civil service or are transferred to other Government departments. There were 3 072 shadow posts as at 1 April 2008.

3. The delegated authority referred to in paragraph 2 above was transferred to the Director of Health with effect from 1 April 1999 vide EC(1999-2000)8 following the disestablishment of HSD and transfer of personnel management functions for civil servants working in the HA from HSD to DH on the same date.

SHADOW POSTS CREATED AND DELETED IN 2008-09

4. A total of 103 shadow posts were created and 299 shadow posts were deleted in 2008-09, resulting in a balance of 2 876 shadow posts as at 31 March 2009. Details on the movement of shadow posts are set out at the Enclosure.

Encl.

Food and Health Bureau
June 2009

**Shadow Posts Created and Deleted under
Head 37 - Department of Health
during the period 1 April 2008 to 31 March 2009**

No. of shadow posts as at 1 April 2008 : **3 072**

No. of shadow posts created/deleted during 2008-09:

Year	Month	No. of shadow posts		
		Created	Deleted	
2008	April	3	20	
	May	2	23	
	June	2	20	
	July	3	22	
	August	27	50	
	September	4	17	
	October	10	22	
	November	20	40	
	December	13	26	
	2009	January	5	21
February		7	22	
March		7	16	
Total		103	299	(196)

No. of shadow posts as at 31 March 2009 : **2 876**
