

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 Government for civil servants working in the Vocational Training Council (VTC) in 2015-16.

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 Government the authority to create and delete shadow posts, in both directorate and non-directorate ranks, required to accommodate civil servants working in the VTC. The objective of the shadow posts is to preserve the promotion prospects and pension benefits of these civil servants 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 Government 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 then Permanent Secretary for Education and Manpower since 1 January 2003, and by the Permanent Secretary for Education since 1 July 2007.

/SHADOW

SHADOW POSTS CREATED AND DELETED IN 2015-16

4. In 2015-16, the Government created three shadow posts and deleted four shadow posts in the VTC, resulting in a balance of nine shadow posts as at 31 March 2016. The creation of the three posts was due to promotion of three officers to a higher rank and the deletion of the four posts was due to promotion of the aforementioned officers as well as natural wastage. Details are at the Enclosure.

Encl.

Education Bureau
July 2016

Enclosure to ECI(2016-17)7

**Number of Shadow Posts Created and Deleted
for Civil Servants Working in the Vocational Training Council (VTC)
during the Period 1 April 2015 to 31 March 2016**

Year	Month	No. of posts created	No. of posts deleted
2015	April	-	-
	May	+1 (1 Workshop Instructor II (VTC))	-2 (1 Workshop Instructor III (VTC) and 1 Lecturer (IVE)(VTC))
	June	-	-
	July	-	-
	August	-	-
	September	-	-
	October	-	-
	November	+1 (1 Chief Apprenticeship Officer (VTC))	-1 (1 Senior Inspector of Apprentices (VTC))
	December	+1 (1 Senior Apprenticeship Officer (VTC))	-1 (1 Apprenticeship Officer (VTC))
2016	January	-	-
	February	-	-
	March	-	-
		<hr style="border-top: 1px solid black;"/> +3 <hr style="border-top: 3px double black;"/>	<hr style="border-top: 1px solid black;"/> -4 <hr style="border-top: 3px double black;"/>

As at 31 March 2016, there were nine shadow posts for accommodating civil servants working in the VTC.
