

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 2018-19.

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 2018-19

4. In 2018-19, the Government deleted one shadow post, namely Vocational Studies Tutor (VTC), owing to natural wastage. A breakdown of the four shadow posts remaining on the establishment of the VTC is set out as follows –

Post	Number of posts		Change during the year
	As at 1 April 2018	As at 31 March 2019	
Senior Apprenticeship Officer (VTC)	1	1	N.A.
Vocational Studies Tutor (VTC)	1	0	-1
Workshop Instructor I (VTC)	1	1	N.A.
Workshop Instructor II (VTC)	2	2	N.A.
Total:	5	4	-1

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