

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Consolidated Return on the Creation and Deletion of Shadow Posts in the Department of Health for 2019-20

INTRODUCTION

This paper informs Members of the number of shadow posts created and deleted in the Department of Health (DH) in 2019-20, as required under the 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 960 shadow posts as at 1 April 2019.

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 2019-20

4. A total of 9 shadow posts were created and 180 shadow posts were deleted in 2019-20, resulting in a balance of 789 shadow posts as at 31 March 2020. Details on the movement of shadow posts are set out at the
Encl. Enclosure.

Food and Health Bureau
May 2020

**Shadow Posts Created and Deleted under
Head 37 - Department of Health
during the period 1 April 2019 to 31 March 2020**

No. of shadow posts as at 1 April 2019: **960**

No. of shadow posts created/deleted during 2019-20:

Year	Month	No. of shadow posts			
		Created	Deleted		
2019	April	0	36		
	May	1	22		
	June	2	15		
	July	3	17		
	August	0	21		
	September	1	14		
	October	1	14		
	November	0	15		
	December	0	14		
	2020	January	0	5	
		February	1	6	
		March	0	1	
	Total	9	180	(171)	

No. of shadow posts as at 31 March 2020: **789**
