

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Consolidated Return on the Creation and Deletion of Shadow Posts in the Hospital Services Department for 1998-99

INTRODUCTION

This paper informs Members of the number of shadow posts created and deleted in the Hospital Services Department (HSD) in 1998-99, 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 Administrator/HSD was delegated the authority -

- (a) to create and delete shadow civil service posts, at both directorate and non-directorate ranks, in HSD; and
- (b) 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,

in order to accommodate civil servants working in HA and to preserve their promotion prospects. Shadow posts were deleted when the incumbents leave the civil service or were transferred to other Government departments. There were 5 922 shadow posts as at 31 March 1998.

/SHADOW

SHADOW POSTS CREATED AND DELETED IN 1998-99

Encl. 3. A total of 68 shadow posts were created and 355 deleted in 1998-99, leaving 5 635 shadow posts as at 31 March 1999. Details on the movement of shadow posts are set out at the Enclosure.

TRANSFER OF DELEGATED AUTHORITY

4. Following the transfer of personnel management functions for civil servants working in HA from HSD to the Department of Health on 1 April 1999, the delegated authority to create and delete shadow civil service ranks and posts for civil servants working in HA has been transferred from the Administrator/HSD to the Director of Health with effect from 1 April 1999 *vide* EC(1999-2000)8. The Director of Health will continue to submit through the Health and Welfare Bureau to the Establishment Subcommittee a consolidated return on the number of shadow posts created and deleted during the year.

Health and Welfare Bureau
June 1999

**Shadow Posts Created and Deleted under
Head 61 - Hospital Services Department
during the period 1 April 1998 to 31 March 1999**

No. of shadow posts as at 31 March 1998 : **5 922**

No. of shadow posts created/deleted during 1998-99 :

Year	Month	No. of shadow posts			
		Created	Deleted		
1998	April	7	21		
	May	12	42		
	June	7	33		
	July	4	22		
	August	7	37		
	September	3	44		
	October	3	39		
	November	12	39		
	December	2	17		
	1999	January	6	20	
		February	3	23	
		March	2	18	
	Total	68	355	(287)	

No. of shadow posts as at 31 March 1999 : **5 635**