

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 2002-03.

BACKGROUND

2. Upon the transfer of operational responsibilities and staff from the former Technical Education and Industrial Training Department (TEITD) to the VTC with effect from 1 August 1991, the Finance Committee delegated to the then Head of TEITD the authority to create and delete shadow posts, in both directorate and non-directorate ranks, required to accommodate civil servants working under the VTC. The objective of the shadow posts is to preserve the promotion prospects and pension benefits of these civil servants for 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 Administration 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 was transferred to the Director of Education (D of E) with effect from 1 April 1999 vide EC(1999-2000)8 following the transfer of personnel management functions for civil servants

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working in VTC from the former TEITD to D of E on the same date. The delegated authority was further transferred to the Permanent Secretary for Education and Manpower with effect from 1 January 2003 vide FCR(2002-03)44 following the merging of Education and Manpower Bureau and Education Department on 1 January 2003.

SHADOW POSTS CREATED AND DELETED IN 2002-03

4. In 2002-03, the Government deleted 28 and created 24 shadow posts, resulting in a balance of 88 shadow posts as at 31 March 2003. Of the changes, the creation and deletion of 24 posts are just a technicality to reflect changes in the titles of the shadow posts. Details are at the Enclosure.

Encl.

Education and Manpower Bureau
June 2003

**Number of Shadow Posts Created and Deleted
for Civil Servants Working in VTC
during the Period 1.4.2002 – 31.3.2003**

Year	Month	No. of posts created	No. of posts deleted
2002	April	-	-
	May	-	-
	June	-	-
	July	-	-
	August	-	-1 (1 Property Attendant (VTC))
	September	-	-
	October	-	-1 (1 Workshop Instructor II (VTC))
	November	-	-
	December	+24* (21 Assistant Lecturer(VTC), 3 Lecturer(Non-graduate)(VTC))	-25* (1 Assistant Executive Director (VTC), 21 Assistant Lecturer (IVE)(VTC), 3 Lecturer (Non-graduate)(IVE)(VTC))
2003	January	-	-1 (1 Workman II (VTC))
	February	-	-
	March	-	-
		----- +24 =====	----- -28 =====

* The changes involve the deletion of 24 posts offset by corresponding creation of 24 posts. The arrangement is required to preserve the original titles of the shadow posts held by 24 civil servants working in VTC under the Lecturer (Non-graduate)(VTC) grade. The titles for these 24 shadow posts have been changed since 22.3.2002 to reflect the new titles used within VTC. Upon further consideration, the Government considers that the titles of the shadow posts concerned could have been kept intact, and hence reverts to the original titles. The employment status, conditions of service, pay scales and promotion linkage of the incumbents have not been affected.

As at 31.3.2003, there were 88 shadow posts for accommodating civil servants working in the VTC.