

## **NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

### **Consolidated Return on the Creation and Deletion of Shadow Posts in the Department of Health for 2002-03**

#### **INTRODUCTION**

This paper informs Members of the number of shadow posts created and deleted in the Department of Health (DH) in 2002-03, 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 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 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 are deleted when the incumbents leave the civil service or are transferred to other Government departments. There were 4 236 shadow posts as at 1 April 2002.

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 transfer of personnel management functions for civil servants working in HA from HSD to DH on the same date.

**SHADOW POSTS CREATED AND DELETED IN 2002-03**

4. A total of 5 shadow posts were created and 191 shadow posts were deleted in 2002-03, resulting in a balance of 4 050 shadow posts as at 31 March 2003. Details on the movement of shadow posts are set out at the Enclosure.

Encl.

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Health, Welfare and Food Bureau  
June 2003

**Shadow Posts Created and Deleted under  
Head 37 - Department of Health  
during the period 1 April 2002 to 31 March 2003**

No. of shadow posts as at 1 April 2002 : **4 236**

No. of shadow posts created/deleted during 2002-03 :

Year	Month	No. of shadow posts			
		Created	Deleted		
2002	April	3	30		
	May	1	20		
	June	0	24		
	July	0	14		
	August	0	11		
	September	0	11		
	October	0	11		
	November	0	13		
	December	0	22		
	2003	January	1	12	
		February	0	14	
		March	0	9	
	Total	5	191	<b>(186)</b>	

No. of shadow posts as at 31 March 2003 : **4 050**