

## **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 2003-04.

#### **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 Administration 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 has been exercised by the Permanent Secretary for Education and Manpower since 1 January 2003.

**/SHADOW .....**

**SHADOW POSTS CREATED AND DELETED IN 2003-04**

4. In 2003-04, the Government deleted 20 and created two shadow posts, resulting in a balance of 70 shadow posts as at 31 March 2004. The net deletion of 18 posts is due to civil servants retiring under the Second Voluntary Retirement Scheme (ten posts) and natural wastage (eight posts). Details are at the Enclosure.

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Education and Manpower Bureau  
May 2004

**Enclosure to ECI(2004-05)3**

**Number of Shadow Posts Created and Deleted  
for Civil Servants Working in VTC  
during the Period 1 April 2003 – 31 March 2004**

<b>Year</b>	<b>Month</b>	<b>No. of posts created</b>	<b>No. of posts deleted</b>
2003	April	-	-1 (1 Assistant Lecturer (VTC))
	May	-	-1 ( 1 Specialist (Education Services)I (VTC))
	June	-	-
	July	-	-1 (1 Assistant Lecturer (VTC))
	August	-	-2 (1 Workman II (VTC), 1 Artisan (VTC))
	September	+1 (1 Lecturer (IVE) (VTC)#)	-6 (1 Lecturer(Graduate) (VTC)#, 1 Senior Lecturer (VTC), 2 Assistant Lecturer (VTC), 1 Workman II (VTC), 1 Workshop Instructor II (VTC))
	October	-	-
	November	-	-1 (1 Workman II (VTC))
	December	-	-
2004	January	+1 (1 Lecturer (Graduate) (VTC)@)	-5 (1 Assistant Lecturer (VTC)@, 2 Assistant Lecturer (VTC), 1 Senior Lecturer (IVE) (VTC), 1 Industrial Training Officer (VTC))

/February .....

<b>Year</b>	<b>Month</b>	<b>No. of posts created</b>	<b>No. of posts deleted</b>
	February	-	-2 (1 Workshop Instructor II (VTC), 1 Artisan (VTC))
	March	-	-1 (1 Workshop Instructor II (VTC))
<hr/>		+2	-20
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# The post was created to accommodate a civil servant who had transferred laterally from the Lecturer (Graduate) (VTC) to the Lecturer (IVE) (VTC) rank. The transfer is meant to align the civil service ranks in the grade of Lecturer (Graduate) (VTC) with the new grade structure for VTC's own employees in the Hong Kong Institute of Vocational Education (IVE). The creation was offset by a corresponding deletion of a post previously held by the same civil servant.

@ The post was created to accommodate a civil servant who had transferred from the Assistant Lecturer (VTC) to the more senior Lecturer (Graduate) (VTC) rank upon obtaining the requisite qualification. The creation was offset by a corresponding deletion of a post previously held by the same civil servant.

As at 31 March 2004, there were 70 shadow posts for accommodating civil servants working in the VTC.