

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Consolidated Return on the Creation and Deletion of Shadow Posts in the Department of Health for 2003-04

INTRODUCTION

This paper informs Members of the number of shadow posts created and deleted in the Department of Health (DH) in 2003-04, 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 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 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 4 050 shadow posts as at 1 April 2003.

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 HA from HSD to DH on the same date.

/SHADOW

SHADOW POSTS CREATED AND DELETED IN 2003-04

4. Following the transfer of 59 General Out-patient Clinics to HA in July 2003, a total of 681 shadow posts were created in 2003-04. Meanwhile, 503 shadow posts were deleted, resulting in a balance of 4 228 shadow posts as at 31 March 2004. Details on the movement of shadow posts are set out at the

Encl.

Enclosure.

Health, Welfare and Food Bureau
July 2004

**Shadow Posts Created and Deleted under
Head 37 - Department of Health
during the period 1 April 2003 to 31 March 2004**

No. of shadow posts as at 1 April 2003 : **4 050**

No. of shadow posts created/deleted during 2003-04 :

| Year | Month | No. of shadow posts | | | |
|------|-----------|---------------------|---------|------------|--|
| | | Created | Deleted | | |
| 2003 | April | 1 | 15 | | |
| | May | 1 | 8 | | |
| | June | 0 | 11 | | |
| | July | 0 | 19 | | |
| | August | 670 ^{Note} | 61 | | |
| | September | 0 | 55 | | |
| | October | 7 | 41 | | |
| | November | 0 | 47 | | |
| | December | 0 | 71 | | |
| | 2004 | January | 1 | 78 | |
| | | February | 0 | 44 | |
| | | March | 1 | 53 | |
| | Total | 681 | 503 | 178 | |

No. of shadow posts as at 31 March 2004 : **4 228**

Note : These shadow posts were created to accommodate departmental and common grades officers in connection with the transfer of 59 General Out-patient Clinics to the Hospital Authority in July 2003.