

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 Administration for civil servants working in the Vocational Training Council (VTC) in 2011-12.

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 then Permanent Secretary for Education and Manpower since 1 January 2003, and by the Permanent Secretary for Education since 1 July 2007.

/SHADOW

SHADOW POSTS CREATED AND DELETED IN 2011-12

4. In 2011-12, the Administration created five shadow posts and deleted 13 shadow posts in the VTC, resulting in a balance of 20 shadow posts as at 31 March 2012. The creation of five posts was due to promotion/transfer of officers to another ranks and the deletion of the 13 posts was due to natural wastage as well as promotion/transfer of officers. Details are at the Enclosure.

Encl.

Education Bureau
July 2012

Enclosure to ECI(2012-13)5

**Number of Shadow Posts Created and Deleted
for Civil Servants Working in the Vocational Training Council (VTC)
during the Period 1 April 2011 to 31 March 2012**

Year	Month	No. of posts created	No. of posts deleted
2011	April	-	-
	May	+2 (2 Workshop Instructor I (VTC))	-3 (2 Workshop Instructor II (VTC) and 1 Workshop Attendant (VTC))
	June	-	-1 (1 Workshop Instructor II (VTC))
	July	-	-
	August	+3 (2 Senior Inspector of Apprentices (VTC) and 1 Apprenticeship Officer (VTC))	-3 (1 Senior Vocational Studies Tutor (VTC) and 2 Inspector of Apprentices (VTC))
	September	-	-1 (1 Workshop Instructor II (VTC))
	October	-	-
	November	-	-1 (1 Works Supervisor II (VTC))
	December	-	-
2012	January	-	-
	February	-	-1 (1 Workman II (VTC))
	March	-	-3 (1 Assistant Master (VTC), 1 Artisan (VTC) and 1 Workshop Instructor II (VTC))
		<hr/> +5 <hr/>	<hr/> -13 <hr/>

As at 31 March 2012, there were 20 shadow posts for accommodating civil servants working in the VTC.
