

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Consolidated Return on the Creation and Deletion of Shadow Posts in the Department of Health for 1999-2000

INTRODUCTION

This paper informs Members of the number of shadow posts created and deleted in the Department of Health (DH) in 1999-2000, 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 5 635 shadow posts as at 1 April 1999.

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....

SHADOW POSTS CREATED AND DELETED IN 1999-2000

4. A total of 36 shadow posts were created and 284 shadow posts were deleted in 1999-2000, resulting in a balance of 5 387 shadow posts as at 31 March 2000. Details of the movement of shadow posts are set out at the

Encl.

Enclosure.

Health and Welfare Bureau
June 2000

**Shadow Posts Created and Deleted under
Head 37 - Department of Health
during the period 1 April 1999 to 31 March 2000**

No. of shadow posts as at 1 April 1999 : **5 635**

No. of shadow posts created/deleted during 1999-2000 :

Year	Month	No. of shadow posts			
		Created	Deleted		
1999	April	2	22		
	May	4	34		
	June	-	27		
	July	-	23		
	August	4	20		
	September	-	14		
	October	-	15		
	November	6	29		
	December	-	17		
	2000	January	-	31	
		February	-	22	
		March	20	30	
	Total	36	284	(248)	

No. of shadow posts as at 31 March 2000 : **5 387**