

**Head 146 — GOVERNMENT SECRETARIAT:
EDUCATION AND MANPOWER BUREAU**

Controlling officer: the Secretary for Education and Manpower will account for expenditure under this Head.

Estimate 2001–02	\$200.5m
Establishment ceiling 2001–02 (notional annual mid-point salary value) representing an estimated 95 non-directorate posts at 31 March 2001 rising by one post to 96 posts at 31 March 2002.....	\$40.7m
In addition there will be an estimated 13 directorate posts at 31 March 2001 and at 31 March 2002.	
Capital Account commitment balance	\$229.6m

Controlling Officer's Report

Programmes

Programme (1) Employment	This programme contributes to Policy Area 8: Employment (Secretary for Education and Manpower).
Programme (2) Education	This programme contributes to Policy Area 16: Education (Secretary for Education and Manpower).

Detail

Programme (1): Employment

	1999–2000 (Actual)	2000–01 (Approved)	2000–01 (Revised)	2001–02 (Estimate)
Financial provision (\$m)	30.7	27.2 (–11.4%)	43.3 (+59.2%)	43.8 (+1.2%)

Aim

2 The aim is to develop a well-trained and adaptable workforce, improve and safeguard employee rights and benefits, promote good employer and employee relations, provide an efficient employment service and promote safety and health at work.

Brief Description

3 The Education and Manpower Bureau's main responsibility under this programme is to formulate policies, monitor their implementation and introduce legislation on employment and manpower training.

Matters Requiring Special Attention in 2001–02

4 During 2001–02, the bureau will ensure the timely and effective implementation of the various initiatives announced by the Chief Executive in his Policy Addresses. In particular, it will:

- continue to draw up measures to identify training and job opportunities with a view to helping the unemployed to re-enter the workforce as soon as possible;
- improve the rights and benefits of employees through legislation in a way which is commensurate with the pace of Hong Kong's social and economic development and which can strike a reasonable balance between the interests of employers and employees;
- oversee the initiatives undertaken by the Labour Department (LD), particularly:
 - stepping up enforcement against illegal employment with a view to protecting employment opportunities for the local workforce;
 - launching a pilot project for long-term unemployed people aged 40 and above to help them get back to work;
 - providing hyperlinks from the existing Interactive Employment Service (iES) website of the LD to other employment websites to further facilitate the dissemination of labour market information;
 - continuing and further expanding the Youth Pre-employment Training Programme to equip secondary school leavers with pre-employment training before they enter the labour market;
 - promoting tripartite communication between employers, employees and the Government on employment matters at the trade/industry level; and
 - enforcing occupational safety and health legislation;

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- foster a skilled and dynamic workforce by overseeing or co-ordinating the implementation of the following initiatives:
 - providing recurrent funding to the Employees Retraining Board (ERB) to give it a stable source of funding. The new funding arrangement will be subject to a Memorandum of Understanding agreed with ERB, which sets out, among other things, key output and outcome performance indicators;
 - completing a new wing at the Shatin Campus of the Vocational Training Council (VTC) by June 2001 to meet future demands; and
 - enhancing coordination amongst the services of VTC, ERB and LD for job-seekers;
- ensure that Hong Kong's labour market needs are met by adjusting flexibly the number and types of training/retraining places to meet the evolving needs of different sectors; and
- enhance the safety and health standards at work through the introduction of appropriate legislation.

Programme (2): Education

	1999–2000 (Actual)	2000–01 (Approved)	2000–01 (Revised)	2001–02 (Estimate)
Financial provision (\$m)	83.7	97.8 (+16.8%)	105.8 (+8.2%)	156.7 (+48.1%)

Aim

5 The aim is to ensure that young people in Hong Kong receive an all-round quality education to prepare them for life and work and to develop their aptitude towards lifelong learning.

Brief Description

6 The Education and Manpower Bureau's main responsibility under this programme is to formulate policies and introduce legislation on education, and to monitor the performance of the entire education sector.

Matters Requiring Special Attention in 2001–02

7 During 2001–02, the bureau will ensure the timely and effective implementation of the various initiatives announced by the Chief Executive in his Policy Addresses. In particular, it will:

- support the progressive increase in post-secondary education opportunities so that 60% of secondary school leavers will have access to tertiary education by the 2010/11 academic year;
- improve the quality of school education, including the implementation of an Outstanding Schools Awards Scheme, and the administration of the Quality Education Fund;
- oversee the implementation of education reform measures recommended by the Education Commission;
- work with the Education Commission to examine issues relating to the academic structure for senior secondary education, post-secondary education and continuing education;
- improve the quality of the teaching profession through:
 - progressively upgrading the sub-degree primary and secondary school teacher training places to degree and above levels starting from the 1999/2000 academic year; and
 - developing a framework for the General Teaching Council;
- oversee the effectiveness of the medium of instruction policy;
- oversee the implementation of the Native-speaking English Teacher Scheme to enhance the English language proficiency of our students;
- continue to operate the Funding Scheme for Workplace English Training to heighten awareness of the importance of English at work and to raise workplace English language standards;
- oversee the implementation of reforms to the public examination system and the design of Basic Competency Assessments for students at key stages of education;
- oversee the further implementation of school-based management;
- enhance the quality and cost-effectiveness of tertiary education by overseeing the implementation of initiatives undertaken by the University Grants Committee, particularly the increase in the ratio of non-local students and the development of areas of excellence;
- encourage lifelong learning by overseeing the implementation of the following initiatives:

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supporting the Information Technology Development Plan of the Open University of Hong Kong with the one-off grant of \$50 million provided by Government in 2000–01; and

promoting Project Springboard which offers secondary school leavers and adult learners a bridging programme for continuing education, with emphasis on practical skills development and self-learning technique;

- oversee the initiatives undertaken by the Education Department, particularly:

constructing schools to achieve the target of enabling 60% of primary school pupils to study in whole-day schools by the 2002/03 academic year;

expediting delivery of the School Improvement Programme;

implementing a five-year strategy to step up the application of information technology in education;

implementing proposals to facilitate the development of Direct Subsidy Scheme schools and private independent schools;

providing 1 640 graduate posts in primary schools in the 2001/02 academic year;

providing continuous support for the leadership and professional development of school principals;

developing a framework for teachers' continuous professional development;

providing an additional senior teacher post in all public sector primary schools to provide leadership in developing the English curriculum and in the teaching of English;

further enhancing the quality and qualification of kindergarten principals and teachers, and improving the teacher to pupil ratio in kindergartens;

examining the further harmonisation of kindergartens and child care centres;

ensuring an all-round education for our students through the provision of in-service subject training for 600 primary teachers of Music and Art and Craft each year;

providing enrichment programmes for gifted students and continuing to promote integrated education;

preparing for the provision, starting from the 2002/03 academic year, of adequate school places to enable all secondary 3 students who have the ability and wish to continue their study with subsidised secondary 4 places or vocational training places; and

implementing language benchmarks for teachers.

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ANALYSIS OF FINANCIAL PROVISION

Programme	1999-2000 (Actual) (\$m)	2000-01 (Approved) (\$m)	2000-01 (Revised) (\$m)	2001-02 (Estimate) (\$m)
(1) Employment	30.7	27.2	43.3	43.8
(2) Education	83.7	97.8	105.8	156.7
	114.4	125.0 (+9.3%)	149.1 (+19.3%)	200.5 (+34.5%)

Analysis of Financial and Staffing Provision

Programme (1)

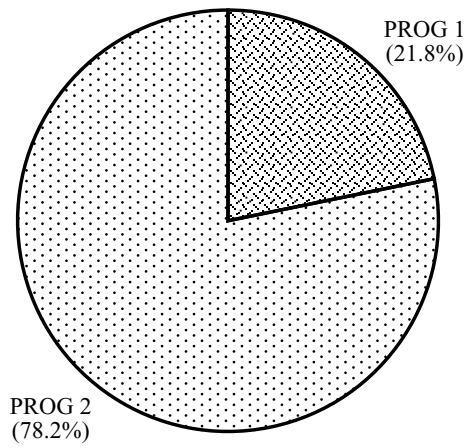
Provision for 2001-02 is \$0.5 million (1.2%) higher than the revised estimate for 2000-01. This is mainly due to the requirement for publicity programme against age discrimination in employment, partly offset by savings in departmental expenses.

Programme (2)

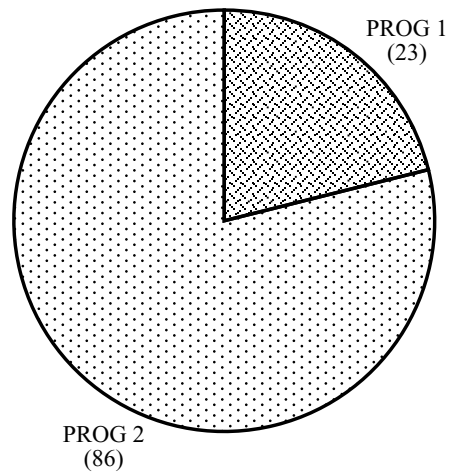
Provision for 2001-02 is \$50.9 million (48.1%) higher than the revised estimate for 2000-01. This is mainly due to the increase in the estimated requirements for the Project Springboard and the creation of one post to cope with the demand for administrative support arising from various initiatives, partly offset by the completion of some capital items in 2000-01 and reduced cashflow requirements in 2001-02 of other capital items, such as the validation exercises and institutional review of the Hong Kong Shue Yan College.

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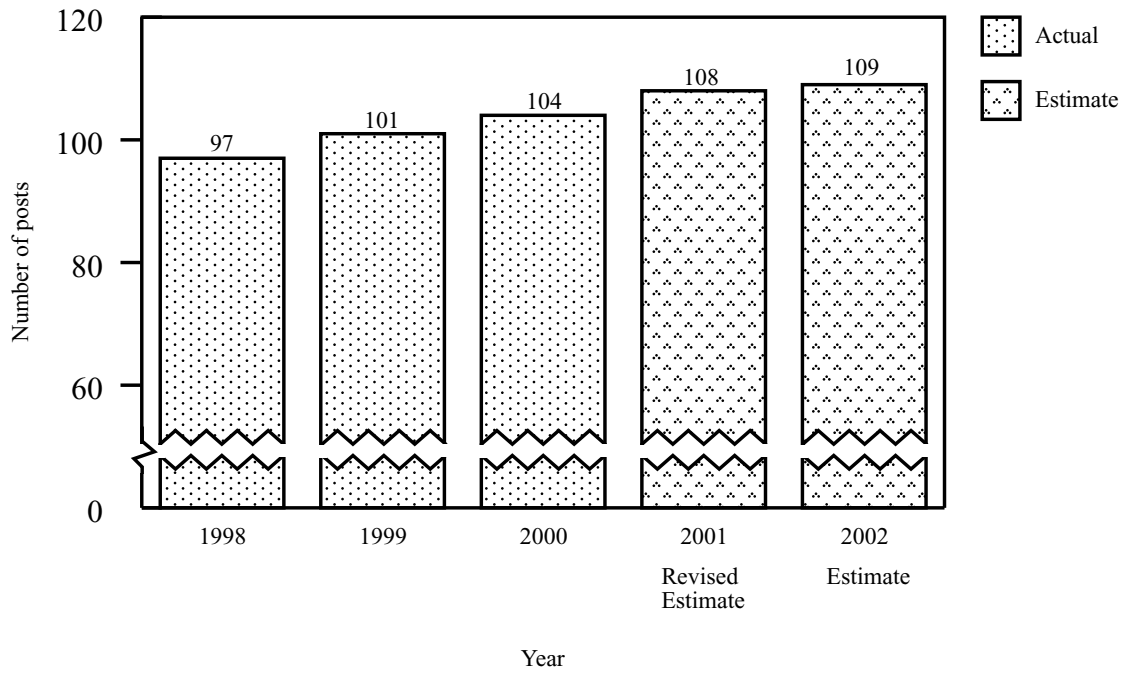
*Allocation of provision
to programmes
(2001-02)*



*Staff by programme
(as at 31 March 2002)*



*Changes in the size of the establishment
(as at 31 March)*



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Sub-head (Code)	Actual expenditure 1999–2000	Approved estimate 2000–01	Revised estimate 2000–01	Estimate 2001–02	
	\$ 000	\$ 000	\$ 000	\$'000	
Recurrent Account					
I — Personal Emoluments					
001	Salaries.....	55,980	56,173	56,277	56,904
002	Allowances.....	4,649	5,075	4,225	4,229
007	Job-related allowances.....	58	17	7	7
	Total, Personal Emoluments	60,687	61,265	60,509	61,140
III — Departmental Expenses					
108	Remuneration for special appointments	14,420	17,645	15,855	14,996
111	Hire of services and professional fees.....	7,802	12,951	11,639	11,972
149	General departmental expenses.....	7,110	7,434	7,188	7,396
	Total, Departmental Expenses	29,332	38,030	34,682	34,364
IV — Other Charges					
299	Expenses for improved occupational safety and health standards	6,885	6,328	6,328	6,282
	Total, Other Charges	6,885	6,328	6,328	6,282
	Total, Recurrent Account	96,904	105,623	101,519	101,786
Capital Account					
II — Other Non-Recurrent					
700	General other non-recurrent.....	17,540	19,390	47,616	98,755
	Total, Other Non-Recurrent.....	17,540	19,390	47,616	98,755
	Total, Capital Account.....	17,540	19,390	47,616	98,755
	Total Expenditure	114,444	125,013	149,135	200,541

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Details of Expenditure by Subhead

The estimate of the amount required in 2001–02 for the salaries and expenses of the Education and Manpower Bureau is \$200,541,000. This represents an increase of \$51,406,000 over the revised estimate for 2000–01 and of \$86,097,000 over actual expenditure in 1999–2000.

Recurrent Account

Personal Emoluments

2 Provision of \$61,140,000 for personal emoluments represents an increase of \$631,000 over the revised estimate for 2000–01.

3 The establishment at 31 March 2001 will be 108 permanent posts. It is expected that one additional post will be created in 2001–02.

4 Subject to certain conditions, the controlling officer may under delegated powers create or delete non-directorate posts during 2001–02, but the notional annual mid-point salary value of all such posts must not exceed \$40,690,000.

5 Provision of \$4,229,000 under *Subhead 002 Allowances* is for standard allowances and the following non-standard allowance —

	<i>Rank</i>	<i>Master Pay Scale point</i>	<i>Rate per month† \$</i>
consolidated overtime allowance for Chauffeur grade	Chauffeur	5	5,240
		6	5,570
		7	5,940
		8	6,330
		9	6,740
		10	7,145

† These rates are payable for the first 1–100 hours overtime per month. Overtime performed in excess of 100 hours will be compensated at 1% of the monthly rate per hour.

6 Provision of \$7,000 under *Subhead 007 Job-related allowances* is for standard job-related allowances.

Departmental Expenses

7 Provision of \$14,996,000 under *Subhead 108 Remuneration for special appointments* is for the remuneration of non-civil service contract staff in the Quality Education Fund Secretariat and the Support Unit for the Standing Committee on Language Education and Research. The decrease of \$859,000 (5.4%) against the revised estimate for 2000–01 is mainly due to the reduced requirement for payment of contract gratuity to contract staff in 2001–02.

8 Provision of \$11,972,000 under *Subhead 111 Hire of services and professional fees* includes provision for the commissioning of consultancy studies, professional services and publicity on employment and education issues, and for the maintenance of homepages of the Education and Manpower Bureau, the Education Commission and the Quality Education Fund.

Other Charges

9 Provision of \$6,282,000 under *Subhead 299 Expenses for improved occupational safety and health standards* is to meet expenses to improve the working environment in the public and subvented sectors in order to comply with the requisite standards under the Occupational Safety and Health Ordinance, including the provision of relevant training for staff.

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Capital Account

Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment \$ 000	Accumulated expenditure to 31.3.2000 \$ 000	Revised estimated expenditure for 2000-01 \$ 000	Balance \$ 000
700		<i>General other non-recurrent</i>				
	010	Consultancy on Language Benchmarking for Teachers	7,000	2,171	2,000	2,829
	018	Consultancy to develop performance measures for quality education	4,100	170	1,080	2,850
	019	Enhanced research support for the Education Commission.....	9,500	1,942	2,500	5,058
	020	Management services relating to the implementation of the reform of the Education Department	9,500	687	1,500	7,313
	025	Grant to the Federation for Continuing Education in Tertiary Institutions to support its development and evaluation of the bridging programmes under Project Springboard	5,000	—	4,000	1,000
	026	IT Assistant Course.....	36,000	—	16,620	19,380
	027	Project Springboard and Web-site on Continuing Education	200,000	—	10,030	189,970
	029	Publicity programme against age discrimination in employment.....	1,230	—	—	1,230
		Total.....	<u>272,330</u>	<u>4,970</u>	<u>37,730</u>	<u>229,630</u>