

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

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

| | |
|---|-----------------|
| Estimate 2002–03 | \$396.0m |
| Establishment ceiling 2002–03 (notional annual mid-point salary value) representing an estimated 101 non-directorate posts at 31 March 2002 rising by four posts to 105 posts at 31 March 2003 | \$49.5m |
| In addition there will be an estimated 14 directorate posts at 31 March 2002 and at 31 March 2003. | |
| Capital Account commitment balance | \$573.5m |

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

| | 2000–01 (Actual) | 2001–02 (Approved) | 2001–02 (Revised) | 2002–03 (Estimate) |
|---------------------------|---------------------|-----------------------|----------------------|-------------------------------|
| Financial provision (\$m) | 44.9 | 43.8 (–2.4%) | 59.4 (+35.6%) | 220.2 (+270.7%) |

Aim

2 The aim is to develop a well-trained, well-motivated 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 and strategies, monitor their implementation and introduce legislation on employment and manpower training.

4 In 2001–02, the bureau launched the Skills Upgrading Scheme to provide focused training for workers with low education level, collaborated with the Employees Retraining Board (ERB) in launching the Self-employment Business Start-up Assistance Scheme to help the re-trainees to start a business, carried out a review on the organisation of vocational training/retraining in Hong Kong, provided recurrent funding to the ERB to allow it to have a stable source of funding to provide quality training, steered the passage of two bills relating to employee rights and benefits, introduced three bills to enhance occupational safety and health of workers, and continued to implement measures to ease unemployment.

Matters Requiring Special Attention in 2002–03

5 During 2002–03, the bureau will ensure the timely and effective implementation of the various initiatives announced by the Chief Executive in his previous 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;
- undertake a manpower projection survey to assess Hong Kong's future manpower needs;
- 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; and
- foster a skilled and dynamic workforce by overseeing or co-ordinating the implementation of the following initiatives:
 - developing focused training courses under the Skills Upgrading Scheme and extending it to cover more industries;
 - promoting continuing education amongst the local workforce to meet changing needs of the economy; and

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following up the consultant's report on the review of the organisational set-up for vocational training and retraining.

Programme (2): Education

| | 2000-01 (Actual) | 2001-02 (Approved) | 2001-02 (Revised) | 2002-03 (Estimate) |
|---------------------------|---------------------|-----------------------|----------------------|-----------------------|
| Financial provision (\$m) | 292.2 | 156.7 (-46.4%) | 138.8 (-11.4%) | 175.8 (+26.7%) |

Aim

6 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 for lifelong learning.

Brief Description

7 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.

8 In 2001-02, the bureau introduced a start-up loan scheme and an accreditation grant scheme to assist education providers in providing full-time, accredited, self-financing post-secondary programmes and launched financial assistance schemes for students to pursue such programmes, implemented the Outstanding Schools Awards Scheme and supported the Open University of Hong Kong in taking forward its Information Technology Development Plan. The bureau continued to oversee the implementation of the education reform, including reforming the Primary One Admission mechanism and the Secondary School Places Allocation system; improving the school curriculum; and promoting diversity in education. The bureau also worked with the Education Commission to review the academic structure for senior secondary education.

Matters Requiring Special Attention in 2002-03

9 During 2002-03, the bureau will ensure the timely and effective implementation of the various initiatives announced by the Chief Executive in his previous 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 through enhancing the promotion and dissemination of good practices emanating from successful Quality Education Fund projects;
- review and improve the administration of the Quality Education Fund;
- oversee the implementation of education reform measures recommended by the Education Commission;
- oversee the implementation of reforms to the public examination system and the design of Basic Competency Assessments for students at key stages of education;
- work with the Education Commission to examine issues relating to the academic structure for senior secondary education, post-secondary education and continuing education;
- work with the Advisory Committee on Teacher Education and Qualifications in formulating measures to strengthen pre-service training, induction and continuing professional development for teachers, and to identify and reward outstanding teachers;
- work with the Standing Committee on Language Education and Research in conducting a comprehensive review of language education and in implementing the review recommendation;
- work with the University Grants Committee on a review of the higher education sector;
- oversee the effectiveness of the medium of instruction policy;
- promote 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 implementation of improvement measures for means-tested student financial assistance schemes undertaken by the Student Financial Assistance Agency; and
- oversee the initiatives undertaken by the Education Department, particularly:
 - setting up a certification mechanism for new principalship;
 - taking forward the recommendations on the further harmonisation of kindergartens and child care centres; and
 - providing Native-speaking English Teachers or English Language Teaching Assistants to primary schools with effect from the 2002/03 school year to enhance the English language proficiency of our students.

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ANALYSIS OF FINANCIAL PROVISION

| Programme | 2000-01 (Actual) (\$m) | 2001-02 (Approved) (\$m) | 2001-02 (Revised) (\$m) | 2002-03 (Estimate) (\$m) |
|----------------------|------------------------------|--------------------------------|-------------------------------|---|
| (1) Employment | 44.9 | 43.8 | 59.4 | 220.2 |
| (2) Education..... | 292.2 | 156.7 | 138.8 | 175.8 |
| | 337.1 | 200.5 (-40.5%) | 198.2 (-1.1%) | 396.0 (+99.8%) |

Analysis of Financial and Staffing Provision

Programme (1)

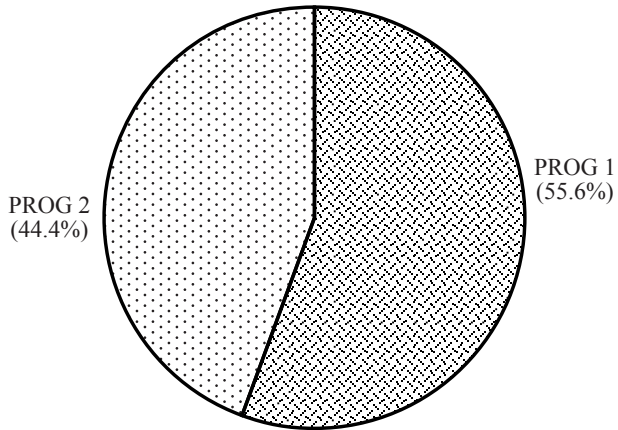
Provision for 2002-03 is \$160.8 million (270.7%) higher than the revised estimate for 2001-02. This is mainly due to increased cashflow requirements for the Skills Upgrading Scheme, surveys relating to manpower training and the creation of one post for matters relating to the establishment of the Manpower Development Committee.

Programme (2)

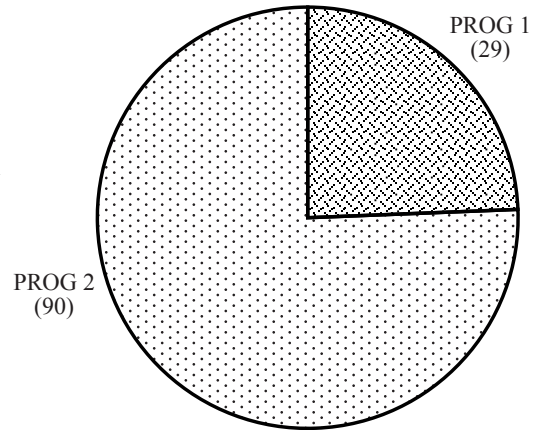
Provision for 2002-03 is \$37.0 million (26.7%) higher than the revised estimate for 2001-02. This is mainly due to increased cashflow requirements for implementing such initiatives as review of language education, enhancement of teachers' continuous professional development, enhanced communication between the Education Commission and various stakeholders, Project Springboard and the creation of three posts to support the implementation of various programmes such as expansion of post-secondary education and education reform.

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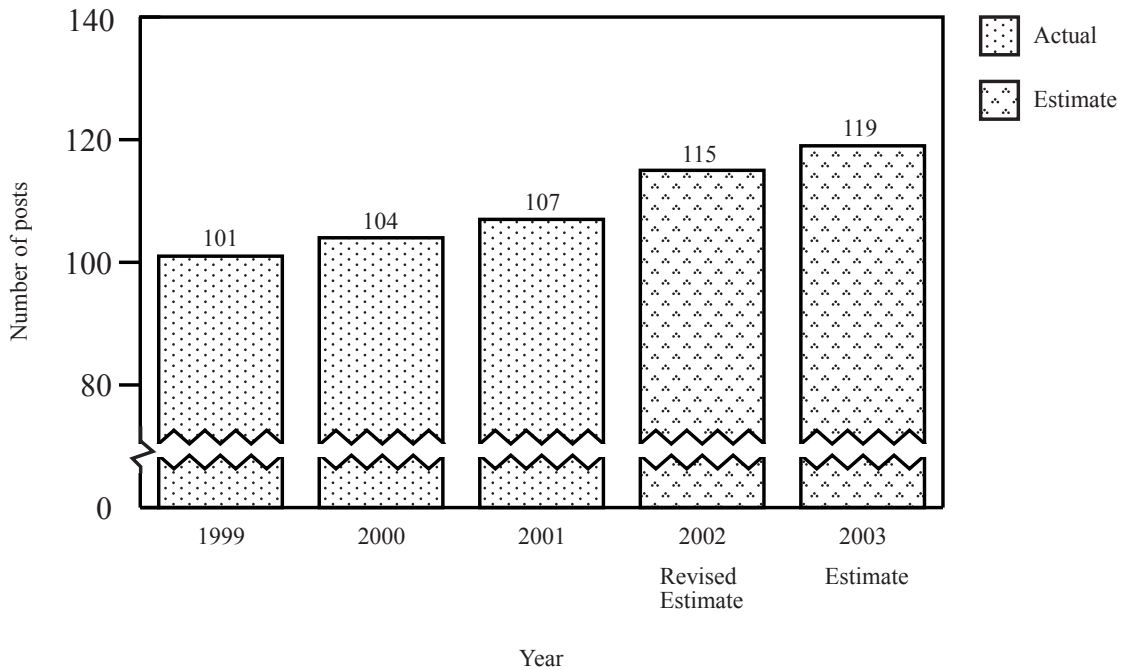
*Allocation of provision
to programmes
(2002-03)*



*Staff by programme
(as at 31 March 2003)*



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



**Head 146 — GOVERNMENT SECRETARIAT:
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| Sub-head (Code) | Actual expenditure 2000-01 | Approved estimate 2001-02 | Revised estimate 2001-02 | Estimate 2002-03 | |
|-----------------------------|--|---------------------------------|--------------------------------|-----------------------------|----------------|
| | \$'000 | \$'000 | \$'000 | \$'000 | |
| Recurrent Account | | | | | |
| I — Personal Emoluments | | | | | |
| 001 | Salaries | 56,921 | 56,904 | 67,162 | 72,170 |
| 002 | Allowances | 4,273 | 4,229 | 3,707 | 3,946 |
| 007 | Job-related allowances | 26 | 7 | 55 | 55 |
| | Total, Personal Emoluments | 61,220 | 61,140 | 70,924 | 76,171 |
| III — Departmental Expenses | | | | | |
| 108 | Remuneration for special appointments | 15,812 | 14,996 | 13,789 | 15,250 |
| 111 | Hire of services and professional fees | 10,747 | 11,972 | 11,809 | 22,741 |
| 149 | General departmental expenses | 7,086 | 7,396 | 11,261 | 21,373 |
| | Total, Departmental Expenses | 33,645 | 34,364 | 36,859 | 59,364 |
| IV — Other Charges | | | | | |
| 299 | Expenses for improved occupational safety and health standards..... | 5,454 | 6,282 | 5,403 | 6,290 |
| | Total, Other Charges | 5,454 | 6,282 | 5,403 | 6,290 |
| | Total, Recurrent Account..... | 100,319 | 101,786 | 113,186 | 141,825 |
| Capital Account | | | | | |
| II — Other Non-Recurrent | | | | | |
| 700 | General other non-recurrent | 236,800 | 98,755 | 84,969 | 254,158 |
| | Total, Other Non-Recurrent | 236,800 | 98,755 | 84,969 | 254,158 |
| | Total, Capital Account | 236,800 | 98,755 | 84,969 | 254,158 |
| | Total Expenditure..... | 337,119 | 200,541 | 198,155 | 395,983 |

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Details of Expenditure by Subhead

The estimate of the amount required in 2002–03 for the salaries and expenses of the Education and Manpower Bureau is \$395,983,000. This represents an increase of \$197,828,000 over the revised estimate for 2001–02 and of \$58,864,000 over actual expenditure in 2000–01.

Recurrent Account

Personal Emoluments

2 Provision of \$76,171,000 for personal emoluments represents an increase of \$5,247,000 over the revised estimate for 2001–02.

3 The establishment at 31 March 2002 will be 115 permanent posts. It is expected that four additional posts will be created in 2002–03.

4 Subject to certain conditions, the controlling officer may under delegated powers create or delete non-directorate posts during 2002–03, but the notional annual mid-point salary value of all such posts must not exceed \$49,456,000.

5 Provision of \$3,946,000 under *Subhead 002 Allowances* is for standard allowances and the consolidated overtime allowance for Chauffeur grade. The increase of \$239,000 (6.4%) over the revised estimate for 2001–02 is mainly due to increase in acting allowance based on anticipated changes in staff profile.

6 Provision of \$55,000 under *Subhead 007 Job-related allowances* is for standard job-related allowances.

Departmental Expenses

7 Provision of \$15,250,000 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 increase of \$1,461,000 (10.6%) over the revised estimate for 2001–02 is mainly due to the requirement for payment of contract gratuity to contract staff in 2002–03.

8 Provision of \$22,741,000 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. The increase of \$10,932,000 (92.6%) over the revised estimate for 2001–02 is mainly due to increased provision for various activities including commissioning surveys relating to manpower training and teachers, drawing up a list of sub-degree programmes outside Hong Kong for the purpose of provision of student financial assistance, promoting good school practices, organising discussion forums on education, and reviewing language education.

9 Provision of \$21,373,000 under *Subhead 149 General departmental expenses* represents an increase of \$10,112,000 (89.8%) over the revised estimate for 2001–02. This is mainly due to the increased provision to meet expenses for the appointment of non-civil service contract staff for implementing various initiatives such as expansion of post-secondary education, education reform, and enhancement of the professional development framework of teachers.

Other Charges

10 Provision of \$6,290,000 under *Subhead 299 Expenses for improved occupational safety and health standards* is for 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. The increase of \$887,000 (16.4%) over the revised estimate for 2001–02 is mainly due to the projected increase in demand for related facilities.

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Capital Account

Commitments

| Sub-head (Code) | Item (Code) | Ambit | Approved commitment | Accumulated expenditure to 31.3.2001 | Revised estimated expenditure for 2001-02 | Balance |
|--------------------|----------------|--|------------------------|--|--|---------|
| | | | \$'000 | \$'000 | \$'000 | \$'000 |
| 700 | | <i>General other non-recurrent</i> | | | | |
| | 010 | Consultancy on Language Benchmarking for Teachers | 7,000 | 2,200 | — | 4,800 |
| | 018 | Survey on opinions of employers on major aspects of performance of graduates..... | 4,100 | 1,014 | 900 | 2,186 |
| | 019 | Enhanced research support for the Education Commission..... | 9,500 | 3,991 | 2,500 | 3,009 |
| | 020 | Management services relating to the implementation of the reform of the Education Department | 9,500 | 1,419 | 700 | 7,381 |
| | 026 | IT Assistant Course..... | 36,000 | 16,620 | 16,880 | 2,500 |
| | 027 | Project Springboard and Website on Continuing Education..... | 200,000 | 4,345 | 38,288 | 157,367 |
| | 031 | Skills Upgrading Scheme..... | 400,000 | — | 13,100 | 386,900 |
| | 032 | Consultation relating to and publicity for the Education Reform..... | 7,500 | — | 2,500 | 5,000 |
| | 034 | Accreditation grant to providers of post-secondary programmes | 10,000 | — | 5,650 | 4,350 |
| | | Total..... | 683,600 | 29,589 | 80,518 | 573,493 |