

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

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

Estimate 2000–01	\$125.0m
Establishment ceiling 2000–01 (notional annual mid-point salary value) representing an estimated 91 non-directorate posts at 31 March 2000 rising by seven posts to 98 posts at 31 March 2001.....	\$41.4m
In addition there will be an estimated 13 directorate posts at 31 March 2000 and at 31 March 2001.	
Capital Account commitment balance	\$26.3m

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

	1998–99 (Actual)	1999–2000 (Approved)	1999–2000 (Revised)	2000–01 (Estimate)
Financial provision (\$m)	22.5	28.9 (+28.4%)	33.7 (+16.6%)	27.2 (–19.3%)

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 2000–01

4 During 2000–01, 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, we will:

- continue to draw up appropriate measures to identify training and job opportunities with a view to helping the unemployed to re-enter the workforce as soon as possible;
- review the Youth Pre-employment Training Programme to see how best to equip secondary school students and leavers with pre-employment training before they enter the labour market;
- draw up measures to help people who have great difficulty in finding employment;
- 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, particularly:
 - stepping up enforcement against illegal employment with a view to protecting employment opportunities for the local workforce;
 - strengthening the Job Matching Programme by introducing group counselling and core skills training workshops to complement individual counselling;
 - revamping the Careers Advisory Service to render more focused and effective career advisory service to young people;
 - promoting tripartite communication between employers, employees and the government on employment matters at the trade/industry level; and

Head 146 — GOVERNMENT SECRETARIAT: EDUCATION AND MANPOWER BUREAU

implementing occupational safety and health legislation and stepping up enforcement against offenders;

- foster a skilled and dynamic workforce by overseeing or co-ordinating the implementation of the following initiatives:

integration of the Vocational Training Council (VTC)'s management, academic and training structure to enhance VTC's cost-effectiveness and responsiveness to changing demands of the labour market;

setting up the Chinese Cuisine Training Institute in the VTC by end 2000, with the long-term objective of developing Hong Kong into a regional centre of excellence in Chinese cuisine training;

completing a new wing at the VTC's Shatin Campus by 2001–02 to meet future demands;

improving the quality of retraining courses offered by the Employees Retraining Board (ERB) through course restructuring, standardisation and modularisation, and enhancing the participation of employers and training providers in the course design, delivery and evaluation;

implementing a qualifications framework for VTC's programme and ERB's retraining programme to provide an education and training ladder for the employed and unemployed; and

enhancement of coordination amongst the services of VTC, ERB and the Labour Department for the unemployed 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 sections; and
- enhance the safety and health standards at work through the introduction of new and amendment legislation.

Programme (2): Education

	1998–99 (Actual)	1999–2000 (Approved)	1999–2000 (Revised)	2000–01 (Estimate)
Financial provision (\$m)	67.1	96.6 (+44.0%)	84.8 (–12.2%)	97.8 (+15.3%)

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 2000–01

7 During 2000–01, 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, we will:

- improve the quality of school education, including the implementation of an Outstanding Schools Awards Scheme, and the administration of the Quality Education Fund;
- improve the quality of the teaching force through:
 - developing the Hong Kong Institute of Education into a degree awarding teacher training institute;
 - 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
 - introducing language benchmarks for teachers;
- oversee the effectiveness of mother-tongue education and work out the arrangement for the 2001/02 school year and beyond regarding the medium of instruction policy;
- oversee the implementation of the Native-speaking English Teacher Scheme to enhance the English language proficiency of our secondary school students;
- co-ordinate and implement the English in the Workplace Campaign to heighten awareness of the importance of English at work and to raise workplace English language standards;
- oversee the implementation of the recommendations arising from the review of the Education Department;
- assist the Education Commission in the review of the education system, and formulate policies and measures based on its recommendations;

Head 146 — GOVERNMENT SECRETARIAT: EDUCATION AND MANPOWER BUREAU

- oversee the implementation of reforms to the public examination system and the design of core competency tests 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 in the substantial increase in the ratio of non-local students and the development of three selected areas, namely, information technology, biotechnology as well as economics and business strategy as Hong Kong's areas of excellence;
- encourage lifelong learning by overseeing the implementation of the following initiatives:
 - establishing a regional learning centre by the Open University of Hong Kong with the one-off grant of \$50 million provided by Government;
 - extending the non-means-tested loan scheme to students pursuing self-financing courses in publicly-funded institutions, technician level students of the Hong Kong Institute of Vocational Education and part-time students of the Hong Kong Shue Yan College in the 2000/01 academic year; and
 - conducting a stock-taking exercise of continuing education programmes;
- 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 September 2002;
 - 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;
 - accelerating the provision of graduate posts in primary schools by upgrading an additional 1 640 posts each year in 2000/01 and 2001/02;
 - providing comprehensive training programmes for school principals;
 - upgrading the qualifications of kindergarten principals and teachers and developing performance indicators for kindergartens;
 - 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; and
 - providing, on a pilot basis, training and funds for schools to organise activities for students with behavioural problems.

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

ANALYSIS OF FINANCIAL PROVISION

Programme	1998–99 (Actual) (\$m)	1999–2000 (Approved) (\$m)	1999–2000 (Revised) (\$m)	2000–01 (Estimate) (\$m)
(1) Employment.....	22.5	28.9	33.7	27.2
(2) Education.....	67.1	96.6	84.8	97.8
	<hr/> 89.6	<hr/> 125.5 (+40.1%)	<hr/> 118.5 (–5.6%)	<hr/> 125.0 (+5.5%)

Analysis of Financial and Staffing Provision

Programme (1)

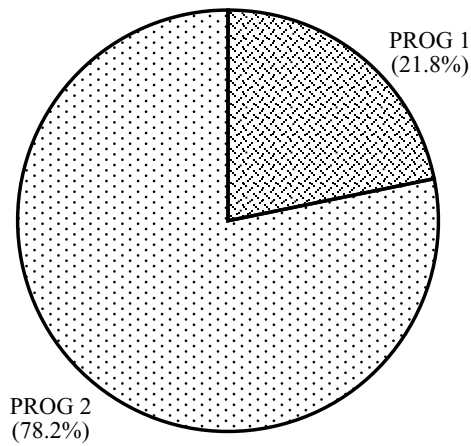
Provision for 2000–01 is \$6.5 million (19.3%) lower than the revised estimate for 1999–2000. This is mainly due to the completion of most courses under the Youth Pre-employment Training Programme and several manpower related studies in 1999–2000, partly offset by the creation of two posts for strengthening the support to the Bureau for tackling unemployment issues.

Programme (2)

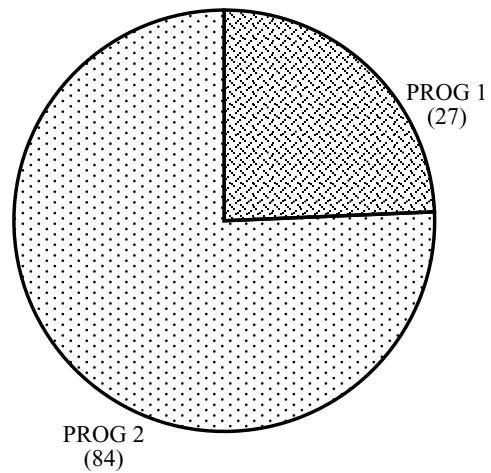
Provision for 2000–01 is \$13.0 million (15.3%) higher than the revised estimate for 1999–2000. This is mainly due to the transfer of five posts and related expenses from Head 40—Education Department for the Bureau to take over the operation of the Non-local Courses Registry from April 2000, the provision for the payment of contract gratuity to most of the contract staff in the Quality Education Fund Secretariat and the Support Unit for the Standing Committee on Language Education and Research, as well as increased capital requirements to support one-off projects such as enhanced research support for the Education Commission and the consultancy on setting language benchmarks for teachers.

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

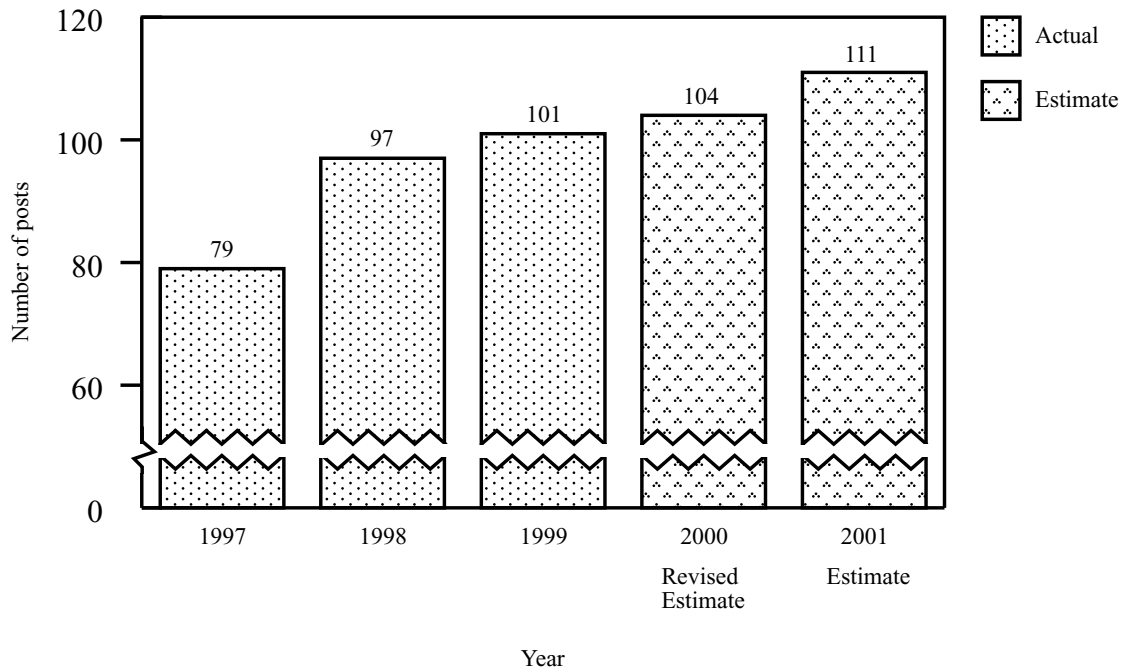
*Allocation of provision
to programmes
(2000-01)*



*Staff by programme
(as at 31 March 2001)*



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



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

Sub-head (Code)		Actual expenditure 1998-99	Approved estimate 1999-2000	Revised estimate 1999-2000	Estimate 2000-01
		\$'000	\$'000	\$'000	\$'000
Recurrent Account					
I — Personal Emoluments					
001	Salaries	53,248	56,895	54,451	56,173
002	Allowances	4,672	5,054	4,995	5,075
007	Job-related allowances	17	17	17	17
	Total, Personal Emoluments	<u>57,937</u>	<u>61,966</u>	<u>59,463</u>	<u>61,265</u>
III — Departmental Expenses					
108	Remuneration for special appointments	4,907	15,015	14,919	17,645
111	Hire of services and professional fees	9,702	11,851	10,476	12,951
149	General departmental expenses	5,975	7,257	6,415	7,434
	Total, Departmental Expenses	<u>20,584</u>	<u>34,123</u>	<u>31,810</u>	<u>38,030</u>
IV — Other Charges					
299	Expenses for improved occupational safety and health standards.....	3,454	7,152	6,352	6,328
	Total, Other Charges.....	<u>3,454</u>	<u>7,152</u>	<u>6,352</u>	<u>6,328</u>
	Total, Recurrent Account.....	<u>81,975</u>	<u>103,241</u>	<u>97,625</u>	<u>105,623</u>
Capital Account					
II — Other Non-Recurrent					
700	General other non-recurrent	7,590	22,300	20,842	19,390
	Total, Other Non-Recurrent	<u>7,590</u>	<u>22,300</u>	<u>20,842</u>	<u>19,390</u>
	Total, Capital Account	<u>7,590</u>	<u>22,300</u>	<u>20,842</u>	<u>19,390</u>
	Total Expenditure	<u><u>89,565</u></u>	<u><u>125,541</u></u>	<u><u>118,467</u></u>	<u><u>125,013</u></u>

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

Details of Expenditure by Subhead

The estimate of the amount required in 2000–01 for the salaries and expenses of the Education and Manpower Bureau is \$125,013,000. This represents an increase of \$6,546,000 over the revised estimate for 1999–2000 and of \$35,448,000 on actual expenditure in 1998–99.

Recurrent Account

Personal Emoluments

2 Provision of \$61,265,000 for personal emoluments represents an increase of \$1,802,000 over the revised estimate for 1999–2000 and takes into account the creation of posts in 2000–01.

3 The establishment at 31 March 2000 will be 104 permanent posts. It is expected that seven additional posts will be created in 2000–01.

4 Subject to certain conditions, the controlling officer may under delegated powers create or delete non-directorate posts during 2000–01, but the notional annual mid-point salary value of all such posts must not exceed \$41,439,000.

5 Provision of \$5,075,000 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	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 \$17,000 under *Subhead 007 Job-related allowances* is for standard job-related allowances.

Departmental Expenses

7 Provision of \$17,645,000 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 \$2,726,000 (18.3%) over the revised estimate for 1999–2000 is mainly due to the provision for the payment of contract gratuity to most of these contract staff in 2000–01.

8 Provision of \$12,951,000 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. The increase of \$2,475,000 (23.6%) over the revised estimate for 1999–2000 is mainly due to the provision for the payment to the Hong Kong Council for Academic Accreditation for its validation services provided to the Non-local Courses Registry to be transferred to the Bureau and the increased provision for publishing consultation documents by the Bureau.

9 Provision of \$7,434,000 under *Subhead 149 General departmental expenses* represents an increase of \$1,019,000 (15.9%) over the revised estimate for 1999–2000. This is mainly due to the provision of operating expenses and the employment of contract staff for the Non-local Courses Registry to be transferred to the Bureau with effect from 1 April 2000.

Other Charges

10 Provision of \$6,328,000 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.

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

Capital Account

Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.99	Revised estimated expenditure for 1999–2000	Balance
			\$'000	\$'000	\$'000	\$'000
700		<i>General other non-recurrent</i>				
	010	Consultancy on Language Benchmarking for Teachers.....	7,000	—	2,500	4,500
	018	Consultancy to develop performance measures for quality education	4,100	—	470	3,630
	019	Enhanced research support for the Education Commission.....	9,500	—	3,000	6,500
	020	Management services relating to the implementation of the reform of the Education Department	9,500	—	1,600	7,900
	021	Youth Pre-employment Training Programme	9,800	—	6,000	3,800
		Total.....	39,900	—	13,570	26,330