

## “Enhanced Productivity Programme : 2000-01” Booklet

### Report on EPP Savings -- Skills centres

Total value of EPP Savings: **\$7.479m**, equivalent to **5%** of total Recurrent Baseline Expenditure in 2000-01 which is subject to EPP.

Category	\$m	EPP Measures	Safeguards for Quality Service
<b>Subventions</b>	5.142	<ul style="list-style-type: none"> <li>● Merge an existing skills centre with a planned skills centre in Central Kowloon and operated by a Non-government Organisation (NGO) instead of the Vocational Training Council (VTC).</li> </ul>	The Health and Welfare Bureau will monitor the future demand for skills centre places and ensure that the number of places to be provided by the new centre will not be less than the overall total before the merger.
	0.456	<ul style="list-style-type: none"> <li>● Hire private security service for Pokfulam Skills Centre instead of employing Property Attendants.</li> </ul> <p style="margin-left: 20px;"><i>Savings:</i> Deletion of 3 Property Attendant posts in 2000-01.</p> <p style="margin-left: 20px;"><i>Additional requirements:</i> \$0.350m for hire of service</p>	For hire of service, VTC have stipulated the service standard in the service contracts and will closely monitor the contractor's performance accordingly.
	(0.350)	<p style="margin-left: 20px;"><i>Additional requirements:</i> \$0.350m for hire of service</p>	VTC shall be able to accommodate all deletions and downgrading of posts through natural wastage or internal redeployment. No staff redundancy will arise.
	3.897	<ul style="list-style-type: none"> <li>● Hire short term teaching staff in skills centres in anticipation of salary revision.</li> </ul> <p style="margin-left: 20px;"><i>Savings:</i> Freezing of the following posts in 2000-01 -</p> <p style="margin-left: 40px;">5 Certificated Master 2 Workshop Instructor II 7 Workshop Instructor III</p>	Where there are changes to the mode or process of service delivery, VTC promote those changes and provide guidelines within the organisations to ensure satisfactory provision of services. Training sessions will be organised for the staff to ensure that they can adapt to changes. Training sessions will also be provided to short term teaching staff to promote their teaching skills.

Category	\$m	EPP Measures	Safeguards for Quality Service
	(2.597)	<p><i>Additional requirements:</i> \$2.597m for employing short term teaching staff</p>	
	0.498	<ul style="list-style-type: none"> <li>Re-rank posts to allow for redistribution of duties and right-size the vocational assessment service.</li> </ul>	
		<p><i>Savings:</i> Downgrading of the following post in 2000-01 -</p> <p>1 Principal Lecturer to Assistant Lecturer</p>	
	0.115	<ul style="list-style-type: none"> <li>Reduce the remuneration rate of the part-time lecturers of evening and short courses by 10% to be in line with other major vocational training institutions.</li> </ul>	
	0.180	<ul style="list-style-type: none"> <li>Reduce the remuneration rate of the acting allowance for staff by 50%.</li> </ul>	
	0.138	<ul style="list-style-type: none"> <li>Achieve lower spending on consumables through launching more competitive tendering exercises. This is made possible by having better co-ordination on procurement of the training materials and tools. The innovation of enhancing the quality of training using job orders with consumables provided by the industry would further cut down the spending on consumables in the process of training.</li> </ul>	<p>In promoting communication with staff in the implementation of EPP, staff would be asked to input ideas for optimum result and maintaining the quality standard of the service. Emphases are made to ensure they know the quality standard and their role of keeping the service to the standard.</p>

Category	\$m	EPP Measures	Safeguards for Quality Service
			In acquiring the proficiency of skills, trainees will take up work of small industrial job orders received by skills centres. This will provide them with real and meaningful work experience. The trainees will be able to see the value of the training received and to appraise the standard of their work.
<b>Total</b>	<b>7.479</b>		

Note

Subventions            i.e. Recurrent payment to non-government bodies in support of their on-going expenses