

For Information

**Legislative Council
Panel on Education**

**An Update on Further Appointment of
Teachers on Civil Service Agreement Terms in Government Schools**

Purpose

This paper is to update members on the further appointment of teachers appointed on civil service agreement terms in government schools.

Background

2. At the meeting of the Panel on Public Service held on 28 February 2006, some members requested the Administration to provide information relating to the creation of new permanent teaching posts in government schools. A member of the Education Panel made the same request subsequently. We undertook to revert to the Education Panel upon completion of a review then in progress.

3. In 2001 and 2002, the then Education Department recruited teachers under the new entry system¹ in the ranks of Assistant Education Officer (AEO), Assistant Primary School Master/Mistress (APSM) and Certificated Master/Mistress (CM). As at 1 July 2007, we are employing 387 teachers in the ranks of AEO, APSM and CM on NPT or civil service agreement terms²

¹ Under the new entry system, new recruits appointed on civil service terms on or after 1 June 2000 are offered New Probationary Terms (NPT), normally for three years. Subject to satisfactory completion of the probationary period and meeting fully the requirement of their respective grade, as well as continued service needs, they may be offered further appointment on New Agreement Terms (NAT) for a specified period usually for another three years. Upon completion of service on NAT for at least three years and meeting fully established criteria such as satisfactory conduct and efficient performance, physical fitness, language proficiency requirements, job-specific requirements, and continued service needs to retain the posts on a long term basis, officers on NAT may be considered for appointment on the prevailing permanent terms.

² Including 383 officers on NAT and 3 on Local Agreement Terms.

(hereunder referred to as “agreement teachers”), comprising 98 AEO and 71 CM in Government Secondary Schools (GSS), and 218 CM/APSM in Government Primary Schools (GPS).

Present arrangements

Offer of Permanent Terms

4. Our manpower policy is to retain teachers who are dedicated and capable, and to address the demand of government schools. We have been reviewing the manpower projections regularly taking into account all relevant factors, including new education initiatives, student population projections, and wastage. Based on the latest manpower projections, there is scope for offering 100 permanent positions to agreement APSM/CM in GPS and 50 permanent positions to agreement AEO in GSS. As there will be surplus staff in the CM grade in GSS, we are not able to offer any permanent position to agreement CM in GSS at this stage.

5. As the number of relevant agreement teachers is larger than the number of permanent positions to be offered, in consultation with the Civil Service Bureau and the Public Service Commission, we have set up selection boards to identify among all eligible officers those best suited to fill the positions with regard to, for instance, their character, ability, potential, performance, experience and qualifications prescribed for respective rank.

6. As it takes time to complete the selection process (scheduled for August 2007), for all the teachers whose agreement will expire by end of August 2007/February 2008 (including CM in GSS), we are prepared to renew their agreements up to 31 August 2009 subject to their satisfactory performance and conduct. For those who are selected for transfer to permanent terms, we would make arrangements to supersede the renewal of agreements when we offer permanent terms to them.

Staff consultation

7. We have been maintaining communication with the staff side regarding the continued employment of contract teachers. We briefed the staff representatives on the latest position and selection arrangements, and issued

individual letters to all agreement teachers to inform them of the same in end May 2007. The staff side generally welcomed the offer of a fairly substantial number of permanent positions for agreement teachers and agreed with the selection arrangements. Understandably, the representatives of agreement CM in GSS have expressed disappointment over their lack of opportunity for transfer to the permanent terms in the current exercise. We have explained to the staff side that we shall continue to review the staffing position on a yearly basis to ascertain whether we may offer more permanent teaching positions, and that we would maintain regular liaison with them over this issue.

Education Bureau
July 2007