

For Information

## **Legislative Council Panel on Public Service**

### **The Administration's Response to the Issues Raised at the Meeting held on 20 October 2008**

At the Public Service Panel meeting held on 20 October 2008, the Administration was requested to provide information on the phenomenon whereby, as a result of the upward revision of the starting salaries for the graduate ranks of Graduate Master/Mistress (GM) and Assistant Primary School Master/Mistress (APSM) in August 2007, some Certificated Masters/Mistresses (CMs) re-graded to these graduate ranks in the aided school sector in or after August 2007 received salaries higher than those re-graded before August 2007. The reason for this is explained below.

2. The salary assessment rules with respect to CMs re-graded to GMs/APSMs in the aided school sector are laid down in the relevant Codes of Aid. Under these rules, the salaries of re-graded teachers will be determined either by the “carry forward” arrangement under which their existing salaries (as CMs) are carried forward upon re-grading to the graduate ranks, or by the “reassessment” method on the basis of the prevailing starting salaries of the graduate ranks plus their year-for-year incremental credits for experience (if any), whichever is the higher. As a result, after an upward adjustment of the starting salaries for the graduate ranks, CMs re-graded to these ranks and whose salaries upon re-grading are determined by the “reassessment” method may receive higher pay than those re-graded before the revision of the starting salaries.

3. This situation would not arise for their counterparts in Government schools. This is because the salaries of CMs re-graded to the graduate ranks of Assistant Education Officer (AEO; equivalent to the GM rank in the aided school sector) or APSM in the Civil Service are governed by arrangements laid down in the Civil Service Regulations (CSRs), which are different from those in the relevant Codes of Aid. Specifically, the relevant CSRs do not provide for the “reassessment” method (see paragraph above). Under the relevant CSRs, the salaries of CMs re-graded to the graduate ranks should normally be the prevailing

starting salaries of these ranks. And if the current salaries of CMs are higher than the prevailing starting salaries of the graduate ranks, their salaries upon re-grading are determined in accordance with a formula that takes into account the prevailing starting salaries of the CM and the graduate ranks, capped by the pay point immediately above the current salaries of individual re-graded teachers. In effect, their current salaries (as CMs) will be carried forward upon re-grading to AEOs/APSMs (similar to the “carry forward” arrangement in the aided school sector). As the “reassessment” method is not applicable to the Civil Service, the phenomenon whereby CMs re-graded to AEOs/APSMs after an upward revision of the starting salaries for these graduate ranks will receive higher salaries than those re-graded before should not normally arise.

Civil Service Bureau  
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