

立法會
Legislative Council

LC Paper No. CB(4)58/13-14
(The minutes have been seen by the
Administration)

Ref : CB4/PL/ED

Panel on Education

Minutes of special meeting
held on Tuesday, 19 March 2013, at 9:00 am
in Conference Room 1 of the Legislative Council Complex

- Members present** :
- Dr Hon LAM Tai-fai, SBS, JP (Chairman)
 - Hon IP Kin-yuen (Deputy Chairman)
 - Hon Albert HO Chun-yan
 - Hon TAM Yiu-chung, GBS, JP
 - Hon Abraham SHEK Lai-him, SBS, JP
 - Hon Tommy CHEUNG Yu-yan, SBS, JP
 - Hon Starry LEE Wai-king, JP
 - Dr Hon Priscilla LEUNG Mei-fun, JP
 - Hon CHEUNG Kwok-che
 - Hon IP Kwok-him, GBS, JP
 - Hon Mrs Regina IP LAU Suk-ye, GBS, JP
 - Hon Paul TSE Wai-chun, JP
 - Hon LEUNG Kwok-hung
 - Hon Claudia MO
 - Hon MA Fung-kwok, SBS, JP
 - Hon Charles Peter MOK
 - Dr Hon Kenneth CHAN Ka-lok
 - Dr Hon Fernando CHEUNG Chiu-hung
 - Dr Hon Helena WONG Pik-wan
- Member attending** :
- Hon Gary FAN Kwok-wai
- Members absent** :
- Hon LEUNG Yiu-chung
 - Hon Cyd HO Sau-lan
 - Hon WONG Yuk-man
 - Hon Christopher CHUNG Shu-kun, BBS, MH, JP

Public Officers : Agenda item I
attending

Mr Eddie NG, SBS, JP
Secretary for Education

Mrs Cherry TSE, JP
Permanent Secretary for Education

Mrs Betty IP, JP
Deputy Secretary for Education (3)

Miss Hera CHUM
Principal Assistant Secretary (Special
Education & Kindergarten Education)

Attendance by : Session 1 (9:00 am - 11:25 am)
Invitation

Hong Kong Baptist University Early Childhood
Education Society

Mr CHENG Kai-yin
Chairman

Hong Kong Sheng Kung Hui Welfare Council

Ms LAU Yau-lin
Chief Officer (Child Care Service)

Professional Association of Master of Education in
Early Childhood Education of Hong Kong Institute of
Education

Ms TSE Yuk-sim
Vice-Chairman

Hong Kong Early Childhood Education Administrative
Professional Association

Ms Helen LAM King-mei
Chairman

The Salvation Army

Ms NG Yin-kam
Coordinator for Pre-School Education

Hong Kong Baptist Kindergarten Education Convention

Mr CHAN Mei-tak
President

Hong Kong Society for the Protection of Children

Ms Susan SO Suk-yin
Director

Yaumatei Yang Memorial Methodist Pre-School

Ms Josephine HO Yin-ping
Principal

Miss Emily CHAN Han-ying

Allway Kindergarten

Ms CHEUNG Yu-wei
Principal

爭取 15 年免費教育大聯盟

Dr Gail YUEN
Assistant Professor

The Trustees of the Kowloon Tong Church of the
Chinese Christian and Missionary Alliance

Mr MAN Hon-leung
Head of Education Department

Ms WONG Siu-kwan

Dr YU Wai-bing

Hong Kong Kindergarten Association

Ms LIU Fung-heung
Chairman

OMEP - Hong Kong

Dr Veronica YEUNG
Vice President

Hong Kong Professional Teachers' Union

Ms YUNG Hau-heung
Ordinary Executive Committee Member

Miss LEUNG Wai-yan

Ms HUNG Yin-mei

Pacific Early Childhood Education Research
Association (Hong Kong)

Ms LAU Yin-king
Executive Council Member

Centre for Childhood Research and Innovation

Dr Doris CHENG Pui-wah
Centre Director

關注學券制家長聯盟

Mr YIP Chi-yuen

Five Districts Business Welfare Association Cheung
Chuk Shan Nursery Cheung Chuk Shan Kindergarten
Parents-Teacher Association

Ms WONG Lai-yin
Member

Hong Kong Early Childhood Educators Association

Ms CHOW Wai-chun

Anglican (Hong Kong) Early Childhood Education
Council Limited

Ms WONG Tung-tai
Chairman

Anglican (Hong Kong) Principal Early Childhood
Education Council

Ms NG Shuk-ching
Vice-Chairman

Civic Party

Ms Annie KI
Exco of community and social development policy
branch

Ms Margaret LAM

Miss LI Yuet-sheung

Hong Kong Christian Service

Ms Adelina KONG Siu-wai
Principal Coordinator

全國信息技術創新與實踐教育基金會有限公司

Mr Fredric CHOI
Chairman

Mr LEUNG Shun-kwong

Ms LUI Choi-ling

Tuen Mun District Kindergarten Heads Association

Ms CHAN Lai-foon
Chairman

New People's Party

Mr KAM Man-fung
Youth Committee Chairperson

Council of Non-profit-making Organizations for
Pre-primary Education

Dr Sanly KAM Shau-wan
Chairperson

Ms WONG Yuk-hing

Ms LI Fung-luen

Session 2 (11:25 am - 1:43 pm)

St Stephen's Catholic Kindergarten

Ms CHAN Pai-kei
Principal

St Thomas' Catholic Kindergarten

Ms FUNG Sze-man
Teacher

Tung Chung Catholic Kindergarten

Miss CHAN Siu-mui
Head Teacher

Tai Po & North District Early Childhood Education
(ECE) Principal Association

Ms KWOK Chor-kiu
Chairman

Democratic Alliance for the Betterment and Progress of
Hong Kong

Mr Vincent CHENG
Deputy Spokesperson for Education Affairs

Kam Lam Catholic Kindergarten

Miss TUNG Pik-fong
Principal

Ms TAM Wai-kwan

Tsuen Wan Our Lady Kindergarten

Ms CHAU Suk-wai
Principal

Hong Kong Christian Service Lei Cheng Uk Nursery
School —Parents Representative Committee

Ms Wanda IP Shuk-man
Chairman

Ms Milly KAN Mai-ling

Ms FU Wai-ling

The Non-Profit-Making Kindergarten Council of Hong
Kong

Ms LEUNG Lai-ching
Chairperson

Academy Kindergarten

Miss KWONG Man-chi
Teacher

十五年免費教育關注小組

Miss WONG Siu-fung
Committee member

The Hong Kong Institute of Education Students' Union

Mr CHAN Wai-ho
External Vice President

St. Jerome's Catholic Kindergarten

Miss TSANG Po-shan
Principal

Labour Party

Mr. TSANG Kwok-fai
Representative

香港專業教育學院幼兒教育及社會服務系同學會

Miss LAI Kit-yee

Mr SIU Hung-lang

幼師起動

Miss CHAN Fung-yi
Principal

North Point Methodist Church Day Nursery

Miss SZETO Wai-man
Principal

North Point Methodist Church Kindergarten

Ms Charis YUEN Fung-yi
Principal

Ms LAM Kam-wah

Sai Kung District School Heads Association

Ms Betty CHOW Mei-yin
Committee member

Evangelical Lutheran Church Social Service – Hong
Kong

Ms LO Lai-fong
Principal

Dr CHAN Wai-ling

Hong Kong Soka Kindergarten

Ms WONG So-yuk
Headmistress

Tsung Tsin Mission of Hong Kong On Keung Nursery
School

Ms YEUNG So-kuen
Service Supervisor

The Tsung Tsin Mission of Hong Kong Social Service
Company Limited

Ms PUN Siu-fung
General Secretary

The Association of Evangelical Free Churches of Hong
Kong – Nursery Schools Management Board

Ms SO Yee-may

Ms Ester WONG

St. Andrew's Catholic Kindergarten

Ms PANG Wing-nai
Teacher

Early Childhood Education Programs Alumni
Association, Faculty of Education, The Chinese
University of Hong Kong

Ms Loretta AU Siu-kwan
Vice Chairperson

Clerk in attendance : Miss Polly YEUNG
Chief Council Secretary (4)4

Staff in attendance : Mr KWONG Kam-fai
Senior Council Secretary (4)4

Ms Sandy HAU
Legislative Assistant (4)3

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I. Issues related to the provision of free kindergarten education

(LC Paper No. CB(4)486/12-13(01) -- Paper provided by the Administration

LC Paper No. CB(4)486/12-13(02) -- Background brief on issues related to the provision of 15-year free education prepared by the Legislative Council Secretariat)

Written submissions from deputations / individuals not attending the meeting

(LC Paper No. CB(4)486/12-13(22) -- Education Policy Forum, The Hong Kong Institute of Education

LC Paper No. CB(4)486/12-13(23) -- The Hong Kong Institute of Education HSBC Early Childhood Learning Centre

LC Paper No. CB(4)486/12-13(24) -- Mr Keith WUN

LC Paper No. CB(4)486/12-13(25) -- A member of the public

LC Paper No. CB(4)498/12-13(20) -- Ms CHENG Shu-ki

LC Paper No. CB(4)498/12-13(21) -- Mr YEUNG Wai-sing
Eastern District Council
Member)

Members noted the background brief prepared by the Secretariat [LC Paper No. CB(4)486/12-13(02)] and the submissions from deputations/individuals not attending the meeting.

Briefing by the Administration

2. The Chairman said that as informed by the Secretary for Education ("SED"), he would join this special meeting at around 10:00 am due to prior official commitment. At the invitation of the Chairman, Permanent Secretary for Education ("PS(Ed)") briefed members on various issues relating to the

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provision of free kindergarten education as set out in the Administration's paper [LC Paper No. CB(4)486/12-13(01)]. She advised that providing practicable 15-year free education and better quality kindergarten education was a priority of the current-term Government. The Administration had hitherto held over 20 meetings with stakeholders to better understand their needs and expectations on further enhancement to kindergarten education. She said that the Administration would also take note of the views of the deputations.

Oral presentation by deputations/individuals

3. A total of 38 and 33 deputations/individuals presented their views in the first session and the second session of the meeting respectively. Their major concerns were summarized in the **Appendix**.

Initial response by the Administration

4. SED thanked the deputations for their views. Regarding some deputations' query about the policy stance as stated in paragraph 3 of the Administration's paper [LC Paper No. CB(4)486/12-13(01)] that kindergarten education in Hong Kong was not part of basic education, SED explained that the Administration was actually referring to "compulsory education" when using the expression "basic education". Currently, kindergarten education was not part of compulsory education.

5. Noting the deputations' call for early implementation of free kindergarten education, SED said that owing to the diversity of views among stakeholders and the intricacies of the issues involved, the Education Bureau ("EDB") would set up a committee on free kindergarten education ("the Committee") shortly to examine the various issues. It was expected that the Committee would complete its work and put up recommendations to EDB in two years' time.

Discussions

6. The Chairman drew members' attention to Rule 83A of the Rules of Procedure which provided that a Member shall not move any motion or amendment relating to a matter in which he had a pecuniary interest, whether direct or indirect, or speak on any such matter, except where he disclosed the nature of that interest. He reminded members to declare interests, if any, in the matter under discussion.

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Policy on the implementation of free kindergarten education

7. Mr CHEUNG Kwok-che shared some deputations' criticism that the Administration had excluded kindergarten education from the provision of basic education. Noting SED's explanation earlier on, the Deputy Chairman was of the view that the Administration should suitably revise paragraph 3 of its paper so as to accurately document its policy stance on the provision of kindergarten education.

8. SED said that the expression "basic education", as used in the paper, referred to nine years of free and compulsory primary and junior secondary education. Deputy Secretary for Education (3) ("DS(Ed)3") supplemented that the expression "basic education" was commonly used in the Administration's official documents, including curriculum documents, to refer to compulsory education, which currently did not include kindergarten education.

9. Dr Fernando CHEUNG recalled that the Chief Executive had pledged in his Election Manifesto to provide free early childhood education. However, the 2013 Policy Address had merely announced the setting up of a committee to examine the feasibility of free kindergarten education. Dr CHEUNG was concerned that the Administration had employed delaying tactics by tasking the Committee to study the feasibility of free kindergarten education, instead of formulating the implementation details. The Deputy Chairman, Mr LEUNG Kwok-hung and Mr CHEUNG Kwok-che shared Dr CHEUNG's concerns.

10. In response, SED stressed that the provision of free kindergarten education was a top priority of the current-term Government. The Committee was expected to study and make specific proposals on how to practicably implement free kindergarten education. To properly reflect the work of the Committee as stated by SED, Mr CHEUNG Kwok-che considered that the name of the Committee should be changed along the lines of "Committee on 3-Year Free Kindergarten Education". SED said that the suggestion would be conveyed to the Committee for consideration.

11. In response to Dr Helena WONG's enquiry on the membership of the Committee, SED said that the majority of members of the Committee and its working groups would comprise representatives from different stakeholders of the kindergarten sector. DS(Ed)3 supplemented that while membership of the Committee would include representatives from the education sector and the kindergarten sector, it should be noted that views of stakeholders would also be canvassed through inviting them to participate in focus group discussion to be organized by the Committee and its working groups.

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12. The Deputy Chairman said that earlier this morning, the 爭取 15 年免費教育大聯盟 (hereinafter referred to as "the Alliance") had submitted signatures from 7 719 kindergarten teachers and over 48 000 parents to EDB urging for the early implementation of free kindergarten education. Dr Fernando CHEUNG noted the broad consensus of the kindergarten sector on the eight major requests of the Alliance, and queried the need for setting up the Committee which would only come up with its recommendations in about two years' time. Dr Helena WONG said that Members of the Democratic Party supported the Alliance's eight major requests, and urged the Administration to provide a timetable on implementing free kindergarten education. The Chairman said that the Administration should announce a timetable, and he looked forward to early implementation of free kindergarten education in Hong Kong.

13. Dr Kenneth CHAN said that Members of the Civic Party supported the early implementation of free kindergarten education. He was gravely concerned about the delay arising from the Committee's two-year study and the further time taken by the Administration to consider the Committee's recommendations. Dr CHAN informed the meeting that he was conducting a study and would write to all kindergartens shortly to invite them to take part in a questionnaire survey.

14. SED said that he had been tasked by the Chief Executive to set up the Committee as soon as possible so that it could commence work and put forward practicable proposals early, which was in line with public expectation. He further advised that after the Committee had been set up, it would form about five working groups each tasked to review specific issues such as the finance and operations of kindergartens, salary framework and qualifications of teachers, the objective of kindergarten education etc. While the Committee would take about two years to complete its tasks and made recommendations to the Government, during this period, it would maintain communication with the kindergarten sector to listen to their views, and explore short- and medium-term measures which could help the kindergartens meet the challenges they would be facing. The Administration would actively consider providing support accordingly.

15. Mr LEUNG Kwok-hung said that in implementing free kindergarten education, the Administration should have adequate planning and deploy additional resources to ensure effective implementation. Noting that the Panel would hold another special meeting on 26 March, Mr LEUNG was of the view that the Administration should provide more concrete proposals on which deputations could give their views. He also considered it necessary for the Administration to formulate a proper objective for kindergarten education.

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16. SED advised that to facilitate the review, the Administration had prepared information papers on major issues of concern for the Committee's deliberation. The objective of kindergarten education would be one of the issues to be studied by the Committee. SED pointed out that as the Committee would examine pertinent issues relating to the practicable implementation of free kindergarten education, it was inappropriate for the Administration to give views on the way forward at this stage as this might pre-empt the Committee's consideration.

Pre-primary Education Voucher Scheme

17. Dr Helena WONG considered the existing support provided to the kindergarten education sector inadequate. Ms Starry LEE questioned whether the Administration had earmarked sufficient financial provision to cater for the needs of the kindergarten sector. In this regard, SED advised that government expenditure on kindergarten education had been increased from \$1.3 billion before the launch of the Pre-primary Education Voucher Scheme ("PEVS") to about \$2.9 billion in the 2012-2013 financial year. The implementation of PEVS had provided a solid foundation and useful operational experience for the future implementation of free kindergarten education.

18. Noting the imminent difficulties faced by the kindergarten sector, Mr LEUNG Kwok-hung was of the view that instead of awaiting the recommendations of the Committee, the Administration should seek funding on a non-recurrent and one-off basis to provide immediate support and enhance kindergarten education. In reply, SED informed members that as a short-term measure to enhance teaching and learning effectiveness, the Administration would seek the approval of the Finance Committee to provide an additional one-off grant in an amount ranging from \$150,000 to \$250,000 to kindergartens under PEVS.

19. To enhance interim support to kindergartens, the Deputy Chairman urged the Administration to consider increasing the subsidy for whole-day kindergartens. Ms Starry LEE recalled that in the last Term, the Panel had received views from deputations urging for an increase in the value of the voucher under PEVS pending any decision on free kindergarten education. Ms LEE was concerned that the Administration should deploy resources to implement interim measures to address the pressing needs of the kindergarten sector.

20. SED recapitulated that the Committee and its working groups would review and study a number of key issues including the mode of funding for kindergartens, salary scale and professional development for kindergarten

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teachers etc. In addition to making recommendations on the way forward, the Committee would also explore and propose to the Administration any short-term measures that could be taken to address the pressing needs of the kindergarten sector.

Professional development of kindergarten teachers

21. Dr Kenneth CHAN was pleased to note that according to the information provided by the Administration in response to a written question raised by him at the Council meeting of 6 February 2013, in the 2012-2013 school year, over 3 000 and 6 000 kindergarten teachers possessed a Bachelor degree or Certificate in Early Childhood Education respectively. However, Dr CHAN said that he was not in favour of the Administration's plan to set up the proposed \$480 million scholarship scheme to subsidize some 20 outstanding local students to pursue degree courses or teacher training programmes in prestigious universities outside Hong Kong. He took the view that support should be provided to serving kindergarten teachers to address their professional training needs. In this connection, SED advised that the subsidy for professional training provided for serving kindergarten teachers would be extended for two more years to 2014.

22. Dr Helena WONG considered it necessary to improve the teacher-to-student ratio and when calculating the staffing establishment of kindergartens, school principals and administrative staff should not be counted towards the number of teaching staff. SED advised that the teacher-to-student ratio and staff establishment were among the issues to be reviewed and studied by a working group under the Committee.

23. Mr LEUNG Kwok-hung highlighted the importance of teacher training to tie in with the implementation of free kindergarten education. He also considered that the Administration should deploy additional resources for enhancing teacher training. The Chairman shared Mr LEUNG's concern, and pointed out that it was necessary to put in place a proper salary scale for kindergarten teachers so as to give due recognition to their qualifications and experience.

24. SED said that the Administration attached great importance to teacher training. About 90% of kindergarten teachers were in possession of the relevant certificate qualification while some other 1 000 teachers were pursuing relevant study. He also recapitulated the Administration's proposal to disburse the additional one-off grant to kindergartens under PEVS to help enhance the quality of kindergarten education.

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II. Any other business

25. The Chairman reminded members that the Panel had scheduled another special meeting at 9:00 am, Tuesday, 26 March 2013 to receive deputations' views. To facilitate deliberation at the next meeting, the Chairman and the Deputy Chairman considered that where practicable, the Administration should provide its response to the views and concerns raised by deputations and members at this meeting.

26. There being no other business, the meeting ended at 1:43 pm.

Council Business Division 4
Legislative Council Secretariat
21 October 2013

Panel on Education

Special meeting on Tuesday, 19 March 2013, at 9:00 am

Issues related to the provision of free kindergarten education

Summary of views and concerns expressed by deputations/individuals

No.	Name of Deputation/individual	Major views and concerns
1.	<p>Hong Kong Baptist University Early Childhood Education Society [LC Paper No. CB(4)486/12-13(03)]</p>	<p>The deputation was disappointed that the 2013 Policy Address had merely announced the establishment of a committee to examine the feasibility of free kindergarten education. It considered that the committee should draw up a roadmap to implement 15-year free education within two years. The deputation supported the eight major requests of 爭取 15 年免費教育大聯盟 ("the Alliance"). Its other requests included the provision of financial assistance for whole-day kindergarten schooling, lowering the teacher-to-student ratio and providing an in-service training allowance for serving kindergarten teachers.</p>
2.	<p>Hong Kong Sheng Kung Hui Welfare Council [LC Paper No. CB(4)486/12-13(04)]</p>	<p>The deputation was pleased with the Government's effort in enhancing early childhood education. It supported the implementation of 15-year free education, and urged for introduction of measures such as the provision of an adequate level of subsidy for whole-day kindergarten schooling, as well as improving the establishment of teaching staff.</p>
3.	<p>Professional Association of Master of Education in Early Childhood Education of Hong Kong Institute of Education [LC Paper No. CB(4)486/12-13(05)]</p>	<p>The deputation put forth eight major requests, which included the abolition of the Pre-primary Education Voucher Scheme ("PEVS") and introduction of fully subsidized early childhood education, provision of appropriate subsidy for whole-day kindergartens, lowering the teacher-to-student ratio, formulating a professional development pathway and salary framework for kindergarten teachers.</p>

No.	Name of Deputation/individual	Major views and concerns
4	Hong Kong Early Childhood Education Administrative Professional Association [LC Paper No. CB(4)498/12-13(01)]	The deputation supported the eight major requests of the Alliance. It was concerned about the heavy workload of kindergarten teachers who were also required to take up administrative work. The deputation urged for lowering the ratio of teacher to students and the establishment of a salary and professional development framework for kindergarten teachers. It also considered that research on local early childhood education and the development of teaching and learning materials should both be strengthened.
5.	The Salvation Army [LC Paper No. CB(4)498/12-13(02)]	The deputation supported the implementation of 15-year free education, making reference to the findings in the "Report on Review of Pre-primary Education Voucher Scheme". It agreed that the teacher-to-student ratio and professional development for teachers should be improved. The deputation considered that where appropriate, improvement measures should be launched prior to completion of the study by the relevant committee in two years' time. It also highlighted the need to develop effective quality assessment tools to monitor the performance of kindergartens.
6.	Hong Kong Baptist Kindergarten Education Convention	The deputation urged for the early implementation of 15-year free education, and considered that the committee must draw up a roadmap for the implementation of 15-year free education within two years.
7.	Hong Kong Society for the Protection of Children [LC Paper No. CB(4)486/12-13(06)]	The deputation expressed disappointment that the 2013 Policy Address had merely mentioned the establishment of a committee to examine the feasibility of free kindergarten education. It supported the eight major requests of the Alliance, including the provision of full subsidy for kindergarten education at non-profit-making kindergartens and improving the subsidy mechanism for whole-day kindergartens, lowering the teacher-to-student ratio and introducing a salary structure for kindergarten teachers.

No.	Name of Deputation/individual	Major views and concerns
8.	Yaumatei Yang Memorial Methodist Pre-School [LC Paper No. CB(4)498/12-13(03)]	The deputation supported the eight major requests of the Alliance, and stressed the need to ensure fairness in education. In lieu of PEVS, the Administration should implement without delay free kindergarten education. The deputation's other main recommendations included reviewing the remuneration of kindergarten teachers and establishing a professional development framework for them. It also considered that qualified teaching personnel should be provided to cater for students with special educational needs ("SEN students").
9.	Miss Emily CHAN Han-ying	A salary structure for kindergarten teachers should be established and the Education Bureau ("EDB") should play an active steering role in taking forward 15-year free education within a reasonable timeframe.
10.	Allway Kindergarten	The deputation supported fully subsidized kindergarten education, and submitted that rising rent and teachers' salary had imposed tremendous financial pressure on the operation of kindergarten in recent years.
11	爭取 15 年免費教育大聯盟 [LC Paper No. CB(4)486/12-13(07)]	According to the deputation, it comprised 29 educational bodies and submitted eight major requests based on the consensus of the educational sector. These included full subsidy for children attending non-profit making kindergartens, improving the subsidy mechanism for whole-day kindergartens, strengthening the staffing establishment of teaching professional and supporting administrative staff, setting up a salary framework for kindergarten teachers and providing an in-service training subsidy for serving teachers, putting in place a quality assurance mechanism with an emphasis on self-assessment, abolishing the current arrangement of posting the reports of external assessment on-line. The deputation stressed that the membership of the committee to be set up by the Administration should comprise representatives from all stakeholders. The deputation

No.	Name of Deputation/individual	Major views and concerns
		suggested that a subcommittee should be set up under the Panel on Education to follow up the implementation of free kindergarten education.
12.	The Trustees of the Kowloon Tong Church of the Chinese Christian and Missionary Alliance	The deputation supported 15 years' free education and urged for its early implementation.
13.	Ms WONG Siu-kwan [LC Paper No. CB(4)486/12-13(08)]	She noted that the "Reform Proposals for the Education System in Hong Kong" published in 2000 had confirmed the importance of early childhood education as the foundation for life-long learning and all-round development. She supported the eight major requests of the Alliance, and expressed her objection to the policy stance as stated in paragraph 3 of the Administration's paper [LC Paper No. CB(4) 486/12-13(01)] that kindergarten education in Hong Kong was not part of basic education. She was of the view that the kindergarten sector should not be entirely privately run. The Administration should introduce diversified modes of funding for kindergarten education, similar to the different modes of subsidy for primary and secondary schools.
14.	Dr YU Wai-bing	Early childhood education should amount to 1% of Hong Kong's GDP, and Hong Kong lagged behind in this aspect. She urged for the establishment of a salary structure, qualifications framework and pathways for advancement for kindergarten teachers.
15.	Hong Kong Kindergarten Association [LC Paper No. CB(4)486/12-13(09)]	The deputation supported the eight major requests of the Alliance and urged for early implementation of free kindergarten education. The deputation stressed the need to establish a salary structure for kindergarten teachers, and opined that instead of setting up the proposed \$480 million scholarship scheme, the funding should be used to subsidize serving kindergarten teachers in undertaking professional training. The deputation also asked EDB

No.	Name of Deputation/individual	Major views and concerns
		to take into consideration the financial burden of rental expenses and other operating expenses on kindergartens.
16.	OMEP - Hong Kong [LC Paper No. CB(4)498/12-13(04)]	The deputation was disappointed that instead of implementing free kindergarten education, the Policy Address had only announced the setting up of a committee to examine the feasibility of free kindergarten education. Given the importance of kindergarten education in laying the foundation for all-round development and life-long learning, the deputation did not subscribe to the view stated in paragraph 3 of the Administration's paper that kindergarten education in Hong Kong was not part of basic education. The deputation questioned the effectiveness of PEVS. It also called for the establishment of a salary framework for kindergarten teachers and lowering of the teacher-to-student ratio with a view to enhancing the quality of education.
17.	Hong Kong Professional Teachers' Union [LC Paper No. CB(4)506/12-13(01)]	The deputation was disappointed that whilst there already existed a broad consensus in the community for the implementation of free kindergarten education; the Government had only responded by setting up a committee to examine its feasibility. The deputation considered it incumbent upon the Administration to formulate a proper salary framework for kindergarten teachers, most of whom had acquired qualifications at the certificate or degree levels. It further expressed dissatisfaction that pending the review by the committee, the Secretary for Education ("SED") had stated the view that it would be more preferable to specify a minimum level of salary for kindergarten teachers, instead of devising a uniform salary scale. The deputation also urged for the immediate provision of subsidy to kindergarten teachers for attainment of relevant qualifications.

No.	Name of Deputation/individual	Major views and concerns
18.	Miss LEUNG Wai-yan	As a serving kindergarten teacher, she pointed out that there was a lack of professional development pathways for kindergarten teachers and very little local research on pre-primary education. She said that most kindergarten teachers were highly enthusiastic and fully committed to their work, and urged the Administration not to overlook their professional development needs.
19.	Ms HUNG Yin-mei	She supported the eight major requests of the Alliance, and objected to the policy stance stated by the Administration that kindergarten education in Hong Kong was not part of basic education. Concern was also expressed about the absence of a salary structure for kindergarten teachers and the commercialization of early childhood education.
20.	Pacific Early Childhood Education Research Association (Hong Kong) [LC Paper No. CB(4)498/12-13(05)]	The deputation supported the eight major requests of the Alliance, and urged the Administration to address problems arising from the high turnover of kindergarten teachers. According to its survey, the average turnover rate for whole-day kindergarten teachers was as high as 40%, inclusive of those who ceased to be teachers but took up the post of teaching assistant. The deputation suggested that a subcommittee should be set up under the Panel to follow up the implementation of free kindergarten education.
21.	Centre for Childhood Research and Innovation	The deputation considered that the implementation of PEVS was not conducive to enhancing the quality of kindergarten education. It also shared its observations that many kindergartens were inclined to strive for academic achievement at the expense of developing the potentials of children.
22.	關注學券制家長聯盟 [LC Paper No. CB(4)498/12-13(06)]	The deputation supported the eight major requests of the Alliance. Given the fiscal strength of the Government, the deputation was of the view that

No.	Name of Deputation/individual	Major views and concerns
		pending the implementation of 15-year free education, EDB should immediately carry out an interim measure to increase the value of the voucher under PEVS by two or three folds in order to relieve the financial burden on parents. The deputation also considered that the committee should draw up a clear roadmap for the implementation of 15-year free education in Hong Kong.
23.	Five Districts Business Welfare Association Cheung Chuk Shan Nursery Cheung Chuk Shan Kindergarten Parents-Teacher Association [LC Paper No. CB(4)498/12-13(07)]	The deputation supported the eight major requests of the Alliance. It also highlighted the disparity arising from the same level of subsidy being provided under PEVS for both half-day and whole-day kindergartens.
24.	Hong Kong Early Childhood Educators Association [LC Paper No. CB(4)498/12-13(08)]	The deputation supported the eight major requests of the Alliance and urged for early implementation of 15-year free education. It highlighted the difficulties faced by whole-day kindergartens in terms of high turnover of teachers, and the unfairness of PEVS under which the same level of subsidy was provided for whole-day and half-day kindergartens.
25	Anglican (Hong Kong) Early Childhood Education Council Limited	The deputation supported the abolition of PEVS and the introduction of a funding model for kindergartens with reference to that for primary and secondary schools. There should be a certain percentage of private independent kindergartens alongside non-profit-making ones. The value of PEVS should be increased, the teacher-to-student ratio should be lowered and the staffing establishment of kindergarten teachers should be enhanced.
26	Anglican (Hong Kong) Principal Early Childhood Education Council [LC Paper No. CB(4)498/12-13(09)]	The deputation supported the eight major requests of the Alliance, and urged for a diversified kindergarten sector comprising both non-profit-making kindergartens and private independent kindergartens. It considered that

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		<p>changes should be made to the existing funding mechanism so that whole-day and half-day kindergartens could receive the appropriate level of subsidy. The deputation called for the establishment of a salary structure and qualifications framework for kindergarten teachers and the promotion of local researches on pre-primary education. The committee to be set up was urged to complete its review within two years.</p>
27.	<p>Civic Party [LC Paper No. CB(4)506/12-13(02)]</p>	<p>The deputation said that it was the common view of school sponsoring bodies, parents and teachers that free kindergarten education should be implemented without delay. It urged for the establishment of a salary framework in order to attract and retain kindergarten teachers. Additional staff should be employed to take up the administrative duties of kindergarten teachers and support should be given to facilitate the teachers in undertaking continuous training. The deputation considered it necessary for EDB to strike a balance between implementing the quality assurance mechanism on kindergartens and ensuring that such assessment work would not unduly increase the workload on teachers.</p>
28.	<p>Ms Margaret LAM</p>	<p>She supported the establishment of a salary structure in recognition of kindergarten teachers' qualifications and experience, and as a means to ensure the quality and stability of the teaching force. She was of the view that the Government had the responsibility to facilitate the provision of high quality early childhood education, and did not subscribe to the Administration's viewpoint stated in paragraph 8 of the LC Paper No. CB(4)486/12-13(02) that kindergartens should have adequate capacity in formulating remuneration packages which best suited their needs and enabled them to attract and retain staff.</p>

No.	Name of Deputation/individual	Major views and concerns
29.	Miss LI Yuet-sheung	She supported the eight major requests of the Alliance. In the light of learning diversity, she considered that more resources should be provided to kindergartens to cater for the needs of children with different learning abilities and needs. She also questioned the fairness of providing the same level of subsidy for half-day and whole-day kindergartens under PEVS.
30.	Hong Kong Christian Service [LC Paper No. CB(4)498/12-13(10)]	The deputation noted that the "Reform Proposals for the Education System in Hong Kong" published in 2000 had confirmed the importance of early childhood education in laying the foundation for life-long learning and all-round development. In this connection, she objected to the policy stance as stated in paragraph 3 of the Administration's paper [LC Paper No. CB(4) 486/12-13(01)] that kindergarten education in Hong Kong was not part of basic education. The deputation expressed support for the eight major requests of the Alliance. The deputation suggested that a subcommittee should be set up under the Panel to monitor the implementation of free kindergarten education.
31.	全國信息技術創新與實踐教育基金會有限公司 [LC Paper No. CB(4)486/12-13(10)]	In the deputation's view, pre-primary education comprised not just kindergarten education, but also the education for infants below three years of age. It was necessary for Hong Kong to reach out and explore opportunities in the Mainland to develop quality kindergartens based on the Hong Kong model.
32.	Mr LEUNG Shun-kwong [LC Paper No. CB(4)498/12-13(11)]	Based on his experience in serving on the governing boards of secondary schools, primary schools and kindergartens, he had found that the resources available for kindergartens compared much less favourably than those provided for primary and secondary schools. Examples included the lack of facilities such as playground and teachers' rooms at kindergartens. He was deeply concerned that kindergarten teachers had not been given the

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		recognition and rewards which were commensurate with their effort and contribution
33.	Ms LUI Choi-ling	She raised the concern that due to high staff turnover resulting from the lack of incentives and overwhelming workload, there might not be adequate kindergarten teachers to meet the future demand for kindergarten education. It was incumbent upon the Administration to establish a salary structure for certificate or degree holders and a professional development framework for kindergarten teachers, most of whom had acquired the necessary qualifications at certificate or degree levels.
34.	Tuen Mun District Kindergarten Heads Association [LC Paper No. CB(4)486/12-13(11)]	The deputation supported the eight major requests of the Alliance. It concurred with the need to set up a salary structure so as to maintain a reasonable pay level to attract and retain kindergarten teachers, most of whom had attained certificate or degree qualifications
35.	New People's Party	The deputation urged for the early implementation of 15-year free education as early childhood education was crucial to the future development of children. In tandem, a proper salary scale and professional development/qualification recognition framework for kindergarten teachers should be put in place. The deputation also suggested that the future kindergarten sector should also comprise government kindergartens, as in the case of government primary and secondary schools.
36.	Council of Non-profit-making Organizations for Pre-primary Education [LC Paper No. CB(4)498/12-13(12)]	The deputation stated its view that kindergarten education should be fully subsidized, and supported the eight major requests of the Alliance. The deputation also proposed a number of relief measures which should be implemented in the interim. They were the provision of additional subsidy (which could be in the form of a one-off grant) to whole-day kindergartens,

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		<p>the setting up of a centralized training and development fund for kindergarten teachers and increasing the value of the voucher under PEVS with effect from the 2013-2014 school year. The deputation reminded the Administration to take into consideration local circumstances specific to Hong Kong when formulating its policy on pre-primary education.</p>
37.	Ms WONG Yuk-hing	<p>She referred to the shortcomings of PEVS and considered that it should be abolished. She also said that Hong Kong had lagged behind other jurisdictions in the implementation of free kindergarten education. The Administration should provide fully subsidized kindergarten education. The committee to be set up by EDB should operate in an open and transparent manner and widely gauge the views of stakeholders. She considered that a subcommittee should be set up under the Panel to monitor the implementation of 15-year free education.</p>
38.	Ms LI Fung-luen	<p>She referred to the Administration's paper and objected to the policy stance as stated in paragraph 3 of the Administration's paper that kindergarten education in Hong Kong was not part of basic education. As an increasing number of kindergarten teachers were certificate and degree holders, it was necessary for the Administration to formulate a proper salary structure and professional development framework in order to attract and retain kindergarten teachers in the profession.</p>
39.	St Stephen's Catholic Kindergarten	<p>The deputation supported the eight major requests of the Alliance. Given the importance of a stable teaching force in delivering quality education, the deputation considered it important for the Administration to put in place a proper salary scale for degree and non-degree holders, as well as a professional development framework in order to attract and retain kindergarten teachers in the profession.</p>

No.	Name of Deputation/individual	Major views and concerns
40.	St Thomas' Catholic Kindergarten	The deputation was disappointed that Hong Kong was one of the few places which did not regard kindergarten education as part of basic education. The deputation strongly recommended that PEVS should be abolished as it could neither provide adequate subsidy nor improve the general quality of kindergarten education. To provide diversity and parental choices, the deputation considered that the future kindergarten sector should comprise both fully-subsidized non-profit-making kindergartens and private independent kindergartens.
41.	Tung Chung Catholic Kindergarten	The deputation supported the eight major requests of the Alliance. It submitted that the value of the existing voucher under PEVS could hardly relieve the financial burden of parents or provide sufficient support to kindergartens in meeting their operating expenses. The deputation urged for early implementation of free kindergarten education.
42.	Tai Po & North District Early Childhood Education (ECE) Principal Association [LC Paper No. CB(4)486/12-13(12)]	The deputation considered that the Administration had not attached due importance to kindergarten education. Its main recommendations included lowering the teacher-to-student ratio in kindergartens, providing additional staffing support, promoting local researches and improving the professional development framework for kindergarten teachers.
43.	Democratic Alliance for the Betterment and Progress of Hong Kong	The deputation expressed support for the implementation of 15-year free education which was the common aspiration of the community. The deputation sought the Administration's clarification over how it would propose to deal with the rental expenditure of kindergartens, as well as the methodology for working out the scale of subsidy given the huge differences in the school fees charged by kindergartens. The deputation considered that appropriate relief measures should be implemented in the interim to help kindergartens and teachers tide over immediate difficulties.

No.	Name of Deputation/individual	Major views and concerns
44.	Kam Lam Catholic Kindergarten	The deputation considered that the Administration had not given sufficient attention to the development of kindergarten education notwithstanding its widely recognized importance for the future development of children. The deputation agreed that the Administration should formulate a salary structure and provide professional training for kindergarten teachers. It also pointed out that at present, the support for children with special learning needs was far from adequate.
45.	Ms TAM Wai-kwan	She expressed support for the eight major requests of the Alliance, and highlighted the difficulties faced by kindergarten teachers, notably those working in whole-day kindergartens, such as long working hours and heavy workload. She considered that kindergarten teachers deserved a much better remuneration package, and called on the Administration to establish a salary scale and professional development framework for kindergarten teachers in recognition of their contribution and for the better development of the kindergarten sector.
46.	Tsuen Wan Our Lady Kindergarten	The deputation supported the eight major requests of the Alliance and urged for the early implementation of 15-year free education. The deputation submitted that the Government should establish a salary structure and a qualifications framework for kindergarten teachers.
47.	Hong Kong Christian Service Lei Cheng Uk Nursery School — Parents Representative Committee [LC Paper No. CB(4)498/12-13(13)]	The deputation was disappointed that the Government had failed to pay attention to the needs of middle class families, most of whom were under a heavy financial burden despite the subsidy under PEVS. Given its strong fiscal position, the Government should provide full subsidy for kindergarten education. The deputation considered that the Government should take immediate action to implement free kindergarten education instead of spending time on carrying out further reviews.

No.	Name of Deputation/individual	Major views and concerns
48.	Ms Milly KAN Mai-ling [LC Paper No. CB(4)498/12-13(14)]	She supported the eight major requests of the Alliance and urged for early implementation of 15-year free education. Concern was raised about the limited manpower resources at kindergartens. The Administration was asked to provide additional support teachers to assist in teaching duties, as well as full-time accountant and clerical staff to take up administrative duties.
49.	Ms FU Wai-ling	She supported the eight major requests of the Alliance and urged for early implementation of 15-year free education. She considered that PEVS had failed to relieve the financial burden of needy families and had resulted in heavy administrative workload for kindergartens. She also urged for the establishment of a salary structure and professional development framework for kindergarten teachers.
50	The Non-Profit-Making Kindergarten Council of Hong Kong [LC Paper No. CB(4)486/12-13(13)]	The deputation supported the eight major requests of the Alliance and urged the Government to draw up the timetable for implementation of 15-year free education. The deputation considered that additional manpower support should be provided to kindergartens so that teachers could focus on their core duties of providing teaching and learning support and care to their students.
51.	Academy Kindergarten	The deputation supported the eight major requests of the Alliance. It was the prime concern of the deputation that the teacher-to-student ratio should be lowered so that teachers could pay sufficient attention to the needs of their students.
52.	十五年免費教育關注小組 [LC Paper No. CB(4)486/12-13(14)]	The deputation supported the eight major requests of the Alliance and expressed disappointment that instead of implementing 15-year free education, the Policy Address had merely proposed the setting up of a committee to study the matter. The deputation elaborated its view on the

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		definition and positioning of kindergarten education, and stated that kindergarten education was a vital fundamental component and an essential part of basic education.
53.	The Hong Kong Institute of Education Students' Union	The deputation supported the implementation of 15-year free education and called for the drawing up of an implementation timetable, instead of employing delaying tactics. It submitted that the current PEVS was too commercialized with many shortcomings and its mode of subsidy was unfair to whole-day kindergartens. Given the huge fiscal surplus of the Government, the deputation was of the view that free kindergarten education should be implemented without delay. It also considered that the Administration should take the opportunity to review the positioning of basic education.
54.	St. Jerome's Catholic Kindergarten	The deputation supported the eight major requests of the Alliance. It urged for fully subsidized kindergarten education, the establishment of a proper salary structure and professional development pathways for teachers. The deputation pointed out that many kindergarten teachers had worked very hard to acquire the necessary qualifications on their own expenses, but their effort had not been duly recognized. The deputation was also concerned about the Administration's proposal to set up scholarships for outstanding students instead of providing support to serving and dedicated kindergarten teachers.
55.	Labour Party	The deputation considered that the setting up of a committee would only delay the implementation of free kindergarten education. It submitted that the existing policy on pre-school services was piecemeal and lacked coordination. Inadequate support was provided to lower-income families. The deputation suggested that the Administration should adopt a holistic approach in providing various services for pre-school children, in particular

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		in the early identification of children with special educational needs and the provision of timely support to these children and their families. It urged for an overall review of the existing policy on provision of pre-school services.
56.	香港專業教育學院幼兒教育及社會服務系同學會 [LC Paper No. CB(4)498/12-13(15)]	The deputation considered that the setting of up a committee was a delaying tactic, and urged for the early implementation of 15-year free education. It was concerned that the Administration lacked commitment in enhancing the quality of kindergarten education. The deputation urged the Administration to provide continuous professional development opportunities for kindergarten teachers and to establish a salary scale to give due recognition and security to the profession. Concern was also raised about the heavy workload of kindergarten teachers and the adverse impact of the high turnover of teachers on quality kindergarten education.
57.	Mr SIU Hung-lang [LC Paper No. CB(4)498/12-13(16)]	He expressed full support for the implementation of 15-year free education. To affirm the professional status of the teaching force, he considered that the Government should allocate additional resources to provide diversified professional development pathways for kindergarten teachers. He also stressed the need for the Administration to provide resources for carrying out more local researches on early childhood education.
58.	幼師起動 [LC Paper No. CB(4)486/12-13(15)]	The deputation supported the eight major requests of the Alliance, and strongly objected to the viewpoint stated in paragraph 5 of the Administration's paper [LC Paper No. CB(4) 486/12-13(01)] that PEVS preserved the market responsiveness of the sector and enhanced quality at the same time. The deputation submitted that one of the consequences of PEVS was the commercialization of kindergarten education, but not the improvement in the quality of education. It supported a diversified kindergarten sector similar to the primary and secondary school sectors

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		where privately run kindergartens could also operate to provide a choice for parents. The deputation reiterated its call for the abolition of PEVS and the early implementation of 15-year free education.
59	North Point Methodist Church Day Nursery [LC Paper No. CB(4)486/12-13(16)]	The deputation supported the eight major requests of the Alliance, and highlighted the importance of investing in education and maintaining a stable teaching force. It urged for the establishment of a salary scale and a professional development framework in recognition of the professional status and contribution of kindergarten teachers.
60.	North Point Methodist Church Kindergarten [LC Paper No. CB(4)498/12-13(17)]	The deputation supported the eight major requests of the Alliance and urged the Government to provide a timetable for the implementation of 15-year free education. The deputation objected to paragraph 5 of the Administration's paper in which it was stated that PEVS would alleviate the financial burden on eligible parents and improve the facilities of eligible kindergartens. It considered that the value of the voucher had limited parents' choice of kindergartens. The deputation urged for the abolition of PEVS and the early implementation of 15-year free education.
61.	Ms LAM Kam-wah [LC Paper No. CB(4)486/12-13(17)]	She supported the eight major requests of the Alliance and submitted that free kindergarten education was just the starting point for quality enhancement of the education system. She called for the establishment of a salary scale for kindergarten teachers and strongly opposed any suggestion for setting a "minimum wage" for kindergarten teachers as this was incongruent with the professional positioning of the teaching workforce. Concern was also raised about the composition of the committee to be set up to examine the feasibility of free kindergarten education. In order to come up with practicable recommendations, she considered that membership of the committee should include frontline teachers.

No.	Name of Deputation/individual	Major views and concerns
62.	Sai Kung District School Heads Association	The deputation supported the eight major requests of the Alliance. It opined that in formulating its policy on education, the Administration should recognize the importance of early childhood education as a vital starting point in basic education. The deputation was concerned that following the implementation of PEVS, kindergarten teachers had worked very hard to enhance their qualifications but the normative salary scale had been abolished at the same time. The Administration's attention was also drawn to the heavy workload and pressure on kindergarten teachers over the past five years arising from the quality assurance assessment under PEVS and the demands of parents.
63.	Evangelical Lutheran Church Social Service – Hong Kong [LC Paper No. CB(4)498/12-13(18)]	The deputation considered that 15-year free education should be provided as a matter of right. It called for the abolition of PEVS and the provision of full subsidy for education at both whole-day and half-day kindergartens. The deputation suggested that relief measures should be implemented in the interim to provide support to whole-day kindergartens. Subsidies should also be provided to serving kindergarten teachers in pursuing professional development training.
64.	Dr CHAN Wai-ling [LC Paper No. CB(4)498/12-13(19)]	She supported the eight major requests of the Alliance, and stressed the importance of a stable quality teaching force. In addition to establishing a salary scale for kindergarten teachers, she considered that the Administration should set up a designated fund to for the continuous professional development of kindergarten teachers. To enhance the quality of kindergarten education, the teacher-to-student ratio should be lowered; and more local researches should be carried out. She urged the Administration to consult widely and listen to the views of all stakeholders.

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65.	Hong Kong Soka Kindergarten [LC Paper No. CB(4)506/12-13(03)]	The deputation supported the eight major requests of the Alliance and urged for early implementation of 15-year free education, given the favourable fiscal position of the Government and the commitment of the kindergarten sector. The deputation supported the establishment of a salary scale for kindergarten teachers. It also called for a lower teacher-to-student ratio of 1:10 and 1:15 for nurseries and kindergartens respectively (excluding the Principal, Vice-principal and Supervisors in the computation of the ratios). Additional resources should also be provided for kindergartens to engage administrative and secretarial staff to relieve teaching staff of various administrative work.
66.	Tsung Tsin Mission of Hong Kong On Keung Nursery School [LC Paper No. CB(4)486/12-13(18)]	The deputation supported the eight major requests of the Alliance and urged for early implementation 15-year free education. It submitted that 0 to 6 years of age was a critical period for laying the foundation for children's future development and hence, the Government should regard kindergarten education as a vital part of basic education. The deputation considered that the qualifications of kindergarten teachers should be given due recognition in their remuneration package, similar to the current arrangements applicable to teachers in primary and secondary schools.
67	The Tsung Tsin Mission of Hong Kong Social Service Company Limited [LC Paper No. CB(4)486/12-13(19)]	The deputation supported the provision of 15-year free education and urged the Administration to develop a blue print and timetable for implementation. As about 95% of children of the relevant age were enrolled in kindergartens, the importance of kindergarten education in Hong Kong could be affirmed. Referring to the Report on "Hong Kong Women in Figures 2011" published by the Women's Commission, the deputation noted the increased participation of married women in the labour market, and pointed out that whole-day kindergartens played a vital role in catering for the needs of many working parents. The deputation said that PEVS was unfair to whole-day

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		kindergartens and called for full subsidy for attendance at these kindergartens. It also urged for more local researches to be carried out on pre-primary education.
68.	The Association of Evangelical Free Churches of Hong Kong – Nursery Schools Management Board [LC Paper No. CB(4)486/12-13(20) & LC Paper No. CB(4)516/12-13(01)]	The deputation supported the eight major requests of the Alliance and urged for early implementation of 15-year free education. It urged the Government to establish within two years a mechanism for providing full subsidy for attendance at non-profit-making whole-day kindergartens; and in the interim, implement appropriate relief measures to assist these kindergartens. Given that kindergarten teachers were in possession of requisite qualifications similar to their counterparts in primary and secondary schools, the deputation was of the view that a proper salary scale should be provided for kindergarten teachers.
69.	Ms Ester WONG	She supported the early implementation of 15-year free education. She observed that while whole-day kindergartens provided a necessary service to working parents, PEVS provided a uniform level of subsidy for attendance at kindergartens without due regard to the special needs of whole-day kindergartens. She said that full subsidy should be provided for attendance at whole-day kindergartens. To enhance the quality of education, the existing teacher-to-student ratio should be lowered.
70.	St. Andrew's Catholic Kindergarten	The deputation supported the eight major requests of the Alliance. It expressed concern about the heavy workload of kindergarten teachers, in particular the additional administrative duties required to be performed. The deputation was of the view that the implementation of 15-year free education could be taken as a form of recognition for the contribution of the kindergarten educators.

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71.	Early Childhood Education Programs Alumni Association, Faculty of Education, The Chinese University of Hong Kong [LC Paper No. CB(4)486/12-13(21)]	The deputation was disappointed that the Policy Address had merely announced the establishment of a committee to examine the feasibility of free kindergarten education. In view of the huge fiscal surpluses of the Government, more resources should be invested in enhancing the quality of education. The deputation also highlighted the importance of the services of whole-day kindergartens to working parents. It reiterated its view that education at non-profit-making kindergartens should be fully subsidized. In addition, the deputation considered it necessary to enhance the staffing establishment and facilities of kindergartens.