

立法會
Legislative Council

LC Paper No. CB(4)960/14-15
(These minutes have been seen
by the Administration)

Ref : CB4/PS/1/13

Panel on Education

**Subcommittee to Study the Implementation of
Free Kindergarten Education**

**Minutes of the fifth meeting
held on Monday, 16 March 2015, at 10:45 am
in Conference Room 1 of the Legislative Council Complex**

- Members present** :
- Hon Starry LEE Wai-king, JP (Chairman)
 - Hon IP Kin-yuen (Deputy Chairman)
 - Hon TAM Yiu-chung, GBS, JP
 - Hon Abraham SHEK Lai-him, GBS, JP
 - Hon Tommy CHEUNG Yu-yan, SBS, JP
 - Hon WONG Kwok-hing, BBS, MH
 - Hon Cyd HO Sau-lan, JP
 - Hon CHEUNG Kwok-che
 - Hon IP Kwok-him, GBS, JP
 - Hon Mrs Regina IP LAU Suk-ye, GBS, JP
 - Hon MA Fung-kwok, SBS, JP
 - Hon Charles Peter MOK, JP
 - Hon CHAN Chi-chuen
 - Dr Hon Kenneth CHAN Ka-lok
 - Dr Hon CHIANG Lai-wan, JP
 - Hon Christopher CHUNG Shu-kun, BBS, MH, JP
- Members absent** :
- Hon Steven HO Chun-yin
 - Dr Hon Fernando CHEUNG Chiu-hung
 - Dr Hon Helena WONG Pik-wan

Public Officers : Item II
Attending

Mr Kevin YEUNG, JP
Under Secretary for Education

Mrs Michelle WONG
Deputy Secretary for Education (3)

Ms Hera CHUM
Principal Assistant Secretary
(Special Education & Kindergarten Education)
Education Bureau

Item III

Mr Kevin YEUNG, JP
Under Secretary for Education

Mrs Michelle WONG
Deputy Secretary for Education (3)

Ms Hera CHUM
Principal Assistant Secretary
(Special Education & Kindergarten Education)
Education Bureau

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)4

Action

I. Confirmation of minutes

(LC Paper No. CB(4)612/14-15 -- Minutes of meeting on 17
January 2015)

The minutes of the meeting held on 17 January 2015 were confirmed.

Action

II. Premises-related issues

(LC Paper No. CB(4)627/14-15(01) -- Paper provided by the Administration)

2. The Subcommittee deliberated (index of proceedings attached at **Annex**).

3. The Education Bureau ("EDB") was requested to –

- (a) with reference to paragraph 8 of the Administration's paper [LC Paper No. CB(4)627/14-15(01)] regarding the amount of rent reimbursed by kindergartens, provide information on the highest amount of monthly rent reimbursed by a kindergarten under the rent reimbursement scheme;
- (b) provide information on the numbers of local non-profit-making kindergartens and other local kindergartens; and
- (c) where practicable, provide the information on the respective number of non-profit-making kindergartens and other local kindergartens operated in each type of school premises (such as public housing estates, properties owned by respective sponsoring organizations, privately leased premises etc.) and the average monthly rents payable by kindergartens operating in each type of school premises.

(Post meeting note: The Administration's written response was issued to members vide LC Paper No. CB(4)783/14-15(02) on 14 April 2015.)

III. Issues related to manpower requirement, salary scale and teacher professionalism

(LC Paper No. CB(4)627/14-15(02) -- Paper provided by the Administration)

4. The Subcommittee deliberated (index of proceedings attached at **Annex**).

5. With reference to paragraph 4 of the Administration's paper [LC Paper No. CB(4)627/14-15(02)] regarding the monthly salaries of teachers working full-time in kindergartens under the Pre-primary Education Voucher Scheme, EDB was requested to provide information where practicable on the average monthly salaries of kindergarten teachers by their years of service.

Action

(*Post meeting note:* The Administration's written response was issued to members vide LC Paper No. CB(4)783/14-15(02) on 14 April 2015.)

IV. Any other business

6. There being no other business, the meeting ended at 12:46 pm.

Council Business Division 4
Legislative Council Secretariat
11 May 2015

**Proceedings of the fifth meeting of the
Subcommittee to Study the Implementation of
Free Kindergarten Education
on Monday, 16 March 2015, at 10:45 am
in Conference Room 1 of the Legislative Council Complex**

Time marker	Speaker(s)	Subject(s)	Action required
<i>Agenda Item I - Confirmation of minutes</i>			
000145 – 000219	Chairman	Confirmation of minutes	
<i>Agenda Item II - Premises-related issues</i>			
000220 - 000444	Chairman Education Bureau ("EDB")	EDB briefed members on the present situation and the initial views of the Committee on Free Kindergarten Education ("the KG Committee") on premises-related issues, as set out in the Administration's paper [LC Paper No. CB(4)627/14-15(01)].	
000445 - 001027	Mr WONG Kwok-hing EDB	<p>Mr WONG was of the view that in the long run, the Administration should seek to provide school premises for kindergartens ("KGs"). He sought information on the respective numbers of KGs that operated in different types of school premises and KGs co-located at primary schools.</p> <p>EDB informed members that –</p> <p>(a) currently, some 50% of non-profit-making ("NPM") KGs were eligible for rent reimbursement. Among the said NPM KGs, over 80% were operated in public housing estates or government-owned premises; and</p> <p>(b) about 25% of NPM KGs were operated in premises owned by the respective KGs or their sponsoring organizations; while another 22% were operated in privately leased premises. These KGs were not in receipt of any reimbursement under the rent reimbursement scheme ("RRS").</p>	
001028 - 001606	Mr CHEUNG Kwok-che EDB	<p>EDB advised in reply to Mr CHEUNG that the level of rental subsidy to be provided to KGs upon the implementation of free KG education was under deliberation by the KG Committee.</p> <p>Mr CHEUNG enquired whether any future revisions to the accommodation requirements on KG premises to improve teaching and learning would also apply to KG-cum-child care centres ("KG-cum-CCCs") (including former aided child care centres registered with Social Welfare Department ("SWD") before the harmonisation of pre-primary services) that had been</p>	

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		<p>operating in public housing estates for many years.</p> <p>EDB advised that after harmonization of pre-primary services, both KGs and KG-cum-CCCs were under the purview of EDB. Their operation was subject to the same set of requirements, such as the teacher-to-student ratio, standard facilities, etc. This arrangement would continue upon the implementation of free KG education.</p> <p>In response to Mr CHEUNG's enquiry about financial support to KGs for carrying out repairs and renovation, EDB advised that –</p> <p>(a) in general, the Administration would be responsible for the repair works of government-owned premises or public housing estates while repair works of privately leased premises should in principle be handled by the respective landlords. KGs located in premises owned by non-governmental organizations or religious organizations might have their specific arrangements.</p> <p>(b) Long whole-day ("LWD") KGs (which were former aided child care centres under SWD) could apply for assistance from the Lotteries Fund via SWD to meet non-recurrent expenditure such as repair and renovation.</p>	
001607 - 001932	Mr MA Fung-kwok EDB	<p>On the criteria for assessing the applications for rent reimbursement, Mr MA sought explanation on the cut-off point of school fees charged by the KGs concerned and the cut-off rate of the average rental.</p> <p>EDB advised that the cut-off point to be determined by EDB would be pegged to the school fee thresholds under the Pre-primary Education Voucher Scheme ("PEVS"). The rental cut-off rate would be based on the average rental for KGs located in the same region.</p> <p>Mr MA referred to the case where an NPM KG was in receipt of rent reimbursement but the landlord subsequently increased the rental to a level above the cut-off rate. He enquired about the eligibility of the NPM KG concerned to receive subsidy under RRS.</p> <p>EDB advised that under such circumstances, the KGs would have to pay the extra rental expenses on top of the subsidy provided by the Government if they continued to operate in such premises.</p> <p>Regarding the vacancy situation of premises in public housing estates earmarked for KGs, EDB advised that the Housing Department would consult EDB on</p>	

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		<p>the need to retain the vacant premises for education purpose. If there was a proven demand for KG places in the district concerned, an open allocation exercise would be conducted. Otherwise, the vacant premises would be handed over to the Housing Department.</p>	
001933 - 002542	Dr Kenneth CHAN EDB	<p>Dr CHAN considered it necessary to review the planning standards for whole-day ("WD") KGs as specified in the Hong Kong Planning Standards and Guidelines in the light of present-day situation. He was concerned that the Administration had relied too heavily on the market instead of taking steps to increase the supply of KG premises. The failure of Topkids Anglo-Chinese Kindergarten to secure lease renewal last year in the face of the exorbitant increase in rental was a case in point. Dr CHAN opined that upon the implementation of free KG education, KGs should be fully subsidized for their rental expenses. The Administration should work out the necessary expenditures and plan accordingly.</p> <p>EDB advised that in the view of the KG Committee, the planning standards for WD KG places should be reviewed in the light of the rising demand. The rental level of private properties was mainly determined by market forces. Pending longer-term measures to provide more supply of KG premises, the Government would also explore other means such as increasing government-owned KG premises in public housing estates and reprovisioning of KGs whose physical accommodation and facilities required substantial improvement.</p>	
002543 - 003148	Deputy Chairman EDB	<p>The Deputy Chairman was concerned about the rental subsidy received by KGs operating WD classes and whether in the long run, the rental expenses of KGs would be fully subsidized.</p> <p>EDB advised that –</p> <ul style="list-style-type: none"> (a) currently, a vast majority of WD/LWD KGs received full reimbursement of rental expenses. It would be most likely that these KGs would continue to receive subsidy for their rents upon implementation of free KG education. (b) In certain districts, KG operators might need to rent private premises to provide KG services to meet the demand. To provide more supply of KG premises, the KG Committee was of the view that some measures could be explored such as increasing government-owned KG premises in public housing estates, and the feasibility of co-location of KGs and primary schools. It was expected that when there was 	

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		<p>more supply of government-owned premises, the KG sector would be less dependent on privately leased premises.</p> <p>(c) With the guiding principles that any rental subsidy scheme should be financially sustainable and there should be proper use of public funds, the KG Committee had come to a view that there should be a ceiling on the amount of subsidy to be provided for eligible KGs. Subsidizing the full rental expenditure of all KGs might result in the unintended consequence of driving up the rental levels of private KG premises and under-utilization of government-owned premises.</p>	
003149 - 003706	Mr CHAN Chi-chuen EDB	<p>Mr CHAN referred to paragraph 8 of the Administration's paper [LC Paper No. CB(4)627/14-15(01)] and requested the Administration to provide information on the highest amount of monthly rent reimbursed by a KG under RRS. EDB agreed to provide the requested information after the meeting.</p> <p>Mr CHAN was concerned about KGs being forced out of operation as they could not renew the lease of their premises such as the case of Topkids Anglo-Chinese Kindergarten. He opined that the Administration should keep in view the level of rentals of privately leased KG premises.</p> <p>On the eligibility criteria of RRS, Mr CHAN was concerned whether the prevailing requirement of "proven demand for KG places in the district concerned" was too stringent. He sought further explanation on the suggestion to introduce more tiers of rental subsidy.</p> <p>EDB advised that currently, eligible KGs would receive full reimbursement for a fill-up rate of 50% or above, or receive 50% reimbursement for a fill-up rate below 50%. Consideration might be given to introducing more tiers of rental subsidy according to different fill-up rates.</p>	EDB was requested to provide the information as stated in paragraph 3(a) of the minutes.
003707 - 004236	Mrs Regina IP EDB	<p>Mrs IP expressed her objection in principle to the provision of rental subsidy. Instead, she considered that steps should be taken in the town planning stage to reserve sites/premises for educational services in new public housing estates and large scale residential development projects.</p> <p>EDB confirmed that premises for KG use were reserved in new public housing estates to meet the anticipated demand. For example, premises had been reserved for two KGs in Kai Ching Estate and Tak Long Estate. The school allocation exercise for these</p>	

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		<p>two premises was completed recently.</p> <p>Mrs IP noted with concern the great diversity in rental expenses among KGs. She considered that if more government-owned premises were available for the KG sector, the demand for private premises and the upward pressure on rental would be eased.</p> <p>EDB advised that the Government might explore measures to increase government-owned KG premises in public housing estates and the feasibility of similar arrangements in private housing estates.</p>	
004237 - 004836	Dr CHIANG Lai-wan EDB	<p>Dr CHIANG was concerned whether free KG education aimed to alleviate the financial burden of needy parents or to subsidize all KGs.</p> <p>EDB advised that the KG Committee had discussed and agreed on the essential elements for quality KG education, and was of the view that the Government should consider providing subsidy that might allow KGs in general to provide quality education without charging tuition fees. Some KGs might continue to offer above-standard services which some parents welcomed. The resulting possible extra tuition fees would have to be borne by parents.</p> <p>Dr CHIANG enquired whether the rental subsidy in future would be sufficient to cover the high rental of some prestigious KGs, some of which exceeded \$100,000 per month, so that parents would not need to pay extra school fees.</p> <p>EDB advised that the level of subsidy was still subject to deliberation by the KG Committee, and reiterated the need to set a ceiling to ensure the prudent use of public funds.</p> <p>Regarding the question on co-location of KGs and primary schools raised by Mr WONG Kwok-hing earlier, EDB advised that currently, some schools, mainly international schools, had co-located their KGs and primary schools.</p> <p>In response to Dr CHIANG's enquiry about the difference between NPM KGs and profit-making KGs, EDB advised that NPM KGs were exempted from taxes under section 88 of the Inland Revenue Ordinance (Cap. 112). Any surplus generated by these KGs should be ploughed back into their operations instead of distributed as dividends to shareholders.</p> <p>Dr CHIANG requested the Administration to provide information on the numbers of local NPM KGs and other local KGs after the meeting.</p>	EDB was requested to provide the information as stated in paragraph 3(b) of the minutes.

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004837 - 005414	Mr Christopher CHUNG Chairman EDB	<p>The Chairman opined that the Government should introduce more tiers of rental subsidy for NPM KGs.</p> <p>EDB said that the rental expenses in different districts varied considerably. It also explained the current eligibility criteria for rental subsidy.</p> <p>The Chairman referred to the experience of converting half-day ("HD") primary schools into WD operation, and highlighted the need for the Administration to formulate a long-term target to provide government premises for the operation of KGs.</p> <p>EDB reiterated the KG Committee's initial view that the Government could in the long run consider measures to provide more supply of KG premises and should also explore measures to increase government-owned KG premises in public housing estates.</p>	
005415 - 005900	Mr CHEUNG Kwok-che EDB	<p>Mr CHEUNG was concerned whether the level of rental subsidy would also be referenced to the operating hours of KGs, e.g. whether WD and LWD KGs whose daily service hours were six and nine hours respectively would receive an amount equivalent to two or three times the subsidy received by HD KGs operating around three hours each day. Mr CHEUNG requested the Administration to provide information on the respective number of NPM KGs and other local KGs operating in each type of school premises (such as public housing estates, properties owned by respective sponsoring organizations, privately leased premises etc.) and the average levels of monthly rent paid by these KGs. EDB agreed to provide the requested information as far as practicable.</p> <p>Mr CHEUNG enquired on the timing for the publication of the KG Committee's report, and whether any public consultation would be conducted on the findings and recommendations.</p> <p>EDB advised that the KG Committee was expected to submit its report to the Administration by the end of May 2015. EDB would study the report and consult stakeholders. It aimed to finalize the implementation details by 2016, in time for parents to make applications for admission of their children to KGs in the 2017-2018 school year.</p> <p>On the idea of launching a full-scale consultation exercise to collect and analyze public views, EDB was concerned that this process would take time and might affect the early implementation of free KG education. It would nevertheless welcome views</p>	EDB was requested to provide the information as stated in paragraph 3(c) of the minutes.

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		<p>from members of the public.</p> <p>Mr CHEUNG stressed that given the far-reaching implications of the free KG education policy, it would be worthwhile to spend some time to gauge public views before finalizing the way forward. It would serve no useful purpose if the future implementation of free KG education could not meet public expectation.</p>	
005901 - 010510	Deputy Chairman EDB	<p>The Deputy Chairman strongly urged the Administration to consult the public on the findings and recommendations of the KG Committee's report.</p> <p>EDB said that while its target was to implement free KG education early, it might explore efficient and effective means to collect public views.</p> <p>The Deputy Chairman considered that the suggestion to introduce more tiers of rental subsidy according to different fill-up rates had reflected the Administration's intention to continue the prevailing arrangements of rent reimbursement in future, instead of increasing the supply of government-owned premises for KGs.</p> <p>EDB advised that one of the eligibility criteria for rent reimbursement was a proven demand for KG places in the district where the KG concerned operated. This prevailing requirement might need to be relaxed so that more KGs could benefit from the rental subsidy. However, to ensure the prudent use of public funds, it was necessary to determine the level of rental subsidy to be disbursed with reference to some quantifiable criteria such as the fill-up rates of the KGs concerned.</p> <p>Regarding the amount of rent reimbursement quoted in paragraph 8 of the Administration's paper, EDB explained that the KG that received a reimbursed amount of \$141,500 per month had enrolled a relatively large number of students and was operating in relatively large school premises. The wide differences in rental between KGs might be due to diverse factors.</p>	
010511 - 011003	Dr Kenneth CHAN EDB	<p>Dr CHAN opined that when formulating the free KG education policy, it was necessary to review the planning standards for provision of KG places in particular WD KG places. The Administration should also project the demand for KG places, and budgeted for the provision of sufficient places/premises to meet the demand.</p> <p>EDB advised that under the prevailing planning standards, there should be 730 HD and 250 WD KG</p>	

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		places for every 1 000 children in the age group of three to under six. The KG Committee would review whether the above standards should be adjusted.	
011004 - 011237	Mr Abraham SHEK EDB	<p>Mr SHEK shared the views of some members that it was necessary to conduct public consultation on the findings and recommendations of the KG Committee's report.</p> <p>EDB noted members' views on conducting public consultation, and reiterated that the Administration would explore feasible ways to collect public views, such as through online platforms.</p>	
011238 - 011635	Chairman EDB	<p>The Chairman noted that the accommodation requirements varied according to the operating needs of KGs. For example, WD/LWD KGs required larger areas for children to take an afternoon nap. Hence, the Administration should take into account the operational needs of different types of KGs when specifying the relevant accommodation requirements.</p> <p>EDB advised that the accommodation requirements would be taken into account in the planning stage when premises/sites were reserved for providing HD, WD or LWD KGs.</p> <p>The Chairman expressed her support for setting up regional resource centres for use by KGs without proper or adequate facilities. She sought further information on the implementation details.</p> <p>EDB advised that the implementation details were subject to further deliberation by the KG Committee.</p>	
011636 - 012005	Deputy Chairman EDB	<p>The Deputy Chairman noted that the Government might explore increasing the indoor area for each child. He said that the Government/KG Committee should consider the accommodation requirements in a more holistic manner instead of dealing with isolated aspects.</p> <p>EDB advised that in reality, not all KGs had an outdoor area. Hence, the KG Committee had focused on increasing the indoor area of KGs so as to secure a more spacious environment for children's activities and learning. While the provision of desirable KG accommodation was the long term target, the KG Committee was of the view that the Government might also explore the feasibility of some improvement measures in the mid-term. One of such measures was the setting up of regional resource centres for use by KGs.</p>	

Time marker	Speaker(s)	Subject(s)	Action required
<i>Agenda Item III - Issues related to manpower requirement, salary scale and teacher professionalism</i>			
012006 - 012120	Chairman EDB	EDB briefed members on the present situation and the initial views of the KG Committee on issues related to manpower requirements, salary and teacher professionalism, as set out in the Administration's paper [LC Paper No. CB(4)627/14-15(02)].	
012121 - 012650	Mr WONG Kwok-hing EDB	<p>With reference to paragraph 4 of the Administration's paper [LC Paper No. CB(4)627/14-15(02)] regarding the monthly salaries of teachers working full-time in KGs under PEVS, Mr WONG sought further information on the average monthly salaries of KG teachers by their years of service.</p> <p>EDB advised that one of the consultancy studies commissioned by the KG Committee was to examine issues related to human resources requirements and salary structure in KGs. The consultant had conducted surveys to collect the required data as appropriate. It was expected that the recommendations on salary structure of KG teachers put forward by the consultant would have taken into account various factors including the years of service of teachers. EDB would provide the information requested by Mr WONG where practicable.</p> <p>Mr WONG stressed that differences in years of service should be taken into account in the future salary structure for KG teachers.</p> <p>In response to Mr WONG's enquiry, EDB confirmed that –</p> <p>(a) the average monthly salaries of KG teachers mentioned in paragraph 4 of its paper did not include the salaries of KG principals; and</p> <p>(b) currently there was no specific guidelines on the salaries of non-teaching staff in KGs. The Administration would consider this matter in future.</p>	EDB was requested to provide the information as stated in paragraph 5 of the minutes.
012651- 013239	Dr Kenneth CHAN EDB	<p>Pending completion of the consultancy study, Dr CHAN considered the present discussion on the subject pre-mature.</p> <p>Dr CHAN cautioned that a recommended salary range for KG teachers in lieu of a mandatory salary scale would be prone to problems. He was also concerned that if lump sum grant was adopted as the funding mode, KGs might not be able to employ experienced KG teachers due to insufficient funding capped at a level not exceeding teachers' mid-point salaries. He also opined that apart from improving the teacher-to-student ratio, the capability of KG</p>	

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		<p>teachers should also be enhanced to enable them to cater for students with special needs and learners' diversity.</p> <p>EDB advised that while the teacher-to-student ratio would be improved, the Administration would continue to enhance professional training for teachers and work closely with SWD to provide the necessary support for students with special needs.</p>	
013240 - 013745	Mr CHEUNG Kwok-che EDB	<p>Mr CHEUNG noted from the KG sector that the teacher-to-student ratio of some KGs had reached 1 to 13 (excluding the principal), which was above the existing standard ratio of 1 to 15 (including the principal). Mr CHEUNG was concerned whether some KG teachers would become redundant if the existing standard ratio was used in computing the subsidy to be provided to KGs under free KG education. He sought further explanation on the staff structure of "typical KGs" and "large scale KGs" as stated in paragraph 11 of the Administration's paper.</p> <p>Mr CHEUNG opined that when computing the teacher-to-student ratio, reference should be made to the daily operating hours of KGs, i.e. the respective number of teachers in WD and LWD KGs should double and treble the number of teachers in HD KGs. Otherwise, many KGs would choose to provide or switch to HD services. Many women might be unable to join the labour market due to the lack of WD KG services for their young children. This would not be conducive to the strategy of the Steering Committee on Population Policy to unleash the potential of the local labour force.</p> <p>In reply, EDB advised that currently, the standard teacher-to-student ratio in KGs was 1 to 15 (including the principal). Individual KGs were at liberty to provide a more favourable teacher-to-student ratio based on their own circumstances. However, to ensure the prudent and equitable use of public funds, it would not be tenable to subsidize KGs according to their prevailing teacher-to-student ratio. EDB reiterated that some KGs might continue to offer above-standard services (such as employing more teachers for smaller groups of students) which some parents welcomed; and parents might need to pay the possible extra school fees.</p>	
013746 - 014450	Deputy Chairman EDB	<p>The Deputy Chairman pointed out that the principals of KGs would not normally take up teaching duties. He sought further clarification on the proposed improvement to the teacher-to-student ratio.</p> <p>EDB clarified that PEVS KGs, under the existing manning scale, should employ sufficient number of</p>	

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		<p>teachers possessing the Certificate in Early Childhood Education qualification based on the teacher-to-student ratio of 1 to 15. The actual teacher-to-student ratio however varied among KGs. As it was common that the enrolment of morning sessions was larger than that of afternoon sessions, afternoon sessions often had a better teacher-to-student ratio.</p> <p>EDB advised that currently, the principal was included when computing the teacher-to-student ratio. The KG Committee was of the view that the teacher-to-student ratio should be improved and there was an emerging consensus that the principal should be excluded from the computation of the ratio.</p> <p>The Deputy Chairman noted from the Administration's paper that the salary-related practices applicable to aided schools could not be applied to KGs in isolation because they were part and parcel of the standardized funding mode for aided schools which contained several inter-connected components. He remarked that the former Recommended Normative Salary Scale ("RNSS") for the KG sector had been implemented as a stand-alone arrangement.</p> <p>EDB advised that RNSS pre-dated the launch of PEVS. After the implementation of PEVS, individual KGs had the discretion to determine the salaries for their teachers. The standardized funding mode for aided schools also involved other inter-connected components including school place allocation system and approval of class structure by EDB, etc. If such arrangements were adopted in the KG sector, the sector's overall operation flexibility would inevitably be hampered. Besides, the operation of KGs in commercial premises would render planning of school places in a holistic manner like aided schools not practicable.</p>	
014451 - 014737	Chairman EDB	<p>The Chairman noted that the Administration had conducted annual surveys on KG teacher salaries. In this regard, she followed up Mr WONG Kwok-hing's question about KG teachers' salaries and their corresponding years of service.</p> <p>EDB said that it would provide the requested information as far as practicable.</p>	EDB was requested to provide the information as stated in paragraph 5 of the minutes.
014738 - 015501	Ms Cyd HO EDB	<p>Ms HO expressed the following views –</p> <p>(a) with reference to the Direct Subsidy Scheme for primary and secondary schools, the future implementation of free KG education should provide parents with choices, in particular if</p>	

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		<p>some of them were willing to pay for above-standard services;</p> <p>(b) there should be clear qualification requirements for KG teachers to ensure professionalism among teachers and to ensure the quality of KG education; and</p> <p>(c) the salaries of KG teachers should be commensurate with their years of service and qualifications.</p> <p>EDB advised that in devising the future salary structure and career path for KG teachers, one of the key considerations was its attractiveness to aspiring teachers to develop their career in the KG sector.</p> <p>Ms HO expressed concern about the articulation to primary schools of KG students, given that many primary schools had set high requirements on KG students' academic knowledge and language proficiency when considering their applications for admission. She considered that the Administration should clarify whether KG education was part of basic education, or a form of child care service.</p> <p>EDB advised that the KG Committee was studying matters related to the articulation from KG to primary schools. The Administration would further consider this matter after receiving the KG Committee's recommendations.</p>	
015502 - 015706	Mr CHEUNG Kwok-che EDB	<p>Mr CHEUNG referred to the adverse consequences caused to the social welfare sector as a result of the implementation of the lump sum grant as the funding mode. He stressed the importance to put in place a proper salary scale that was commensurate with KG teachers' years of service and qualifications.</p> <p>Whilst noting the Administration's intention to implement free KG education as early as practicable, Mr CHEUNG reiterated his view that public consultation on the KG Committee's report should be conducted before finalizing the way forward.</p>	
015707 - 020157	Deputy Chairman EDB	<p>The Deputy Chairman shared Mr CHEUNG Kwok-che's concern about the adverse impacts of lump sum grant. He urged for the formulation of a specific salary scale that was commensurate with the qualifications and years of service of KG teachers.</p> <p>EDB re-affirmed that issues related to the salary structure would be subject to deliberation by the KG Committee in the light of the recommendations of the consultancy study.</p>	

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		<p>The Deputy Chairman remarked that the Administration's paper had not provided any definite directive on the formulation of a continuous professional development policy for the KG sector.</p> <p>EDB advised that since relevant issues were still subject to the deliberation by the KG Committee, the Administration's paper aimed at providing a timely brief on the initial views of the KG Committee for members' consideration.</p>	
<i>Agenda Item IV - Any Other Business</i>			
020158 - 020222	Chairman	Arrangements for the next meeting.	

Council Business Division 4
Legislative Council Secretariat
11 May 2015