



中華人民共和國香港特別行政區政府總部教育局  
Education Bureau  
Government Secretariat, Government of the Hong Kong Special Administrative Region  
The People's Republic of China

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24 December 2018

Miss Judy Yee  
Legislative Council Secretariat  
Council Business Division 1  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong

Dear Miss Yee,

**Follow-up to the Finance Committee Meeting on 12 October 2018**  
**Item No. FCR(2018-19)43**

I refer to your e-mail dated 15 October 2018. Our response in respect of the agenda item of "Injection into the Gifted Education Fund" is set out in the Annex for Members' reference.

Yours sincerely,

( Joe K S Ng )  
for Secretary for Education

Encl.

**Reply of the Education Bureau to follow-up issues at the  
Finance Committee Meeting on 12 October 2018**

**(i) Detailed breakdown of the number of staff of the Hong Kong Academy for Gifted Education (HKAGE) (including teaching staff, administrative staff; number of part-time and full-time staff)**

In the 2018/19 school year, the HKAGE has 53 regular posts and 5 non-regular posts. Among them, 40 staff are responsible for teaching work and the relevant divisions/ teams include Academic Programme Development Division, Student Services Team, Advanced Learning Experiences Division, Affective Education Division and Research Division; a total of 18 staff are responsible for administrative work, supporting administration and management affairs of the HKAGE. There are 55 full-time staff and 3 part-time staff.

**(ii) Measures taken by the Administration to improve the staff turnover rate of the HKAGE**

The Education Bureau (EDB) has exchanged views regularly with the Board of Directors of the HKAGE on the demand for manpower and staff turnover issues, and advised the HKAGE to strengthen communication with its staff through various channels so as to reduce staff turnover rate.

According to the existing arrangement, the HKAGE conducts exit interviews for the leaving staff who have been working in the HKAGE for more than one week in order to understand the reasons for their departure and to alleviate the high turnover rate. It was found that staff turnover was affected by a number of factors, such as whether the staff can adapt to the job nature,

operation mode<sup>1</sup> and requirements of the HKAGE, as well as the personal career development considerations (including remuneration package) and their preferences for working environment or location, etc.

The EDB will urge the HKAGE to continue to keep in view and monitor the situation, and provide advice when necessary, to enable the HKAGE to review the problem and put in place improvement measures.

**(iii) Detailed breakdown of the expenditure of the HKAGE on staff costs, programme costs and other operating expenses in the past two financial years**

Expenditure of the HKAGE on staff costs, programme costs and other operating expenses in the past two accounting years are set out in detail as follows. The actual expenditure in the 2017/18 school year can only be ascertained after the HKAGE's submission of the financial accounts for 2017/18 audited by certified public accountants to the EDB by the end of 2018.

|  | <b>2015-16</b> <sup>Note 1</sup><br><b>Actual Expenditure</b><br><b>(\$)</b> | <b>2016-17</b> <sup>Note 2</sup><br><b>Actual Expenditure</b><br><b>(\$)</b> |
|--|--|--|
| <b>Expenditure</b>   |  |  |
| (a) Staff costs<br>(including salary and<br>Mandatory Provident<br>Contribution*)  | 20,479,838   | 31,366,835   |
| (b) Programme costs<br>(including programmes<br>for students and<br>programmes for | 7,438,934  | 11,916,059   |

<sup>1</sup> Teaching staff have to perform teaching duties on Saturdays and Sundays.

|  | <b>2015-16</b> <sup>Note 1</sup><br><b>Actual Expenditure</b><br>( <b>\$</b> ) | <b>2016-17</b> <sup>Note 2</sup><br><b>Actual Expenditure</b><br>( <b>\$</b> ) |
|--|--|--|
| parents*)<br>(c) Other operating expenses<br>(including administrative expenses and professional fees <sup>Note 3*</sup> ) | 6,586,227  | 9,090,397  |
| <b>Total Expenditure:</b>  | <b>34,504,999</b>  | <b>52,373,291</b>  |

Note 1 : The accounting year is from 1 April 2015 to 31 March 2016, i.e. 12 months.

Note 2 : The accounting year is from 1 April 2016 to 31 August 2017, i.e. 17 months.

Note 3 : Professional fees include legal consultancy and audit fees, etc.

\* There is no detailed breakdown on the above expenditure items in the financial accounts audited by certified public accountants. Hence, a separate breakdown of expenditure figures is not available.

**(iv) Measures taken by the Administration to encourage/facilitate gifted students to enrol in the programmes offered by the HKAGE**




The EDB has been maintaining close communication with the HKAGE and introducing the programmes and services of the HKAGE to schools, teachers and the public through various channels, including the EDB webpages, gifted education related resource kits / reference materials, professional development programmes for teachers and school visits. Primary and secondary school students can also apply to be student members of the HKAGE and enrol in its programmes through school nomination or self-nomination.

To facilitate students to enrol in the programmes of the HKAGE, the EDB is exploring with the HKAGE to operate some of the STEM programmes at the

EDB STEM Education Centre in Kowloon so as to facilitate students to attend classes nearby.

Relevant reference information are as follows:

- (a) EDB webpage on gifted education ([www.edb.gov.hk/cd/ge](http://www.edb.gov.hk/cd/ge)) provides a link to the webpage of the HKAGE to facilitate the public, teachers and parents to obtain the HKAGE’s latest information.

| Gifted Education Resources and Support  |  |   |   |
|---|--|---|---|
| <b>Policy and Practice</b>  | <b>Learning and Teaching Resources</b>   |   |   |
| <a href="#">Policy Document &amp; Guideline</a><br><a href="#">Definition of Giftedness</a>   | <a href="#">Chinese</a><br><a href="#">English</a><br><a href="#">Mathematics</a><br><a href="#">General Studies / Science and Technology</a><br><a href="#">General Studies / Humanities</a><br><a href="#">Affective Education</a> | <b>Affective Education for Gifted Students</b>  | <b>Support for Twice-exceptional Students</b>   |
| <b>Teacher Professional Development</b>   | <b>Student competitions and Web-based Learning Courses</b>   | <b>Other Resources</b>  | <b>Diversity Learning Grant (DLG)</b>   |
| <a href="#">PD Framework</a><br><a href="#">Professional Development Programmes</a><br><a href="#">EDB Online Foundation Course for Teachers - Gifted Education</a>   | <a href="#">Student Competitions</a><br> <a href="#">Web-based Learning Courses for Gifted/More Able Students</a>                                  | <br><a href="#">Gifted Education Bulletin</a><br><a href="#">Parent Tips</a><br><a href="#">Tools / References</a><br><a href="#">Glossary in Gifted Education</a><br><a href="#">2018/19 Year Planner</a> | <a href="#">Circular Memorandum</a><br><a href="#">Sample Proposal / Evaluation Report</a><br><a href="#">FAQs</a>  |
| <b>Young Achievers' Gallery 2.0 (YAG 2.0)</b>   | <b>Gifted Education Co-op Café</b>   | <b>Gifted Education School Network Initiative</b>   | <b>Others</b>   |
| <a href="#">What's New</a><br><a href="#">About YAG 2.0</a><br><a href="#">Events held at YAG in 2017/18 EDB Data</a><br><a href="#">Bank of Hong Kong High Achieving Students</a><br><a href="#">YAG (Online Virtual Gallery)</a><br><a href="#">YAG (Text-only version)</a><br><a href="#">YAG History Gallery</a><br><a href="#">Young Achievers' Stories</a> <br><a href="#">Opening Hours</a><br><a href="#">Contact Us</a> | <a href="#">Information</a><br><a href="#">Registration Form</a>   | <a href="#">Primary</a><br><a href="#">Secondary</a>  | <a href="#">Hong Kong Development</a><br><a href="#">The Hong Kong Academy for Gifted Education</a><br><a href="#">Fung Hon Chu Gifted Education Centre</a><br><a href="#">Questions &amp; Answers</a><br><a href="#">Useful Links</a><br><a href="#">Gifted Education - Contact Us</a> |

- (b) The EDB has developed gifted education related resource kits / reference materials for teachers, in which the booklet “Gifted Education in Hong Kong – Learning about Gifted Education (Book 1)” not only introduces the development of gifted education in Hong Kong, the concepts and implementation modes of gifted education, but also the services and programmes of the HKAGE. The aforesaid reference documents could be downloaded by the following path:

EDB Homepage ([www.edb.gov.hk](http://www.edb.gov.hk))> [Curriculum Development](#)>

[Curriculum Emphasis> Gifted Education> Gifted Education Resources and Support> Other Resources> Tools / References> Gifted Education in Hong Kong Information Booklet](#)

(c) The EDB has been promoting gifted education related resources, including the services and programmes of the HKAGE through organising professional development programmes for teachers.

**(v) Reasons for lacking public donations for the HKAGE**

While it remains the HKAGE's intention to seek external sponsorship or donations to support the operation and enhance the services, it has up to the present not attracted any significant donations and sponsorships. As to why the HKAGE has not received public donations, it is not clearly known to the EDB or the HKAGE.