

July 5, 2005.

**PROPOSAL**

**To:** The Legislative Council Panel on Education  
**From:** Special Allowance & Gratuity Committee, NESTA  
**Re:** The NET Scheme Special Allowance and Gratuity

The NET Scheme Salary Package has been eroded to such an extent that it has greatly affected teacher retention and recruitment.

- The 25.3% pay cut (Special Allowance and Civil Service cuts) since 2003 has played a significant role in recruitment and retention, seeing fewer teachers apply to The Scheme and 50% of NETs choosing to resign from their positions.
- Hong Kong is the 8th most expensive city in the world, (Mercer Consulting, March 2005). Rents here are 3 to 4 times more than NETs would pay for accommodation double the size in their home countries. Please note ANNEX C, which shows the rise in the CCPI since 2003, the year on which the EMB has based its calculations for the Special Allowance.
- The pay cut was not accompanied by a reduction in workload, but in many cases an increase in duties. School holidays are not always available to the NET, but are dependent upon principals' decisions. As well, the NET Salary Scale has been steadily lowered – please see ANNEX D.
- Contrary to recent statements, the NETs were not consulted by the EMB re the special allowance adjustment mechanism. School Principals were informed in a letter from Mr. C. Wardlaw (ANNEX A) and were requested to inform the serving NET about the reduction in allowance.
- The Hong Kong NET is the only foreigner in the school except in a few cases, causing a feeling of isolation in an education system which is vastly different in the international English-teaching domain. This working condition is seen as a taxing challenge with little support.

These are the reasons why the NET Scheme Salary Package is no longer attractive enough to keep NETs in Hong Kong and from accepting other interesting teaching opportunities[. In previous years, NETs stayed in Hong Kong for multiple contracts and to break a contract within the first year was unheard of. This situation changed in 2003-04 when nearly 50% of Primary NETS quit during their first year of contract (EMB NET Exit Poll, 2004).

This retention and recruitment crisis needs immediate attention. Our requests are proposed to rectify the ill-timed salary cuts which have caused this dilemma:

- Request for the NET Scheme Special Allowance to be raised to \$15,000 per month
- NETs who signed contracts for the 2004/2005 period to have their Special Allowance reinstated to \$13000 retroactively to August 2004
- A fair, accurate assessment mechanism for the annual review of the Special Allowance must be set up. This should not be based solely on the CPI, but should take into account the actual expenses that expatriates in Hong Kong face, including a rental index for non-owners and education fees.
- An increase in the gratuity to 25% as suggested by the EMB.
- Long service payment automatically made at the end of 5 years' service. Payment to be calculated by the following formula. The final month's salary x 2/3 x 5. This should be in addition to the existing gratuity.

The above requests are in consideration of:

- Tenant rental costs
- CPI – food, electricity, gas, water etc.
- Personal Income Tax increase
- School fees/kindergartens/helpers
- Medical Insurance
- Work/living conditions
- Family/children's extra-curricular activities
- Increase in Helpers' salaries
- NET Exit Poll

NETs do make a positive impact in their schools. The great majority of NETs offer the following to their students and schools:

- Latest teaching methodologies
- Interesting lesson plans
- Enriched language learning
- English enunciation
- Phonic awareness/reading/pronunciation
- Critical Thinking Skills
- Introduction to another culture
- Enjoyment in learning
- Extra-curricular
  - English Corner Activities
  - English Society
  - Debating
  - Writing Contests
  - Extra HKCEE/HKALE Training
  - and more....
- Hong Kong Schools English Speech Festival
- Staff Development
- Editing of school documents
- Recommendation of teaching materials
- An English presence in the school encouraging the daily use of the language

Attached, we present the results of surveys which took place in May and June and statistical information to indicate the very high costs of being an expatriate teacher in Hong Kong. As recently covered in the South China Morning Post, (Economic Rebound Cuts Two Ways, May 28; Rent Rises Put Squeeze on Expats, June 8) expats in all domains are feeling the squeeze due to costs in Hong Kong.

The EMB took advantage of the economic slump created by the SARS epidemic and still base their adjustment mechanism for the Special Allowance on statistics from two years ago. The Special Allowance and salary must reflect the current economic reality of Hong Kong in order for the EMB Administration to be considered trustworthy by its Native English Teachers

We ask for your consideration and understanding in this serious discrepancy between the EMB's calculations for the Special Allowance/Salary Package and the actual costs to the NET.

Encl:      Annex A -      EMB Letter introducing the reduction in Spl Allowance, C. Wardlaw  
             Annex B -      NESTA Rental Survey  
             Annex C -      CCPI Graphs  
             Annex E -      NET Medical Insurance Costs  
             Annex D -      NET Salary Package  
             Annex F -      NETs with Families/NETWiKs

ANNEX "A"

11-NOV-2003 10:10 FROM P&amp;S SECTION, EMB

P. 01

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

本局檔號 Our Ref. : EMB(CD)SD/ENET/1

電話 Telephone : 2892 6188

來函檔號 Your Ref.:

傳真 Fax Line : 2893 8761

Education and Manpower Bureau  
16/F Wu Chung House  
213 Queen's Road East  
Wan Chai,  
Hong Kong

11 November 2003

Supervisor/Principal  
All secondary and primary schools  
provided with a NET under the NET schemes

Dear Sir/Madam,

**Introduction of an Adjustment Mechanism for the Special Allowance  
under the Native-speaking English Teacher (NET) Scheme**

I write to inform you that the Education and Manpower Bureau (EMB) plans to introduce a mechanism to automatically adjust the rate of Special Allowance now payable to the NETs recruited under the NET schemes of primary and secondary schools.

The Special Allowance is meant mainly to subsidize NETs on housing expense when they come to serve in schools in Hong Kong. The existing rate of the allowance at HK\$13,000 per month, was set in 1997 and has not been adjusted since then. On the other hand, the cost for meeting accommodation needs in Hong Kong has changed significantly over the years and it may move up or down in the years to come. We believe that a fairer and more flexible mechanism that can allow us to reflect such change, and any change that may take place in future, should be put in place. For that matter, we plan to introduce a mechanism that makes reference to the percentage change of the local rental index for adjusting the Special Allowance.

Our intended mechanism, if approved in due course, will take effect from the 2004/05 school year. The new Special Allowance rate, estimated to be about HK\$ 10,561 per month on the basis of the change of the local rental index since the present rate was set, and the adjustment mechanism, shall be applicable to serving NETs in those cases where their contracts are renewed, and to any newly recruited NETs, starting from the 2004/05 school year. Contracts now already in force will not be affected. We shall promulgate details when ready.

May I draw your attention to the above, and also solicit your help to present the content of this letter to the NET in your school to keep him or her informed of the development. If you or your NET have any enquiries, please contact Mr. P S LAI on 2126 5292.

Yours faithfully,



(Chris WARDLAW)  
for Secretary for Education and Manpower

TOTAL P. 01

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- Annex G - Other Employment Opportunities
- Annex H - NET Special Allowance Petition

**ANNEX B**

5/7/2005

**NESTA Rental Survey**

**Updated June 2005**

Approximately 250 people contacted -

- 211 responses  
of 231 NESTA members

Return rate of NESTA members: **91%** of 231 members

Return rate of all NETS: **31%** of all NETs

**Report:**

Rental increases - 53%

Moved to save costs - 34% – they then report increased transport costs

Those reporting rental increases:

- 12 have a rental increase of 30-70% (5%)
- 21 have a rental increase of 15-20% (9%)
- 15 have a rental increase over 10% (21%)

47% - an increase below \$500 or no increase

A significant number of these people's leases are **not due** for renewal until next year. If their leases were signed just after the SARS period, they will face an increase soon.

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**Real Estate Rental Reports**

Midland Realty, North Point - **20%** increase from 2003 – 2005  
Allen Ho, Property Consultant

Centaline Property Agency - **10 - 18%** increase in 2004  
Property Consultant, Gloria - **6 - 8%** increase expected in 2005

**HK Rating & Valuation Dept.**, Private Domestic Price Indices for Class C (70sq.m – 99.9 sq.m)

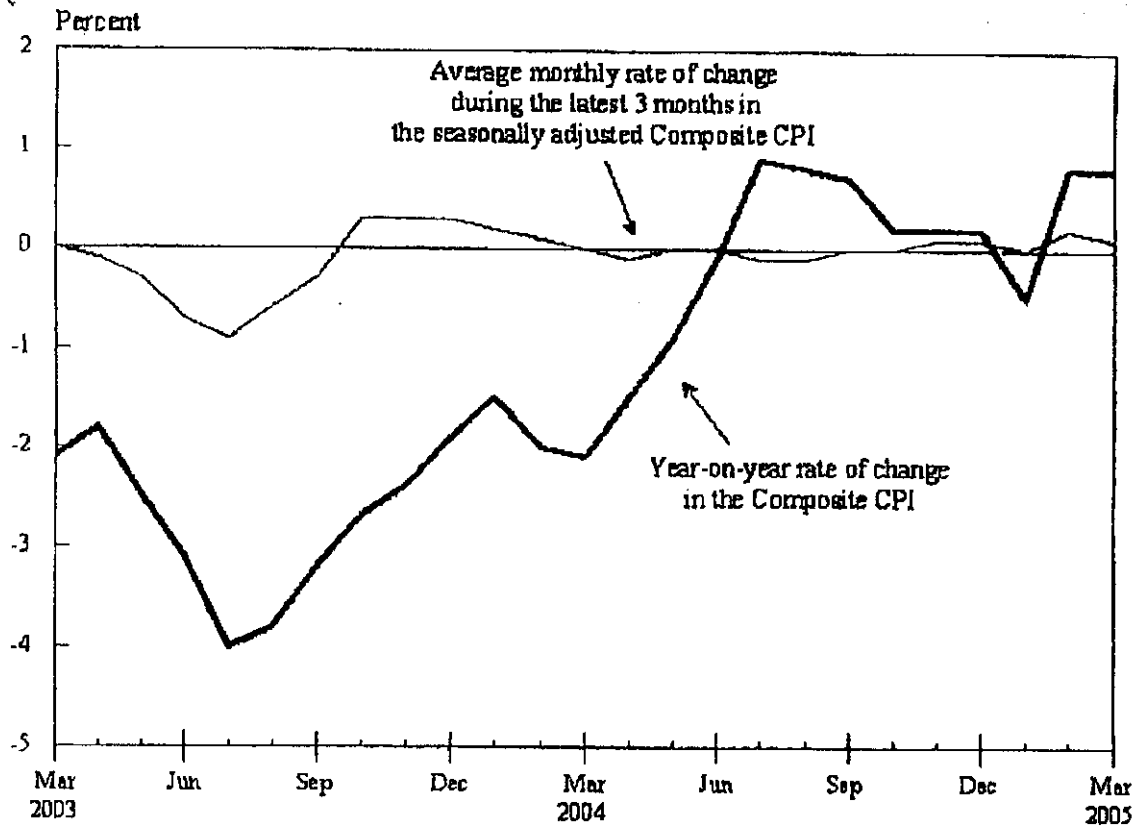
Since 2003 rentals have increased by **14.1%**

**Hong Kong Property Review Supplement, May 31, 2005**

Rental Index 2003 = 86.4%

ANNEX C

Chart 1 Movements of the Composite Consumer Price Index



Note : The seasonally adjusted indices are subject to revision up to 3 years after original publication.

Rental Index 2005 (January - March) = 96.3%, 96.7%, 95.9%

**ANNEX D**

**NET Salary Package**

In addition to the cut in the Special Allowance, there has been an erosion of the NETs' salary package since 1999.

In 1999 the starting point on the MPS for NETS was .22, with the top of the scale at .33. NET salaries ranged from about \$26,540 to \$43,940. NET's had to prove 12 years' teaching experience to reach the top of the scale. The starting point for NETs was dropped to .17 ( \$20, 865) in August 2000, and the experience they needed to move to the top of the scale (\$46, 485) was increased to 19 years.

Now, in 2005, the starting point is .12 (\$16,165) and nine year's proven service puts a PNET at .21. For PNETs, the top of the scale is now .29, while Secondary NETs still have a theoretical top of the scale at .33, but need many years' of service to get there.

Year	Starting point on MPS	Salary	Years' experience needed to attain .33
1999	.22	\$26,540 (approx.)	12
2003	.17	\$20,865	19
2005	.12	\$16,165	19

As per EMB web site, employment advertisement

In 1999, a new NET with 12 years' teaching experience would have received a salary of \$43,940. Now that same NET would receive approximately \$31,000. The NETs have had a de facto salary cut of close to 30% in addition to the Civil Service cuts. An example is a NET who was on .32, when she left Hong Kong in 2000, but later returned and found that she had been dropped 5 points to .27. Now after a further two years here, she is still only on .29, i.e. three steps below where she was in 2000.

While cutting the NET salary package, the EMB have been demanding better and better qualifications for NETs. Suddenly a TESOL qualification is required, and if PNETs do not have this, they must get it during their first year of employment – at their own expense. This is another \$10,000 out of their pocket.

Lately due to the recruitment crisis, the EMB has dropped the years of experience required by applicants. Now any fresh young graduate with no classroom experience can be employed by the EMB to “assist in teacher and curriculum development”. In reality, a teacher needs extensive experience to do this. It cannot be done well by a fresh, young graduate. Place young teachers in a job they do not have the experience to undertake, pay them a very low salary, make them work in two schools with often very difficult principals and Panel Chairs, cut their Special Allowance and then make them pay for expensive further training. This is a recipe for failure.

Is it any wonder 50% of PNETs leave? It is a wonder that 50% stay!

**NET Exit Poll**

In May 2004 there were 841 Nets (P&S) in Hong Kong. By September, the start of the new school year and after recruitment overseas, there was a net loss of 129. By October a further 41 PNETs had resigned. By January 2005 a further 9 Nets had resigned. In less than a year, and during the FIRST year of the reduction of the Special Allowance, just under 200 Nets left Hong Kong

Date	Total Nets in HK
May 2004	841
September 2004	712
October 2004	671
January 2005	662

There was a hasty mid year recruitment by both the EMB and schools which brought in only 41 new Nets in February 2005.

**Medical Insurance Costs**

**ANNEX E**

The Special Allowance & Gratuity Committee would like to advise that the present Medical Allowance rate provided as reimbursement for the NET is gravely inadequate. The rate, which has never been adjusted since the implementation of the NET Scheme is as follows:

**HK\$1400 per year for a single appointee per year**

**HK\$5400 per year for a married appointee accompanied by spouse and/or children**

Attached, are the results of a survey done by the Committee listing the real costs of medical insurance in 2004/05. Please note that most insurance holders have purchased only the most basic plans, which pay a small percentage of overnight hospital stay and do not cover out-patient visits, doctors' clinic visits, x-rays, medical tests, blood tests or medication. These costs are absorbed by the NET and amount to thousands of dollars per year for the usual out-patient treatment. For instance, one NET reported in June: "I am due to have an operation this week. There is an enormous shortfall in the cost of the surgeon's fees and the amount the insurance company will re-imburse - a difference of around \$20,000 and that is not including the shortfalls for anaesthetist fees, theatre fees. Guess I will have to take out a loan!"

It must also be noted that the survey respondents reported having inquired with several firms to find the cheapest possible coverage. In the event of an accident or serious illness requiring hospitalisation, few on the list feel that they are properly insured, but cannot afford more inclusive coverage. NETs make a conscious effort to safeguard their health to avoid costly medical treatments/complications, etc

**NET Medical Insurance Costs 2004/05**

1	Names have been deleted to respect the confidentiality of this information	No coverage	Too expensive
2		No coverage	Too expensive
3		No coverage	Too expensive
4		No coverage	Too expensive
5		No coverage	Too expensive
6		No coverage	Too expensive
7		No coverage	Too expensive
8		No coverage	Too expensive
9		No coverage	Too expensive
10		No coverage	Too expensive
11		No coverage	Too expensive
12		No coverage	Too expensive
13		No coverage	Too expensive
14		No coverage	Too expensive
15		No coverage	Too expensive
16		No coverage	Too expensive
17		No coverage	Too expensive
18		No coverage	Too expensive
19		No coverage	Too expensive
20		No coverage	Too expensive
21	No coverage (travel ins. Only)	Too expensive	
22	No coverage	Too expensive	
23	No coverage	Too expensive	
24	Goodhealth	23,000	
25	Full coverage	22,000	
26	Manulife - family basic	20,800	

27	Salary Ins.	18,000
28	Goodhealth (spouse \$17,000	16,000
29	Australian Company	13,800
30	BUPA (HK\$1000/mo)	\$12,000
31	NZ Company	12,000
32	AHAG, Australia- couple	12,000
33	Unicare, N.Z.- couple	11,099
34	Australian Company-family	10,800
35	BUPA	10,000
36	BUPA - basic hosp. only	10,000
37	BUPA	10,000
38	Unicare Ed.Travel, N.Z.	9,937
39	Interglobal Insurance	9,000
40	HSBC - family basic hosp.	8,800
41		8,550
42		8,550
43	HSBC- couple	8,227.20
44	N.Z. coverage	7,800
45	Journeyman, U.K.	7,400
46	Australian coverage	7,285
47	HSBC- most basic	6,480
48		6,259
49	Covermore	6,000
50	Toursafe (Australia)	6,000
51	Goodhealth - hosp.only	6,000
52	Blue Cross-basic hosp.only	5,924
53	Manulife - family basic	5,400
54	NSW Teachers'Health	5,400
55	HSBC - basic hosp.only	5,400
56	ComprehensiveTravel \$NZ950	5,225
57	Manulife	5,064
58		5,000
59	Local company - couple	5,000
60	MLC Hong Kong Ltd.	4,869
61	ING	4,806
62	Blue Cross-basic hosp.only	4,700
63	Blue Cross-basic hosp.only	4,615
64	HSBC - basic hosp.	4,500
65		4,127
66	BUPA - basic hosp. only	4,000
67	ING	3,593
68	BUPA	3,592
69	HSBC - basic hosp.	3,500
70		3,300
71	basic hosp. only	2,800
72		2,780
73	Hang Seng Lady Ins.	2,680
74	HSBC- most basic	2,600
75	plusDental Ins. of \$4000	2,463
76	HSBC- most basic	2,400
77	HSBC	2,400
78	AIA - basic	2,368
79	HSBC- most basic	2,363
80	Blue Cross-most basic	2,300
81	Jetset,Travel Insurance	2,300
82	Blue Cross-most basic	2,300
83	HSBC- most basic	2,055
84	BUPA	2,016



85	BUPA - basic hosp. only	1,950
86	HSBC - most basic	1,700
87	AIA - most basic	1,600
88	Blue Cross-basic hosp.only	1,600
89	Blue Cross	1600
90	HSBC - basic hosp.	1,475
91	Blue Cross-basic hosp.only	1,400
92		1,392
93	PTU - most basic	1,300
94	HSBC- most basic	1,280
95	HSBC - basic hosp. inadequate	1,238
96	United Medical Practice	1,000

Of the 96 respondents, only 6 have managed to find a medical insurance policy within the allotted amount of \$1400 for a single person.

As per the above information submitted by 96 teachers, the following should be considered:

NETs unable to afford the cost of insurance	=	24%
NETs paying over \$10,000	=	15%
NETs paying between \$1475 – \$9,999	=	55%
NETs insured within the allotted allowance	=	6%

## NETS with FAMILIES/ NETWiKs (NETs with Kids)

### Children's Education Cost

School fee payments are very heavy for NETWiKs. A family with one child might pay about 20% of their monthly income on school fees. Imagine the situation for NET families with two or more children here!

Local schools are generally not available to NET families, Chinese language requirements comprising one barrier. Although the EMB has offered a list of local schools that should accept expatriate children, families who have applied for local schooling have been refused. The English Schools Foundation provides most schooling to NETWiKs, with average fees of HK\$5,000 a month for kindergartens and primary schools, and \$10,000 a month for secondary schools. Currently these ESF schools are still subsidized via the HK Government Subvention. Private international schools such as Kowloon Tong's Yew Chung charge \$9,890 a month at Kindergarten/ Primary, an increase of over \$1,100 per month from the 2003 figure. See the following chart:

#### MONTHLY FEES for Expatriate Children's Schooling

ESF Kindergarten/ Primary	HK\$4,730
ESF Secondary School	7,890
Yew Chung Kindergarten/ Primary	9,890
Kindergarten - regular	4,000
Transportation (School Bus)	1,200

NETWiKs have been leaving Hong Kong in record numbers. High school fees have been a contributing factor.. The numbers of NETWiKs leaving will continue to increase. One foundation NET from 1998 will leave in 2006 when her two children reach primary and secondary school ages respectively and she would have to pay base fees of over HK\$15,000-per month.

When the Special Allowance (SA) adjustment mechanism was proposed in November 2003, the EMB assured the Legco Panel on Education that the SA would continue to provide sufficient incentive to attract qualified NETs by covering mainly the expense of meeting household needs, but, also incidental expenses (like meeting the education costs of the NETs' accompanying children.). Now that the SA cuts are in effect and the SA does not even cover rentals, the EMB's Assistant Secretary ( Special Duties), Mr. Sam Hui, stated in the meeting of May 27<sup>th</sup>, 2005 that it has never been the intention (for the SA) to cover education. This is a flat contradiction of earlier assurances made to Legco: "The Special Allowance is meant to provide sufficient incentive to attract qualified NETs who would have to meet additional household expenses when they come to serve in schools in Hong Kong. The Special Allowance is to cover mainly the expense on meeting household needs, and also other incidental expense (like meeting the education costs of the NET's accompanying children." [LC paper No. CB (2) 311/03-04(01)]

NETWiKs urgently need a decent SA to enable them to remain in Hong Kong with their families!

## **COST for HELPERS**

NETWiKs have to employ helpers in order to be free to perform their duties. Most NETs pay more than the \$3,270 per month base salary cost plus the \$400 a month tax to the Immigration Department. Medical, accident insurance and return airfare costs also have to be met. Now the helpers' salaries have risen by \$50 per month. NETs do not begrudge helpers this increase, however, the extra cost added on to the Cost of Living Index brings the real rise to 20%. If we consider a 20% rise on the pre-existing \$13,000 per month NET special allowance, it means the real level of the Special Allowance should be \$15,000 per month

## **FAMILIES' EXTRA CURRICULAR COSTS**

Extra- curricular costs are significant additions to the 20% rise in the Cost of Living Index. These are compulsory costs. NETWiKs using ESF schools have bus fees of approximately \$500 a month; compulsory trips and materials fees of \$500 a month and compulsory swimming classes, etc., of \$300 a month.

NETWiKs have to pay these fees on top of their base school fees. This is forcing families to leave Hong Kong. One foundation NETWiK from 1998 will have to leave in 2006 when her base school fees for two children rise to \$15,000 and her extra-curricular fees to \$1,300 per child, costing her an extra \$ 2,600 per month.

### Other Employment Opportunities for NETs

#### Where else can NETs work ?

Country	Housing	Allowance	Schooling	Teaching	Salary	Support Structure
Indonesia	Rent-free 5 bedroom house	5kg rice \$150AUD per month		2-3 contact hours per day	(0)	
Papua New Guinea	Rent-free 4 bedroom house	15% gratuity	Free			Interest-free car loan
Dubai	Free luxury accommodation	Furniture Allowance 15% gratuity	School allowances	Small classes Good working conditions	Tax free salary	Yearly air fare  Group Medical Plan
Brunei	Housing Officer Rent-free 5 bedroom house	15% gratuity	Free	Had a say in type and location of school	Not great. A well-designed package	Great! Interest free car loan. Welfare officer – advised on schooling, health etc.
Singapore	S\$2100 – gets 3 bedroom condo	20% gratuity			13 <sup>th</sup> month, 13.5 month in Dec 14 <sup>th</sup> month in march	20% contribution to MPF - 3-4% interest rate.

#### Brunei. Why do NETs stay there?

The two most important financial differences between the Brunei and Hong Kong packages are that there is no income tax in Brunei and that the Brunei package acknowledges that parents have greater financial needs than single teachers.

Benefits	Brunei	Hong Kong
Housing Allowance	√	√ inadequate and decreasing
Settling-in Allowance	√	none
Medical Allowance	√	√ inadequate
End of contract bonus	√	√
Re-signing bonus	√	none
Annual travel allowance	√	Only every two years
Baggage Allowance	√	√ inadequate for people returning home after several contracts
Education Allowance	√	none
Teaching day	7.20 – 12.40	8am – 6pm , Saturday and holiday work
Class size	5 - 40	40+
Project officer	√	√ AT's – now seen as supervisors by NETs not advisors. Secondary NETs have no contact with an AT.
Welfare officer	√	none

## NET Special Allowance Petition

ANNEX H

March 19, 2005

**To: Dr. Hon. Yeung Sum**  
**Chairman**  
**Panel on Education, Legislative Council**

**Ms. Fanny Law Fan Chiu-fun**  
**Permanent Secretary of Education and Manpower**  
**Hong Kong**

**Mr. K.K Chan**  
**Principal Assistant Secretary Curriculum Development**  
**Education and Manpower Bureau**

**From: Hong Kong School NETs**  
**Email: netrequest2005@hotmail.com**

As the recruiting and retaining of NETs has become more difficult lately, we would like to put forward some concerns facing new and old staff.

Over the past several years, we have experienced a downward slide in our financial position and many of us have had to reconsider the option of remaining in Hong Kong due to the following:

- the Hong Kong Civil Servant salary cuts
- the lowering of the NET Special Allowance in 2003
- increase in the personal taxation rate & adjustment of personal deductions
- the present exchange rate of many teachers' home currencies

Unfortunately, accommodation costs in the territory have climbed, especially for expats, along with the cost of living, school fees for dependents and airfares to return to our home countries for family visits. To appreciate the serious decrease in revenue we offer the following examples:

**NET earnings in 2002/03: HK\$47,000/ month → same contract in 2005: HK \$41,180/ month**

(total)

**2003 = \$11,750 (AUS)/ month - Present salary = \$6,863 (AUS)**  
**or \$141,000.00/ year or \$82,356.00/ year**

**2003 = \$9,400 (CAD)/ month - Present salary = \$6,335 (CAD)**  
**or \$112,800.00/ year or \$76,020.00/ year**

**2003 = \$13,823.00 (NZ)/ month - Present salary = \$7,353 (NZ)**  
**or \$165,876.00/ year or \$88,236.00/ year**

\*Over the same period, job duties have increased and in many cases, holidays have decreased.

These changes in earning capacity have led many NETs to resign their teaching positions and transfer to the international school sector or leave Hong Kong to seek employment elsewhere.

We believe that the reinstatement of the \$13,000 per month Special Allowance as of August 2005 would help offset the considerable difference in the present salary package. We feel that this request is also in the interest of the EMB as it would assist in the retention of NETs.

Your consideration of this appeal would be greatly appreciated,

**Hong Kong Native English-speaking Teachers, NET Scheme** (e-signatures listed below)

1. Andrea MacKenzie, North Point (Tel/Fax: 2834 5649)
2. Nicolette Mark, Kowloon City
3. Tony O'Farrell, Causeway Bay
4. Arthur Firkens, Tuen Mun
5. Philip Meincke, Aberdeen
6. Perry Bayer, Ap Lei Chau
7. Sharon Zhender, Lam Tin
8. John Murnane, Hung Hom
9. Deborah Ison, Fanling
10. Jenny Lynd, San Po Kong
11. Craig Boswell
12. Gail Witham, N.T.
13. Amanda Chapman - Tai Wai
14. Carl Thompson – Wan Chai
15. Catherine McLean, Tseung Kwan O
16. Paddy Murdock, Tsuen Wan
17. Adam Rekrut, Ma On Shan
18. Mary Salter, Po Lam
19. Brenton Coombs, Central
20. Chris Morrison, Yu Chun Keung Memorial College
21. Frank Valeero – Kwun Tong
22. Sonya Yong, Ho Man Tin
23. Paul McNamara, Tokwawan
24. Jenni Matthews
25. Jeremy Sterling, Tuen Mun
26. David Diskin, Tai Wai, Shatin
27. Sue Nicholson, Taikoo Shing
28. Karen Margetts, Aberdeen
29. William Henderson, Lam Tsuen
30. Lisa Gyokery, Sheung Wan
31. Michelle DeCoff, Sheung Wan
32. Lee Weston
33. Neil Appleby, Sheung Wan
34. Marysia Marchant, Eastern New Territories
35. Nikelle Ebert, Hung Hom
36. Scarlett Benita Sabeau, Tai Po
37. Michelle Williams, Tuen Mun
38. Michael Kremmer
39. John Croft, San Po Kong
40. Bruce Mackie, Fanling
41. Jolian Segell, Sai Kung
42. Stephen Cooley, Ma On Shan
43. George Koehoorn, Mid-levels
44. Janette Monsour, Tai Po
45. Anna Clason Thomas
46. Marie McRae
47. Susan Bowden, Tsing Yi
48. Maria Lony, Tai Wai
49. Erin Matheny, Fanling
50. Jerelyn Thomas, Wan Chai
51. Barbara Haskey, Tuen Mun
52. Cheryl Brennan, Fanling
53. Karen Gordon, N.T.
54. Sandra Yun
55. Rouna MacNiven, Chai Wan
56. Christine M. Thornburn, Kowloon City
57. Lawrence Bonato, New Territories
58. Anne Macpherson, Central
59. Ryan Harper, Causeway Bay
60. Jacqui Ussher, Tsim Sha Tsui
61. Amica Sanday, Yau Tong

62. Jeanie Burke
63. Charles Dunn, Kowloon Tong
64. Mary Perkins
65. Aldona Brown, Tai Po
66. Marnie Evans, Lantau Island
67. Bob Horwood, Lantau Island
68. Lee Holloway, Hang Hau
69. Mary V. Roberts, Kowloon City
70. Annie Wong, Wo Che
71. Michele Geldens, Central
72. Michael Eckford, Kowloon Tong
73. Margaret O'Brien
74. Julien Hawthorne, Sai Ying Pun
75. Sharon Voss, Kowloon Tong
76. Catherine Lam, Tuen Mun
77. Christine Engelbogen, Central
78. Stephen Whittker, Tai Po
79. Anthony Baranowski, Tuen Mun
80. Marcus Anthony, Tai Wai
81. Mary Mok, Tuen Mun
82. Rick Bunday, Tuen Mun
83. Laurel Lewis, Central
84. Len Kerr, Ma Wan
85. Brett Craig, Tsueng Kwan O
86. Adele Pellerin, Sheung Wan
87. Brian Lewis
88. Maria Mandelt
89. Lorraine Irvine, Tuen Mun
90. Des Moriarty
91. Michael Evershed, Central
92. Elizabeth Walker, Choi Hung
93. Meryn Bulley, Kwun Tong
94. Raymond Stehling, Kwai Chung
95. Angela Shudo, Wong Tau Hom
96. Robyn Burrridge, N.P.
97. Sabine Sassi, Fanling
98. Ward Cameron, Kowloon Bay
99. Terence Pankhurst, Tseung Kwan O
100. Gary Baird, Sheung Wan
101. Pauline Tax, Tai Po
102. Richard Carter, Causeway Bay
103. Kevin P. Brunton, Causeway Bay
104. Ross Rideout, Tin Shui Wai
105. Michelle McInerney, North Point
106. Elaine Morgan, Causeway Bay
107. Joanna Pascoe, Tai Po
108. Natalie Piunti, Sai Kung
109. Louise Thomas, Sheung Wan
110. Julie Tocchini, Shatin
111. Joyce Williamson, Kowloon Tong
112. Deena Kotak, Tseun Wan
113. Carmen Bourdreau, Sheung Wan
114. Patricia A. Thomson, Causeway Bay
115. Stephen Russell, Tai Wai / Shatin
116. Robert Tymków, Sha Tin
117. Jennifer Leheney
118. Judith Mulvihill
119. Micha Sparrow, Kwai Shing
120. Simon D. Ross, N.T.
121. Vincent Cheung, Wan Chai
122. Angela Rawson

123. Anne Quaine, Central
124. Bruce Campbell, Wong Tai Sin
125. Christine Campbell, Ngau Tau Kok
126. J.F. Looking
127. Kathy Hill, Tai Po
128. Joy Fowler, Pokfulam
129. Tanya Noreen, Shatin
130. Denise Thompson
131. Philip Sams, Tuen Mun
132. Elizabeth Knight, Ma On Shan
133. Vicki Thompson, Lam Tin
134. Sally Cousens
135. Kieran Minogue, Central
136. Raewyn Raynel, Sheung Shui
137. Marie McRae
138. Elizabeth Knight, Ma On Shan
139. Karin Smedjebacka, Cheung Chau Island
140. Michael Kremmer
141. Christie Breakingbury
142. Vince Zangari, PNET Advisor
143. Colin Garner, Tuen Mun
144. Jonathan Ellis, Yuen Long
145. Frank Valero
146. Elisabeth Schobben
147. Mary Salter, North Point
148. Deepak Nanda,
149. Jason Woods, Tsing Yi
150. Sheelagh Tillotson
151. Sharon O'Leary, Kowloon Sam Yuk
152. Anne Macpherson, Central
153. Barry James Woods, Tuen Mun
154. Heather Steer,
155. Jerelyn Thomas, Sai Kung
156. Gina Green, Tai Po
157. Sarah Brain
158. Andrew Parkinson, HK Island East
159. Brett Powell, Jockey Club Govt. Sec. School
160. Rob Irwin, Yuen Long
161. Pam Judge, Kwun Tong
162. Michele Davis, Central
163. Dionne Spooner
164. Gordon Arthur,
165. Maria Londy, Central
166. Daniel White
167. John F. Burchell