



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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29 June 2012

Ms Amy YU  
Clerk to Panel  
Legislative Council Secretariat  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong

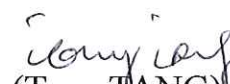
Dear Ms Yu,

**Panel on Education**  
**Follow-up to Meeting on 13 June 2011**

**Information on**  
**(i) the salaries of kindergarten teachers; (ii) the number and percentages of**  
**PEVS kindergartens; and (iii) the teachers' turnover rates**

I am pleased to append the information on the caption subject for the reference of the Panel on Education, pursuant to its request at the meeting on 13 June 2011.

Yours sincerely,

  
(Tony TANG)

for Secretary for Education

**Relevant information showing the position of different aspects of kindergartens  
as of the 2011/12 school year**

**Salaries of kindergarten teachers**

1. Data on salary of kindergarten teachers is collected by means of an anonymous survey in mid-September each year. In the 2011/12 school year (sy), the average, median, highest and lowest salary of teachers in kindergartens under the Pre-primary Education Voucher Scheme (PEVS) by categories are tabulated as follows –

	Salary of teachers in PEVS KGs (excluding Principals)					
	KGs with Half-day classes only		KGs with Whole-day classes only		KGs with both types of classes	
	Working whole-day (\$)	Working half-day (\$)	Working whole-day (\$)	Working half-day (\$)	Working whole-day (\$)	Working half-day (\$)
Average monthly salary	18,200	12,000	18,300	8,200	16,500	10,100
Median	17,500	11,500	17,500	7,000	15,500	9,500
Highest	43,000	23,500	34,200	14,500	55,000	25,500
Lowest #	6,500	5,500	7,500	5,500	7,500	4,500

# For teachers falling into this category, EDB had contacted all respective kindergarten principals. Principals confirmed that they acted in compliance with the Minimum Wage Ordinance. Besides, principals advised that these teachers normally had shorter working hours (about 6 hours for whole-day) and/or did not need to take up class-teaching duties.

2. The distribution of monthly salary levels of full-time teachers (excluding principals) in local KGs in the 2011/12 sy is tabulated as follows –

Monthly salary	No. of full-time teachers (excluding principals) in local kindergartens	
	Half-day	Whole-day
\$6,000 or below	50 (4.6%)	0 (0%)
\$6,001 – \$9,000	395 (36.1%)	60 (0.7%)
\$9,001 – \$12,000	373 (34.0%)	375 (4.5%)
\$12,001 – \$15,000	143 (13.1%)	2546 (30.8%)

\$15,001 – \$18,000	110 (10%)	2280 (27.6%)
\$18,001 – \$21,000	9 (0.8%)	1220 (14.8%)
\$21,001 – \$24,000	12 (1.1%)	785 (9.5%)
\$24,001 – \$27,000	3 (0.3%)	778 (9.4%)
\$27,001 or above	0 (0%)	223 (2.7%)
Total	1095 (100%)	8267 (100%)

### Number and percentages of PEVS KGs

3. As of the 2011/12 sy, 751 out of 946 KGs have joined the PEVS. Among the 751 PEVS KGs, 140 KGs (18.7%) are operating half-day classes and 224 KGs (29.8%) are operating whole-day classes. 387 KGs (51.5%) are operating both types of classes.

### Turnover rates of teachers in half-day and whole-day kindergartens

4. The turnover rate of KG teachers is 7.1% in the 2011/12 sy. The numbers and percentages of dropout teachers in different types of local KGs in the 2011/12 sy are tabulated as follows –

	No.	%
Overall dropout teacher in local KGs	697	7.1%
- <i>serving in KGs with half-day classes</i>	210	7.1
- <i>serving in KGs with whole-day classes</i>	133	6.7
- <i>serving in KGs with both types of classes</i>	354	7.2

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