

立法會
Legislative Council

LC Paper No. CB(4)48/13-14
(The minutes have been seen by the
Administration)

Ref : CB4/PL/ED

Panel on Education

**Minutes of special meeting
held on Saturday, 22 June 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 TAM Yiu-chung, GBS, JP
 - Hon Tommy CHEUNG Yu-yan, SBS, JP
 - Hon Cyd HO Sau-lan
 - 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 LEUNG Kwok-hung
 - Hon WONG Yuk-man
 - 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
- Members absent** :
- Hon Albert HO Chun-yan
 - Hon LEUNG Yiu-chung
 - Hon Abraham SHEK Lai-him, SBS, JP
 - Hon Paul TSE Wai-chun, JP
 - Hon Claudia MO
 - Hon Christopher CHUNG Shu-kun, BBS, MH, JP
- Public Officers attending** :
- Agenda item I
 - Mr Eddie NG, SBS, JP
 - Secretary for Education

Mr Kevin YEUNG
Under Secretary for Education

Mrs Michelle WONG
Deputy Secretary for Education (4)

Dr K K CHAN
Deputy Secretary for Education (5)

Mr Stephen Y W YIP
Principal Assistant Secretary (Curriculum Development)

Mrs HONG CHAN Tsui-wah
Principal Education Officer (Professional Development
and Training)

Attendance by Invitation : The Association of the Heads of Secondary Schools in Tsuen Wan, Kwai Chung and Tsing Yi

Mr HO Moon-tim
Chairman

十八區中學校長會聯席會議

Mr YIM Chi-shing
Principal

Grant Schools Council

Ms Catherine WONG
Principal

Hong Kong Association of the Heads of Secondary Schools

Dr Stanley HO Sai-mun
Vice Chairman

Hong Kong Liberal Studies Teachers' Association

Mr HUI Shing-yan
President

Labour Party

Mr CHENG Sze-lut

Professional Development Association for Liberal Studies

Mr HO Ka-him
Vice Chairman

Democratic Alliance for the Betterment and Progress of Hong Kong

Mr Vincent CHENG
Deputy Spokesperson for Education Affairs

Hong Kong Subsidized Secondary Schools Council

Mr James LAM Yat-fung
Chairman

Southern District Joint Schools Conference

Mr Peter YU Lap-fun
Vice Chairman

People Power

Mr YU Fei
Policy Researcher

Hong Kong Prevocational Schools Council

Ms Winnie WAI Yee-kwan
Chairperson

Education Employees General Union

Ms WONG Heung-lin
Committee Member

Wong Tai Sin District Secondary School Heads
Association

Ms LAU Yiu-hung
Chairlady

Hong Kong Liberal Studies Organisation

Mr NG Wang-yip
Vice Chairman

Hong Kong Professional Teachers' Union

Mr CHEUNG Yui-fai
Executive Committee Member

Ms LAU Sau-yin

Dr KI Wing-wah

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

Action

I. Class-to-teacher ratio in secondary schools

(LC Paper No. CB(4)798/12-13(01) -- Paper provided by the
Administration

LC Paper No. CB(4)685/12-13(06) -- Paper provided by the
Administration for meeting
on 30 May 2013

LC Paper No. CB(4)685/12-13(07) -- Letter dated 13 May 2013
from Joint Committee of the
Secondary School Councils

Action

and the Secondary School Heads Association of 18 Districts
(Chinese version only)

LC Paper No. CB(4)717/12-13(01) -- Paper entitled "從速制訂合理教節，改善學校教師編制" prepared by Hon IP Kin-yuen
(Chinese version only)

LC Paper No. CB(4)717/12-13(02) -- Paper entitled "減班、縮班、不延續津貼，對年青教師多重打擊，年青教師未來數年入職無望，教育界將嚴重斷層" prepared by Hon IP Kin-yuen
(Chinese version only)

LC Paper No. CB(4)823/12-13(01) -- Paper prepared by Hon IP Kin-yuen
(Chinese version only))

Written submission from deputation not attending the meeting

(LC Paper No. CB(4)798/12-13(03) -- Submission from Chinese YMCA College
(Chinese version only))

Members noted the papers prepared by the Deputy Chairman and submissions from deputations not attending the meeting [LC Paper Nos. CB(4)717/12-13(01)&(02), CB(4)823/12-13(01), CB(4)685/12-13(07) and CB(4)798/12-13(03)].

Briefing by the Administration

2. At the invitation of the Chairman, Secretary for Education ("SED") briefed members on the manpower resources provided for schools for the implementation of the New Senior Secondary ("NSS") curriculum, as well as the response to the concerns raised by the Deputy Chairman in his papers, details of which were set out in the Administration's papers [LC Paper Nos. CB(4)685/12-13(06) and CB(4)798/12-13(01)].

Action

3. SED said that when planning for the New Academic Structure ("NAS"), the Administration had, after extensive consultation, reached an understanding with the education sector that starting from the 2012-2013 school year, the class-to-teacher ratio for Secondary ("S") 4 to S6 would be improved from 1.9 to 2.0 teachers per class. Various cash grants, such as the recurrent Senior Secondary Curriculum Support Grant and one-off Liberal Studies Curriculum Support Grant ("LSCSG"), were also disbursed to schools, enabling them to deploy the funding to employ additional teaching and ancillary staff to facilitate the implementation of the NSS curriculum. Based on the feedback collected from the review on the NSS curriculum and assessment which had been launched since mid-2012, the Administration had formulated short-term recommendations, mid and long-term improvement plans which would help reduce the workload of both teachers and students.

4. SED also recapitulated that in the light of the drop in S1 student population in recent years, the Education Bureau ("EDB") had put in force a basket of relief measures for public sector secondary schools, such as adopting a district and school-based approach to progressively reduce the number of students allocated to each S1 class starting from the 2013-2014 school year. These measures would help sustain the strength of schools and stabilize the teaching force. The vacancies arising from natural wastage and a higher demand for teachers arising from the gradual increase in primary student population could absorb the new teachers.

Oral presentation by deputations/individuals

5. A total of 18 deputations/individuals presented their views. Their major concerns were summarized in the **Appendix I**.

Initial response by the Administration

6. At the invitation of the Chairman, SED gave an initial response to the views of the deputations. On the employment situation of new teachers, he advised that according to the information available from a large teacher education institution, about 90% of its graduates had been employed. He recalled that at the Panel's regular meeting held on 10 June 2013, he had informed members that there were a total of 1 050 teaching vacancies in the first week of June 2013, of which 36 were for teaching of the Liberal Studies ("LS") subject. SED stressed that EDB had kept in view the manpower situation of teachers, including the employment of regular teachers on short-term contracts by schools.

Action

7. To reduce teachers' non-teaching duties and enhance the efficiency of school administration, SED advised that a pilot project on Strengthening Schools' Administration Management had been launched in two phases, with 30 schools participating in the 2011-2012 school year and another 30 in 2013. The feedback gathered from the first batch of 30 participating schools was being studied.

8. SED took note of deputations' concerns about the class-to-teacher ratio and the teaching periods per week. He informed members that during his recent visit to Korea, he had noted that the number of teaching periods per week in Korean schools was 26 and the duration of each lesson was 40 minutes, which was comparable to the situation in Hong Kong (i.e. 26 teaching periods per week with each lesson lasting for 45 minutes).

9. On concerns about the discontinuation of LSCSG, SED highlighted that LSCSG had been introduced as a time-limited one-off grant to facilitate the introduction of the LS curriculum at the initial stage of implementing NAS. Other cash grants were available for flexible deployment by schools to meet their specific needs, including recruitment of additional teachers and/or ancillary staff.

10. Regarding the deputations' suggestion that the Administration should conduct a review on the class-to-teacher ratio and teacher establishment, SED said that a thorough study on the workload of teachers had been conducted in 2006 by the Committee on Teachers' Work under the chairmanship of the late Professor Edmond KO. He would convey the deputations' views to the Education Commission for consideration.

Discussion

11. 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.

Employment situation of teachers

12. The Deputy Chairman considered that the information provided by SED on the latest teachers' employment situation was not very useful. He recalled that the Administration had been asked to provide a breakdown on the number of teaching vacancies as quoted by SED at the last Panel meeting

Action

held on 10 June 2013 but the response was still awaited.

13. Mr TAM Yiu-chung opined that the Administration should take measures to address the difficulties faced by prospective teachers looking for teaching posts and to maintain the job security of serving teachers.

14. In this regard, SED highlighted that the Administration would launch a basket of targeted relief measures to address issues arising from the decline in S1 student population, and many of these initiatives were meant to maintain the stability of secondary schools and to sustain the teaching force in the next few years pending the rebound in secondary student population. As the decline in S1 student population might result in smaller classes for some schools, teachers' workload could be relieved to a certain extent, making it possible for them to participate in professional development programmes or organize activities such as career education for students.

15. The Deputy Chairman pointed out that at present, many schools had chosen to employ teaching assistants and contract teachers instead of regular teachers. He was concerned that the prevailing practice would discourage young talents from pursuing professional teacher training and joining the teaching profession. The Deputy Chairman also drew the Administration's attention to the adverse impact on the education sector and the community at large arising from a succession gap of teachers in secondary schools.

16. Ms Cyd HO sought the Administration's explanation for not improving the existing regular teacher establishment so as to absorb teachers currently employed under short-term contracts. She was concerned that the high turnover of contract teachers would not be conducive to the quality of education.

17. Mr Tommy CHEUNG remarked that schools had chosen to employ teachers on contract terms instead of offering them appointments on regular establishment because they might have doubt on the suitability of the teachers concerned, and would prefer to observe their performance during the contract period before deciding whether or not they should be employed as regular teachers.

18. In response, SED assured members that the Administration had been monitoring the employment situation of teachers. In fact, EDB had issued letters to 88 secondary schools reminding them that where appropriate, they should consider appointing some of their teachers employed on contract terms to the regular teacher establishment.

Action

Review of class-to-teacher ratio and teacher establishment

19. Dr Kenneth CHAN considered that the Administration should not be oblivious to the concerns expressed by the education sector. He supported the view of some deputations urging the Administration to set up a dedicated committee to review the existing teacher establishment. Mr CHEUNG Kwok-che concurred that the class-to-teacher ratio in secondary schools should be raised to 2.0 teachers per class for junior and secondary levels with immediate effect. In this connection, the Deputy Chairman said that he would move a motion urging for a review on how to improve the teacher establishment.

20. Dr Helena WONG said that the Government had required secondary schools to implement a number of initiatives and reforms, such as integrated education, policy on medium of instruction etc., but without providing them with sufficient support and manpower. In her view, the Government should provide additional resources to schools and improve the class-to-teacher ratio. She indicated that she would support the motion to be moved by the Deputy Chairman. Dr WONG further remarked that some public sector schools had to raise funds on their own in order to employ more teachers to meet their needs. Some parents and teachers shared the view that joining the Direct Subsidy Scheme would enable the school to tap more sources for funding and support.

21. Mr TAM Yiu-chung urged the Administration to seriously study the views expressed at the meeting. On measures to relieve the workload of and pressure on teachers, Mr TAM conveyed the views of Members of the Democratic Alliance for the Betterment and Progress of Hong Kong that consideration should be given to reducing the teaching periods and the class size, and providing additional resources to enable schools to recruit more ancillary staff to handle administrative duties.

22. Mrs Regina IP expressed support for improving the class-to-teacher ratio so as to enhance the quality of basic education. She considered that steps should be taken to alleviate teachers' workload arising from administrative and non-teaching duties.

23. Mr Tommy CHEUNG noted that from time to time, there were calls to implement small class teaching ("SCT") as it would help retain the surplus teachers arising from reduction of classes due to the drop in secondary student population. However, Mr CHEUNG cautioned that implementation of discrete measures such as SCT or improving the class-to-teacher ratio alone might not necessarily address all the concerns about the workload and

Action

pressure borne by teachers. Instead, the Administration should adopt a holistic and co-ordinated approach in examining how the existing challenges faced by teachers should be addressed.

24. Mr LEUNG Kwok-hung commented that as a result of the Government's poor planning and inadequate provision of resources, schools had encountered considerable difficulties in carrying out various reforms as required by EDB in the last decade. He also said that public expenditure on education as a percentage of Gross Domestic Product of Hong Kong had in fact decreased. Mr LEUNG was of the view that as far as education was concerned, quality was more important than quantity. The Government should not focus solely on cost-effectiveness and overlook the qualitative aspects.

25. SED took note of members' views, and assured members that the Administration would take into consideration all relevant factors in its policy-making process, instead of considering issues such as SCT and the class-to-teacher ratio on a piecemeal basis. SED noted that there were calls to provide public-sector schools with greater flexibility in the deployment of resources in order to meet rising expectations from parents and to cater for learning diversity among students. He stressed that the Administration had no plan to reduce public expenditure on education notwithstanding the temporary decline in S1 student population. He assured members that the views and concerns about the existing teacher manpower would be conveyed to the Education Commission.

Support for implementing the NSS curriculum

26. Mr CHEUNG Kwok-che expressed his concern that the Administration had not provided schools with adequate support, in particular manpower resources, in implementing the NSS curriculum and assessment.

27. Dr Priscilla LEUNG recalled that she had expressed her concerns about the implementation of NSS curriculum and assessment, in particular the LS subject, since the Fourth LegCo. She reiterated that LS should not be a mandatory subject for admission to local undergraduate programmes. In her view, teachers' workload could be alleviated to a certain extent if LS was not a mandatory NSS subject.

28. On the implementation of NSS curriculum and assessment, SED recapitulated that a review had been launched since mid-2012 and one of its focus was to address practical concerns such as the workload of teachers. Certain short-term recommendations would be implemented in the

Action

2013-2014 school year; and it was expected that the workload of and the pressure on teachers and students could be reduced to a certain extent.

29. The Deputy Chairman considered that secondary schools had not been provided with sufficient regular teaching staff. Instead, the Administration had relied on the disbursement of non-recurrent cash grants to schools for engaging teachers on short-term contracts only. As no improvement had been made to the regular teacher establishment so far, the Deputy Chairman queried why the Administration had decided at this stage to discontinue the provision of LSCSG, resulting in the lapse of teaching posts created by the grant.

30. Dr Priscilla LEUNG was of the view that the Administration should put in place a mechanism for monitoring the deployment of resources by schools in implementing the LS curriculum, including the calibre and suitability of the teachers engaged by using LSCSG.

31. Ms Cyd HO reiterated her view that the disbursement of LSCSG should continue. She said that she would move a motion urging for the continuation of LSCSG and improving the teacher establishment. Mrs Regina IP expressed support for the motion to be moved by Ms HO.

32. In this regard, SED informed members that in the 2011-2012 school year, 320 secondary schools had unspent balance of LSCSG.

33. The Chairman drew members' attention to the wordings of two motions tabled at the meeting, one to be moved by the Deputy Chairman and another by Ms Cyd HO. To allow sufficient time to deal with the motions, the Chairman extended the meeting for 15 minutes.

Further remarks by deputations/individuals

34. The Chairman said that instead of allowing another round of questions from members, he would like to invite attending deputations/individuals to make further remarks, if any of them wished to do so. Members had no objection to the Chairman's suggestion.

35. Mr YU Fei of People Power said that whilst the number of teaching periods between Korean and Hong Kong schools might be comparable, the Administration had not taken into account the overwhelming workload arising from the education reforms carried out in Hong Kong. He remarked that the Administration had not properly reviewed the teacher establishment in the light of the implementation of the NSS curriculum and assessment.

Action

36. Mr HO Moon-tim of the Association of the Heads of Secondary Schools in Tsuen Wan, Kwai Chung and Tsing Yi also considered that the comparison between Hong Kong and Korea was not appropriate because there had not been sweeping education reforms like NAS being implemented in Korea. He said that the findings of the report by Prof KO in 2006 had been overtaken by the implementation of NAS, and urged the Administration to conduct a review on teacher establishment immediately. Dr Stanley HO Sai-mun of Hong Kong Association of the Heads of Secondary Schools suggested that SED should also make reference to the findings of some recent studies such as those conducted by the Association.

37. Mr CHEUNG Yui-fai of Hong Kong Professional Teachers' Union and Ms LAU Yiu-hung of Wong Tai Sin District Secondary School Heads Association called for an immediate review on the teacher establishment and the workload of teachers. Mr James LAM Yat-fung of Hong Kong Subsidized Secondary Schools Council asked SED to convey the views of the education sector to the Education Commission as soon as possible. He remarked that if a dedicated committee was to be set up to conduct the review as proposed by deputations, it should work in collaboration with the education sector.

38. Dr KI Wing-wah stressed that public expenditure on education should not be reduced notwithstanding the drop in student population. He considered that any discontinuation of cash grants would deal a heavy blow to schools. Dr KI suggested that the Administration should provide information on teachers' profile in terms of their years of service to facilitate discussion. Mr HUI Shing-yan of Hong Kong Liberal Studies Teachers' Association doubted the accuracy of the number of vacancies and teachers' employment situation as mentioned by SED earlier at the meeting. Mr CHEUNG Yui-fai considered that the Administration should provide information on the number of posts of contract teachers/teaching assistants to be cut as a result of the discontinuation of various cash grants, such as LSCSG, in the coming school year.

Motions

39. The Chairman concluded the discussion, and advised that he would proceed to deal with the two motions moved by the Deputy Chairman and Ms Cyd HO respectively without further debate as the Panel had thoroughly discussed the matters concerned. Members agreed.

Action

40. Regarding the motion to be moved by the Deputy Chairman, Under Secretary for Education ("US(Ed)") recapitulated that SED had already agreed to convey the views of the education sector to the Education Commission for consideration. As regards the continuation of LSCSG as requested in the motion to be moved by Ms Cyd HO, US(Ed) confirmed that as already explained, there was no plan to continue the disbursement of LSCSG after the 2012-2013 school year.

41. The Chairman put the motion moved by the Deputy Chairman and seconded by Mr CHEUNG Kwok-che to vote. Six members voted for the motion, no member voted against and no member abstained. The Chairman declared that the motion was passed (wording of motion at **Appendix II**).

42. The Chairman proceeded to deal with the second motion which was moved by Ms Cyd HO and seconded by Dr Kenneth CHAN. Dr Helena WONG proposed to amend the original motion by adding "不少於" ("not less than") before "16萬元" ("\$160,000"). With the concurrence of members, the Chairman put to vote Ms Cyd HO's motion as amended by Dr Helena WONG. Six members voted for the motion, no member voted against and no member abstained. The Chairman declared that the motion was passed (wording of motion at **Appendix III**).

(Post-meeting note: The Administration's written responses to the two motions were circulated to members vide LC Paper No. CB(4)944/12-13(01) on 5 August 2013.)

II. Any other business

43. There being no other business, the meeting ended at 12:05 pm.

Panel on Education

Special meeting on Saturday, 22 June 2013, at 9:00 am

Class-to-teacher ratio in secondary schools

Summary of views and concerns expressed by deputations/individuals

No.	Name of Deputation/individual	Major views and concerns
1.	The Association of the Heads of Secondary Schools in Tsuen Wan, Kwai Chung and Tsing Yi [LC Paper No. CB(4)798/12-13(02)]	Noting that the Administration had commenced the review of the New Senior Secondary ("NSS") curriculum and assessment under the New Academic Structure ("NAS") and had released some short-term recommendations to fine-tune the curriculum and assessments of some subjects, the deputation pointed out that the recommendations could hardly relieve the tremendous workload of teachers. The Administration had neither reviewed the teacher establishment in the light of the implementation of NAS nor explained how the prevailing class-to-teacher ratio for NAS had been formulated. It urged the Administration to engage an independent party to conduct a review on the teacher establishment in secondary schools and the manpower requirements under NAS.
2.	十八區中學校長會聯席會議	The deputation highlighted the heavy workload of teachers arising from both teaching and non-teaching duties upon the implementation of NAS and other education reforms. Referring to the review on NSS curriculum and assessment, the deputation highlighted that the review had not addressed issues related to the provision of teacher manpower in secondary schools. The Administration was urged to engage an external party to conduct an independent review on the teacher establishment under NAS.
3.	Grant Schools Council	The deputation expressed concern that the implementation of NAS and other educational initiatives launched in the past decade required additional teacher manpower but schools had not been provided with adequate resources and support to implement the initiatives. The class size of senior secondary classes under NAS was larger than that of Forms 6 and 7 under the old system while the learning diversity among students was much wider. Since the Liberal Studies ("LS") subject required ongoing updating of teaching materials and the independent enquiry study ("IES") required teachers to give individual attention to students in undertaking their respective studies, schools would rely on the Liberal Studies Curriculum Support Grant ("LSCSG") to provide funding for recruiting additional teachers. In the deputation's view, the Administration should improve the class-to-teacher ratio to 2.0 teachers per junior secondary class and 2.3 teachers per senior secondary class.

No.	Name of Deputation/individual	Major views and concerns
4	Hong Kong Association of the Heads of Secondary Schools	The deputation highlighted that since the release of the report by the Committee on Teachers' Work in 2006, the Education Bureau ("EDB") had not conducted any follow-up study afterwards. The findings of several surveys conducted by the deputation in 2010, 2011 and 2013 following the implementation of NAS revealed that the manpower of secondary schools was grossly inadequate. The student-to-teacher ratio for secondary schools in Hong Kong (i.e. 14.5 to 1) quoted in the Administration's paper [LC Paper No. CB(4)798/12-13(01)] had not fully reflected the actual situation of teachers because such a ratio had taken into account teachers within and outside the regular establishment. The deputation expressed grave concern about the development of the teaching profession in the long run because the teaching posts created by means of various cash grants were often time-limited and fresh graduates had encountered great difficulties in seeking teaching posts. The Administration was urged to review the class-to-teacher ratio and improve the manpower situation in secondary schools.
5.	Hong Kong Liberal Studies Teachers' Association [LC Paper No. CB(4)813/12-13(01)]	The deputation highlighted the heavy workload on teachers arising from the curriculum and assessment requirements of LS subject. It also expressed grave concern about the employment prospect of LS teachers as a result of the discontinuation of the disbursement of LSCSG to schools starting from the 2013-2014 school year. The deputation urged EDB to review the implementation of the LS subject under NAS and provide recurrent resources to schools for teaching of the subject. It also urged the Administration to review the class-to-teacher ratio.
6.	Labour Party	The deputation was concerned about the significant increase in the workload on teachers, in particular non-teaching duties, for implementing various educational initiatives in the past decade. In the deputation's view, the Administration should take the opportunity of the decline in secondary school student population to improve the provision of teacher manpower. The Administration was urged to expeditiously improve the class-to-teacher ratio, reduce the workload of teachers, and take measures to avoid any succession gap in the teaching profession.
7.	Professional Development Association for Liberal Studies [LC Paper No. CB(4)821/12-13(01)]	The deputation highlighted the heavy workload of LS teachers in updating teaching materials, preparation for lessons, conducting group discussion, and providing guidance to individual students on IES. The deputation was gravely concerned about the discontinuation of LSCSG which was currently used by schools to engage additional teachers or teaching assistants to support the teaching of the LS subject. It stated that the prevailing class-to-teacher ratio for

No.	Name of Deputation/individual	Major views and concerns
		senior secondary levels was worse than that of Forms 6 and 7 under the old system, and urged the Administration to review the class-to-teacher ratio as soon as possible and to continue the disbursement of LSCSG to schools.
8.	Democratic Alliance for the Betterment and Progress of Hong Kong	The deputation was concerned that the prevailing class-to-teacher ratio for senior secondary levels could hardly cope with the implementation of NAS and the need to cater for learning diversity among students. The Administration was urged to formulate a reasonable class-to-teacher ratio. The deputation cautioned that although the arrangements to retain surplus teachers during the temporary decline of S1 students could help maintain the stability of the teaching force, prospective teachers might encounter greater difficulty in finding teaching posts, which would eventually result in a succession gap for teachers.
9.	Hong Kong Subsidized Secondary Schools Council [LC Paper No. CB(4)821/12-13(02)]	The deputation highlighted that since the implementation of NAS, there had not been any substantive improvement to the teacher establishment or class-to-teacher ratio. As LSCSG was a time-limited grant, schools had faced much uncertainty in their manpower planning. EDB was urged to set up a dedicated committee to review the current class-to-teacher ratio and teacher establishment of secondary schools, and make necessary improvement having regard to the findings of the review. In addition, teacher manpower should be included as part of the review of the NSS curriculum and assessment. Referring to the targeted measures to maintain the stability of schools and teaching force amidst the decline in S1 student population, the deputation said that those schools which were allowed to retain surplus teachers after reducing the number of classes would enjoy an improvement in the class-to-teacher ratio, while other schools could not enjoy such an improvement.
10	Southern District Joint Schools Conference	The deputation was concerned that the Government had required secondary schools to implement a number of initiatives and reforms but without providing them with sufficient support and manpower. In the deputation's view, the discussion on class-to-teacher ratio should be based on the regular teacher establishment, excluding temporary teachers employed under various time-limited cash grants. The Administration was urged to improve the provision of regular teachers to schools.
11.	People Power	The deputation was concerned about the heavy workload of teachers and considered it necessary to improve the teacher manpower in secondary schools. The Administration was urged to review the depth and breadth of the LS curriculum, and to set out clearly its criteria

No.	Name of Deputation/individual	Major views and concerns
		for formulating the class-to-teacher ratio for secondary schools.
12.	Hong Kong Prevocational Schools Council	The deputation said that schools and teachers had encountered considerable difficulties in implementing NAS, in particular the requirements of School-based Assessment and IES. To provide schools with additional support, the Administration had relied mainly on the disbursement of non-recurrent cash grants for engaging teachers on short-term contracts. The deputation expressed grave concern that the review on NSS curriculum and assessment had not addressed issues related to manpower requirements. The difficulties encountered by teachers would deter young talents from joining the teaching profession and eventually result in a succession gap. The deputation also highlighted the uncertainty faced by workshop teachers employed by prevocational schools, technical schools and former practical schools pending the outcome of a review which commenced in 2008. The deputation urged the Administration to set up a dedicated committee to review the teacher establishment and formulate a timeframe for improvement.
13.	Education Employees General Union [LC Paper No. CB(4)823/12-13(02)]	The deputation was very disappointed that the Administration's papers had only given an account of certain short-term measures or the provision of cash grants for schools to meet the need for additional teaching support. In the deputation's view, the Administration should set up a committee to formulate a long-term plan for improving the class-to-teacher ratio while creating administrative posts in schools to relieve teachers of administrative and non-teaching duties.
14.	Wong Tai Sin District Secondary School Heads Association [LC Paper No. CB(4)823/12-13(03)]	The deputation pointed out that secondary schools had been required to carry out numerous school-based arrangements and measures to tie in with the implementation of NAS. However, EDB had not explained to the education sector how it had formulated the class-to-teacher ratio for implementing NAS. The Administration was urged to review the teacher establishment under NAS.
15.	Hong Kong Liberal Studies Organisation [LC Paper No. CB(4)821/12-13(03)]	The deputation shared its concerns about the heavy workload shouldered by LS teachers and the discontinuation of LSCSG which would lead to the lapse of temporary teaching posts created by using the funding in question. The Administration was urged to improve the class-to-teacher ratio and the teacher establishment in secondary schools.

No.	Name of Deputation/individual	Major views and concerns
16.	Hong Kong Professional Teachers' Union	The deputation was concerned about the employment prospect of young teachers. It stated that according to the information posted on two major recruitment websites, a total of 419 vacancies of teaching posts were advertised from 2 May to 11 May 2013, among which only nine were establishment posts while the vast majority were posts on short-term contracts. The deputation expressed grave concern about the discontinuation of various non-recurrent cash grants which would result in the lapse of temporary teaching posts. It was also concerned that the workload of teachers comprised not only the 26 teaching periods per week but also the numerous non-teaching duties outside lesson time. The Administration was urged to immediately review the class-to-teacher ratio and improve the teacher establishment.
17.	Ms LAU Sau-yin	She recalled that when planning for the NAS, the Administration had told the education sector that the class-to-teacher ratio would be reviewed after the implementation of NAS. However, she noted with concern that the recent review on NSS curriculum and assessment had not addressed the issues related to teacher manpower. On the suggestion to provide additional manpower to schools to relieve teachers of non-teaching duties and enhance the efficiency of school administrations, EDB had only responded by launching a pilot project on Strengthening Schools' Administration Management participated by 30 schools. She was concerned that the Administration might be trying to evade the education sector's call for recurrent resources by implementing various ad-hoc measures.
18.	Dr KI Wing-wah [LC Paper No. CB(4)823/12-13(04)]	He highlighted the difficulties faced by graduates or prospective teachers in finding jobs because of the discontinuation of disbursement of various cash grants, many of which had been used to create teaching posts. In his opinion, the Administration should conduct a thorough study before discontinuing the disbursement of the cash grants. The Administration was urged to conduct an independent review on the class-to-teacher ratio and manpower establishment to serve as the basis for formulating a long term plan on teacher manpower.

**就議程項目"中學的班級與教師比例"通過的議案
Motion passed
under the agenda item "Class-to-teacher ratio in secondary schools"**

議案措辭

本委員會促請政府當局從速檢討如何改善學校教師編制，並在本年底前向本委員會報告檢討結果或進度。

(葉建源議員動議，張國柱議員和議)

Wording of the Motion

(Translation)

That this Panel urges the Administration to review expeditiously how to improve the teacher establishment of schools and report to this Panel the results or progress of the review by the end of this year.

(Moved by Hon IP Kin-yuen and seconded by Hon CHEUNG Kwok-che)

就議程項目"中學的班級與教師比例"通過的議案
Motion passed
under the agenda item "Class-to-teacher ratio in secondary schools"

議案措辭

本委員會認為政府當局應繼續向學校發放每年不少於 16 萬元推行通識教育的撥款，暫緩班師比的惡劣情況，並從速增加常額編制改善比例。

(何秀蘭議員動議，陳家洛議員和議，並經黃碧雲議員修訂)

Wording of the Motion

(Translation)

That this Panel considers that the Administration should continue to provide not less than \$160,000 a year to each school for implementing Liberal Studies so as to alleviate the adverse condition of the class-to-teacher ratio and that it should expand expeditiously the permanent establishment of teachers to improve the ratio.

(Moved by Hon Cyd HO, seconded by Dr Hon Kenneth CHAN and as amended by Dr Hon Helena WONG)