



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, The Government of the Hong Kong Special Administrative Region
The People's Republic of China

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29 October 2018

Ms Angel WONG
Clerk to Panel
Legislative Council Panel on Education
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong

Dear Ms Wong,

Panel on Education
Follow-up to the Meeting on 13 July 2018

I refer to your letter dated 17 July 2018. Our response to the motion of Hon HO Kai-ming, which was moved and passed at the meeting on 13 July 2018, is set out at Appendix.

Yours sincerely,

(Benjamin YUNG)
for Secretary for Education

Encl.

Legislative Council Panel on Education
Motion passed under the agenda item “An update on the situation of
contract teachers in primary and secondary schools”
at the meeting on 13 July 2018
Moved by Hon HO Kai-ming

Wording of the Motion

Most of the public sector secondary and primary school teachers have already possessed undergraduate qualifications or above. However, the existing numbers of Graduate Master/Mistress (“GM”)/Assistant Primary School Master/Mistress (“APSM”) posts do not meet the actual situation. Quite a number of teachers possessing undergraduate qualifications or above can only take up Certificated Master/Mistress (“CM”) posts, which has seriously dampened the morale of frontline teachers and directly affected the desire of talent to join the teaching profession. In this connection, this Panel urges the Government to expedite the process of upgrading all teaching posts in secondary and primary schools to graduate posts and to formulate a clear implementation timetable, so that all teachers who have attained undergraduate qualifications will be employed as GMs/APSMs and paid according to the requirements of the posts.

(Moved by Hon HO Kai-ming)

Response

The Education Bureau (EDB) would review the provision of teaching manpower resources for schools from time to time and provide relevant enhancements where necessary. Besides, the EDB also strives for raising the status and professionalism of teachers.

“The Chief Executive’s 2018 Policy Address” announced that the Government will implement in one go the all-graduate teaching force policy in public sector primary and secondary schools in the 2019/20 school year in order to achieve the targets of raising the professional status of teachers as well as retaining and attracting talents. Schools may, taking into account their school-based circumstances, achieve full implementation in two years. This measure involves an additional funding of about \$1.5 billion each year.

The Chief Executive also proposed in her Policy Address that in tandem with the full implementation of whole-day schooling and the all-graduate teaching force policy in primary schools, the Government would earmark a recurrent allocation of \$500 million to rationalise the salaries for principals and vice-principals and to improve the manpower at the middle management level in primary schools. In this connection, the Task Force on Professional Development of Teachers, which was set up according to the announcements in the 2017 Policy Address, will make recommendations on the details of these measures as soon as possible. Besides, the Task Force will continue with its study on feasible options of establishing a professional ladder for teachers and the ranking arrangement of school management of primary, secondary and special schools. The Task Force plans to submit its report to the Government in early 2019.