



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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11 February 2019

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 4 January 2019**

I refer to your letter of 8 January 2019 requesting the Secretary for Education to provide information on Extension of Retirement Age for Newly-joined Aided School Teachers. The supplementary information is set out at Appendix.

Yours sincerely,

(Ms SO Yuen-yi)

for Secretary for Education

Extension of Retirement Age for Newly-joined Aided School Teachers

(f) The comparison of a teacher’s contribution and the Government donation under the existing arrangement and the proposed adjustment to the Grant Schools Provident Fund/ Subsidized Schools Provident Fund (GSPF/ SSPF) is shown as below:

(1) Teacher’s contribution

As stipulated in the GSPF Rules (Cap 279C)/ SSPF Rules (Cap 279D), a contributor is required to contribute to the fund, at the rate of 5 per cent of his basic salary, including any allowances approved for the purpose of salary by the Permanent Secretary. The arrangement will remain unchanged when the retirement age of the newly-joined aided school teachers has been extended to 65.

(2) Government donation

The Government will, based on an aided school teacher’s years of continuous contributory service, increase the rates of Government donation progressively. As stated in paragraph 7 of the Administration’s Paper [LC Paper No. CB(4)375/18-19(03)], the period of continuous contributory service that qualifies a newly-joined teacher for a higher Government donation rate is lengthened by two years.

Details are set out in the table below:

<b>Years of continuous contributory service</b>	<b>Teacher’s contribution</b>		<b>Government donation</b>	
	<b>Old rate</b>	<b>New rate</b>	<b>Old rate</b>	<b>New rate</b>
<b>Less than 10 years</b>	5%	5%	5%	5%
<b>Not less than 10 years but less than 12 years</b>	5%	5%	10%	5%
<b>Not less than 12 years but less than 15 years</b>	5%	5%	10%	10%
<b>Not less than 15 years but less than 17 years</b>	5%	5%	15%	10%
<b>Not less than 17 years</b>	5%	5%	15%	15%
<b>For those aged below 60 after 17 years of continuous contributory services</b>				
<b>Up to 60 years of age</b>	5%	5%	15%	15%
<b>From 60-65</b>	0%	5%	0%	15%

In essence, under the new proposal, the retirement age of newly-joined teachers is 5 years beyond that of the serving teachers, and the qualifying year of continuous contributory service for a higher rate of Government donation is increased by 2 years. Taking into account the fact that newly-joined teachers will be eligible for 3 more years of Government donation at the rate of 15% of their salary, and the salary increments and/ or adjustments they may have during this period, the amount of Government donation receivable when newly-joined teachers retire at 65 will be higher than the amount that their in-service counterparts may get.