

CASE STUDY FOR TEACHING STAFF

NEW APPOINTMENT

Case (1) – DSS APSM to Aided APSM

An APSM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	Bachelor of Arts (Hons) English Studies and Education Note: Generic training at both Pri and Sec level	CUHK (18.7.2009)	
Experience	1.9.2010-31.8.2018	APSM	SG
	1.9.2018-31.8.2020	Graduate Teacher II (comparable to APSM)	DSS School funding
Previous Salary (as at 31.8.2020)	\$58,345	Incremental Date:	1.9

Salary Assessment: [APSM in DSS school → APSM in aided school → no break → **c/f**]

(i) Salary Scale:

MPS Pt. 17-22#-29 (salary scale effective from 1.8.2007-30.9.2010)

(ii) Steps:

Case (1) – DSS APSM to Aided APSM

Date	MPS Pt.	ICE Counted
1.9.2010 - 31.8.2011	19	Pt. 17 + 2 ICQ = Pt. 19 ID: 1.9 NID: 1.9.2011
1.9.2011 - 31.8.2012	20	ID: 1.9 NID: 1.9.2012
1.9.2012 - 31.8.2013	21	:
1.9.2013 - 31.8.2014	22	:
1.9.2014 - 31.8.2015	23	:
1.9.2015 - 31.8.2016	24	:
1.9.2016 - 31.8.2017	25	:
1.9.2017 - 31.8.2018	26	:
1.9.2018 - 31.8.2019	27	:
1.9.2019 - 31.8.2020	28	ID: 1.9 NID: 1.9.2020
1.9.2020	29 (MAX)	Max. Pt. of APSM rank ID & NID: NA

Case (2) – Private APSM to Aided APSM

An APSM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	B.Ed (Primary)	HKIED (7.7.2009)	
Experience	1.9.2010-31.8.2018	APSM	SG
	1.9.2018-31.8.2020	Teacher (comparable to APSM) in an international school*	Private
Previous Salary (as at 31.8.2020)	\$63,500	Incremental Date:	1.9

Salary Assessment: [APSM in private school → APSM in aided school → **RA**]

(i) Salary Scale: MPS Pt. 15-20#-29 (salary scale effective from 1.10.2010)

(ii) Steps:

Date	MPS Pt.	ICE Counted
1.9.2010-31.8.2018		8y
1.9.2018-31.8.2020		2y
1.9.2020	27	Prevailing starting salary + ICQ + Post-qualification teaching experience Pt. 15 + 2 ICQ + 10y ICE = Pt . 27 ID : 1.9 NID: 1.9.2021

* Subject to consideration on a case-by-case basis

Case (3) – CM (Secondary) to APSM

An APSM will be appointed in an aided special school on 1.9.2020.

Qualification(s)	Certificate in Secondary Education	HKIED (28.6.1999)	
	B.Ed. in Primary Education	EdUHK (21.6.2018)	
Experience	1.9.1999-31.8.2020	CM (Sec section , same school)	SG
Previous Salary (as at 31.8.2020)	MPS Pt. 24	Incremental Date: N.A.	

Salary Assessment: [CM(**Sec**) → APSM → **RA**] [**Different school level**] (GSA App10A Note 5)

(i) APSM Salary Scale: MPS Pt. 15-20#-29 (salary scale for APSM from 1.10.2010)

(ii) Steps:

Date	MPS Pt.	Remarks
1.9.2020	19	Prevailing starting salary + ICQ + Post-qualification teaching experience Pt. 15 + 2 ICQ + 2y2m (i.e. since 21.6.2018) = Pt. 19 (2m) ID: 1.7 NID: 1.7.2021

Case (4) – GM to APSM

An APSM will be appointed in an aided special school on 1.9.2020

Qualification(s)	Teacher Certificate (3-year full time)	Sir Robert Black College (7.6.1996)	
	B.A.	HKU (30.6.2000)	
Experience	1.9.1997-31.8.2006	CM (S)	SG
	1.9.2009-31.8.2020	GM	SG
Previous Salary (as at 31.8.2020)	MPS Pt. 33 (MAX)	Incremental Date: N.A.	

Salary Assessment: [GM → APSM → **c/f**] [**Comparable rank**]

- (i) GM Salary Scale: MPS Pt. 17-22#-33 (salary scale for GM from 1.8.2007-30.9.2010)
APSM Salary Scale: MPS Pt. 17-22#-29 (salary scale for APSM from 1.8.2007-30.9.2010)
- (ii) Steps:

Case (4) – GM to APSM

Date	MPS Pt.	Remarks
1.9.2009-30.6.2010	25	Pt. 17+2 ICQ+6y2m ICE (i.e. since 30.6.2000) = Pt. 25 ID: 1.7 NID: 1.7.2010
1.7.2010-30.6.2011	26	:
1.7.2011-30.6.2012	27	:
1.7.2012-30.6.2013	28	:
1.7.2013-30.6.2014	29	:
1.7.2014-30.6.2015	30	:
1.7.2015-30.6.2016	31	:
1.7.2016-30.6.2017	32	:
1.7.2017-31.8.2020	33 (MAX)	Max. Pt. of GM rank ID & NID: NA
1.9.2020	<u>29</u> (MAX)	<ul style="list-style-type: none"> Switching to the APSM salary scale Max. Pt. of APSM rank By carry-forward arrangement (GSA App10A(a)) ID & NID: NA

Case (5) – Change in Full-time Equivalence

A CM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	ICTT(S)	HKIEd (25.6.2002)	
Experience	1.9.2014-31.8.2016	CM (P)	SG
	1.9.2016-31.8.2020	0.8 CM (P)	SG
Previous Salary (as at 31.8.2020)	MPS Pt. 17	Incremental Date:	1.9

Salary Assessment: [0.8 CM → full-time CM → Compress ICE]

- (i) Salary Scale: MPS Pt. 12-24 (salary scale effective from 1.10.2010)
- (ii) Steps:

Case (5) – Change in Full-time Equivalence

Date	MPS Pt.	ICE Counted
1.9.2014-31.8.2015	12	ID: 1.9 NID: 1.9.2015
1.9.2015-31.8.2016	13	
1.9.2016	14	
1.9.2016-31.8.2017	}	0.8 CM, Compressed ICE: 48m x 0.8 = 38m
1.9.2017-31.8.2018		
1.9.2018-31.8.2019		
1.9.2019-31.8.2020		
		= 3y2m
1.9.2020	17	Pt. 14 + 3y 2m = Pt. 17 ID: 1.7 NID: 1.7.2021

Case (6) – With no pay leave

A CM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	ICTT(S)	HKIED (28.6.2000)	
Experience	1.9.2015-31.8.2016	CM (P)	TRG
	1.9.2016-31.8.2020	CM (P)	SG
	Note: 11.3.2020-26.4.2020	approved no-pay sick leave for 47 days	
Previous Salary (as at 31.8.2020)	MPS Pt. 16	Incremental Date:	???

Salary Assessment: [CM in aided school → CM in aided school → no break → **c/f**]

(i) Salary Scale: MPS Pt. 12-24 (salary scale effective from 1.10.2010)

(ii) Steps:

Case (6) – With no pay leave

Date	MPS Pt.	Remarks
1.9.2015-31.8.2016	12	ID:1.9 NID:1.9.2016
1.9.2016-31.8.2017	13	:
1.9.2017-31.8.2018	14	:
1.9.2018-31.8.2019	15	:
1.9.2019-10.3.2020	16	ID:1.9 NID:1.9.2020
11.3.2020-26.4.2020		<i>47 days approved no-pay sick leave, ID defers 2 months: 1.9 → 1.11</i>
27.4.2020-31.8.2020	16	ID: 1.11 NID: 1.11.2020
1.9.2020	16	ID: 1.11 NID: 1.11.2020

Case (7) – Appointment to APSM with a Break in Service

An APSM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	B.A.	HKU (30.6.2015)	
	PGDE (P)	HKU (25.6.2020)	
Experience	1.9.2015-31.8.2018	CM (P)	SG
Previous Salary (as at 31.8.2018)	15	Incremental Date: 1.9	

Salary Assessment: [CM in aided school → APSM in aided school → break → **RA**]

- (i) Salary Scale: MPS Pt. 15-20#-29 (salary scale effective from 1.10.2010)
- (ii) Steps:

Case (7) – Appointment to APSM with Break in Service

Date	MPS Pt.	Remarks
1.9.2020	17	Prevailing starting salary + ICQ + Post-qualification teaching experience Pt. 15 + 2 ICQ + 0 ICE (i.e. since 25.6.2020) = Pt. 17 ID: 1.9 NID: 1.9.2021

Case (8) – Non-local bachelor degree (EDBC No. 41/1998)

An APSM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	Teacher Certificate (3-year full time)	HKIED (6.7.1989)			} <i>Refer to note</i>
	B. Ed	University of Wolverhampton (6.12.1997) (EDBC No. 41/1998)			
Experience	1.9.1989- 31.8.2013	CM (P)	Aided School	SG	
	1.9.2013- 31.8.2020	CM (P)	Aided School	SG	
Previous Salary (as at 31.8.2020)	Pt. 24 (MAX)	Incremental Date: N.A.			



Note: Combined qualifications approved by REO as eligible for appointment to graduate teaching posts.

Salary Assessment: [CM (P) → APSM]

(i) APSM Salary Scale: MPS Pt. 15-20#-29 (salary scale effective from 1.10.2010)

(ii) Steps:

Case (8) – Non-local bachelor degree (EDBC No. 41/1998)

Date	MPS Pt.	Remarks
1.9.1989	14	ID:1.9 NID:1.9.1990
:		:
1.9.2019	24 (MAX)	Max. Pt. of CM rank ID & NID: NA
1.9.2020	29	<p>1. If arranged by c/f: Pt. 24 (CM) → Pt. 24 (APSM) ID: 1.9 NID: 1.9.2021</p> <p style="text-align: right;"> <i>(GSA App 10A(b))</i></p> <p>2. If arranged by RA: Prevailing starting salary + ICQ + Post-qualification teaching experience [Non-local BEd (EDBC No. 41/1998) + TC = eligible for appointment as graduate teaching posts (subject to REO's approval)]</p> <p>Pt. 15 + 2 ICQ + 22y8m (PQE since 6.12.1997) = Pt. 29 (MAX) ID & NID: NA</p> <p style="text-align: right;"> <i>(GSA App 10A(b))</i></p>

Case (9) – Non-local master degree

A CM (P) will be appointed as APSM in an aided primary school on 1.9.2020.



Qualification(s)	M.Ed Note: Not assessed by HKCAAVQ	University of Essex (28.6.2013)		
	PGDE (P)	CUHK (14.6.2016)		
Experience	1.9.2017-31.8.2020	CM (P)	Aided School	SG
Previous Salary (as at 31.8.2020)	Pt. 16	Incremental Date: 1.9		

Salary Assessment: [CM (P) → APSM]

(i) APSM Salary Scale: MPS Pt. 15-20#-29 (salary scale effective from 1.10.2010)

(ii) Steps:

Case (9) – Non-local master degree

Date	MPS Pt.	Remarks
1.9.2017 - 31.8.2018	14	ID: 1.9 NID: 1.9.2018
1.9.2018 - 31.8.2019	15	ID: 1.9 NID: 1.9.2019
1.9.2019 - 31.8.2020	16	ID: 1.9 NID: 1.9.2020
1.9.2020		<p>1. If arranged by c/f: Pt. 16 (CM) → Pt. 17 (APSM) ID: 1.9 NID: 1.9.2021  (GSA App 10A(b))</p> <p>2. If arranged by RA: Prevailing starting salary + ICQ + Post-qualification teaching experience [A non-local higher degree plus a local PGDE = comparable to a local first degree] (GSA App 2C)</p> <div style="border: 2px solid red; border-radius: 15px; padding: 10px; margin-top: 10px;"> <p>Pt. 15 + 2 ICQ + 3y ICE (i.e. since 14.6.2016) = Pt. 20 ID: 1.9 NID: 1.9.2021  (GSA App 10A(b))</p> </div>

Case (10) – New Recruitment of APSM

An APSM will be appointed in an aided primary school on 1.9.2020.

Qualification(s)	B.A.	HKU (19.6.2019)	
	PGDE (P)	EdUHK (in progress)	
Experience	1.9.2019-31.8.2020	Activity Assistant	School Cash Grant
Previous Salary (as at 31.8.2020)	\$12,000	Incremental Date: N.A.	

Salary Assessment: [New Recruitment of APSM]

Note:

New Recruitment of APSM

Candidates should possess a recognized local first degree plus ***teacher training in primary education***, or equivalent qualifications. **(CoA)**

Please approach REO for appointment matters, if necessary.

CASE STUDY FOR TEACHING STAFF

REGRADING

Case (1) – Inappropriate level of teacher training



A CM (P) will be regraded as APSM in an aided primary school on 1.9.2020.

Qualification(s)	B. Ed (Secondary)	EdUHK (26.6.2018)		
Experience	1.9.2018-31.8.2020	CM (P)	Aided School	SG
Previous Salary (as at 31.8.2020)	Pt. 14	Incremental Date: 1.9		

Case (1) – Inappropriate level of teacher training

Salary Assessment: [CM (P) → APSM]

- (i) APSM Salary Scale: MPS Pt. 15-20#-29 (salary scale effective from 1.10.2010)
- (ii) Steps:

Date	MPS Pt.	Remarks
1.9.2018	13	ID: 1.9 NID: 1.9.2019
1.9.2019	14	ID: 1.9 NID: 1.9.2020
1.9.2020	17	<p>1. If arranged by c/f: Pt. 14 → Pt. 15 (APSM) ID: 1.9 NID: 1.9.2021</p> <p style="text-align: right;"> <i>(GSA App 10A(b))</i></p> <p>2. If arranged by RA: Prevailing starting salary + ICQ + Post-qualification teaching experience</p> <p>Pt. 15 + 0 ICQ + 2y = Pt. 17 ID: 1.9 NID: 1.9.2021</p> <p style="text-align: right;"> <i>(GSA App 10A(b))</i></p>

•ICQ: Incremental Credit for Qualification

Case (2) – Incremental date

A CM (P) will be regraded as APSM in an aided primary school on 1.9.2020.



Qualification(s)	Teacher Certificate (3-year full time)	Grantham College of Education (7.6.1996)		
	B. Sc	OUHK (28.6.2020)		
Experience	1.9.1996-31.8.1999	CM (P)	Aided School	SG
	<i>1.9.1999-28.2.2019</i>	<i>No service</i>		
	1.3.2019-31.8.2020	CM (P)	Aided School	SG
Previous Salary (as at 31.8.2020)	Pt. 18	Incremental Date: 1.3		

Case (2) – Incremental date

Salary Assessment: [CM (P) → APSM]

(i) APSM Salary Scale: MPS Pt. 15-20#-29 (salary scale effective from 1.10.2010)

(ii) Steps:

Date	MPS Pt.	Remarks
1.3.2019	17	CM as at 1.3.2019 (Salary scale effective from 1.10.2010) Pt. 14 + 3y = Pt. 17 ID: 1.3 NID: 1.3.2020
1.3.2020	18	ID: 1.3 NID: 1.3.2021
1.9.2020	18	<p>1. If arranged by c/f: Pt. 18 (CM) → Pt. 18 (APSM)  <i>(GSA App 10A(b))</i> ID: 1.9 NID: 1.9.2021</p> <p>*ID should be the date of regrading (GSA 2.3.4)</p> <p>2. If arranged by RA: Prevailing starting salary + ICQ + Post-qualification teaching experience</p> <p>Pt. 15 + 2 ICQ + 2m ICE (i.e. since 28.6.2020) = Pt. 17 (2m)  <i>(GSA App 10A(b))</i> ID: 1.7 NID: 1.7.2021</p>