

CASE STUDY FOR TEACHING STAFF

NEW APPOINTMENT

Case (1) – DSS GM to Aided GM

A GM will be appointed in an aided secondary 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	GM	SG
	1.9.2018-31.8.2020	Graduate Teacher II (comparable to GM)	DSS School funding
Previous Salary (as at 31.8.2020)	\$58,345	Incremental Date:	1.9

Case (1) – DSS GM to Aided GM

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

(i) Salary Scale: **MPS Pt. 17-22#-33 (salary scale effective from 1.8.2007-30.9.2010)**

(ii) Steps:

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	ID: 1.9 NID: 1.9.2021

Case (2) – Private GM to Aided GM

A GM will be appointed in an aided secondary school on 1.9.2020.

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

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

(i) Salary Scale: MPS Pt. 15-20#-33 (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 (Primary) to GM

A GM will be appointed in an aided special school on 1.9.2020.

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

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

(i) GM Salary Scale: MPS Pt. 15-20#-33 (salary scale for GM 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) – APSM to GM

A GM 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 (P)	SG
	1.9.2009-31.8.2020	APSM	SG
Previous Salary (as at 31.8.2020)	MPS Pt. 29 (MAX)	Incremental Date: N.A.	

Case (4) – APSM to GM

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

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

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	ID: 1.7 NID: 1.7.2011
1.7.2011-30.6.2012	27	ID: 1.7 NID: 1.7.2012
1.7.2012-30.6.2013	28	ID: 1.7 NID: 1.7.2013
1.7.2013-31.8.2020	29 (MAX)	Max. Pt. of APSM rank ID & NID: NA
1.9.2020	<u>29</u>	<ul style="list-style-type: none">Switching to the GM salary scaleBy carry-forward arrangement (GSA App10A(a)) ID: 1.9 NID: 1.9.2021

Case (5) – Change in Full-time Equivalence



A GM will be appointed in an aided secondary school on 1.9.2020.

Qualification(s)	BEd (Secondary)	HKIED (25.6.2014)	
Experience	1.9.2014-31.8.2016	CM (S)	SG
	1.9.2016-31.8.2020	0.8 GM	SG
Previous Salary (as at 31.8.2020)	MPS Pt. 22	Incremental Date:	1.9

Salary Assessment: [0.8 GM → full-time GM → Compressed ICE]

- (i) Salary Scale: MPS Pt. 15-20#-33 (salary scale effective from 1.10.2010)
- (ii) Steps:

Case (5) – Change in Full-time Equivalence

Date	MPS Pt.	ICE Counted
1.9.2014	14	CM as at 1.9.2014 (Salary scale effective from 1.10.2010) ID: 1.9 NID: 1.9.2015
1.9.2015	15	ID: 1.9 NID: 1.9.2016
1.9.2016	19	<p>1 CM → 0.8 GM</p> <p>1. If arranged by c/f: Pt. 15 (CM) → Pt. 16 (GM)  (GSA App 10A(b)) ID: 1.9 NID: 1.9.2017</p> <p>2. If arranged by RA: Prevailing starting Salary + ICQ + Post-qualification teaching experience</p> <p>Pt. 15 + 2 ICQ + 2y ICE (i.e. since 25.6.2014) = Pt. 19  (GSA App 10A(b)) ID: 1.9 NID: 1.9.2017</p>
1.9.2016-31.8.2020		0.8 GM, Compressed ICE: 48m x 0.8 = 38m = 3y2m
1.9.2020	22	Pt. 19 + 3y2m compressed ICE = Pt. 22(2m) ID: 1.7 NID: 1.7.2021

Case (6) – Non-local bachelor degree (EDBC No. 41/1998)

A CM (S) will be appointed as GM in an aided secondary 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 (S)	Aided School	SG	
	1.9.2013- 31.8.2020	CM (S)	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.

Case (6) – Non-local bachelor degree (EDBC No. 41/1998)

Salary Assessment: [CM (S) → GM]

(i) GM Salary Scale: MPS Pt. 15-20#-33 (salary scale effective from 1.10.2010)

(ii) Steps:

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	33	<p>1. If arranged by c/f: Pt. 24 (CM) → Pt. 24 (GM) ID: 1.9 NID: 1.9.2021</p> <p style="text-align: right;"> (GSA App 10A(b))</p> <p>2. If arranged by RA: Prevailing starting Salary + ICQ + Post-qualification teaching experience</p> <p>[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. 33 (MAX) ID & NID: NA</p> <p style="text-align: right;"> (GSA App 10A(b))</p>

Case (7) – Non-local master degree



A CM (S) will be appointed as GM in an aided secondary school on 1.9.2020.

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

Case (7) – Non-local master degree

Salary Assessment: [CM (S) → GM]

- (i) GM Salary Scale: MPS Pt. 15-20#-33 (salary scale effective from 1.10.2010)
- (ii) Steps:

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 (GM) 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 [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: 5px; 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</p> <p style="text-align: right;"> <i>(GSA App 10A(b))</i></p> </div>

CASE STUDY FOR TEACHING STAFF

REGRADING

Case (1) – Inappropriate level of teacher training

A CM (S) will be regraded as GM in an aided secondary school on 1.9.2020.



Qualification(s)	B. Ed (Primary)	EdUHK (26.6.2018)		
Experience	1.9.2018-31.8.2020	CM (S)	Aided School	SG
Previous Salary (as at 31.8.2020)	Pt. 15	Incremental Date: 1.9		

Case (1) – Inappropriate level of teacher training

Salary Assessment: [CM (S) → GM]

(i) GM Salary Scale: MPS Pt. 15-20#-33 (salary scale effective from 1.10.2010)

(ii) Steps:

Date	MPS Pt.	Remarks
1.9.2018	14	CM(S) as at 1.9.2018 (Salary scale effective from 1.10.2010) ID: 1.9 NID: 1.9.2019
1.9.2019	15	ID: 1.9 NID: 1.9.2020
1.9.2020	17	<p>1. If arranged by c/f: Pt. 15 → Pt. 16 (GM) 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 (S) will be regraded as GM in an aided secondary 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 (S)	Aided School	SG
	<i>1.9.1999-28.2.2019</i>	<i>No service</i>		
	1.3.2019-31.8.2020	CM (S)	Aided School	SG
Previous Salary (as at 31.8.2020)	Pt. 18	Incremental Date: 1.3		

Case (2) – Incremental date

Salary Assessment: [CM (S) → GM]

- (i) GM Salary Scale: MPS Pt. 15-20#-33 (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 (GM)  <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) ID: 1.7 NID: 1.7.2021  <i>(GSA App 10A(b))</i></p>