

**The Government of the Hong Kong Special Administrative Region
of the People's Republic of China
EDUCATION BUREAU
Assistant Primary School Master/Mistress**

The 2025 recruitment for Assistant Primary School Master/Mistress will be open to persons holding a relevant bachelor's degree (or equivalent), and students who are pursuing a relevant bachelor's degree (or equivalent), and graduating in the 2025-26 or 2026-27 academic years.

Subjects for Application:

(A) Chinese Language (B) English Language (C) Primary Science

Salary : Master Pay Scale Point 15 (HK\$35,080 per month) to Master Pay Scale Point 29 (HK\$67,850 per month) [General Note (1)]

[Note: Officers with a Bachelor of Education (BEd) / Postgraduate Certificate in Education (PGCE) / Postgraduate Diploma in Education (PGDE) in primary education from a Hong Kong tertiary education institution, or equivalent; or a teacher's certificate in primary education awarded by the former Colleges of Education or the former Hong Kong Institute of Education, or equivalent, will enter at MPS Point 17 [General Note (2)].

Entry Requirements:

Candidates should have –

- (a) met the language proficiency requirements of 'Level 2' results in the two language papers (Use of Chinese and Use of English) in the Common Recruitment Examination (CRE), or equivalent [See Note below];
- (b) a 'Pass' result in the Basic Law and National Security Law Test (BLNST) (degree/professional grades);

AND

for **Subject (A)**, candidates should also have –

- c(i)A a Hong Kong Bachelor of Education (BEd) in primary education majoring in Chinese language, or equivalent [General Note (3)]; or
- (c)(ii)A a Hong Kong bachelor's degree majoring in Chinese language, or equivalent [General Note (3)]; and

- (a) a Postgraduate Certificate in Education (PGCE) in primary education / Postgraduate Diploma in Education (PGDE) in primary education majoring in Chinese language from a Hong Kong tertiary education institution, or equivalent [General Note (3)]; or
- (b) a teacher's certificate in primary education majoring in Chinese language awarded by the former Colleges of Education or the former Hong Kong Institute of Education, or equivalent [General Note (3)].

The entry requirements set out above are applicable to Chinese Language teachers appointed in or after the 2004/05 school year. For serving Chinese Language teachers holding a permanent post in local public sector and private primary day schools which offer a full curriculum before the 2004/05 school year, they should have a Hong Kong BEd in primary education, or equivalent [General Note (3)], and possess the requisite results in CRE and BLNST.

for **Subject (B)**, candidates should also have -

- (c)(i)B a Hong Kong BEd in primary education majoring in English language, or equivalent [General Note (3)]; or
- (c)(ii)B a Hong Kong bachelor's degree majoring in English language, or equivalent [General Note (3)]; and
 - (a) a PGCE in primary education / PGDE in primary education majoring in English language from a Hong Kong tertiary education institution, or equivalent [General Note (3)]; or
 - (b) a teacher's certificate in primary education majoring in English language awarded by the former Colleges of Education or the former Hong Kong Institute of Education, or equivalent [General Note (3)]; **and**
- (d)(i)B attained 'Level 3' proficiency or above in English language in the Language Proficiency Assessment (LPA) [General Note (4)] or are exempted from the said language proficiency requirement by the Education Bureau; or
- (d)(ii)B attained an overall band score of 7.5 or above with no individual band scores (i.e. the Listening, Reading, Writing, and Speaking band scores) below 7.0 in the same Test Report Form in the International English Language Testing System (IELTS) (Academic Module) [General Note (5)] **and** obtained the 'attained' result [General Note (6)] in the Classroom Language Assessment (CLA), or are exempted from the said language proficiency requirement.

The entry requirements set out above are applicable to English Language teachers appointed in or after the 2004/05 school year. For serving English Language teachers holding a permanent post in local public sector and private primary day schools which offer a full curriculum before the 2004/05 school year, they should have a Hong Kong BEd in primary education, or equivalent [General Note (3)], and possess the requisite results in CRE and BLNST. Candidates who are not exempted from the language proficiency requirement set out in paragraphs (d)(i)B or d(ii)B above by way of

qualification but have met, with the exception of classroom language, the basic language proficiency requirement in all the core language skills (i.e. reading, writing, listening and speaking) of the LPA or attained the specified results in the Academic Module of IELTS, may also apply. However, they have to attain the language proficiency requirement in the CLA within one year from the date of appointment.

for **Subject (C)**, candidates should also have -

(c)(i)C a Hong Kong BEd in primary education, or equivalent [General Note (3)]; or

(c)(ii)C a Hong Kong bachelor's degree, or equivalent [General Note (3)]; and

- (a) a PGCE in primary education / PGDE in primary education from a Hong Kong tertiary education institution, or equivalent [General Note (3)]; or
- (b) a teacher's certificate in primary education awarded by the former Colleges of Education or the former Hong Kong Institute of Education, or equivalent [General Note (3)].

Potential applicants may also apply if they do not meet the language proficiency requirements set out in (a) above but are expected to obtain 'Level 2' results in the two language papers in CRE, or equivalent, **no later than the summer of 2026**.

Potential applicants may also apply if they do not meet the relevant entry requirements set out in (c) or (d) above but are expected to obtain the following qualifications or attain the following language proficiency requirement to meet the aforementioned entry requirements **no later than the summer of 2026, or no later than the summer of 2027 (for applicants graduating in the 2026-27 academic year)** –

for **Subject (A)** –

- (i) a Hong Kong BEd in primary education majoring in Chinese language, or equivalent [General Note (3)]; or
- (ii) a Hong Kong bachelor's degree majoring in Chinese language, or equivalent [General Note (3)]; and
a PGCE in primary education / PGDE in primary education majoring in Chinese language from a Hong Kong tertiary education institution, or equivalent [General Note (3)].

for **Subject (B)** –

- (i) a Hong Kong BEd in primary education majoring in English language, or equivalent [General Note (3)]; or
- (ii) a Hong Kong bachelor's degree majoring in English language, or equivalent [General Note (3)]; and
a PGCE in primary education / PGDE in primary education majoring in English language from a Hong Kong tertiary education institution, or equivalent [General Note (3)]; or

(iii) the language proficiency requirement set out in paragraphs (d)(i)B or d(ii)B above.

for **Subject (C)** –

- (i) a Hong Kong BEd in primary education, or equivalent [General Note (3)]; or
- (ii) a Hong Kong bachelor's degree, or equivalent [General Note (3)]; and
a PGCE in primary education / PGDE in primary education from a Hong Kong tertiary education institution, or equivalent [General Note (3)].

If selected, appointment will be subject to, among others, the attainment of requisite academic qualification or requirement within the 2025-26 or 2026-27 academic years respectively.

Applicants are required to **clearly state the expected date of obtaining the said qualification(s)** in the application form, and to **provide documentary evidence** such as letters, certificates and transcripts to prove that they have obtained the requisite qualification(s) and met the entry requirements in the aforementioned period **by the deadline** to be determined by this Bureau. Applicants who fail to provide the necessary information as required will not be considered further.

Note :

The results of the Use of Chinese (UC) and Use of English (UE) papers in the CRE are classified as 'Level 2', 'Level 1' or 'Fail', with 'Level 2' being the highest.

'Level 5' or above in Chinese Language of the Hong Kong Diploma of Secondary Education Examination (HKDSEE); or Grade 'C' or above in Chinese Language and Culture or Chinese Language and Literature of the Hong Kong Advanced Level Examination (HKALE) are accepted as equivalent to 'Level 2' in the UC paper of the CRE. 'Level 5' or above in English Language of the HKDSEE; or Grade 'C' or above in Use of English of the HKALE; or Grade 'C' or above in English Language of the General Certificate of Education (Advanced Level) (GCE A Level), are accepted as equivalent to 'Level 2' in the UE paper of the CRE.

Candidate with an overall band of 6.5 or above with no subtest score below band 6 obtained in the same sitting in the Academic Module of the International English Language Testing System (IELTS) within the two-year validity period of the test result is accepted as equivalent to 'Level 2' in the UE paper of the CRE. The IELTS test result must be valid on any date during the application period.

The Quality:

Candidates should –

- be responsible, self-motivated and enthusiastic;
- have a fine character and integrity;
- be committed to serving in the education field; and
- be able to communicate effectively in Chinese and English.

Duties:

Assistant Primary School Masters/Mistresses are mainly deployed on teaching duties and assisting in the implementation of education policies and initiatives in government primary schools.

This Bureau, in deploying a successful candidate to a particular subject (including teaching by means of Chinese and English), will take into account the operational needs of government primary schools that may be adjusted from time to time, having regard to the candidate's qualification and experience. A successful candidate may be required to teach subjects other than those he/she has indicated in his/her application, and the deployment to school will be arranged by this Bureau based on the operational needs.

Terms of Appointment:

A new recruit will be appointed on civil service probationary terms for three years. Upon passage of probation bar, he/she may be considered for appointment on the prevailing permanent terms [General Notes (8) to (10)].

Basic Law and National Security Law Test:

All applicants for civil service jobs will be assessed on their knowledge of the Basic Law and National Security Law. A pass result in the BLNST is an entry requirement for all civil service jobs. Only those candidates who have passed the BLNST will be considered for appointment.

For candidates who have not taken the relevant BLNST or have not attained a pass result in the relevant BLNST at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant BLNST during the recruitment process.

Contact Address and Enquiry Telephone No.:

Appointments and Personnel Section, Education Bureau, Room 1636, 16/F, Wu Chung House, 213 Queen's Road East, Wanchai, Hong Kong (Telephone No.: 2892 5978 or 2892 6174).

Closing Date for Application: 29 August 2025 (Friday).

How to apply :

Applicants must apply online through the Online Application System of the Education Bureau (<http://www.edb.gov.hk> > “About EDB” > “Bureau's Information” > “EDB Recruitment” > “Civil Service Vacancies”) within the application period.

When completing the online applications, candidates should upload the soft copies of their **diplomas/certificates and transcripts** stating the major and minor subjects studied in support of **all relevant qualifications attained** [e.g. degree, teacher training (as appropriate), language proficiency level, BLNST and CRE]. Candidates applying for **Subject (B)** should also upload the soft copies of certificates of LPA, IELTS (Academic Module) or letter of exemption from the language proficiency requirement. **Candidates holding qualifications obtained from academic**

institutions outside Hong Kong should also upload the official documents issued by the relevant academic institutions stating the mode of delivery (e.g. full time/part time, on campus/distance learning, etc.) of the study programmes. To facilitate the assessment of the qualifications, candidates should provide the above documents for all other relevant qualifications obtained as far as possible.

Candidates may submit one application to apply for a vacancy in more than one subject currently being advertised for recruitment of Assistant Primary School Master/Mistress. **Candidates must apply online through the Online Application System of the Education Bureau. Applications which are incomplete or submitted in person, by post, by fax or by e-mail will not be accepted.**

Candidates who are selected for interview may expect to receive an invitation by email by end of December 2025. If necessary, this Bureau may also request the candidates to provide supplementary information by email. **Please ensure that the email address provided is correct.** As it takes time to verify candidates' qualifications, an invitation to the interview does not imply that the candidate's qualifications meet the entry requirements of the Assistant Primary School Masters/Mistresses posts. Those who are not invited for interview may assume that their applications are unsuccessful.

General Notes:

- (1) The information on the maximum pay point is for reference only and it may be subject to changes.
- (2) Subject to the prevailing situation, serving non-civil service teachers on appointment from aided schools, government schools, caput schools, Bought Place Schools or Direct Subsidy Schools to a teaching post of the same/ equivalent rank in government schools without a break in service, may normally be offered a pay no less than his/her existing pay upon appointment to the new post, capped by the maximum pay point of the new post. The final decision on the pay to be offered upon appointment to the new post rests with the Education Bureau.
- (3) For general awareness, a locally-accredited Hong Kong bachelor's degree is at Level 5 under the Hong Kong Qualifications Framework (HKQF). While there are other qualifications under HKQF Level 5, for the purpose of this recruitment exercise, only bachelor's degree in the relevant subjects is acceptable. Further information on HKQF may be accessed on HKQF's website (<http://www.hkqf.gov.hk>) or by phone (3793 3955).
- (4) The assessment was formerly known as the Language Proficiency Assessment for Teachers. LPA (English Language) consisted of five papers including Reading, Writing, Listening, Speaking and CLA.
- (5) IELTS (Academic Module) test score is valid for up to two years after the test date.

- (6) Within the same sitting of the CLA, attain at least Level 3 or above on three out of the four scales and Level 2.5 or above on the remaining one scale.
- (7) Those who have participated in the Early Retirement Scheme for government or aided school teachers **will not be considered** for appointment to the Assistant Primary School Master/Mistress post.
- (8) Civil service vacancies are posts on the civil service establishment. Candidates selected for these vacancies will be appointed on civil service terms of appointment and conditions of service and will become civil servants on appointment.
- (9) The entry pay, terms of appointment and conditions of service to be offered are subject to the provisions prevailing at the time the offer of appointment is made.
- (10) Fringe benefits include paid leave, medical and dental benefits, and where appropriate, housing benefits.
- (11) If a new recruit progresses onto new permanent terms upon satisfactory completion of the probationary/agreement period, he/she will be eligible to join the Civil Service Provident Fund (CSPF) Scheme. The Government's contributions under the CSPF Scheme, including mandatory and voluntary contributions, follow a progressive contribution rates schedule ranging from 5% to 25% of the basic salary of an eligible officer at his/her substantive rank, depending on his/her completed years of continuous service on civil service terms. In general, the above-mentioned Government's contribution rate is 15% at the time when an eligible officer who has completed three years of continuous service progresses onto new permanent terms and joins the CSPF Scheme. Further information on the CSPF Scheme may be accessed on CSB's website (<http://www.csb.gov.hk>).
- (12) Candidates must be permanent residents of the Hong Kong Special Administrative Region at the time of appointment unless specified otherwise.
- (13) As an Equal Opportunities Employer, the Government is committed to eliminating discrimination in employment. The vacancies advertised are open to all candidates meeting the basic entry requirements irrespective of their disability, sex, marital status, pregnancy, age, family status, sexual orientation and race.
- (14) Where a large number of candidates meet the specified entry requirements, the Education Bureau may devise shortlisting criteria to select the better qualified candidates for further processing. In the circumstances, only shortlisted candidates will be invited to attend the interview.

- (15) It is Government's policy to place people with a disability in appropriate jobs wherever possible. If a disabled candidate meets the entry requirements, he/she will be invited to attend the interview without being subject to further shortlisting. Applicants who have declared disabilities found suitable for appointment may be given an appropriate degree of preference over other applicants whose suitability for appointment is considered comparable to that of the former. The Government policy and other related measures on employment of persons with disabilities are set out in the booklet "*Employ People Based on Their Abilities – Application for Government Jobs by Persons with Disabilities*" which is available for reference on the Civil Service Bureau's website at <http://www.csb.gov.hk> under "Administration of the Civil Service – Appointments".
- (16) Towards the application deadline, our online system would likely be overloaded due to large volume of applications. To ensure timely completion of your online applications, it is advisable to submit the applications as early as possible.
- (17) Personal data collected will be used for recruitment and other employment-related purpose. It may be provided to government departments and other organisations or agencies authorised to process the information for purposes relating to recruitment by and employment with the Government as may be necessary. Personal data of unsuccessful candidates will be destroyed after the recruitment exercise when no longer required. For correction of or access to personal data after submission of the application, please contact the Education Bureau at the enquiry telephone number.
- (18) Civil service vacancies information contained in this advertisement is also available on the GovHK on the internet at <http://www.gov.hk> or in the "Government Vacancies" Mobile Application available for download from Google Play /Apple App Store/HUAWEI AppGallery.