



中華人民共和國香港特別行政區政府
教育局
Education Bureau
The Government of the Hong Kong Special Administrative Region
of the People's Republic of China

督學（學位） INSPECTOR (GRADUATE)

督學職系的工作職能多元化，亦具挑戰性。督學通過課程發展、視學、教師培訓、課程支援等不同的專業教育服務，致力提升學與教的質素，推動學校發展，使學生受惠於優質教育。

The job duties of Inspectorate Grade are both diversified and challenging. Inspectors are committed to providing a wide range of professional education services to enhance the quality of learning and teaching as well as promote school development through curriculum development, school inspections, teacher training and curriculum support, etc., to benefit our students with quality education.

教育局督學職系的工作使命，是提升學校學與教的質素。督學在多個教育工作範疇擔當著重要角色。在課程發展方面，督學是前瞻者，領導課程發展的方向，並協助編訂及更新課程指引、製作多元化的學與教資源等。督學是促進者，透過推行各項支援措施，協助學校開展國民教育（包括國家安全教育），以加強學生認識法治和國情，明白保障國家安全的重要性，並提升國民身份認同感，以及建立國家觀念、「一國兩制」、法治觀念、權利與義務、責任感、承擔精神、尊重他人及自律等重要概念。督學是學校的諍友，透過校外評核和重點視學，指出學校優點及尚待改善之處，推動學校持續發展。督學是教師培訓者，通過舉辦不同模式及主題的研討會、工作坊、學習社群，以及提供校本支援服務等，提升教師課程規劃的專業能量，促進他們運用有效的教學策略。督學是教師的同行者，經常與學校攜手協作，試行配合課程持續更新的教學及評估策略，亦會組織多元化的學生活動，例如大型活動及境外交流等，豐富學生的學習經歷，有助全人發展。

督學可以說是教育局教育創新的先行者。教育局十分重視督學的持續專業發展，提供許多在職進修的機會，包括參加由公務員學院或教育局內部舉辦的專業課程、大型的教育會議和展覽、內地及海外交流和培訓活動等，讓他們拓寬視野，掌握最新的教育政策、課程及教學發展趨勢，強化專業能量。

督學在多方面推動優質教育，是一項具挑戰性及有意義的事業。有志加入督學行列的人士可按本身的資歷，申請相關科別（例如：不同的科目、輔導及訓育或特殊教育）的督學職位。

The mission of the Inspectorate Grade in the Education Bureau is to promote the quality of learning and teaching in schools. Inspectors play important roles in various areas of education. In the aspect of curriculum development, inspectors are a visionary, leading the direction of curriculum development by formulating and updating curriculum guidelines and producing a variety of learning and teaching resources, etc. Inspectors are a facilitator. Through implementing various support measures, inspectors assist schools to implement national education (including national security education) so as to strengthen students' understanding of the rule of law and national conditions, enable them to understand the importance of national security, enhance their sense of national identity and facilitate their development of important concepts, such as nationhood, "One Country, Two Systems", rule of law, rights and duties, responsibility, commitment, respect for others and self-discipline. Inspectors are a critical friend of schools. Through external school review and focus inspections, the strengths of schools and areas for improvement are highlighted so as to promote the sustainable development of schools. Inspectors serve as a teacher trainer. By organising seminars, workshops, and learning communities of different modes and themes, as well as providing school-based support services, etc., teachers can enhance their professional capacity in curriculum planning and the use of effective teaching strategies. Inspectors are also teachers' companions. They often collaborate hand in hand with schools to try out new teaching and assessment strategies in line with the ongoing renewal of curriculum. They also organise various types of student activities, such as large-scale activities and overseas exchanges, to enrich students' learning experiences conducive to their whole-person development.

Inspectors can be regarded as vanguards of educational innovation in the Education Bureau. The Bureau attaches great importance to continuous professional development of inspectors and provides them with many opportunities for on-the-job training, including participation in professional courses organised by Civil Service College or the Education Bureau, large-scale educational conferences and exhibitions, mainland and overseas exchange and training activities, etc. Colleagues can broaden their horizons and grasp the latest trends of education policies, curriculum and teaching development to strengthen professional capacity.

Inspectors promote quality education in various ways, and the career is both challenging and rewarding. Those who are interested in joining the family of inspectors may apply for the post of inspector of relevant subjects (for example, different subjects, guidance and discipline or special education) according to their qualifications and experiences.



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督學（學位） INSPECTOR (GRADUATE)

督學（學位）職系的主要職務

MAJOR DUTIES OF INSPECTOR (GRADUATE) GRADE

- 1 發展及評審課程；
Developing and reviewing curriculum;
- 2 到學校進行視學，促進學校自我評估以持續完善；
Conducting school inspections and promoting school self-evaluation for continuous improvement;
- 3 為教師提供專業培訓；
Providing professional training for teachers;
- 4 發展學與教資源，以支援課程的推行；
Developing learning and teaching resources to support the implementation of curriculum;
- 5 提供校本支援服務及協助學校學與教方面的發展；
Providing school-based support services and assisting schools in the development of learning and teaching;
- 6 監察和提供特殊教育服務；
Monitoring and providing special education services;
- 7 參與規劃及推行不同的教育政策，以配合本地、國家及國際教育發展趨勢；以及
Participating in the planning and implementation of various education policies to be in line with local, national and international education development trends; and
- 8 促進學校有系統地全面策劃和推行國民教育（包括國家安全教育）。
Facilitating the systematic and comprehensive planning and implementation of national education (including national security education) in schools.



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督學（學位） INSPECTOR (GRADUATE)

招聘職級

RECRUITMENT RANK

職位 / 薪金 POST / SALARY	入職條件 ENTRY REQUIREMENTS
<div>助理督學（學位） Assistant Inspector (Graduate)</div> <div>總薪級表 Master Pay Scale</div> <div>第23點 至 第33點 Point 23 to Point 33</div> <div>薪金 Salary</div> <div>\$50,045 - \$79,135</div>	<div><div>1</div><div>持有香港頒授的相關學科學士學位，或具備同等學歷； a Hong Kong Bachelor's degree in a relevant subject, or equivalent;</div></div> <div><div>2</div><div>持有香港專上教育機構頒授的教育證書，或具備同等學歷； a certificate in education from a Hong Kong tertiary education institution, or equivalent;</div></div> <div><div>3</div><div>在取得學士學位後，具備四年有關工作經驗； four years' relevant post-degree experience;</div></div> <div><div>4</div><div>符合語文能力要求，即在綜合招聘考試兩份語文試卷（中文運用及英文運用）取得「二級」成績，或具備同等成績；以及 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; and</div></div> <div><div>5</div><div>在《基本法及香港國安法》測試取得及格成績。 a pass result in the Basic Law and National Security Law Test.</div></div>

註: 有關最新薪酬，請瀏覽公務員事務局網頁 (www.csb.gov.hk)。

Note: For the latest salary, please visit the website of Civil Service Bureau (www.csb.gov.hk).





督學（學位）

INSPECTOR

(GRADUATE)

附帶福利

FRINGE BENEFITS

職位 / 薪酬表 POST / PAY SCALE	附帶福利 FRINGE BENEFITS
<div>助理督學（學位） Assistant Inspector (Graduate)</div> <div>總薪級表 Master Pay Scale (MPS)</div> <div>第23點 至 第33點 Point 23 to Point 33</div> <div>薪金 Salary \$50,045 - \$79,135</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年18日；服務滿10年：一年22日） （適用於2000年6月或之後入職人員） Vacation leave (18 days/year with less than 10 years' service; 22 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、侍產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 總薪級表第22至33點並已連續服務至少3年的人員可享非實報實銷現金津貼 （按配額制度發放）：每月津貼\$5,850 – \$9,700 Eligible for Non-accountable Cash Allowance for MPS Point 22 to 33 and have completed at least three years of continuous service (subject to a quota system): Rate per month: \$5,850 – \$9,700</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>
<div>督學（學位） Inspector (Graduate)</div> <div>總薪級表 Master Pay Scale (MPS)</div> <div>第34點 至 第39點 Point 34 to Point 39</div> <div>薪金 Salary \$79,930 - \$94,735</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年18日；服務滿10年：一年22日） （適用於2000年6月或之後入職人員） Vacation leave (18 days/year with less than 10 years' service; 22 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、侍產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$20,020 – \$23,090（總薪級表第34至40點） Eligible for Non-accountable Cash Allowance: Rate per month: \$20,020 – \$23,090 (MPS Point 34 to 40)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>

上列附帶福利並未盡錄，其享用須符合現行《公務員事務規例》及相關指引的條款和條件。
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督學（學位）

INSPECTOR

(GRADUATE)

附帶福利

FRINGE BENEFITS

職位／薪酬表 POST / PAY SCALE	附帶福利 FRINGE BENEFITS
<div>高級督學</div> <div>Senior Inspector</div> <div>總薪級表</div> <div>Master Pay Scale</div> <div>(MPS)</div> <div>第40點 至 第44點</div> <div>Point 40 to Point 44</div> <div>薪金</div> <div>Salary</div> <div>\$98,810 - \$116,165</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年18日；服務滿10年：一年22日） （適用於2000年6月或之後入職人員） Vacation leave (18 days/year with less than 10 years' service; 22 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、待產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$23,090 – \$26,190（總薪級表第38至44B點） Eligible for Non-accountable Cash Allowance: Rate per month: \$23,090 – \$26,190 (MPS Point 38 to 44B)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>
<div>首席督學</div> <div>Principal Inspector</div> <div>總薪級表</div> <div>Master Pay Scale</div> <div>(MPS)</div> <div>第45點 至 第49點</div> <div>Point 45 to Point 49</div> <div>薪金</div> <div>Salary</div> <div>\$123,980 - \$142,840</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年18日；服務滿10年：一年22日） （適用於2000年6月或之後入職人員） Vacation leave (18 days/year with less than 10 years' service; 22 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、待產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$36,960（總薪級表第45點至首長級薪級表第1點） Eligible for Non-accountable Cash Allowance: Rate per month: \$36,960 (MPS Point 45 to Directorate Pay Scale D1)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>

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督學（學位）

INSPECTOR

(GRADUATE)

附帶福利

FRINGE BENEFITS

職位 / 薪酬表 POST / PAY SCALE	附帶福利 FRINGE BENEFITS
<div>首席教育主任</div> <div>Principal</div> <div>Education Officer</div> <div>首長級薪級表</div> <div>Directorate</div> <div>Pay Scale</div> <div>第一點</div> <div>D1</div> <div>薪金</div> <div>Salary</div> <div>\$159,150 - \$174,200</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年22日；服務滿10年：一年26日） （適用於2000年6月或之後入職人員） Vacation leave (22 days/year with less than 10 years' service; 26 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、侍產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$36,960（總薪級表第45點至首長級薪級表第1點） Eligible for Non-accountable Cash Allowance: Rate per month: \$36,960 (MPS Point 45 to Directorate Pay Scale D1)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE</div> <div><div>• 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance</div><div>• 首長級薪級表第1至3點每個資格周期津貼\$20,820 Rates per eligibility period for Directorate Pay Scale D1 to D3: \$20,820</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>

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督學（學位）

INSPECTOR

(GRADUATE)

附帶福利

FRINGE BENEFITS

職位 / 薪酬表 POST / PAY SCALE	附帶福利 FRINGE BENEFITS
<div>教育署助理署長</div> <div>Assistant Director</div> <div>of Education</div> <div>首長級薪級表</div> <div>Directorate</div> <div>Pay Scale</div> <div>第二點</div> <div>D2</div> <div>薪金</div> <div>Salary</div> <div>\$189,150 - \$206,700</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年22日；服務滿10年：一年26日） （適用於2000年6月或之後入職人員） Vacation leave (22 days/year with less than 10 years' service; 26 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、侍產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$41,580（首長級薪級表第2至5點） Eligible for Non-accountable Cash Allowance: Rate per month: \$41,580 (Directorate Pay Scale D2 to D5)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE</div> <div><div>• 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance</div><div>• 首長級薪級表第1至3點每個資格周期津貼\$20,820 Rates per eligibility period for Directorate Pay Scale D1 to D3: \$20,820</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>

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INSPECTOR

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FRINGE BENEFITS

職位 / 薪酬表 POST / PAY SCALE	附帶福利 FRINGE BENEFITS
<div>教育署</div> <div>高級助理署長</div> <div>Senior</div> <div>Assistant Director</div> <div>of Education</div> <div>首長級薪級表</div> <div>Directorate</div> <div>Pay Scale</div> <div>第三點</div> <div>D3</div> <div>薪金</div> <div>Salary</div> <div>\$219,850 - \$240,000</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年22日；服務滿10年：一年26日） （適用於2000年6月或之後入職人員） Vacation leave (22 days/year with less than 10 years' service; 26 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、侍產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$41,580（首長級薪級表第2至5點） Eligible for Non-accountable Cash Allowance: Rate per month: \$41,580 (Directorate Pay Scale D2 to D5)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE</div> <div><div>• 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance</div><div>• 首長級薪級表第1至3點每個資格周期津貼\$20,820 Rates per eligibility period for Directorate Pay Scale D1 to D3: \$20,820</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>

上列附帶福利並未盡錄，其享用須符合現行《公務員事務規例》及相關指引的條款和條件。
The fringe benefits listed above are not exhaustive and are subject to the terms and conditions as stipulated in the prevailing Civil Service Regulations and related guidelines.



督學（學位）

INSPECTOR

(GRADUATE)

附帶福利

FRINGE BENEFITS

職位 / 薪酬表 POST / PAY SCALE	附帶福利 FRINGE BENEFITS
<div>教育署副署長 Deputy Director of Education</div> <div>首長級薪級表 Directorate Pay Scale 第四點 D4</div> <div>薪金 Salary \$249,500 - \$264,800</div>	<div>有薪假期 PAID LEAVE</div> <div><div>• 例假（服務未滿10年：一年22日；服務滿10年：一年26日） （適用於2000年6月或之後入職人員） Vacation leave (22 days/year with less than 10 years' service; 26 days/year with 10 years' service or above) (Applicable to officers joining in June 2000 or after)</div><div>• 其他假期包括病假、分娩假、侍產假和進修假期 Other leaves including sick leave, maternity leave, paternity leave and study leave</div></div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS</div> <div><div>• 政府醫療及牙科機構 Government medical and dental facilities</div><div>• 公務員、公務員的配偶及未滿21歲的未婚子女 Officers, officers' spouse and children who are unmarried and under the age of 21</div></div> <div>房屋福利 HOUSING BENEFITS</div> <div><div>• 可享非實報實銷現金津貼：每月津貼\$41,580（首長級薪級表第2至5點） Eligible for Non-accountable Cash Allowance: Rate per month: \$41,580 (Directorate Pay Scale D2 to D5)</div><div>• 最多合共120個月 A maximum of 120 months</div></div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE</div> <div><div>• 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance</div><div>• 首長級薪級表第4至6點每個資格周期津貼\$41,640 Rates per eligibility period for Directorate Pay Scale D4 to D6: \$41,640</div></div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME</div> <div><div>• 連續服務滿10年將會享有政府額外供款 Government's additional contributions would be fully vested on completion of ten continuous years of service</div></div>

上列附帶福利並未盡錄，其享用須符合現行《公務員事務規例》及相關指引的條款和條件。
The fringe benefits listed above are not exhaustive and are subject to the terms and conditions as stipulated in the prevailing Civil Service Regulations and related guidelines.