



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)

教育局的督學(學位)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。他們的職務多元化和富挑戰性，涵蓋課程發展、視學、教師培訓、課程支援等多個範疇的專業教育服務。Inspectors (Graduate) of the Education Bureau are committed to enhancing the quality of learning and teaching, and promoting school development so as to benefit students from quality education. Their job duties are diverse and challenging, covering a wide range of professional education services such as curriculum development, school inspections, teacher training and curriculum support.

督學職系的使命是提升學校的學與教質素，並在專業教育服務方面擔當多個重要角色。督學是課程發展的推進者，領導課程發展的方向，協助編訂和更新課程指引，並製作多元化的學與教資源。督學是協助學校推行更新課程的促進者，例如國民教育(包括國家安全教育)，以增加學生對法治和國情的認識，明白保障國家安全的重要性，並提升學生的國家觀念和國民身分認同，使學生成為守法、負責任和對社會與國家有承擔的公民。督學是學校的諍友，透過校外評核和重點視學，協助學校了解其優點及尚待改善之處，推動學校持續發展。督學是培訓者，通過舉辦不同模式及主題的研討會、工作坊、學習社羣，以及提供校本支援服務，提升學校領導人員和教師規劃課程的專業能量，使他們有效運用教學策略。督學是教師的同行者，與教師攜手在學校試行教學及評估策略，以配合持續更新的課程及評估，並為學生籌組多元化活動，例如大型比賽及境外交流等，共同豐富學生的學習經歷，以助學生邁向全人發展。

教育局十分重視督學的持續專業發展，為督學提供各式各樣的在職培訓，包括由局方或公務員學院舉辦的專業課程、大型教育會議和展覽、內地及海外交流和培訓活動等，讓督學拓寬視野，掌握最新的教育政策、教學及課程發展趨勢，以強化專業能量。

督學是富挑戰性和有意義的工作，能夠推動香港的優質教育。有志加入督學行列的人士可按本身的資歷，申請相關科目／組別(學術科目、輔導及訓育或特殊教育)的督學職位。

With the mission to enhance the quality of learning and teaching in schools, the Inspectorate grade plays a number of important roles in professional education services. Inspectors are drivers for curriculum development, leading the development direction, assisting in developing and updating curriculum guides, and producing diversified learning and teaching resources. Inspectors are facilitators who help schools to implement renewed curriculum, such as national education (including national security education) which enhances students' understanding of the rule of law, national conditions and the importance of national security, deepens their sense towards the nation and national identity so that they will become citizens who are law-abiding, responsible, appreciative of Chinese culture and committed to society and country. Inspectors are critical friends who help schools identify their strengths and areas for improvement to achieve sustainable development through external school reviews and focus inspections. Inspectors are trainers who enhance the professional capacity of school leaders and teachers in curriculum planning and effective use of teaching strategies by organising seminars, workshops and learning communities of different modes and themes, and providing school-based support services. Inspectors are teachers' companions who work hand in hand with them to try out new teaching and assessment strategies in line with the ongoing renewal of curriculum and assessment at schools, and organise diversified student activities, such as large-scale competitions and overseas exchanges, to enrich students' learning experiences for their whole-person development.

The Education Bureau attaches great importance to the continuing professional development of inspectors and provides them with various on-the-job training, including professional development courses organised by the Bureau or the Civil Service College, large-scale education conferences and exhibitions, exchange and training activities in the Mainland and overseas. Thus, inspectors can broaden their horizons and keep abreast of the latest trends in education policies, teaching and curriculum development, thereby strengthening their professional capacity.

The Inspector grade is a challenging and rewarding career in promoting quality education in Hong Kong. Those who are interested in joining the grade may apply for the post of relevant streams (academic subjects, guidance and discipline or special education) in accordance with their qualifications and experience.





督學(學位) INSPECTOR (GRADUATE)

督學(學位)職系的主要職務

MAJOR DUTIES OF INSPECTOR (GRADUATE) GRADE

- 發展及評審課程；
Developing and reviewing the curriculum;
- 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;
- 為教師提供專業培訓；
Providing professional training for teachers;
- 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 the curriculum;
- 提供校本支援服務和協助學校完善學與教策略；
Providing school-based support services and assisting schools in improving learning and teaching strategies;
- 監察和提供特殊教育服務；
Monitoring and providing special education services;
- 參與規劃和推行教育政策，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 education policies to keep in line with the trends in local, national and international education development; and
- 促進學校有系統地全面策劃和推行各項課程更新重點，如推展國民教育(包括國家安全教育)。
Facilitating the systematic and comprehensive planning and implementation of different renewed curriculum emphases in schools, such as national education (including national security education).





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 第23點至第33點 Point 23 to Point 33</div> <div>薪金 Salary \$51,545 - \$81,510</div>	<div>1. 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>2. (i) 持有由香港專上教育機構頒授的教育學士 / 學位教師教育證書 / 學位教師教育文憑，或具備同等學歷；或 a Bachelor of Education / Postgraduate Certificate in Education / Postgraduate Diploma in Education from a Hong Kong tertiary education institution, or equivalent; or (ii) 持有由前教育學院或前香港教育學院頒授的教師證書，或具備同等學歷； a teacher's certificate awarded by the former Colleges of Education or the former Hong Kong Institute of Education, or equivalent;</div> <div>3. 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>4. 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, or equivalent; and</div> <div>5. 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>

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) 第23點至第33點 Point 23 to Point 33</div> <div>薪金 Salary \$51,545 - \$81,510</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">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)其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">政府醫療及牙科機構 Government medical and dental facilities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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">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\$5,980 - \$9,910 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: \$5,980 - \$9,910最多合共120個月 A maximum of 120 months</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">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>督學(學位) Inspector (Graduate)</div> <div>總薪級表 Master Pay Scale (MPS) 第34點至第39點 Point 34 to Point 39</div> <div>薪金 Salary \$82,330 - \$97,575</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">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)其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">政府醫療及牙科機構 Government medical and dental facilities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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">可享非實報實銷現金津貼：每月津貼\$20,440 - \$23,590（總薪級表第34至40點） Eligible for Non-accountable Cash Allowance: Rate per month: \$20,440 - \$23,590 (MPS Point 34 to 40)最多合共120個月 A maximum of 120 months</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">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>

上文並未盡錄所有附帶福利，而一切福利均須符合現行《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 Senior Inspector</div> <div>總薪級表 Master Pay Scale (MPS) 第40點至第44點 Point 40 to Point 44</div> <div>薪金 Salary \$101,775 - \$119,650</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">● 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)● 其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">● 政府醫療及牙科機構 Government medical and dental facilities● 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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">● 可享非實報實銷現金津貼：每月津貼\$23,590 - \$26,750 (總薪級表第38至44B點) Eligible for Non-accountable Cash Allowance: Rate per month: \$23,590 - \$26,750 (MPS Point 38 to 44B)● 最多合共120個月 A maximum of 120 months</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">● 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>首席督學 Principal Inspector</div> <div>總薪級表 Master Pay Scale (MPS) 第45點至第49點 Point 45 to Point 49</div> <div>薪金 Salary \$127,700 - \$147,125</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">● 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)● 其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">● 政府醫療及牙科機構 Government medical and dental facilities● 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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">● 可享非實報實銷現金津貼：每月津貼\$37,750 (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: \$37,750 (MPS Point 45 to Directorate Pay Scale D1)● 最多合共120個月 A maximum of 120 months</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">● 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>

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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 Principal Education Officer</div> <div>首長級薪級表 Directorate Pay Scale 第一點 D1</div> <div>薪金 Salary \$163,925 - \$179,425</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">● 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)● 其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">● 政府醫療及牙科機構 Government medical and dental facilities● 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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">● 可享非實報實銷現金津貼：每月津貼\$37,750（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: \$37,750 (MPS Point 45 to Directorate Pay Scale D1)● 最多合共120個月 A maximum of 120 months</div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE<ul style="list-style-type: none">● 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance● 首長級薪級表第1至3點每個資格周期津貼\$20,820 Rate per eligibility period for Directorate Pay Scale D1 to D3: \$20,820</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">● 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>教育署助理署長 Assistant Director of Education</div> <div>首長級薪級表 Directorate Pay Scale 第二點 D2</div> <div>薪金 Salary \$194,825 - \$212,900</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">● 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)● 其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">● 政府醫療及牙科機構 Government medical and dental facilities● 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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">● 可享非實報實銷現金津貼：每月津貼\$42,470（首長級薪級表第2至5點） Eligible for Non-accountable Cash Allowance: Rate per month: \$42,470 (Directorate Pay Scale D2 to D5)● 最多合共120個月 A maximum of 120 months</div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE<ul style="list-style-type: none">● 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance● 首長級薪級表第1至3點每個資格周期津貼\$20,820 Rate per eligibility period for Directorate Pay Scale D1 to D3: \$20,820</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">● 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>

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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>教育署高級助理署長 Senior Assistant Director of Education</div> <div>首長級薪級表 Directorate Pay Scale 第三點 D3</div> <div>薪金 Salary \$226,445 - \$247,200</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">● 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)● 其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">● 政府醫療及牙科機構 Government medical and dental facilities● 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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">● 可享非實報實銷現金津貼：每月津貼\$42,470 (首長級薪級表第2至5點) Eligible for Non-accountable Cash Allowance: Rate per month: \$42,470 (Directorate Pay Scale D2 to D5)● 最多合共120個月 A maximum of 120 months</div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE<ul style="list-style-type: none">● 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance● 首長級薪級表第1至3點每個資格周期津貼\$20,820 Rate per eligibility period for Directorate Pay Scale D1 to D3: \$20,820</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">● 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>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 \$256,985 - \$272,745</div>	<div>有薪假期 PAID LEAVE<ul style="list-style-type: none">● 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)● 其他假期包括病假、分娩假、侍產假、婚假、恩恤假和進修假期 Other leaves including sick leave, maternity leave, paternity leave, marriage leave, compassionate leave and study leave</div> <div>醫療及牙科福利 MEDICAL AND DENTAL BENEFITS<ul style="list-style-type: none">● 政府醫療及牙科機構 Government medical and dental facilities● 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>房屋福利 HOUSING BENEFITS<ul style="list-style-type: none">● 可享非實報實銷現金津貼：每月津貼\$42,470 (首長級薪級表第2至5點) Eligible for Non-accountable Cash Allowance: Rate per month: \$42,470 (Directorate Pay Scale D2 to D5)● 最多合共120個月 A maximum of 120 months</div> <div>度假旅費津貼 LEAVE PASSAGE ALLOWANCE<ul style="list-style-type: none">● 可享非實報實銷度假旅費津貼 Eligible for Non-accountable Leave Passage Allowance● 首長級薪級表第4至6點每個資格周期津貼\$41,640 Rate per eligibility period for Directorate Pay Scale D4 to D6: \$41,640</div> <div>公務員公積金計劃 CIVIL SERVICE PROVIDENT FUND SCHEME<ul style="list-style-type: none">● 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>

上文並未盡錄所有附帶福利，而一切福利均須符合現行《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.

