

## Remuneration Package for NETs

(a) Monthly Salary	<p><u>For Primary NETs:</u></p> <p>(a) Assistant Primary School Master/Mistress rank The salary scale is from Master Pay Scale (MPS) Point 15 (HK\$26,785 per month) to MPS Point 29 (HK\$51,805 per month)</p> <p>(b) Certificated Master/Mistress rank The salary scale is from MPS Point 14 (HK\$25,505 per month) to MPS Point 24 (HK\$41,215 per month)</p> <p><u>For Secondary NETs:</u></p> <p>(a) Graduate Master/Mistress rank The salary scale is from MPS Point 15 (HK\$26,785 per month) to MPS Point 33 (\$62,235 per month)</p> <p>The salary is assessed based on individual appointees' qualifications and relevant post-qualification teaching experience.</p> <p>NETs are remunerated on par with local teachers at the respective basic ranks under the Master Pay Scale (MPS) of the civil service and subject to the same adjustment mechanism.</p>	
(b) Increments	To be awarded on the basis of recognized qualifications and relevant experience	
(c) Contract gratuities	A sum together with employer's contribution to the Mandatory Provident Fund (MPF) Scheme that may equal to 15% of the total basic salary drawn during the contract period.	
(d) Passage*	Reimbursement of expenses on standard economy air tickets from and to the country of origin by the most direct route for the appointee, his/her spouse and accompanying children, up to 5 persons including the teacher, for each contract.	
(e) Baggage allowance*	Reimbursement of travelling baggage expenses from and to the country of origin will be provided. The present rates are:	
	Outward passage (on first appointment only)	Homebound passage (after finishing a contract and will not be in the Schemes in the current/coming school year)
	Single:	HK\$1,300
	Married: (accompanied by spouse and/or children)	HK\$5,000
		HK\$3,300
		HK\$6,500

(f) Special allowance*	A fixed monthly allowance currently fixed at HK\$19,081 (A NET will not be eligible for the special allowance if he/she or his/her spouse is already receiving the same or housing allowance from his/her own employer.)
(g) Medical allowance*	As reimbursement for the appointees to undertake medical insurance, up to HK\$1,400 per year for single appointee and \$5,400 per year for married appointee accompanied by spouse and/or children.
(h) Retention incentive	A cash retention incentive, 5% OR 10% of basic salary will be provided to eligible NETs serving in the third and fourth year OR the fifth year of continuous service onwards in Hong Kong respectively. The incentive is not payable for the first two years of service.
(i) Salary advance	Payable <u>on first appointment and on application</u> an amount not exceeding 2 months' salary, and repayable monthly within the first six months following the month in which the payment is made.
(j) Leave entitlement	<p>Terminal leave: School summer vacation at the end of each contract.</p> <p>Casual leave<sup>#</sup>: School Management Committee may grant special leave with pay for a maximum of 2 days per academic year on grounds of urgent private affairs of grave importance.</p> <p>Sick leave<sup>#</sup>: Paid sick leave can be accumulated up to a maximum of 168 days.</p> <p>Maternity leave<sup>#</sup>: A female teacher who has completed 40 weeks of resident service prior to the commencement of maternity leave may be granted 10 weeks full-pay maternity leave.</p> <p>Paternity leave<sup>#</sup>: A male teacher who has completed 40 weeks of continuous service immediately before the expected or actual date of confinement of his wife, whichever is later, is eligible for paternity leave of Up to 5 working days with full-pay on each occasion of childbirth.</p> <p><sup>#</sup>Note: Casual, sick, maternity and paternity leave entitlements are the same as those for local teachers</p>

\*Notes:

1. Only teachers whose normal place of residence is established to be outside Hong Kong are entitled to passages, baggage, special and medical allowances.
2. The salary and the terms and conditions of service are subject to prevailing conditions at the time the offer of appointment is made.