

Recommended Grade Structures of Whole-Day Primary Schools
(with effect from the 2020/21 school year)

(a) A standard 30-class whole-day primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMI
Deputy Head ²	3	SPSM
Senior Teacher	7	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	38	APSM
Total ⁵	51	-

(b) A standard 24-class whole-day primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMI
Deputy Head ²	3	SPSM
Senior Teacher	5	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	31	APSM
Total ⁵	42	-

(c) A standard 18-class whole-day primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMII
Deputy Head ²	2	SPSM
Senior Teacher	4	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	23	APSM
Total ⁵	32	-

(d) A standard 12-class whole-day primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMII
Deputy Head ²	1	SPSM
Senior Teacher	3	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	16	APSM
Total ⁵	23	-

(e) A standard 8-class whole-day primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	SPSM
Deputy Head ²	-	-
Senior Teacher	2	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	11	APSM
Total ⁵	16	-

Notes :

1. The Chief Executive has announced in the 2018 Policy Address that the all-graduate teaching force policy would be implemented in public sector schools with effect from the 2019/20 school year and the ratio of graduate teacher posts in primary schools is 100%.
2. Starting from the 2020/21 school year, in schools with 12-17 approved classes, one PSM post will be re-ranked to the SPSM rank to serve as deputy heads; in schools with 18-23 approved classes, two PSM posts will be re-ranked to the SPSM rank to serve as deputy heads; in schools with 24 or more approved classes, three PSM posts will be re-ranked to the SPSM rank to serve as deputy heads. Schools with 11 or less approved classes are not entitled to deputy head posts, but the school head will be re-ranked to the SPSM rank.
3. An additional senior teacher post of English in the rank of PSM offset by an existing post in the rank of APSM is provided to a school with 6 or more approved classes. **In the above cases, the school is assumed to have upgraded one APSM to PSM for the post.**
4. Starting from the 2020/21 school year, each primary school is entitled to the provision of a curriculum leader at PSM rank regardless of the number of approved classes.
5. It includes additional teachers for specialised teaching calculated on the basis of increasing the teacher-to-class ratio from 1.4:1 to 1.5:1, and 1 teacher librarian for a whole-day school with 3 or more approved classes. In the above cases, we assume schools have no school-based SGT, SENCO and SENST. SGTs under respective school sponsoring bodies, NETs and additional teaching post(s) for schools maintaining 30 students per class are not included.

Recommended Grade Structures of Bi-Sessional Primary Schools
(with effect from the 2020/21 school year)

(a) A standard 30-class bi-sessional primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMI
Deputy Head ²	3	SPSM
Senior Teacher	4	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	38	APSM
Total ⁵	48	-

(b) A standard 24-class bi-sessional primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMI
Deputy Head ²	3	SPSM
Senior Teacher	3	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	30	APSM
Total ⁵	39	-

(c) A standard 18-class bi-sessional primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMII
Deputy Head ²	2	SPSM
Senior Teacher	2	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	23	APSM
Total ⁵	30	-

(d) A standard 12-class bi-sessional primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	HMII
Deputy Head ²	1	SPSM
Senior Teacher	2	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	15	APSM
Total ⁵	21	-

(e) A standard 8-class bi-sessional primary school

Position	Basic Structure	Rank of graduate teacher post ¹
Head	1	SPSM
Deputy Head ²	-	-
Senior Teacher	2	PSM
	1 upgraded EPC ³	PSM
Curriculum Leader ⁴	1	PSM
Teacher	9	APSM
Total ⁵	14	-

Notes :

1. The Chief Executive has announced in the 2018 Policy Address that the all-graduate teaching force policy would be implemented in public sector schools with effect from the 2019/20 school year and the ratio of graduate teacher posts in primary schools is 100%.
2. Starting from the 2020/21 school year, in schools with 12-17 approved classes, one PSM post will be re-ranked to the SPSM rank to serve as deputy heads; in schools with 18-23 approved classes, two PSM posts will be re-ranked to the SPSM rank to serve as deputy heads; in schools with 24 or more approved classes, three PSM posts will be re-ranked to the SPSM rank to serve as deputy heads. Schools with 11 or less approved classes are not entitled to deputy head posts, but the school head will be re-ranked to the SPSM rank.
3. An additional senior teacher post of English in the rank of PSM offset by an existing post in the rank of APSM is provided to a school with 6 or more approved classes. **In the above cases, the school is assumed to have upgraded one APSM to PSM for the post.**
4. Starting from the 2020/21 school year, each primary school is entitled to the provision of a curriculum leader at PSM rank regardless of the number of approved classes.
5. It includes additional teachers for specialised teaching calculated on the basis of increasing the teacher-to-class ratio from 1.3:1 to 1.4:1, and 1 teacher librarian for a bi-sessional school with 12 or more approved classes. In the above cases, we assume schools have no school-based SGT, SENCO and SENST. SGTs under school sponsoring bodies, NETs and additional teaching post(s) for schools maintaining 30 students per class are not included.

**Recommended Grade Structures of Aided Special Schools
(with effect from the 2020/21 school year)**

- (a) A 6-class primary section of a special school (with secondary section) for children with intellectual disability with 18 teachers and with the entitlement of SPSM Deputy Head² in primary section

Position	Basic Structure	Rank of graduate teacher post ¹
Deputy Head ²	1	SPSM
Senior Teacher	3	PSM
Curriculum Leader ³	1	PSM
Teacher	13	APSM
Total ⁴	18	-

- (b) A 6-class primary section of a special school (with secondary section) offering ordinary curriculum with 12 teachers and with the entitlement of SPSM Deputy Head² in primary section

Position	Basic Structure	Rank of graduate teacher post ¹
Deputy Head ²	1	SPSM
Senior Teacher	2	PSM
	1 upgraded EPC ⁵	PSM
Curriculum Leader ³	1	PSM
Teacher	7	APSM
Total ⁴	12	-

- (c) **A 12-class primary section of a special school (with secondary section) for children with intellectual disability with 35 teachers and with the entitlement of SPSM Deputy Head² in primary section**

Position	Basic Structure	Rank of graduate teacher post ¹
Deputy Head ²	1	SPSM
Senior Teacher	7	PSM
Curriculum Leader ³	1	PSM
Teacher	26	APSM
Total ⁴	35	-

Notes :

1. The Chief Executive has announced in the 2018 Policy Address that the all-graduate teaching force policy would be implemented in public sector schools with effect from the 2019/20 school year and the ratio of graduate teacher posts in primary schools is 100%.
2. With effect from the 2020/21 school year, the manpower of vice-principals/ deputy heads in special schools operating both primary and secondary sections are as follows: in special schools with 11 or fewer approved equivalent ordinary classes, one PSM post is re-ranked to the SPSM rank for deputy head in the primary section; in special schools with 12-23 approved equivalent ordinary classes, one vice-principal post and one deputy head post will be provided in the secondary and primary sections respectively by re-ranking one SGM post to the PGM rank in the secondary section and one PSM post to the SPSM rank in primary section; in special schools with 24 or more approved equivalent ordinary classes, a total of three vice-principal/ deputy head posts will be provided for primary and secondary sections. Upon having one vice-principal post in the establishment of secondary section and one deputy head post in the establishment of primary section by re-ranking one SGM post to the PGM rank in the secondary section and one PSM post to the SPSM rank in the primary section, the Incorporated Management Committees may, premised upon schools' own needs, resolve to have the remaining one (i.e. the third one) in the establishment of either the primary or secondary section. **In the case (c) above, the school is assumed to opt the third vice-principal in the establishment of secondary section.**
3. Starting from the 2020/21 school year, each primary section of special school is entitled to the provision of a curriculum leader at PSM rank regardless of the number of approved classes.
4. Including Resource teacher(s) for children with Autism Spectrum Disorders, but excluding Head and NET.
5. An additional senior teacher post of English in the rank of PSM (if applicable) offset by an

existing post in the rank of APSM is provided to a special school with primary section that operates 6 or more approved primary classes and adopts the ordinary school curriculum. **In the case (b) above, the school is assumed to have upgraded one APSM to PSM for the post.**