

30 May 2025

**Education Bureau Circular No. 8/2025**

**Enhancement Measures for the  
Native-speaking English Teacher (NET) Scheme**

[Note: This circular should be read by

- (a) Supervisors and heads of all aided primary, secondary and special schools, and caput schools - for action; and
- (b) Supervisors/Heads of all DSS/private primary and secondary schools, and Heads of Sections/Government schools – for information.]

**Summary**

This circular serves to announce the enhancement measures for the NET Scheme to be introduced starting from the 2025/26 school year. Schools are requested to bring this circular to the attention of their current NETs.

**Background**

2. To enhance the teaching of English language and increase students' exposure to authentic English in a language-rich learning environment, a NET Scheme has been implemented in the public sector secondary and primary schools since the 1998/99 and 2002/03 school years respectively. Over the past two decades, the education landscape of Hong Kong has evolved, influenced by the new curriculum development, rapid advancement in information technology, and strengthened English teaching teams in schools. Given these changes, the Education Bureau (EDB) has reviewed the administration of the NET Scheme, with a view to enhancing the effectiveness of the Scheme, with the ultimate goal of enhancing quality learning and teaching of English for the benefits of students.

**Details of Enhancement Measures**

3. Starting from the 2025/26 school year, eligible aided schools (including special schools) and caput schools can opt for either (i) retaining the existing NET post; or (ii) receiving a new NET Grant when the current contracts with NETs or service providers are completed. The enhanced arrangement will enable schools to tailor their manpower resources to better meet their students' needs. Schools should adopt a holistic approach based on their school-based circumstances to make prudent decisions when opting for retaining a NET post or receiving the NET Grant.

4. Schools are required to submit the **Option Form** to inform the EDB of their option. Schools are not allowed to switch the options after submitting the Option Form. Under special circumstances, schools not being able to find a suitable teacher to fill the vacant NET post should follow the existing requirements and apply to their respective Senior/School Development Officers (S/SDOs) for permission to appoint a temporary NET. Schools are reminded that such employment should be a temporary measure only. School heads are strongly advised to discuss the appointment and re-appointment matters with their NETs.

#### **(i) Retaining the Existing NET Posts**

##### **Qualification requirements**

5. Schools can choose to retain a NET post within the approved teaching staff establishment. In this regard, schools may consider retaining their current serving NETs, or engaging NETs under the Scheme transferring from other schools without a break in service directly on their own or entrust the EDB with the recruitment of NETs on their behalf. As these NETs will continue to serve without a break in service, the existing qualification requirements and remuneration package of these NETs will remain unchanged.

6. Schools may also consider recruiting newly-joined NETs (i.e. those joining the NET Scheme in or after the 2025/26 school year and serving NETs who re-join the NET Scheme after a break in service). In recruiting these NETs, qualification requirements are uplifted, to align with those of local English teachers.

7. Schools should refer and adhere to **Point-to-note for Appointment and Re-appointment of NETs under the NET Scheme in Primary Schools** or **Point-to-note for Appointment and Re-appointment of NETs under the Enhanced NET Scheme in Secondary Schools** as appropriate. The uplifted qualifications requirements for newly-joined NETs as well as the existing qualification requirements for serving NETs are also set out in the above Point-to-note.

8. Schools, having a contract with their serving NETs due to expire at the end of the 2024/25 school year and deciding to opt for retaining a NET post, should discuss with their serving NETs and reach an initial agreement as to whether they wish to have their contracts renewed for another two years. Schools should discuss the performance with their NETs, continuously evaluate their strengths and weaknesses and identify corresponding professional development needs for them, and reflect it in **Reply Proforma on Appointment of NETs (Form A)**. For serving NETs who have been recruited through the EDB recruitment boards and whose contracts will NOT be renewed at the end of their 2-year contracts, they may submit **Application of Serving NETs for New Appointment on Completion of Contract (Form B)** as appropriate. Once schools have directly recruited new NETs, they should inform the EDB of the employment **before signing any contracts** by submitting the **Personal Particulars of NETs Recruited Directly by School (Form C)**.

##### **Arrangements of Retention Incentive and Gratuity**

9. For serving NETs who have joined the NET Scheme before the 2025/26 school year and without a break in service, their eligibility for retention incentive remains unchanged. For details of the retention incentive, schools should refer to [EDB Circular No. 2/2013](#).

10. For newly-joined NETs, a two-tier rate of contract gratuity<sup>1</sup> will be introduced with a view to encouraging NETs to fulfill the training requirements when they start their career in Hong Kong. Retention incentive will no longer be granted to newly-joined NETs.

## **(ii) Receiving the NET Grant**

11. Schools can choose to receive a new NET Grant for employing at least one full-time NET, and engaging more native-speaking English Teaching Assistants (NTAs) and/or engaging English learning support services by using remaining funds, if any. With the NET Grant, schools can form a dynamic team with more native English speakers with diverse academic and cultural backgrounds in order to meet the needs of schools and students. Schools are encouraged to make innovative approaches in creating an English-rich environment so as to enhance student motivation and engagement in English learning.

### Disbursement of the Grant

12. The NET Grant is a purpose-specific grant disbursed to eligible schools every school year, with an ambit aligned with the objectives of the NET Scheme. The amount of the NET Grant is referenced to the mid-point salary of Assistant Primary School Master/Mistress (APSM) in aided primary schools, and the mid-point salary of Graduate Master/Mistress (GM) in aided secondary schools. The full year amount of the NET Grant for eligible primary and secondary schools<sup>2</sup> are \$900,000 and \$1,000,000 respectively annually. The NET Grant will be disbursed to aided schools (including special schools) by two instalments in September and April every school year. Schools may top up the NET Grant with other government funding of appropriate ambit or schools' own fund to employ NETs or NTAs, or engage English learning support services provided by proficient speakers of English.

### Usage of the Grant

13. Schools receiving the NET Grant should ensure that the NETs so employed meet the requirements for appointment. Schools should determine the remuneration package taking into account the NETs' qualifications, teaching experiences and background, level of responsibilities, etc. as comparable to teachers taking up similar duties employed by schools. Schools may employ the NETs direct as contract teachers, or engage service providers to provide recruitment services or provide NETs as their employers.

14. If schools decide to engage a service provider to provide NETs, NTAs or engage English learning support services, schools have to specify the requirements in the tender/quotation documents to service providers.

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<sup>1</sup> The rates of the two-tiered gratuity are as follows:

- For NETs serving in the 1<sup>st</sup> and 2<sup>nd</sup> contracts: 10% of total current basic salary (when added to the employer's contribution to the Mandatory Provident Fund Scheme) paid over the contract period payable on satisfactory completion of each contract;
- For NETs serving after 2 contracts: 15% of total current basic salary (when added to the employer's contribution to the Mandatory Provident Fund Scheme) paid over the contract period payable on satisfactory completion of each contract and upon fulfilling training requirements for newly-joined teachers within first three years of services.

<sup>2</sup> The rate of the NET Grant for aided special schools will follow the rank of the NET posts (i.e. APSM / GM) entitled in the approved teaching staff establishment.

## Evaluation and Accountability

15. Incorporated Management Committees (IMCs) / School Management Committees (SMCs) should ensure that the resources are deployed in accordance with the ambit of the NET Grant and that each item of expenditure is utilised in a cost-effective manner in line with the principles of proper deployment of government funds. Schools receiving the NET Grant should submit an annual **School Plan** and **School Report** on the deployment of the Grant for endorsement by their IMCs / SMCs each school year and upload them onto the school homepage for enhancing transparency.

16. Schools should refer and adhere to **Point-to-note for Receiving the NET Grant**, including qualifications for appointment of NET under the NET Grant, use of the Grant, templates of the school plan and report respectively.

17. The details of the enhancement measures and forms are provided on the EDB webpage ([EDB Homepage > School Administration and Management > Administration > About School Staff > NET Scheme > NET Scheme – NET Appointment Matters in Aided Schools](#)). The relevant documents and forms will be reviewed from time to time and updated yearly as appropriate. **Schools should refer to the latest version** of the documents on the EDB webpage before making an application.



### **Point-to-note**

#### *Retaining a NET Post*

- Point-to-note for Appointment and Re-appointment of NET under the NET Scheme in Primary Schools
- Point-to-note for Appointment and Re-appointment of NET under the Enhanced NET Scheme in Secondary Schools

#### *Receiving the NET Grant*

- Point-to-note for Receiving the NET Grant

### **Forms**

| <b>Form</b>        | <b>Details / Remarks</b>   |
|--------------------|--|
| <b>Option Form</b> | <b><i>Opting for retaining a NET Post or receiving a NET Grant</i></b><br>To be completed by <b>all eligible aided schools (including special schools) and caput schools</b> every school year   |
| <b>Form A</b>      | <b><i>Reply Proforma on Appointment of NETs</i></b><br>To be completed by <b>all eligible aided schools (including special schools) and caput schools</b> under the NET Scheme in the current school year. Schools should discuss the performance with their NETs and reflect it in Form A.    |
| <b>Form B</b>      | <b><i>Application of Serving NETs for New Appointment on Completion of Contract</i></b><br>To be completed by <b>serving NETs</b> who have been recruited through the EDB recruitment boards and whose contracts will <b>NOT</b> be renewed upon expiry at the end of the current school year. |

| <b>Form</b>          | <b>Details / Remarks</b>   |
|----------------------|--|
| <b>Form C</b>        | <i><b>Personal Particulars of NETs Recruited Directly by Schools opting to retain the NET post</b></i><br>To be completed by <b>both</b> the schools concerned and the new NETs <b>before signing any contracts</b> in the coming school year. |
| <b>School Plan</b>   | <i><b>Annual Plan on the Use of the NET Grant</b></i><br>To be completed by <b>schools receiving the NET Grant</b> in the 2025/26 school year and onwards annually at the beginning of the school year.  |
| <b>School Report</b> | <i><b>Annual Report on the Use of the NET Grant</b></i><br>To be completed by <b>schools receiving the NET Grant</b> in the 2025/26 school year and onwards annually upon completion of the school year.                                       |

18. School heads are strongly advised to discuss the appointment and re-appointment matters with NETs before returning the form(s) to the EDB. Schools and NETs should complete the form(s) where appropriate.

### **Enquiries**

19. For enquiries, please contact Ms Jasmine MAK on 3698 3750 or Mr Alan LAM on 3698 3751 of NET Administration Team of the EDB. For the latest information and Frequently Asked Questions on the enhancement measures of the NET Scheme, please refer to the EDB webpage.

Ms W P LEE  
for Permanent Secretary for Education