

## **Education Bureau Circular Memorandum No. 87/2025**

From : Secretary for Education  
Ref. : 1083-2245-8050-9005-00004  
Date : 26 May 2025

To : Supervisors and Heads of all  
Government Primary Schools and  
Aided Primary Schools (including  
Special Schools)

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### **Extending the Arrangement of “Providing Employment Flexibility for Aided Primary Schools to Promote STEAM Education”**

#### **Summary**

This circular memorandum informs aided primary schools (including special schools with a primary section) about the details of extending the arrangement of “providing employment flexibility for aided primary schools to promote STEAM<sup>1</sup> education”. This circular memorandum should be read in conjunction with Education Bureau (EDB) Circular Memorandum No. 150/2022 “Providing Employment Flexibility for Aided Primary Schools to Promote STEAM Education” issued on 25 August 2022.

#### **Background**

2. From the 2022/23 to 2024/25 school years, the EDB has been providing flexibility for employment of teachers having expertise in STEAM-related subjects to fill Assistant Primary School Master/Mistress (APSM) vacancies in the approved teaching staff establishment in aided primary schools (including special schools with a primary section) as STEAM teachers on a pilot basis with a view to facilitating schools’ implementation and promotion of STEAM education.

3. Since the launch of the above arrangement, the EDB has gauged views from stakeholders through school visits, questionnaire surveys, etc.. Overall, the feedback from schools employing STEAM teachers on the pilot arrangement is positive. Principals and relevant teachers (including heads of subject panels and committees) agree that the arrangement helps engage talent with STEAM-related expertise to support the schools in co-ordinating and promoting the development of STEAM education. In

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<sup>1</sup> STEAM is an acronym that refers to the academic disciplines of Science, Technology, Engineering, the Arts and Mathematics. The Arts include Music and Visual Arts subjects.

line with the national strategy of invigorating the country through science and education, the EDB has been promoting STEAM education on an ongoing basis and will implement the Primary Science curriculum starting from the 2025/26 school year to develop students' scientific literacy and creative thinking. Considering the persistent keen demand for teachers with expertise in STEAM-related subjects in primary schools, the EDB extends the employment flexibility arrangement following the existing requirements for three years to the 2027/28 school year to cater for schools' needs in developing STEAM education.

## **Details**

4. From the 2025/26 to 2027/28 school years, aided primary schools (including special schools with a primary section) can, according to their school-based needs, continue to employ holders of bachelor's degree in STEAM-related subjects but without teacher training in primary education (including those with only teacher training in secondary education) as STEAM teachers as regular teachers paid under the Salaries Grant. STEAM teachers, however, should not take up more than 10% of the teaching posts in the approved staff establishment<sup>2</sup>. Government primary schools may make reference to the arrangement for aided primary schools and continue to employ STEAM teachers as temporary teachers to fill the APSM vacancies in their schools.

5. The principles and methodology applicable to the calculation of salaries of STEAM teachers remain unchanged. Please refer to EDB Circular Memorandum No. 150/2022 and the EDB webpage for details.



## **Points to note**

6. When employing STEAM teachers, schools should follow the existing employment procedures and guidelines for the appointment of regular teachers. Aided primary schools should indicate the rank of these teachers as “STEAM teacher” on the appointment forms and accurately record the appointment information of such teachers in the e-Services Portal.

7. To facilitate STEAM teachers' adaptation to the school environment, collaboration with other teachers to promote STEAM education and effective application of their expertise subject knowledge on learning and teaching, schools should arrange for senior teachers or experienced teachers to provide induction support

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<sup>2</sup> STEAM teachers are excluded from the existing arrangement under which schools obtain a cash grant by freezing up to 10% of their teaching establishment.

for STEAM teachers. In addition, they should encourage STEAM teachers to pursue continuing professional development, complete teacher training programmes in primary education as early as possible and actively participate in programmes/activities organised by the EDB, teacher education universities and school-sponsoring bodies, including training related to Key Learning Areas and student development, for the purpose of enhancing their professional competence. For STEAM teachers who are newly-joined teachers (NJT), the time spent on the abovementioned training can be counted towards the 60 hours of elective training required of NJTs<sup>3</sup>.

8. Schools should regularly assess the effectiveness of the arrangement to optimise the use of manpower resources. The EDB will continue to gauge views from schools and stakeholders to evaluate the efficacy of the arrangement through prevailing mechanisms, such as school visits and questionnaire surveys.

### **Enquiries**

9. For enquiries, please contact the respective Senior School Development Officers.

Ms W P LEE  
for Secretary for Education

c.c. Supervisors and heads of other schools, and heads of sections – for information

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<sup>3</sup> Starting from the 2020/21 school year, full-time teachers appointed to teach in publicly-funded schools for the first time are required to complete 30 hours of core training and not less than 60 hours of elective training based on individual professional development needs within the first three years of service. For details, please refer to EDB Circular No. 29/2024 “Training Requirements for Teachers” (<https://applications.edb.gov.hk/circular/upload/EDBC/EDBC24029E.pdf>).