

EDUCATION BUREAU
CIRCULAR MEMORANDUM NO. 15/2026

From : Permanent Secretary for Education To : Heads of government and aided primary and secondary schools;
Ref. : EDB(HRM)/PER/10/2 Heads of primary and secondary schools under the Direct Subsidy Scheme;
Tel. : 3509 8497 Heads of special schools;
Fax. : 2893 1976 Heads of divisions/sections
Date : 16 February 2026

Staff Interflow Schemes 2026
(i) Annual Teacher Secondment Exercise
(ii) Scheme of Voluntary Postings to Schools
(iii) Cross-grade Posting Scheme

(Note : This Circular Memorandum should be read by heads and teachers of primary, secondary and special schools in the government and aided sectors and schools under the Direct Subsidy Scheme; heads of divisions/sections and non-teaching departmental grade officers in the Education Bureau.)

Summary

This Circular Memorandum invites applications from heads and teachers of schools in the government and aided sectors, and under the Direct Subsidy Scheme, as well as non-teaching departmental grade officers from the Education Bureau (EDB) to participate in the following schemes –

	Staff Interflow Schemes	Target Participants
(a)	Annual Teacher Secondment Exercise	
	(i) Secondment positions at Appendices A(1) to A(25)	Serving teachers from schools in the aided sector and under the Direct Subsidy Scheme
	(ii) Digital Education Centre of Excellence Scheme at Appendix A(26)	All schools in the government and aided sectors, and those under the Direct Subsidy Scheme
(b)	Scheme of Voluntary Postings to Schools for Non-teaching Departmental Grade Officers at Basic Rank	Basic rank officers of non-teaching grades in EDB
(c)	Cross-grade Posting Scheme	Both teaching and non-teaching grade officers in EDB

Officers who are willing and committed to building on the strength of their experience and ready to make contributions in new areas of work are welcome to apply.

Interflow Schemes

2. To facilitate cross-fertilisation of experience and expertise and to enhance overall professionalism of the education sector, EDB has been operating three major voluntary staff interflow schemes. The objectives of these interflow schemes are as follows—

(a) **Annual Teacher Secondment Exercise**

This scheme provides an excellent opportunity for cross-exchange of expertise and experience, and enhances partnership between EDB and government schools, schools in the aided sector and under the Direct Subsidy Scheme.

Details of the secondment positions under the 2026 Annual Teacher Secondment Exercise are at **Appendix A**.

(b) **Scheme of Voluntary Postings to Schools for Non-teaching Departmental Grade Officers at Basic Rank**

This scheme is designed to enable basic rank officers in non-teaching grades (i.e. Assistant Inspector (Graduate), Assistant Inspector (Non-graduate), Assistant Education Officer (Administration) and Education Assistant) to take up teaching posts in government and aided schools. It aims to benefit the officers concerned and the education service as a whole by focusing on enhancing cross-fertilisation of professional expertise in the school setting.

(c) **Cross-grade Posting Scheme**

Through cross-grade postings within EDB, this scheme provides the opportunity for departmental grade officers (both teaching and non-teaching) to widen their vision, experience and knowledge; develop their potential and professionalism; and improve their adaptability to changing environments.

3. Participants and supervisors generally found the interflow schemes very effective in broadening an officer's vision, experience and knowledge; developing one's potential and professionalism; and improving one's adaptability to the changing work environments. Supervisors are requested to render support to their staff in taking part in the interflow schemes.

How to Apply

4. Except for officers who are employed on probation/trial/non-civil service

contract terms in EDB and teachers who are employed on temporary contract terms, eligible officers or schools may apply to join the respective interflow schemes by completing the following forms —

- (a) Annual Teacher Secondment Exercise —
 - (i) Secondment positions at Appendices A(1) to A(25) — Application Form at **Appendix B with Annexes 1 & 2**
 - (ii) Digital Education Centre of Excellence Scheme at Appendix A(26) — Application Form at **Appendix B with Annex 2 and Appendix C**

Applicants can apply for **not more than one scheme** listed in a(i) and a(ii) above.

- (b) Scheme of Voluntary Postings to Schools for Non-teaching Departmental Grade Officers at Basic Rank — Application Form at **Appendix B with Annex 2**
- (c) Cross-grade Posting Scheme — Application Form at **Appendix B (without annex)**

5. Eligible applicants may indicate in the application form more than one interflow scheme as listed in paragraph 4 (a) to (c) above if they wish to be considered. The Government Schools Section will be consulted on applications from government school applicants.

Validity Period of Application

6. Applications for secondment positions under the Annual Teacher Secondment Exercise are valid for the current exercise only. Applications for the other interflow schemes are valid for two years counting from the date of application. An application will lapse automatically if a posting cannot be arranged within the two-year validity period. If after submitting an application, the applicant decides to withdraw it, he/she should notify the Human Resource Management Unit of EDB in writing (address: 4/F, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong) or via email (email address: exohrm@edb.gov.hk) as soon as possible.

Closing Date of Application

7. The deadline for application under the Annual Teacher Secondment Exercise is **31 March 2026** while application under the other two interflow schemes is open all year round. However, school heads or teachers who wish to be considered for cross-grade posting to EDB and non-teaching departmental grade staff who wish to take up teaching posts commencing in August/September 2026 have to submit their applications to EDB **on or before 31 March 2026**. Late applications will normally not be considered. Applicants should submit all completed application forms on or before the deadline for

application through one of the means below —

- (a) by post (address: 4/F, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong) to the Human Resource Management Unit of the Education Bureau (the postmark date on the envelope will be regarded as the date of submission of application). Applicants should ensure that sufficient postage is paid to avoid unsuccessful delivery of application. Any underpaid mail items will be disposed of by the Hongkong Post;
- (b) by email to the Human Resource Management Unit of the Education Bureau (email address: exohrm@edb.gov.hk); or
- (c) by hand to the Education Bureau's drop-in box (Box no.: EDB02 — Staff Interflow Schemes 2026) located at the 2/F Entrance, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong. The drop-in box is normally open for use from 8:00 a.m. to 7:00 p.m. from Mondays to Fridays (except public holidays).

8. Applications for voluntary postings to schools and applications for cross-grade postings shall remain valid for two years counting from the date of application. Applicants concerned need not submit fresh application unless they wish to revise their original preferences.

Duration and Timing of Interflow

9. Normally, the duration of interflow should not exceed one year. If adjustment to the end date becomes necessary later on, this should be made known to the participant as early as possible, preferably at least one month before the original end date of the interflow.

10. On completion of the interflow, participants from the aided sector or schools under the Direct Subsidy Scheme will return to a post in his/her employing organisation. Participants who are government officers will either resume his/her posting prior to the interflow or be transferred to another post in his/her own rank/grade.

11. The timing of interflow involving teaching staff or teaching posts normally synchronises with the school year. To avoid disruption to students and school operations, officers accepting a teaching post must be prepared to commit themselves to serving the full period of interflow. Request for early reversion by the participant during the school year will normally not be considered.

12. Officers who are undergoing any type of interflow and who wish to stay in their present position for a further period have to submit a fresh application. Renewal or extension of an interflow arrangement will be subject to genuine operational needs and dealt with separately on a case by case basis.

Placement and Selection of Applicants

13. To maximise the benefits of cross-fertilisation of experience and expertise to the participating officers and divisions/schools, preference will be given to officers who –

- (a) have stayed in his/her current post for at least two years before the date of commencement of interflow;
- (b) have more than three years to serve before reaching the age of normal retirement on completion of the interflow scheme; and
- (c) have not joined any interflow schemes for the past five years.

14. Applicants for the Annual Teacher Secondment Exercise will be shortlisted for selection interviews to be conducted by the host divisions. They may assume that their applications are unsuccessful if they do not hear from us by **5 May 2026**. For the other interflow schemes, initial matching will be worked out centrally by EDB based on the applications received and positions available. An interview between the applicant and the prospective host division/school may be arranged where necessary.

15. Successful participants should be prepared to attend induction/familiarisation programmes which may be organised by the host offices before the interflow commences.

Relief Arrangement

16. Under the Annual Teacher Secondment Exercise and Scheme of Voluntary Postings to Schools for Non-teaching Departmental Grade Officers at Basic Rank, the parent school/division of a successful applicant will be provided with funds to employ a substitute teacher at basic rank or non-civil service contract staff. For part-time secondment cases, the funding to be provided will be on a pro-rata basis.

17. As promulgated in Education Bureau Circular No. 13/2022, starting from the 2023/24 school year, all newly appointed teachers in public sector schools and schools under Direct Subsidy Scheme are required to pass the Basic Law and National Security Law test (BLNST) in order to be considered for appointment. The above requirement is applicable to the substitute teachers to be employed by the parent schools as relief under the Staff Interflow Schemes 2026.

18. Under no circumstances should acting appointment be made to cover the absence of an officer released for interflow under the schemes listed in this Circular Memorandum.

Terms and Conditions of Interflow

19. The terms and conditions of secondment/posting under the interflow schemes for (a) staff of the aided sector and schools under the Direct Subsidy Scheme and (b) officers of EDB are set out at **Appendices D(1)** and **D(2)** respectively.

20. For ease of reference, a summary of the arrangements for the three interflow schemes is at **Appendix E**.

Enquiries

21. Enquiries concerning the interflow schemes may be directed to Executive Officer (Human Resource Management) at 3509 8497 (email: exohrm@edb.gov.hk). For further information about the secondment positions under the Annual Teacher Secondment Exercise, please contact the subject officers of respective sections/project teams listed at **Appendix A**.

Kitty SHEK
for Permanent Secretary for Education

c.c. Branch Heads

Education Bureau
Annual Teacher Secondment Exercise
(2026/27 School Year)

List of Secondment Positions

Division/Office	Area/Project	Appendix
Education Commission and Planning Division	Research and Test Development	A(1)
School Development Division	Life Planning Education	A(2)
Special Education Division	Guidance and Discipline	A(3)
Curriculum Development Institute	Citizenship and Social Development	A(4)
	English Language Education	A(5)
	Kindergarten and Primary	A(6)
	Moral, Civic and National Education (Section 1)	A(7)
	Moral, Civic and National Education (Section 2)	A(8)
	Native-speaking English Teacher	A(9)
	Personal, Social and Humanities Education (Geography)	A(10)
	Personal, Social and Humanities Education (Chinese History)	A(11)
	Personal, Social and Humanities Education (History)	A(12)
	Physical Education	A(13)
Education Infrastructure Division	Quality Education Fund Secretariat (Team 1)	A(14)
	Quality Education Fund Secretariat (Team 2)	A(15)
Quality Assurance Division	Life-wide Learning and Mainland Exchange	A(16)
Innovation Technology Education Division	Language Learning Support	A(17)
	School-based Curriculum Development (Secondary)	A(18)
	School-based Curriculum Development (Primary)	A(19)

Education Bureau
Annual Teacher Secondment Exercise
(2026/27 School Year)

List of Secondment Positions

Division/Office	Area/Project	Appendix
	School-based Professional Support	A(20)
	Technology Education	A(21)
	Science Education	A(22)
	Special Educational Needs	A(23)
		A(24)
Information Technology Management Division	Systems and Information Management	A(25)
Innovation Technology Education Division	Digital Education Centre of Excellence Scheme	A(26)

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Education Commission and Planning Division
Research and Test Development Section

Work of the Section

The Research and Test Development Section is responsible for monitoring and administering three international studies in which Hong Kong participates, including “Programme for International Student Assessment” (PISA), “Trends in International Mathematics and Science Study” (TIMSS) and “Progress in International Reading Literacy Study” (PIRLS), to assess the performance of Hong Kong students’ subject knowledge and skills acquired in various areas, in order to understand the effectiveness of our education system from a global perspective and to formulate more targeted enhancement measures to promote the continuous advancement of education in Hong Kong.

Main duties of secondees

- (a) To assist in preparing of the promotion/ publicity and dissemination activities related to the result release of international studies;
- (b) To assist in implementing the Main Study of TIMSS 2027 in Hong Kong;
- (c) To assist in preparing the reports and other documents regarding international studies; and
- (d) To assist in arranging meetings, conferences, briefings related to international studies.

Normal working locations

The normal working place is Room 1138 of Wu Chung House in Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of secondary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have (i) a Bachelor’s degree or equivalent; (ii) a postgraduate diploma/ certificate in education, or equivalent; and (iii) no less than five years (as at 31 August 2026) of full-time teaching experience in Mathematics Education, Science Education or other STEAM-related Key Learning Areas/ subjects. Preference will be given to applicants with a major in Mathematics or a Science-related subject.

Remarks

- (a) This application is for **full-time** secondment.
- (b) Applicants should indicate clearly in the application form their major and minor subjects of teaching in the past 5 school years.

Enquiries

Ms CHAN Chi-man, Anita
Education Officer (Research and Test Development)
Tel : 2892 6611
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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

School Development Division
Life Planning Education Section

Work of the Section

The Life Planning Education (LPE) Section is tasked to support secondary schools in providing life planning education and career guidance services to their students. To enhance the support to schools for the delivery of life planning education in a more comprehensive and systematic approach, LPE Section undertakes to provide school-based support by conducting consultancy visits; to organise training courses, thematic seminars and workshops; to promote successful experiences; to promote life planning education and career guidance to parents and students; and to organise career exploration activities for students through the implementation of “Business-School Partnership Programme” (BSPP).

Main duties of secondees

- (a) To conduct school visits and provide school-based professional support on life planning education and career guidance;
- (b) To prepare school visit reports and assist in compiling evaluation reports on school-based professional support;
- (c) To assist in organising teacher network and professional sharing among teachers;
- (d) To assist in organising seminars, sharing sessions and career exploration activities under BSPP to disseminate effective practices of life planning education and career guidance services;
- (e) To assist in supporting and monitoring BSPP career exploration activities for students, teachers and parents;
- (f) To assist in conducting debriefing session and provide valuable feedback to student participants of “Holiday Work Experience Programme” and “Mentorship Programme” under BSPP;
- (g) To assist in liaising with existing and potential BSPP partners and promoting BSPP to different stakeholders;
- (h) To assist in enhancing the content of the Life Planning Information Website to support schools, teachers and students; and
- (i) To assist in other duties under the purview of the Section as required.

Normal working locations

The normal working place is EP05, Podium, East Block, Education Bureau Kowloon Tong Education Services Centre, 19 Suffolk Road, Kowloon Tong, Kowloon. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving GMs/ SGMs of secondary schools (including special schools) in the aided sector or schools under the Direct Subsidy Scheme. They should have no less than five years (as at 31 August 2026) of full-time teaching experience and three years of experience in life planning education and career guidance work in secondary schools. Priority will be given to applicants with professional training in life planning education and career guidance such as the Certificate Course on Career Guidance and Life Planning for Secondary School Teachers.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

School Development Division
Life Planning Education Section

Remarks

This is a **full-time** secondment position.

Enquiries

Mr HO Ka-hei, Jackie
Executive Officer (Life Planning Education)
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E-mail : exolpe@edb.gov.hk

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Special Education Division
Guidance and Discipline Section

Work of the Section

The Guidance and Discipline Section is responsible for providing professional support to schools on matters relating to student guidance and discipline.

Main duties of secondees

- (a) To visit schools and provide professional support/ consultation to primary and secondary schools on student guidance and discipline matters;
- (b) To support schools in the implementation of the Enhanced Smart Teen Project through organising training camps, conducting school development visits, camp visits, teacher training and school consultation;
- (c) To plan and conduct training courses and workshops for students, guidance and discipline teachers/ personnel;
- (d) To provide support for the implementation of thematic projects for schools; and
- (e) To develop and try out relevant resource materials for student guidance and discipline services.

Normal working locations

The normal working place is the Guidance and Discipline Section at 14 Taikoo Wan Road in Taikoo Shing. Secondees may also be required to work in other locations, such as schools, camp sites or government offices, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools in the aided sector or under the Direct Subsidy Scheme. They should have no less than 5 years (as at 31 August 2026) of teaching experience preferably with professional training in guidance/ counselling/ discipline and at least 3 years of experience in school guidance/ discipline work.

Remarks

- (a) The application is for **full-time** secondment.
- (b) Secondees may need to work after office hours and conduct overnight training camps.

Enquiries

Ms WONG Ka-ying, Michelle
Executive Officer (Guidance and Discipline)
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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Citizenship and Social Development Section

Work of the Section

The Citizenship and Social Development (CS) Section is responsible for curriculum development related to CS, organising professional development programmes for teachers, and developing learning and teaching resources to support schools and teachers in the implementation of the curriculum.

Main duties of secondees

- (a) To develop learning and teaching resources of CS, and assist schools in trying out the resources;
- (b) To assist in organising teacher professional development programmes (e.g. seminars, workshops, local and Mainland study tours);
- (c) To assist in organising school network activities, and share experience and good practices in curriculum development and implementation with frontline teachers;
- (d) To assist in organising student activities related to CS for enriching students' learning experiences; and
- (e) To collect and consolidate good school practices.

Normal working locations

The normal working place is CS Section, Wu Chung House, Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of secondary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have a Bachelor's degree (or equivalent) and a Post-graduate Certificate/ Diploma in Education (or equivalent) and no less than 3 years (as at 31 August 2026) of full-time teaching experience in the subject of CS at the senior secondary level.

Remarks

The application is for **full-time** secondment.

Enquiries

Ms LAM Yuen-shan

Senior Curriculum Development Officer (Citizenship and Social Development)2

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
English Language Education Section

Work of the Section

The English Language Education (ELE) Section is responsible for curriculum development related to English Language education, organising professional development programmes for teachers and developing learning and teaching resources to support schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

- (a) To develop learning and teaching resources with a view to enriching students' learning experiences, enhancing their interest in learning English and promoting self-directed English learning;
- (b) To conduct professional development programmes, including workshops, seminars, learning circles and sharing sessions, to promote the learning of English and the professional development of English teachers;
- (c) To organise student activities and competitions so as to provide students with authentic contexts and opportunities to apply the knowledge, skills and values and attitudes acquired; and
- (d) To conduct school visits and/ or focus group interviews to collect and consolidate good school practices for the reference of the school sector.

Normal working locations

The normal working place is the ELE Section at Wu Chung House, Wan Chai. Secondees may also be required to work in other locations, such as schools, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have a bachelor's degree/ master's degree/ doctoral degree majoring in English Language, English Studies, English Literature, English Language Education or Translation or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in the English Language subject at the primary or secondary level.

Remarks

The application is for **full-time** secondment.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Kindergarten and Primary Section

Work of the Section

The Kindergarten and Primary (K&P) Section is responsible for curriculum development on kindergarten education, primary education and Primary Humanities, organising professional development programmes for teachers and developing learning and teaching resources to support schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

- (a) To assist in the implementation of the Primary Humanities learning circle including assisting teachers with open lessons during school visits, experience sharing etc.;
- (b) To develop learning and teaching resources based on the learning content of *Primary Humanities Curriculum Guide*;
- (c) To assist in organising and conducting teacher professional development programmes of Primary Humanities;
- (d) To build a network with schools and share experiences on curriculum development and good practices in the implementation of Primary Humanities curriculum with frontline teachers; and
- (e) To assist in collecting views from primary school sector regarding the implementation of Primary Humanities.

Normal working locations

The normal working place is at the office of the Kindergarten and Primary Section at Wu Chung House, Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have no less than three years (as at 31 August 2026) of full-time teaching experience in General Studies. Priority will be given to applicants with experience in teaching Primary Humanities.

Remarks

The application is for **full-time** secondment.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Moral, Civic and National Education
Section 1

Work of the Section

The Moral, Civic and National Education (MCNE) Section 1 is responsible for curriculum development related to values education, organising professional development programmes (PDPs), developing learning and teaching resources and organising student activities to support schools and teachers in the implementation of curriculum policies and innovations, as well as the building of positive campus learning environment.

Main duties of secondees

- (a) To support the launch of the final version of the Values Education Curriculum Framework (VECF) in 2026, including but not limited to:
- develop and try out new learning and teaching resources in the areas of health education, sex education, life education, media and information literacy education, civic education, Chinese culture and virtues learning, education for sustainable development, etc., as well as the priority values and attitudes;
 - share experience in curriculum development and implementation of values education with frontline teachers in the professional development programmes;
 - assist in organising and conducting programmes, activities, competitions and other campaigns for teachers and/ or students for the promotion of values education and the VECF; and
- (b) To conduct school visits for identifying and collecting good school practices to inform curriculum planning and implementation.

Normal working locations

The normal working place is the MCNE Section 1 at 4/F, Kowloon Government Offices, 405 Nathan Road, Kowloon. Secondees may also be required to work in other locations, such as schools and education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have no less than three years (as at 31 August 2026) of full-time teaching experience in values education.

Remarks

- (a) The application is for **full-time** secondment.
- (b) Applicants with experiences in leading the planning and implementation of curriculum, designing learning and teaching resources as well as organisation of student activities related to values education, are preferred.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Moral, Civic and National Education
Section 1

Enquiries

Ms Angela CHOW

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Moral, Civic and National Education Section
Section 2

Work of the Section

The Moral, Civic and National Education (MCNE) Section 2 is responsible for curriculum development related to national education, organising professional development programmes for teachers, developing learning and teaching resources and organising life-wide learning activities to support schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

- (a) To facilitate the implementation of school-based national education (including Chinese culture, intangible cultural heritage, our country's current situation, national geography, traditional science and technology, Constitution and Basic Law education) in partner schools of learning circle;
- (b) To develop learning and teaching resources related to national education;
- (c) To share experience in curriculum development and implementation of national education through assisting in organising professional development programmes for teachers and serving as speakers; and
- (d) To assist in organising life-wide learning activities (including local study tours) related to national education for enriching students' learning experiences.

Normal working locations

The normal working place is the office of the MCNE Section 2 at the Education Bureau Kowloon Tong Education Services Centre. Secondees may also be required to work in other locations, such as schools, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have no less than three years (as at 31 August 2026) of full-time teaching experience in national education.

Remarks

The application is for **full-time** secondment.

Enquiries

Mr LAM Chi-tak

Curriculum Development Officer (Moral, Civic and National Education)22

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Native-speaking English Teacher Section

Work of the Section

The Native-speaking English Teacher (NET) Section is responsible for facilitating the implementation of the NET Scheme in Hong Kong. It provides professional support for all public-sector schools, as well as organises professional development programmes to support schools and teachers in the implementation of curriculum innovations in order to maximise the benefits of the Scheme on English language learning and teaching.

Main duties of secondees

- (a) To assist in the development of learning and teaching (L&T) resources in support of innovative projects that promote the creative use of English and use of various language arts in English Language Education at secondary level;
- (b) To organise school network activities, co-curricular activities and professional development programmes, including learning hubs, for promoting reading, innovative teaching practices and the learning of English language;
- (c) To assist in the planning, organisation and evaluation of student competitions and competition-related workshops for teachers supporting the pedagogical use of related L&T resources;
- (d) To identify and disseminate good practices in English language learning and effective use of L&T resources in schools; and
- (e) To assist in conducting professional exchange activities for English teachers from the Mainland and Hong Kong*.

* This is only applicable to English teachers who are interested in joining the Scheme on Hong Kong Teachers' Exchange Activities to the Mainland. The Scheme aims to establish a professional exchange platform for English teachers in Hong Kong and in the Mainland to facilitate their professional development. There are exchange activities with the teachers to be held in Hong Kong and Guangdong, and participating teachers will conduct visits to the Mainland schools and engage in professional sharing activities with the Mainland teachers.

Normal working locations

The normal working place is Native-speaking English Teacher Section, Room 1120, 11/F, Tsuen Wan Multi-storey Carpark Building, 174-208 Castle Peak Road, Tsuen Wan, New Territories. Secondees may also be required to work in other locations, such as schools, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving English teachers of secondary schools (including special schools) in the aided sector or under the Direct Subsidy Scheme. They should have (a) a bachelor's degree in English Language or equivalent; (b) a post-graduate diploma/ certificate in education or equivalent; and (c) no less than three years (as of 31 August 2026) of full-time teaching experience in the English Language subject at the secondary level.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Native-speaking English Teacher Section

Remarks

- (a) The application is for **full-time** secondment.
- (b) Secondees taking part in the Scheme on Hong Kong Teachers' Exchange Activities to the Mainland are required to conduct visits to schools in Guangdong and engage in different exchange activities, including collaborative lesson planning, lesson reviews and sharing sessions, etc.

Enquiries

Ms Adys WONG

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Personal, Social and Humanities Education Section 1
Geography

Work of the Section

The Personal, Social and Humanities Education (PSHE) Section 1 is responsible for curriculum development matters related to PSHE, organising teacher professional development programmes and developing learning and teaching resources to provide support to schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

- (a) To support the development of Geography curriculum by developing and trying out learning and teaching resources which contain the learning elements of National Geography, fieldwork, digital education and climate literacy;
- (b) To assist in organising professional development programmes for teachers on (i) planning and developing Geography curriculum and learning and teaching activities to promote Geography in secondary schools; (ii) the implementation of fieldwork in Geography; and (iii) the strategies of incorporating digital education into the curriculum for facilitating the learning and teaching of Geography;
- (c) To share experiences and good practices with frontline teachers of the learning circle on the integrating the learning elements of National Geography into the junior and senior secondary Geography curriculum; and
- (d) To assist in collecting views regarding the implementation of Geography curriculum.

Normal working locations

The normal working place is the PSHE Section office at Room 1319 of Wu Chung House in Wanchai. Secondees may also be required to work in other locations, such as schools, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving GMs/ SGMs of secondary schools in the aided sector or under the Direct Subsidy Scheme. They should have a Bachelor degree/ Master degree/ Doctoral degree majoring in Geography or equivalent, and a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in Geography at secondary level(s).

Remarks

The application is for **full-time** secondment.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Personal, Social and Humanities Education Section 2
Chinese History (Junior and Senior Secondary)

Work of the Section

The Personal, Social and Humanities Education (PSHE) Section 2 is responsible for giving advice on related curriculum development matters and developing learning and teaching resources to provide support to schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

- (a) To review and develop resource materials related to the junior secondary Chinese History curriculum and optimised senior secondary Chinese History curriculum;
- (b) To assist in organising territory-wide students learning activities for the promotion of Chinese History;
- (c) To assist in implementing diversified learning and teaching strategies, including integrating digital education elements such as artificial intelligence, e-learning platforms and experiential learning into classroom;
- (d) To assist in organising professional development programmes for teachers, including curriculum planning and learning and teaching of the junior secondary Chinese History curriculum and optimised senior secondary Chinese History curriculum; and
- (e) To assist in organising learning community so as to facilitate the professional development and collaboration among Chinese History teachers.

Normal working locations

The normal working place is the PSHE Section at 1319, 13/F, Wu Chung House, Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving GMs/ SGMs of secondary schools in the aided sector or under the Direct Subsidy Scheme. They should have a Bachelor degree/ Master degree/ Doctoral degree majoring in Chinese History/ History or equivalent, and a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in the Chinese History/ History subject at secondary levels.

Remarks

The application can be for **full-time** or **half-time** secondment.

**Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)**

**Curriculum Development Institute
Personal, Social and Humanities Education Section 2
Chinese History (Junior and Senior Secondary)**

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Personal, Social and Humanities Education Section 2
History

Work of the Section

The Personal, Social and Humanities Education (PSHE) Section 2 is responsible for curriculum development related to PSHE, organising teacher professional development programmes and developing learning and teaching resources to support schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

- (a) To develop and try out learning and teaching resources of the revised junior secondary History curriculum and optimised senior secondary History curriculum;
- (b) To assist in organising professional development programmes for teachers, including curriculum planning and learning and teaching of the revised junior secondary History curriculum and optimised senior secondary History curriculum;
- (c) To develop and try out learning and teaching materials for source-based history study (including e-learning resources) so as to enhance students' learning interest and facilitate inquiry learning in History; and
- (d) To develop a learning network for History teachers for trying out the learning and teaching materials, facilitate professional dialogues between networked schools, and share experiences and good practices in curriculum development and implementation with schools.

Normal working locations

The normal working place is the PSHE Section office at Room 1319 of Wu Chung House in Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving GMs/ SGMs of secondary schools in the aided sector or under the Direct Subsidy Scheme. They should have a Bachelor degree/ Master degree/ Doctoral degree majoring in History or equivalent, and a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in History at secondary level(s).

Remarks

- (a) The application can be for **full-time** or **half-time** secondment.
- (b) The secondees should implement and evaluate the designed History learning and teaching materials in their original school. They are expected to conduct collaborative lesson planning with teachers, and take part in lesson observation etc.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Curriculum Development Institute
Physical Education Section

Work of the Section

The Physical Education (PE) Section is responsible for curriculum development of PE Key Learning Area, offering advice and support to schools/ teachers to develop students' active and healthy lifestyle, organising teachers' professional development programmes (PDPs), developing learning and teaching resources, and organising activities to support schools and teachers in the implementation of curriculum policies and innovations including the promotion of "Active Students, Active People" Campaign (ASAP) and the inclusion of PE in the internal assessment for Secondary School Places Allocation System.

Main duties of secondees

- (a) To develop learning and teaching resources for the PE "Learning Outcomes Framework", and support the try-out of these resources in schools;
- (b) To establish and develop a PE assessment learning community with schools/ PE teachers;
- (c) To organise PE assessment workshops, seminars, and learning community activities;
- (d) To collaborate with schools in building a resource bank of school-based PE assessment examples and PE related learning and teaching resources;
- (e) To build network with schools/ PE teachers for promotion of MVPA60, and share experiences on curriculum development and good practices in implementation of the PE curriculum with frontline teachers; and
- (f) To assist in organising and conducting teachers' professional development programmes in PE.

Normal working locations

The normal working place is the office of the PE Section at 3/F, 323 Java Road, North Point. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary schools in the aided sector or schools under the Direct Subsidy Scheme. They should have a Bachelor degree/ Master degree/ Doctoral degree majoring in PE/ Sports-related subject or equivalent, and a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in the PE.

Remarks

The application can be for **full-time** or **half-time** secondment.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Education Infrastructure Division
Quality Education Fund Secretariat
Team 1

Work of the Section

The Quality Education Fund (QEF) was set up in 1998 with an allocation of \$5 billion to fund worthwhile initiatives on a pilot basis and one-off projects that aim to raise the quality of education and promote quality education at kindergarten, primary, secondary and special education sectors. The QEF Secretariat is responsible for providing secretarial support to the Fund.

Main duties of secondees

- (a) To assist in monitoring the progress of QEF funded projects and compiling project evaluation reports;
- (b) To provide support to the operation of Assessment and Monitoring Sub-committee as regards tasks relating to monitoring QEF funded projects;
- (c) To assist in organising briefing sessions, consultations sessions and workshops to publicise the funding programmes of QEF; and
- (d) To assist in reviewing and revising project evaluation documents.

Normal working locations

The normal working place is Room 403, 4/F., 14 Taikoo Wan Road, Taikoo Shing, Hong Kong. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools (including special schools) in the aided sector or schools under the Direct Subsidy Scheme. They should have no less than 4 years (as at 31 August 2026) of full-time teaching experience at primary and/ or secondary level.

Remarks

- (a) The application is for **full-time** secondment.
- (b) Applicants should indicate clearly in the application form their major and minor subjects of teaching in the past 4 school years.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Education Infrastructure Division
Quality Education Fund Secretariat
Team 2

Work of the Section

The Quality Education Fund (QEF) was set up in 1998 with an allocation of \$5 billion to fund worthwhile initiatives on a pilot basis and one-off projects that aim to raise the quality of education and promote quality education at kindergarten, primary, secondary and special education sectors. The QEF Secretariat is responsible for providing secretarial support to the Fund.

Main duties of secondees

- (a) To conduct school visits and compile school visit reports to monitor and review the progress of QEF-funded projects and provide on-site support on project implementation;
- (b) To evaluate QEF funded projects, screen deliverables and resources developed under the projects, and compile project evaluation reports;
- (c) To assist in organising briefing sessions, seminars and territory-wide dissemination events to promote the QEF and disseminate effective practices from QEF funded projects; and
- (d) To facilitate professional sharing and collaboration among schools in QEF Thematic Network (QTN).

Normal working locations

The normal working place is Room 403, 4/F., 14 Taikoo Wan Road, Taikoo Shing, Hong Kong. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools (including special schools) in the aided sector or schools under the Direct Subsidy Scheme. They should have no less than 4 years (as at 31 August 2026) of full-time teaching experience at primary and/ or secondary level.

Remarks

- (a) The application is for **full-time** secondment.
- (b) Applicants should indicate clearly in the application form their major and minor subjects of teaching in the past 4 school years.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Quality Assurance Division
Life-wide Learning and Mainland Exchange Section 2

Work of the Section

The Life-wide Learning and Mainland Exchange Section 2 is mainly responsible for organising Mainland Exchange Programmes (MEPs) for students in alignment with the school curriculum to enable them to gain first-hand experience of the development of our country in various aspects, deepen their classroom learning and broaden their horizons.

Main duties of secondees

- (a) To assist in developing strategies for the implementation of MEPs to address students' diverse learning needs;
- (b) To assist in planning and implementing MEPs, performing regular on-site monitoring and conducting briefing and de-briefing sessions;
- (c) To develop learning materials to be used in MEPs;
- (d) To assist in disseminating relevant MEPs experiences by sharing experiences in seminars;
- (e) To conduct school visits and provide on-site support services; and
- (f) To assist in updating relevant guidelines for organising school-based MEPs and work practices.

Normal working locations

The normal working place is the office of Life-wide Learning and Mainland Exchange Section 2 at Wu Chung House in Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs. Secondees are required to participate in exchange programmes in the Mainland.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools (including special schools) in the aided sector or in schools under the Direct Subsidy Scheme. They should hold a university degree in Chinese Language/ Humanities disciplines/ Liberal Studies/ Science/ Technology/ General Studies/ Social Sciences, or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than seven years (as at 31 August 2026) of full-time teaching experience in relevant subjects. Proficiency in Putonghua is preferred.

Remarks

- (a) The application is for **full-time** secondment.
- (b) Applicants should indicate clearly in the application form the major and minor subjects studied in their degree courses. Applicants possessing additional qualifications (e.g. a Master/ PhD degree) should also include details in their applications.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Quality Assurance Division
Life-wide Learning and Mainland Exchange Section 2

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Language Learning Support Section

Work of the Section

To strengthen language support for different stages of education, the Language Learning Support Section was tasked by the Standing Committee on Language Education and Research (SCOLAR) to set up a Task Force, comprising experienced language teachers and language experts, to support schools to implement the curriculum reform, particularly in language learning and teaching. The Section is responsible for planning, implementing and evaluating the support services for schools, as well as disseminating good practices and experiences in school language curriculum development.

Main duties of secondees

- (a) To help teachers in primary and/ or secondary schools implement the curriculum initiatives in their Chinese/ English Language curricula and nurture curriculum leadership through on-site support services and learning communities of teachers;
- (b) To organise professional development activities, including learning communities, for primary and/or secondary school heads, Chinese/ English panel heads and teachers;
- (c) To assist in identifying and disseminating good practices in Chinese/ English Language learning and teaching and effective resources for reference in primary and/ or secondary schools;
- (d) To undertake research and development projects related to Chinese/ English Language learning and teaching in primary and/ or secondary schools;
- (e) To liaise with school heads/ relevant parties of the schools to review their progress in school-based language curriculum development; and
- (f) To assist in conducting professional exchange activities for English teachers from the Mainland and Hong Kong*.

* This is applicable to English teachers who will be engaged in the Scheme on Hong Kong Teachers' Exchange Activities to the Mainland. The Scheme aims to establish a professional exchange platform for English teachers in Hong Kong and the Mainland, fostering mutual professional development. The programme includes exchange activities held in both Hong Kong and Guangdong, where participating teachers will visit Mainland schools and engage in professional sharing activities with their Mainland counterparts through both online and face-to-face modes.

Normal working locations

The normal working places are the office of the Language Learning Support Section in Education Bureau Kowloon Tong Education Services Centre and the schools to which the secondees will be deployed. Secondees may also be required to work in other locations to be determined by the supervisor in light of service needs.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Language Learning Support Section

Entry Requirements

Applicants should be serving or former (for not less than one school year continuously between September 2023 to September 2026) panel heads, assistant panel heads, coordinators of teaching Chinese to non-Chinese speaking students or level coordinators of primary or secondary schools (including special schools) in the aided sector or schools under the Direct Subsidy Scheme. They should have a Bachelor's degree or equivalent in Chinese/ English Language and/ or Chinese/ English Language Education, a postgraduate diploma/ certificate in education or equivalent and no less than six years (as at 31 August 2026) of full-time teaching experience in the Chinese/ English subject at primary and/ or secondary level(s). A higher degree or equivalent in Chinese/ English language and/ or Chinese/ English Language Education is an advantage.

RemarksWorking locations, nature of work and time allocation

- (a) The secondees are required to meet regularly with team members at the office of the Section to co-plan and organise professional development activities (including learning communities) for schools; review their work and evaluate the progress of schools in school language curriculum development; co-develop learning and teaching resources; and participate in in-house capacity building activities.
- (b) The secondees will be deployed to work in other schools to provide support for teachers in school language curriculum development. They are expected to conduct collaborative lesson planning, take part in lesson observation, conduct school-based teacher development workshops, hold discussions with relevant parties of the schools, etc.
- (c) Secondees taking part in the Scheme on Hong Kong Teachers' Exchange Activities to the Mainland are required to conduct visits to schools in Guangdong and engage in different exchange activities, including collaborative lesson planning, lesson reviews and sharing sessions, etc.
- (d) The application is for **full-time** secondment.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
School-based Curriculum Development (Secondary) Section

Work of the Section

The School-based Curriculum Development (Secondary) Section aims at providing diversified modes of professional support services to schools through engaging them in meaningful collaborations as one of the means to enhance teachers' professional capacity for developing school curriculum, and enrich their repertoire of effective pedagogical practices catered to the learning needs of students in order to help them develop their potential to the full. It also helps foster a collaborative and reflective culture among teachers, among and within schools for collegial support and sustainable development.

For the 2026/27 school year, support services will be provided in three Key Learning Areas (KLAs) viz., Mathematics Education, Science Education, and Personal, Social and Humanities Education (PSHE); in Citizenship and Social Development (CS) and in curriculum initiatives. These curriculum initiatives include STEAM (Science, Technology, Engineering, the Arts and Mathematics) education, values education, national education, and digital education.

Main duties of secondees

- (a) To provide school-based support to secondary schools to develop school curriculum, to implement curriculum initiatives, to explore and develop effective pedagogical practices;
- (b) To assist in conducting cross-school meetings and training activities of learning communities to foster a sharing and collaborative culture among teachers, among and within schools;
- (c) To organise professional development activities to facilitate the implementation of curriculum initiatives;
- (d) To identify and disseminate good practices of schools, and contribute to knowledge management; and
- (e) To liaise with school teachers/ relevant parties in relation to the implementation of school curriculum initiatives.

Normal working locations

The normal working place is the office of School-based Curriculum Development (Secondary) Section at Landmark North in Sheung Shui. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor according to service needs.

Entry Requirements

Applicants should be serving teachers of secondary schools (including special schools) in the aided sector or under the Direct Subsidy Scheme. They should have (i) a university degree or equivalent; (ii) a postgraduate diploma/ certificate in education or equivalent; and (iii) no less than five years (as at 31 August 2026) of full-time teaching experience in the PSHE KLA, Mathematics Education, Science Education or other STEAM-related KLAs/ subjects, or no less than four years (as at 31 August 2026) of full-time teaching experience in CS. Experience of being the Prefect of Studies/ Head of Curriculum Development in schools would be preferable.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
School-based Curriculum Development (Secondary) Section

Remarks

- (a) The application can be for **full-time** or **half-time** secondment.
- (b) Preference will be given to applicants who have curriculum development experiences in the relevant KLA/ subject or assumed a leading role in school curriculum development or in promoting STEAM education or values education.
- (c) Applicants should indicate clearly in the application form his/her respective rank and service periods of all teaching posts taken.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
School-based Curriculum Development (Primary) Section

Work of the Section

The School-based Curriculum Development (Primary) (SBCDP) Section renders on-site professional support services in various Key Learning Areas/ subjects including Chinese Language Education, English Language Education, Mathematics Education, Primary Science and Primary Humanities. Support officers visit schools regularly to work closely with teachers in collaborative lesson preparation meetings and provide various kinds of services to facilitate school curriculum development renewal. The Section also leverages learning communities to promote cross-school professional exchange, with a view to enhancing the members' professional capacity and leadership of curriculum leaders.

For the 2026/27 school year, secondees will be assigned to provide support services in Chinese Language Education, English Language Education, Mathematics Education, Primary Science and/or Primary Humanities, and to implement curriculum initiatives such as national education, values education, STEAM education and digital education.

Main duties of secondees

- (a) To assist in providing on-site support to primary schools to develop school curriculum to cater for diverse student learning needs, to implement curriculum initiatives such as national education, values education, STEAM education and digital education, and to explore and develop innovative pedagogical practices;
- (b) To support the organisation and knowledge management of learning communities;
- (c) To assist in organising professional development activities to facilitate the implementation of curriculum initiatives;
- (d) To develop learning and teaching resources and consolidate support services experience and knowledge;
- (e) To assist in identifying and disseminating good pedagogical practices at cross-school level and territory-wide level; and
- (f) To participate in diversified Mainland exchange activities, such as engaging in professional sharing activities with the Mainland teachers, with potential visits to schools in the Mainland.

Normal working locations

The normal workplace is at the office of School-based Curriculum Development (Primary) Section in Shatin Government Offices. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
School-based Curriculum Development (Primary) Section

Entry Requirements

Applicants should be serving teachers of primary schools (including special schools) in the aided sector or under the Direct Subsidy Scheme. They should have (i) a bachelor's degree in Chinese Language Education/ English Language Education/ Mathematics Education/ Science/ Social Science or equivalent; (ii) a postgraduate diploma/certificate in education or equivalent; and (iii) no less than five years (as at 31 August 2026) of full-time teaching experience in the Chinese Language subject/ the English Language subject/ Mathematics/ General Studies at primary levels. Preference will be given to applicants with experience in Primary Science/ Primary Humanities/ General Studies curriculum development and/ or in promoting innovative learning and teaching practices.

Remarks

- (a) The application can be for **full-time** or **half-time** secondment.
- (b) The secondees are required to meet regularly with team members at the office of the Section to co-plan and organise professional development activities for schools; review their work and evaluate the progress of school curriculum development; co-develop learning and teaching resources; and participate in in-house capacity building activities.
- (c) The secondees will be deployed to work in other schools to provide support to teachers in school curriculum development. They are expected to conduct collaborative lesson planning with teachers, participate in learning activities whereby they can understand how learning and teaching can be improved, take part in lesson observation, conduct teacher development workshops, hold discussions with relevant parties of the schools, etc.
- (d) The secondees may be required to take part in visits to schools in the Mainland and engage in different exchange activities, including collaborative lesson planning, lesson studies and sharing sessions, etc.

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
School-based Professional Support Section

Work of the Section

The School-based Professional Support Section is mainly responsible for coordinating four school-based support services (SBSS), including Mainland-Hong Kong Teachers Exchange and Collaboration Programme (MHKTECP), the Scheme on Hong Kong Teachers' Exchange Activities to the Mainland (HKTEAM), Quality Education Fund Thematic Network – Designated Themes projects and the Quality Education Fund Thematic Network projects, as well as promoting good practices and experiences collected from the SBSS to enhance schools' capacity in implementing various education initiatives.

Main duties of secondees

- (a) To promote various education initiatives in the participating schools through their frontline experience in curriculum planning and teaching, thus enhancing the effectiveness of SBSS;
- (b) To facilitate the participating schools to establish learning communities/ professional networks within and between schools to promote sharing and collaboration;
- (c) To assist in organising and conducting school-based/ territory-wide teacher professional development activities; and
- (d) To assist in organising and participating in the MHKTECP and HKTEAM.

Normal working locations

The secondees generally work at the School-based Professional Support Section office in Landmark North in Sheung Shui, and may need to work at other locations as arranged by the supervisors based on operational needs. If the secondees are English Language teachers, they may also need to travel to the Mainland to assist in the organisation of and participate in the HKTEAM.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools (including special schools) in the aided sectors or under the Direct Subsidy Scheme, and experienced in curriculum development and teacher training. They should have a university degree or equivalent, a postgraduate diploma/ certificate in education or equivalent and no less than six years (as at 31 August 2026) of full-time teaching experience. Priority will be given to Chinese Language or English Language teachers with experiences as panel heads or whole-school curriculum planning.

Remarks

- (a) This is a **full-time** secondment position.
- (b) Applicants should indicate their main and secondary subjects taught in the past three years in the application form, which will serve as a reference for arranging their professional support duties;
- (c) Secondees will be deployed to work in different locations to support, monitor and review the SBSS's service providers; and
- (d) Secondees taking part in the HKTEAM may need to travel to the Mainland for school exchange activities, including collaborative lesson planning, classroom observations, and experience sharing.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
School-based Professional Support Section

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Technology Education Section
STEM Education Centre

Work of the Section

The Technology Education (TE) Section of the Innovation Technology Education Division aims at giving support to schools in the implementation of curriculum policies and innovations related to TE Key Learning Area (KLA) including the promotion of STEAM education.

To further support schools, the STEM Education Centre (the Centre) was set up at the Arts and Technology Education Centre (ATEC) in Lok Fu on 26 October 2017. The TE Section works closely with the Centre at which the major services provided are:

- Maker Space equipped with more advanced equipment
- Professional Development Programmes for teachers
- Student learning activities such as competitions
- Advice to schools on the implementation of STEAM education

Main duties of secondees

- (a) To organise STEAM-related learning activities for students including competitions;
- (b) To provide technical advice for students' project work and teachers on using the equipment in the Maker Space of the Centre;
- (c) To organise STEAM-related professional development programmes, as well as support services for teachers;
- (d) To render professional support for schools on the implementation of STEAM education; and
- (e) To assist in the arrangement of related promotion activities or events.

Normal working locations

The normal working place is STEM Education Centre in the Arts and Technology Education Centre at 145 Junction Road, Lok Fu, Kowloon. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving GMs (or above) of secondary schools (including special schools) in the aided sector or schools under the Direct Subsidy Scheme. They should have a university degree in Technology/ STEAM-related disciplines and a postgraduate diploma/ certificate in education, or equivalent; and no less than four years (as at 31 August 2026) of full-time teaching experience in STEAM-related subjects at the secondary level. Priority will be given to applicants who have full-time teaching experience in Design and Technology related subjects at the secondary level.

Remarks

- (a) The application is applicable for **half-time** secondment only.
- (b) Priority will be given to applicants who are familiar with the use of relevant equipment in Design and Technology Workshop and with rich experience in implementation of STEAM education in schools.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Technology Education Section
STEM Education Centre

Enquiries

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Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Science Education Section

Work of the Section

The Science Education Section is responsible for giving advice on related curriculum development matters and developing learning and teaching resources to give support to schools and teachers in the implementation of curriculum policies and initiatives.

Main duties of secondees

- (a) To design, try out and compile different learning, teaching and assessment activities/ resources related to curricula of Science(P1-6), Science (S1-3), Physics (S4-6), Chemistry (S4-6), and/ or Biology (S4-6), as well as the transition between the primary and junior secondary levels; and
- (b) To develop learning network(s) which comprises Primary Science teachers and/ or Secondary Science teachers for facilitating knowledge and good experience sharing related to science education.

Normal working locations

The normal working place is Science Education Section at Education Bureau Kowloon Tong Education Services Centre. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should:

- (1) be serving APSMs/ PSMs/ SPSMs of primary schools in the aided sector or schools under the Direct Subsidy Scheme and having a Bachelor's degree/ Master degree/ Doctoral degree majoring in Biology/ Chemistry/ Physics/ Engineering or equivalent; or
- (2) be serving GMs/ SGMs of secondary schools in the aided sector or schools under the Direct Subsidy Scheme and having a Bachelor's degree/ Master degree/ Doctoral degree majoring in Biology/ Chemistry/ Physics/ Engineering or equivalent; and
- (3) possess a postgraduate diploma/ certificate in education or equivalent and no less than three years (as at 31 August 2026) of full-time teaching experience in the General Studies/ science-related subject(s) at the primary level or science subjects(s) at the secondary level.

Remarks

The application is for **full-time** secondment.

Enquiries

Ms CHUANG Yung-ping
Senior Curriculum Development Officer (Science)3
Tel : 3698 3446
Fax : 2194 0670
E-mail : scdos3@edb.gov.hk

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Special Educational Needs Section

Work of the Section

The Special Educational Needs (SEN) Section aims at providing advice on curriculum development matters for the special schools admitting students with intellectual developmental disorder (IDD), organising professional development programmes as well as developing learning and teaching resources to support special schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

Seconded teachers may be deployed to assist in or undertake the following support duties in relation to the implementation of Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula for students with IDD:

- (a) To assist in providing school-based support service to schools for children with intellectual developmental disorder (IDD schools) in implementing Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula;
- (b) To conduct school visits to collect and consolidate good practices so as to enhance the effective implementation of Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula in special schools admitting students with IDD;
- (c) To establish a professional learning network for Humanities and Science teachers of special schools admitting students with IDD, facilitate professional dialogues between networked schools, and share experiences in curriculum development and implementation to all schools; and
- (d) To assist in modifying the suggested adaptations of Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula for students with IDD.

Normal working locations

The normal working place is the office of the SEN Section at Room 1325, 13/F., Wu Chung House, Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving APSMs/ PSMs/ GMs/ SGMs of special schools in the aided sector. They should have no less than 5 years (as at 31 August 2026) of full-time teaching experience in special schools admitting students with IDD.

Remarks

The secondment is on a **full-time** basis.

Enquiries

Ms CHAN Ching-wai Jocelyn

Curriculum Development Officer (Special Educational Needs)3

Tel : 2892 5474

Fax : 2573 5299

E-mail : cdosen3@edb.gov.hk

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Special Educational Needs Section

Work of the Section

The Special Educational Needs (SEN) Section aims at providing advice on curriculum development matters for the special schools admitting students with intellectual developmental disorder (IDD), organising professional development programmes as well as developing learning and teaching resources to support special schools and teachers in the implementation of curriculum policies and innovations.

Main duties of secondees

Seconded teachers may be deployed to assist in or undertake the following support duties in relation to the implementation of Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula for students with severe intellectual developmental disorder (SIDD):

- (a) To assist in providing school-based support service to schools for children with severe intellectual developmental disorder (SIDD schools) in implementing Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula;
- (b) To develop and try out learning modules of Humanities and Science with supported SIDD schools in a collaborative way;
- (c) To establish a professional learning network for Humanities and Science teachers of special schools admitting students with IDD, facilitate professional dialogues between networked schools, and share experiences in curriculum development and implementation to all schools; and
- (d) To assist in modifying the suggested adaptations of Humanities (Primary 1 – Secondary 3) and Science (Primary 1 – Secondary 3) curricula for students with IDD.

Normal working locations

The normal working place is the office of the SEN Section at Room 1325, 13/F., Wu Chung House, Wanchai. Secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving APSMs/ PSMs/ GMs/ SGMs of special schools in the aided sector. They should have no less than 5 years (as at 31 August 2026) of full-time teaching experience in special schools admitting students with IDD.

Remarks

The secondment is on a **half-time** basis.

Enquiries

Ms CHAN Ching-wai Jocelyn

Curriculum Development Officer (Special Educational Needs)3

Tel : 2892 5474

Fax : 2573 5299

E-mail : cdosen3@edb.gov.hk

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Information Technology Management Division
Systems & Information Management Section

Work of the Section

The Systems and Information Management Section is responsible for the support, development and administration of the information management systems, one of which is the system named “CloudSAMS”. The secondees will be deployed to promote the use of CloudSAMS among all public sector schools, support and train schools’ staff on using CloudSAMS, and coordinate the CloudSAMS enhancement projects.

Main duties of secondees

- (a) To assist in promotion activities of CloudSAMS, in particular providing advice from the perspective of schools;
- (b) To support schools in the use of CloudSAMS;
- (c) To assist in the collection and evaluation of schools’ feedback on CloudSAMS;
- (d) To assist in the enhancement of various CloudSAMS modules by providing comments on its functionalities and user-friendliness, conducting user acceptance tests of enhanced items and preparing for its rollout to schools;
- (e) To assist in the follow-up and handling of issues after the system upgrade to CloudSAMS by providing suggestions and comments from the point of view of a frontline user in school; and
- (f) To serve as CloudSAMS trainers and assist in the planning, organising and revision of training activities and materials.

Normal working locations

The normal working place is at Estate Primary School No.1, Mei Lam Estate, Sha Tin, N.T. (about ten-minute walk from Exit A of Tai Wai MTR Station). Occasionally, secondees may also be required to work in other locations, such as schools or education services centres, to be determined by the supervisor in the light of service needs.

Entry Requirements

Applicants should be serving teachers of primary or secondary schools (including special schools) in the aided sector or schools under the Direct Subsidy Scheme. They should have adequate knowledge of the functioning of CloudSAMS and preferably no less than two years (as at 31 August 2026) of experience as a CloudSAMS administrator or equivalent.

Remarks

The application is for **full-time** secondment.

Enquiries

Ms TAM Yee-han, Tammy
Education Officer (Systems and Information Management) 6
Tel : 3464 0529
Fax : 3464 0567
E-mail : eosim6@edb.gov.hk

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Information Technology in Education Section
Digital Education Centre of Excellence Scheme

Work of the Section

The Information Technology (IT) in Education Section is responsible for supporting schools and providing professional advice to teachers to enhance their know-how and skills in using digital technology in education.

The Section invites schools to participate in the “**Digital Education Centre of Excellence (CoE) Scheme**” to provide professional development programmes (PDPs) and on-site support services to schools in Hong Kong. “CoE Schools” are tasked to build learning communities for scaling up good practices, consolidate new experiences, as well as enhance teachers’ repertoire and ability to use digital technologies and resources, aiming at equipping students with the necessary knowledge to face challenges in the digital era.

Each CoE School comprises **one to two half-time secondees** in the 2026/27 school year. In this connection, schools participating in the Scheme have to **provide one to two serving teachers** as secondees.

Main duties of secondees

- (a) To develop innovative pedagogy and e-resources in collaboration with members of the focus groups assigned to promote the use of digital technology in learning and teaching;
- (b) To use their school as a hub for school networking and a test bed of innovative pedagogy and mobilise teachers in their school to collaborate and test innovative pedagogy in classes;
- (c) To line up schools to form district-based/ territory-wide professional learning communities to share good digital education experiences in regular basis;
- (d) To conduct school visits and offer support services to other schools on pedagogical, technological and managerial issues related to the implementation of digital education, including effective use of innovative technologies including Artificial Intelligence (AI) in learning, teaching and assessment in various Key Learning Areas (KLAs) and STEAM education;
- (e) To plan and organise PDPs to share and disseminate good digital education experiences gained through experiments in their schools;
- (f) To promote information literacy and provide support to schools on parent education in digital education and e-safety; and
- (g) To keep the Section informed of the latest practices related to digital education in schools from a frontline practitioner’s perspective, and help convey messages of the Bureau’s policy and action on issues relevant to digital education to stakeholders, including school heads, students and parents.

Normal working locations

The normal working place is the secondee’s own school. Secondees may also be required to work at the office of IT in Education Section at Education Bureau Kowloon Tong Education Services Centre and other locations, such as other schools requesting support services, to be determined by the supervisor in the light of operational needs.

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Information Technology in Education Section
Digital Education Centre of Excellence Scheme

Entry requirements

Nominated applicants should be serving teachers or heads (up to Headmaster II/ Principal II level) of primary or secondary schools (including special schools) in the government, aided sector or schools under the Direct Subsidy Scheme. They should have no less than three years (as at 31 August 2026) of full-time teaching experience in using digital technology for learning and teaching at primary or secondary level. We will consider applications from nominees who have joined any interflow schemes in the past in view of the nature of the CoE Scheme.

Remarks

- (a) The secondment is on a **half-time** basis.
- (b) The CoE Scheme is school-based in nature. Thus, applications have to be submitted by school heads instead of individual teachers.
- (c) **Applications nominating two teachers will receive higher priority.**
- (d) In addition to the application form, schools should submit **a proposal of no more than ten pages** containing the following information for the Bureau's reference and consideration:
 - background information about the school;
 - three major strengths in promotion of digital education, which are in line with the Bureau's related policy;
 - whole-school planning on digital education implementation, including curriculum planning, capacity building and use of innovative technologies in various KLAs and STEAM education, promoting digital/ information literacy and parent education in digital education and e-safety;
 - a brief description of achievements in promoting digital education over the past three years (with track records);
 - a concrete work plan on providing professional support to schools, building their own professional capacity and fostering community of practice in the school sector; and
 - information on additional manpower support (including an overview of the supporting teachers' relevant experiences, expertise and major subjects taught) who can serve as backup to the secondees, if any.
- (e) Nominated teachers' major and minor subjects taught in the past three school years should be clearly indicated, as the information will be highly related to the professional support duties assigned to them.
- (f) As regular meetings are usually conducted on Wednesday afternoons, it is strongly advised that schools participating in the Scheme should make arrangements so that the secondees will be free from teaching or any other school administrative duties every Wednesday afternoon.
- (g) As secondees serve on a half-secondment basis, about half of their teaching workload should be released. To enable secondees to conduct workshops and seminars, visit other schools to provide support services and carry out other relevant activities for the Section, their workload and timetables should be arranged properly (e.g. free of teaching in some AM/ PM sessions apart from the Wednesday meetings).

Education Bureau
Annual Teacher Secondment Exercise (2026/27 School Year)

Innovation Technology Education Division
Information Technology in Education Section
Digital Education Centre of Excellence Scheme

- (h) Replacement of secondees is not allowed under any circumstances. However, if a school nominates two teachers and, for reasons considered acceptable by the Bureau, only one of them can subsequently serve as the secondee in the 2026/27 school year, the school's status as a CoE School remains unaffected. If all secondees withdraw from the secondment position, it will be considered as the school's withdrawal from the Scheme.

Enquiries

Ms YEUNG Yuen-ting, Angel
Senior Curriculum Development Officer (IT in Education)1
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Education Bureau
Staff Interflow Schemes 2026
Application Form

Please read Education Bureau (EDB) Circular Memorandum (CM) No. 15/2026 before filling in this form. The completed application form should be sent by post (address: 4/F, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong) or by email (email address: exohrm@edb.gov.hk) to the Human Resource Management (HRM) Unit of EDB or by hand to the Education Bureau's drop-in box (Box no.: EDB02 – Staff Interflow Schemes 2026) located at the 2/F Entrance, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong. Please specify "Application for Interflow" on the envelope. Application for interflow arrangement to commence in August/September 2026 should reach HRM Unit of EDB or EDB's drop-in-box on or before 31 March 2026.

Personal Particulars			
Name in English : (*Mr/Ms)	_____ (surname)	_____ (other names)	
Name in Chinese :	_____	HKID No. (initial letter(s) and the first 4 digits) :	_____
Substantive Rank ^(Note1) :	_____	E-mail ^(Note2) :	_____
Employment Term ^(Note3) :	employed on * permanent/probation/trial/non-civil service contract/temporary contract term		
Residential Address :	_____		
Tel : (Day)	_____	(Evening)	_____
Parent School/Office			
Name of School/Section:	_____		
Office Address :	_____		
Tel :	_____		
Fax :	School Level (if applicable) :	* Primary/Secondary/Special School	
Academic and Teacher Qualifications			
Qualification Obtained	Major/Minor/ Elective Subjects	Name of School/Institute	Year of Award
Experience			
Experience in Education Profession			
Name of School/Section	Post	Period of Service (mm/yy – mm/yy)	Major Duties (for teaching jobs, please specify the subjects and levels taught)
Experience of Interflow to EDB or former Education and Manpower Bureau/Education Department(if any)			
Name of School/Section	Post	Period of Service (mm/yy – mm/yy)	Major Duties (for teaching jobs, please specify the subjects and levels taught)
Brief Descriptions (with duration) of Other Related Experience (e.g. subject panel, committee i/c, curriculum design and development, research, IT projects, SAMS administration, student discipline work, etc.)			
Position Held	Period of Service (mm/yy – mm/yy)		
Knowledge of Computer Software Packages/Programmes			

* Please delete where inapplicable

Note 1 : For teachers from Direct Subsidy Scheme (DSS) schools, actual salary level will need to be provided if their applications are successful.

Note 2 : We will acknowledge the receipt of your application by sending electronic mail to this address.

Note 3 : Please read paragraph 4 of EDBCM No. 15/2026.

Choice of Interflow Arrangements (Please insert “✓” in the appropriate box(es))

Annual Teacher Secondment Exercise – for school heads and teachers from aided or DSS schools

- specified in **Appendix A(1) to A(25)**.

Annual Teacher Secondment Exercise – for school heads and teachers from government, aided or DSS schools

- under the Digital Education Centre of Excellence Scheme specified in **Appendix A(26)**.

Note: Applicant can only choose one from the above.

Scheme of Voluntary Postings to Schools – for EDB non-teaching departmental grade officers at basic rank

- I wish to be considered for teaching duties in a government/aided school. Duly completed Annex 2 to this Appendix is attached. I am qualified to teach the following subjects and levels:

Order of preference	Subject(s)	Level	Type of school preferred
1.			* Government/Aided
			* Government/Aided

Cross-grade Posting Scheme – for EDB departmental grade (either teaching or non-teaching) officers

- I wish to be considered for cross-grade posting to take up teaching duties. I am qualified to teach the following subjects and levels:

[With effect from 2004/05 school year, non-teaching departmental grade officers who wish to take up postings as school heads should obtain the Certificate of Principalship as required under the Continuing Professional Development for teaching staff.]

Order of preference	Subject(s)	Level
1.		

- I wish to be considered for cross-grade posting to the following non-teaching positions outside my own grade :

Order of preference	Nature of work preferred	Division/Section
1.		

Additional Information

Please provide any other relevant information that you think will be useful to your application. For example, you may elaborate why you think you are suitable for interflow, and in what ways and how you will contribute to improve overall education service and student learning through the interflow opportunity.

I wish to be considered for posting to areas other than those preference(s) indicated above under other interflow arrangements as deemed appropriate by EDB. * YES/NO

Declaration by Applicant (Please insert “✓” in the appropriate box(es))

I accept the terms and conditions of interflow as set out in EDBCM No. 15/2026. I understand that it is my responsibility to provide accurate information required in this form and to report to EDB immediately any subsequent changes to the information provided in this form that may affect my eligibility or suitability for interflow. I also:

- have stayed in my current post for at least two years before the date of commencement of interflow.
- on completion of interflow, will have more than three years to serve before reaching the age of normal retirement.
- have not joined any interflow schemes for the past five years.

Signature of Applicant:

(Name : _____) Rank : _____
Date : _____

* Please delete where inapplicable

Remarks

The information provided in this form will be used for processing the application under the Staff Interflow Schemes administered by EDB. It may be disclosed to officers in EDB and the participating organisations who are required to handle appointment and personnel matters related to staff interflow. You have the right to request access to or correction of personal data provided in this form in accordance with the provisions of the Personal Data (Privacy) Ordinance. For enquiries, please contact Executive Officer (Human Resource Management) at Tel : 3509 8497 or e-mail: exohrm@edb.gov.hk.

Education Bureau
Staff Interflow Schemes 2026
Annual Teacher Secondment Exercise (2026/27 school year)

Choice of Secondment Position Specified in A(1) to A(25)

Please choose **no more than three** categories of secondment positions listed below in order of preference. Items selected other than your first three choices will **not** be considered.

Division/Office/Section	Eligible ranks	Qualification and experience required/preferred <i>(See Note)</i>	Choice of Preference <i>(Please fill in 1 – 3)</i>
A(1) ECP – Research and Test Development Section	Teachers of secondary schools	Bachelor's degree or equivalent; a postgraduate diploma/ certificate in education, or equivalent; and no less than five years (as at 31 August 2026) of full-time teaching experience in Mathematics Education, Science Education or other STEAM-related Key Learning Areas/ subjects. Preference will be given to applicants with a major in Mathematics or a Science-related subject.	
A(2) SDD – Life Planning Education Section	GMs/SGMs of secondary schools	No less than five years (as at 31 August 2026) of full-time teaching experience and three years of experience in life planning education and career guidance work in secondary schools. Priority will be given to applicants with professional training in life planning education and career guidance such as the Certificate Course on Career Guidance and Life Planning for Secondary School Teachers.	
A(3) SED – Guidance and Discipline Section	Teachers of primary or secondary schools	No less than 5 years (as at 31 August 2026) of teaching experience preferably with professional training in guidance/ discipline/ counselling and at least 3 years of experience in school guidance/ discipline work.	
A(4) CDI - Citizenship and Social Development Section	Teachers of secondary schools	Bachelor's degree (or equivalent) and a Post-graduate Certificate/ Diploma in Education (or equivalent) and no less than 3 years (as at 31 August 2026) of full-time teaching experience in the subject of Citizenship and Social Development at the senior secondary level.	
A(5) CDI - English Language Education Section	Teachers of primary or secondary schools	Bachelor's degree/ master's degree/ doctoral degree majoring in English Language, English Studies, English Literature, English Language Education or Translation or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in the English Language subject at the primary or secondary level.	
A(6) CDI – Kindergarten and Primary Section	Teachers of primary schools	No less than three years (as at 31 August 2026) of full-time teaching experience in General Studies. Priority will be given to applicants with experience in teaching Primary Humanities.	
A(7) CDI – Moral, Civic and National Education Section Section 1	Teachers of primary or secondary schools	No less than three years (as at 31 August 2026) of full-time teaching experience in values education.	
A(8) CDI – Moral, Civic and National Education Section Section 2	Teachers of primary or secondary schools	No less than three years (as at 31 August 2026) of full-time teaching experience in national education.	
A(9) CDI – Native-speaking English Teacher Section	English teachers of secondary schools	Bachelor's degree in English Language or equivalent; a post-graduate diploma/ certificate in education or equivalent; and no less than three years (as at 31 August 2026) of full-time teaching experience in the English Language subject at the secondary level.	
A(10) CDI – Personal, Social and Humanities Education Section Geography	GMs/SGMs of secondary schools	Bachelor degree/ Master degree/ Doctoral degree majoring in Geography or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in Geography at secondary level(s).	
A(11) CDI – Personal, Social and Humanities Education Section Chinese History (Junior and Senior Secondary)	GMs/SGMs of secondary schools	Bachelor degree/ Master degree/ Doctoral degree majoring in Chinese History/ History or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in the Chinese History/ History subject at secondary levels.	
A(12) CDI – Personal, Social and Humanities Education Section History	GMs/SGMs of secondary schools	Bachelor degree/ Master degree/ Doctoral degree majoring in History or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in History at secondary level(s).	
A(13) CDI – Physical Education Section	Teachers of primary schools	Bachelor degree/ Master degree/ Doctoral degree majoring in PE/ Sports-related subject or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than three years (as at 31 August 2026) of full-time teaching experience in the PE.	
A(14) EID – Quality Education Fund Secretariat Team 1	Teachers of primary or secondary schools	No less than 4 years (as at 31 August 2026) of full-time teaching experience at primary and/ or secondary level.	
A(15) EID – Quality Education Fund Secretariat Team 2	Teachers of primary or secondary schools	No less than 4 years (as at 31 August 2026) of full-time teaching experience at primary and/ or secondary level.	
A(16) QAD – Life-wide Learning and Mainland Exchange Section 2	Teachers of primary or secondary schools	University degree in Chinese Language/ Humanities disciplines/ Liberal Studies/ Science/ Technology/ General Studies/ Social Sciences, or equivalent, a postgraduate diploma/ certificate in education or equivalent, and no less than seven years (as at 31 August 2026) of full-time teaching experience in relevant subjects. Proficiency in Putonghua is preferred.	
A(17) ITED – Language Learning Support Section	Panel heads/ Assistant Panel heads/ Coordinators of teaching Chinese to non-Chinese speaking students or level coordinators of primary or secondary schools	Bachelor's degree or equivalent in Chinese/ English Language and/ or Chinese/ English Language Education, a postgraduate diploma/ certificate in education or equivalent and no less than six years (as at 31 August 2026) of full-time teaching experience in the Chinese/ English subject at primary and/ or secondary level(s). A higher degree or equivalent in Chinese/ English language and/ or Chinese/ English Language Education is an advantage.	

Education Bureau
Staff Interflow Schemes 2026
Annual Teacher Secondment Exercise (2026/27 school year)

Choice of Secondment Position Specified in A(1) to A(25)

Please choose **no more than three** categories of secondment positions listed below in order of preference. Items selected other than your first three choices will **not** be considered.

Division/Office/Section	Eligible ranks	Qualification and experience required/preferred <i>(See Note)</i>	Choice of Preference <i>(Please fill in 1 – 3)</i>
A(18) ITED – School-based Curriculum Development (Secondary) Section	Teachers of secondary schools	University degree or equivalent; a postgraduate diploma/ certificate in education or equivalent; and no less than five years (as at 31 August 2026) of full-time teaching experience in the PSHE Key Learning Area, Mathematics Education, Science Education or other STEAM-related KLAS/subjects, or no less than four years (as at 31 August 2026) of full-time teaching experience in CS. Experience of being the Prefect of Studies/ Head of Curriculum Development in schools would be preferable.	
A(19) ITED – School-based Curriculum Development (Primary) Section	Teachers of primary schools	Bachelor's degree in Chinese Language Education/English Language Education/ Mathematics Education/ Science/ Social Science or equivalent; a postgraduate diploma/certificate in education or equivalent; and no less than five years (as at 31 August 2026) of full-time teaching experience in the Chinese Language subject/ the English Language subject/ Mathematics/ General Studies at primary levels. Preference will be given to applicants with experience in Primary Science/ Primary Humanities/ General Studies curriculum development and/or in promoting innovative learning and teaching practices.	
A(20) ITED – School-based Professional Support Section	Teachers of primary or secondary schools	University degree or equivalent, a postgraduate diploma/certificate in education or equivalent and no less than six years (as at 31 August 2026) of full-time teaching experience. Priority will be given to Chinese Language or English Language teachers with experiences as panel heads or whole-school curriculum planning.	
A(21) ITED – Technology Education Section STEM Education Centre	Teachers of secondary schools	University degree in Technology/ STEAM-related disciplines and a postgraduate diploma/ certificate in education, or equivalent; and no less than four years (as at 31 August 2026) of full-time teaching experience in STEAM-related subjects at the secondary level. Priority will be given to applicants who have full-time teaching experience in Design and Technology related subjects at the secondary level.	
A(22) ITED – Science Education Section	APSMs/ PSMs/ SPSMs of primary schools or GMs/ SGMs of secondary schools	Bachelor's degree/ Master degree/ Doctoral degree majoring in Biology/ Chemistry/ Physics/ Engineering or equivalent, a postgraduate diploma/ certificate in education or equivalent and no less than three years (as at 31 August 2026) of full-time teaching experience in the General Studies/science-related subject(s) at primary level or science subjects(s) at secondary level.	
A(23) ITED – Special Educational Needs Section	APSMs/ PSMs/ GMs/ SGMs of special schools	No less than 5 years (as at 31 August 2026) of full-time teaching experience in special schools admitting students with IDD.	
A(24) ITED – Special Educational Needs Section	APSMs/ PSMs/ GMs/ SGMs of special schools	No less than 5 years (as at 31 August 2026) of full-time teaching experience in special schools admitting students with IDD.	
A(25) ITMD – Systems & Information Management Section	Teachers of primary or secondary schools	Adequate knowledge of the functioning of CloudSAMS and preferably no less than two years (as at 31 August 2026) of experience as a CloudSAMS administrator or equivalent.	

Note The requirements summarised in this table are for quick reference only. Please refer to Appendices A(1) to A(25) of EDBCM No. 15/2026 for the detailed eligibility criteria for the secondment positions.

Signature of Applicant:

 (Name : _____)

Rank : _____

Date : _____

Education Bureau
Staff Interflow Schemes 2026

Recommendation by Head of Division/School

Completion of this Annex is required for applications for teacher secondment commencing in August/September 2026. This form should be completed by the school head (for applications from school teachers) or the applicant's supervisor (for applications from school heads).

Name of Applicant :	(Name)	(Rank)
Supervisor's Remarks		
What are your views on the applicant's suitability for secondment to EDB/posting to a school?		
What are your views on the applicant's strengths/areas for improvement and his/her potential for career development?		
Priority number of this application (if more than one application is submitted from the same division/school) :		<input style="width: 80px; height: 25px;" type="text"/>
Do you support this application? Please insert "✓" in the appropriate box.		
<input type="checkbox"/> Yes, I support this application. To the best of my knowledge, the applicant can be deployed to work for the interflow position he/she applies for. I understand that : <ul style="list-style-type: none"> ● it is my responsibility to report to EDB any subsequent changes to the applicant's terms and conditions of employment, duty/training commitment or approved leave schedule which may affect the applicant's eligibility or suitability for interflow. ● there will be no acting appointment to cover the absence of the officers released for interflow. 		
<input type="checkbox"/> No, I do not support this application. Reason(s) : _____		
Please indicate your acceptance to the relief arrangement by inserting "✓" in <u>only one</u> of the following boxes :		
<input type="checkbox"/> <u>Application for participation in the Annual Teacher Secondment Exercise</u> I am willing to receive funding for employing a substitute teacher at the basic rank (at the actual salary level if the applicant is at the basic rank) as relief arrangement.		
<input type="checkbox"/> <u>Application for voluntary posting to schools for non-teaching departmental grade officers at basic rank</u> I am willing to receive funding (up to the minimum salary point of the teacher post) for employing non-civil service contract staff.		
	Signature of Supervisor /School Head: _____ (Name and Post : _____)	
Division/School: _____		
Tel : _____		Date : _____

* Please delete where inapplicable

Education Bureau
Staff Interflow Schemes 2026

School Application Form
(To be completed by School Heads)

Please read Education Bureau (EDB) Circular Memorandum (CM) No. 15/2026 before filling in this form. The completed application form should be sent by post (address: 4/F, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong) or by email (email address: exohrm@edb.gov.hk) to the Human Resource Management (HRM) Unit of EDB or by hand to the Education Bureau's drop-in box (Box no.: EDB02 – Staff Interflow Schemes 2026) located at the 2/F Entrance, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong. Please specify "Application for Interflow" on the envelope. Application for interflow arrangement to commence in August/September 2026 should reach HRM Unit of EDB or EDB's drop-in-box on or before 31 March 2026.

Participation in Digital Education Centre of Excellence Scheme

My school wishes to participate in the Digital Education Centre of Excellence Scheme in the 2026/27 school year. The following are the particulars of my school:

Part I: School Information

School Name: _____
 School Address: _____
 Telephone No.: _____ Fax No.: _____
 Contact Person: *Mr/Ms _____
 Telephone No.: _____ Fax No.: _____
 E-Mail Address _____

Part II: Proposal Details

Please submit a proposal of no more than ten pages containing the following information:

- background information about the school;
- three major strengths in promotion of digital education which are in line with the EDB's related policy;
- whole-school planning on digital education implementation, including curriculum planning, capacity building and use of innovative technologies in various Key Learning Areas and STEAM education;
- a school plan in promoting digital/information literacy, and parent education in digital education and e-safety;
- a brief description of achievements in promoting digital education over the past three years (with track records);
- a concrete work plan on providing professional support to schools, building your own school's professional capacity and fostering community of practice in the school sector; and
- information on additional manpower support (including an overview of the supporting teachers' relevant experiences, expertise and major subjects taught) who can serve as backup to the secondees, if any.

Part III: Details of Teachers Nominated for Secondment to EDB

My school wishes to nominate the following ***one/ two** teacher(s) to be the part-time seconded teachers to the IT in Education Section in the 2026/27 school year:

No.	Name of Teacher ^{Note}	Rank	HKID (initial letter(s) & the first 4 digits)
1.	*Mr/Ms		
2.	*Mr/Ms		

Note : Each nominated teacher should also submit a completed Appendix B with Annex 2 to show their experiences and qualifications.

Signature of School Head: _____

Name of School Head _____
(in BLOCK letters)

Date: _____

*Please delete where inapplicable

**Education Bureau
Staff Interflow Schemes 2026**

**Terms and Conditions
for Secondees from Schools in the Aided Sector and
under the Direct Subsidy Scheme (DSS)**

1. Period of Secondment

- 1.1 Unless otherwise specified, secondment to the Education Bureau (EDB) is for the period from 1 September 2026 to 31 August 2027. The Permanent Secretary for Education may vary the period of secondment in consultation with the employer of the secondee.

2. General

- 2.1 Applicants are selected for secondment to EDB on their substantive ranks.
- 2.2 During the period of secondment, the secondee will remain as an employee of his/her original employing organisation. The terms of appointment and conditions of service will be the same as those applicable to his/her original employment and will not be changed by the secondment unless expressly provided for in this memorandum.
- 2.3 A secondee from schools in the aided sector or DSS schools will return to his/her employing organisation after the secondment.
- 2.4 A secondee is subject to the provisions of the Prevention of Bribery Ordinance (Cap. 201) and the Official Secrets Ordinance (Cap. 521).
- 2.5 The secondee is required to observe any Ordinances, Regulations and bureau instructions which may apply to staff of EDB.

3. Working Hours

- 3.1 The normal office opening hours in a non-school setting are from 8:30 a.m. to 6:00 p.m. on weekdays. A secondee is normally required to work for 44 hours gross per week.
- 3.2 The working hours may vary according to the operational needs of EDB.

4. Remuneration

- 4.1 The employing organisation will continue to be responsible for the secondee's remuneration, professional development, and other applicable and entitled benefits as set out in the terms of employment. Where applicable, the secondee will continue to proceed along his/her present salary scale and contribute to the provident fund or other superannuation schemes as appropriate.

5. Employee's Compensation

- 5.1 During the period of secondment, the employing organisation will remain liable to pay compensation in accordance with the Employees' Compensation Ordinance (Cap. 282) for death or injuries suffered by the secondee by accident arising out of and in the course of performing his/her duties.

6. Vacation Leave and Holiday Arrangements

- 6.1 The secondee will not be entitled to school holidays during the period of secondment.
- 6.2 During the period of secondment, a secondee from schools in the aided sector or DSS schools will be entitled to vacation leave comparable to the entitlement of his/her civil service counterpart with the same duration of continuous service in the profession.
- 6.3 The secondee must exhaust all the vacation leave earned during the secondment period (i.e. before returning to his/her employing organisation). All unspent leave earned during the secondment period will lapse upon completion of the interflow.

7. Duties

- 7.1 The secondee will be assigned to take up duties as stated in the job descriptions to be provided by EDB.
- 7.2 The nature of work undertaken by the secondee is deemed to be equivalent to that of his/her original duties in the employing organisation for the purpose of determining claims for provident fund, and other employment-related matters, such as seniority, promotion, increment, etc.

8. Performance Appraisal

- 8.1 EDB will conduct performance appraisal by means of a standard appraisal form for secondees whose period of secondment is three months or longer. The appraisal report will only be disclosed to officers of EDB and the secondee's employing organisation who are required to perform human resource management functions. EDB may also, upon request of the employing organisation, complete an appraisal of the secondee using the organisation's report form.

9. Conduct

- 9.1 The secondee should observe all Government rules and regulations on conduct and related matters as applicable to civil servants.

10. Disciplinary Sanctions

- 10.1 The secondee will be liable to disciplinary sanction (which includes written or verbal warning, etc.) if he/she neglects or wilfully refuses to perform his/her duties or in any manner misconducts himself/herself or is convicted of a criminal offence.
- 10.2 Upon evidence that the secondee has neglected or wilfully refused to perform his/her duties or has misconducted himself/herself in any manner or has been convicted of a criminal offence, he/she will be subject to such disciplinary sanction as is deemed appropriate. EDB may also disclose to the secondee's employing organisation established misconducts or criminal convictions in respect of the secondee during or after the secondment period.

11. Changes in Terms and Conditions of Service

- 11.1 EDB may in consultation with the employing organisation alter any of the terms and conditions of secondment as set out in this document at any time as considered necessary having regard to operational requirements.

**Education Bureau
Staff Interflow Schemes 2026**

**Terms and Conditions
for Civil Service Employees of Education Bureau**

1. Period of Secondment

- 1.1 Unless otherwise specified, the interflow arranged by the Education Bureau (EDB) is for the period from 1 September 2026 to 31 August 2027.

2. General

- 2.1 The employment status of a participating officer and his/her terms and conditions of service as a civil servant will remain unchanged during the period of interflow outside his/her own rank.
- 2.2 The officer will remain in the establishment of his/her substantive rank/respective grade.
- 2.3 The officer will be matched to a posting of an appropriate level commensurate with his/her own rank. No acting appointment will be arranged for the participant unless with the recommendation made by a promotion/selection board for the officer to be tried out in a higher rank.
- 2.4 During the period of interflow, the officer is required to observe any Ordinances, Regulations and bureau instructions issued by EDB. He/She remains liable to disciplinary punishment if he/she neglects or wilfully refuses to perform his/her duties or in any manner misconducts himself/herself.
- 2.5 On completion of the interflow, the officer will either resume his/her posting prior to the interflow or be transferred to another post in his/her own rank/grade.

3. Working Hours

- 3.1 The normal office opening hours in a non-school setting are from 8:30 a.m. to 6:00 p.m. on weekdays. The working hours in a school setting will be determined by the school operations.
- 3.2 The working hours may vary according to the operational needs of the host office.

4. Remuneration

- 4.1 The salary and salary scale of an officer, as well as other applicable and entitled benefits as set out in his/her terms of employment, will not be affected by the posting outside his/her own rank.

5. Employee's Compensation

5.1 During the period of interflow, the Government as employer will remain liable for any compensation in accordance with the Employees' Compensation Ordinance (Cap. 282) for death or injuries suffered by the officer by accident arising out of and in the course of performing his/her duties.

6. Vacation Leave and Holiday Arrangements

6.1 An officer on interflow to a non-school setting will not be allowed to enjoy school holidays. He/She will earn vacation leave during the period of interflow at a rate commensurate with the relevant appointment terms under the prevailing Civil Service Regulations and according to his/her length of service.

6.2 A civil service teacher undergoing interflow in a non-school setting is required to exhaust all the vacation leave earned before the end of the interflow period. All unspent leave earned during the secondment period will lapse upon completion of the interflow.

7. Performance Appraisal

7.1 For an officer undergoing interflow, the line of reporting according to the secondment position will apply. The standard appraisal form of the officer's own rank will be adopted; where necessary, additional assessment items may be entered on the form to reflect the duties performed by the officer. The normal appraisal cycle applicable to officer's own rank will be followed.

7.2 To ensure fairness and consistency in the assessment standard, appraisal reports of officers on interflow outside the normal scope of work of his/her own rank/grade will be reviewed by the Moderation Panel.

**Education Bureau
Staff Interflow Schemes 2026**

Interflow Scheme Features	Annual Teacher Secondment Exercise	Scheme of Voluntary Postings to Schools	Cross-grade Posting Scheme
Eligible officers/ teachers/ schools	<p>For secondment positions at A(1) to A(25)</p> <ul style="list-style-type: none"> - Serving teachers from schools in the aided sector and under the Direct Subsidy Scheme <p>For Digital Education Centre of Excellence Scheme at A(26)</p> <ul style="list-style-type: none"> - All schools in the government and aided sectors and those under the Direct Subsidy Scheme. 	EDB departmental grade (non-teaching) officers at basic rank, namely AI(G), AI(NG), AEO(A) and EA.	EDB departmental grade officers (either teaching or non-teaching).
Secondment positions	At Appendix A.	No secondment position is available and secondment is subject to availability of vacancies of the right subjects and levels in schools.	No secondment position is available and secondment is subject to successful matching of posts amongst applicants.
Application form to be used	<p>(i) Secondment positions at A(1) to A(25)</p> <ul style="list-style-type: none"> - Appendix B with Annexes 1 and 2. <p>(ii) For Digital Education Centre of Excellence Scheme at A(26)</p> <ul style="list-style-type: none"> - Appendix B with Annex 2; and - Appendix C. 	Appendix B with Annex 2.	Appendix B without annex.
Matching arrangement	Interview is required as part of the selection process.	Matching to be conducted centrally by EDB; interview may be required.	Matching to be conducted centrally by EDB; interview may be required.
Validity period of application	Applications valid for the current exercise only.	Applications valid for two years from the date of application.	Applications valid for two years from the date of application.
Closing date of application	31 March 2026	Open all year round. 31 March 2026 is the closing date for applications intended for postings to schools to commence in August/ September 2026.	Open all year round. 31 March 2026 is the closing date for applications intended for postings to schools or postings involving teaching grades officers to commence in August/ September 2026.