

CASE STUDY FOR NON-TEACHING STAFF

Case (1) – SBST(with deferral of ID)

A staff member will be appointed as school-based speech therapist (SBST) in an aided primary school on 21.9.2020.

Qualification(s)	HKCEE (English Language and Chinese Language at Grade E or above)	2006	
	Bachelor of Science in Speech and Hearing Sciences	HKU (17.6.2012)	
Experience	3.9.2012-31.8.2013	ST	SG
	1.9.2013-31.8.2020	ST	SG
	1.9.2020-20.9.2020	No service	
Previous Salary (as at 31.8.2020)	MPS Pt. 23	Incremental Date:	1.9

Salary Assessment: [ST in aided special sch → SBST in aided primary school → no break in service → **c/f**]

- (i) Salary Scale: MPS Pt. 16-33 (salary scale effective from 1.10.2010)
- (ii) Steps:

Case (1) – SBST(with deferral of ID)

Date	MPS Pt.	Remarks
3.9.2012-31.8.2013	16	ID: 1.9 NID: 1.9.2013
1.9.2013-31.8.2014	17	:
1.9.2014-31.8.2015	18	:
1.9.2015-31.8.2016	19	:
1.9.2016-31.8.2017	20	:
1.9.2017-31.8.2018	21	:
1.9.2018-31.8.2019	22	:
1.9.2019-31.8.2020	23	ID: 1.9 NID: 1.9.2020
1.9.2020-20.9.2020		<i>No service for 20 days, ID defers 1m ID: 1.9 → 1.10</i>
21.9.2020	24	ID: 1.10 NID: 1.10.2021

Case (2) – EP (with fractional post)

A staff member will be appointed as EP II in an aided primary school on 1.9.2020.

Qualification(s)	B.Soc Sci in Psychology	CUHK (23.6.2005)	
	Master Degree in Educational Psychology	HKU (27.6.2010)	
Others	Obtained full membership of the Division of Educational Psychology (DEP) of the Hong Kong Psychological Society	27.6.2011	
Experience	1.9.2011-15.8.2012	EP II in NGO	Subvented by the government
	28.11.2012-30.6.2013		
	1.9.2017-31.8.2020	0.5 EP II in NGO	
Previous Salary (as at 31.8.2020)		\$50,825	

Case (2) – EP (with fractional post)

Salary Assessment: [0.5 EPII in NGO → EPII in Aided school → **RA**]

(i) Salary Scale: MPS Pt. 23-33 (salary scale effective from 1.10.2010)

(ii) Steps:

Date	ICE counted	Remarks
1.9.2011-15.8.2012	11m	
28.11.2012-30.6.2013	7m	
1.9.2017-31.8.2020	18m	0.5 EPII, Compressed ICE: $36m \times 0.5 = 18m$
1.9.2020		<ul style="list-style-type: none">• ICE : $11m + 7m + 18m \rightarrow 36m$ (3y)• Pt 23 + 3y = Pt 26• ID: 1.9 NID: 1.9.2021

Case (3) – School Executive Officer (new post w.e.f. 1.9.2019)

A staff member will be appointed as School Executive Officer in an aided primary school on 1.9.2020.

Qualification(s)	BA	HKU (28.6.2012)	
Experience	1.9.2012-31.7.2015	ACO	SG
	10.8.2015-31.8.2019	Executive Officer II	HKSAR Government
	2.9.2019-31.8.2020	School Executive Officer	School Executive Officer Grant (SEOG)
Previous Salary (as at 31.8.2020)	MPS Pt. 15	Incremental Date: 1.9	

Case (3) – School Executive Officer (new post w.e.f. 1.9.2019)

Salary Assessment: [School ExO (SEOG) → School ExO (SG) → By **RA**]

(i) Salary Scale: MPS Pt. 15-27 (salary scale effective from 1.9.2019)

(ii) Steps:

Date	ICE counted
2.9.2019-31.8.2020	1y
1.9.2020	Starting salary + post-qualification experience Pt. 15 + 1y ICE = Pt. 16 ID: 1.9 NID: 1.9.2021