

HKSSC General Meeting on 31 May 2005

Discussion Topic 2: **Impacts of Student Population Decline and Diversified Student Educational Needs on Staff Establishment**

A. Impact of Student Population on Staff Establishment

(This is a very rough estimation as the student population is not restricted to the government subvented sector.)

Student Population as at Sept 2004 (According to data from Legco)		No. of classes in S.1 with 40 per class (Year)	Change in No. of S.1 classes	Change in No. of Teachers for S.1	
				(1.3:1)	(1.7:1)
S.1	86188	2155 (9.2004)	---	---	---
P.6	82248	2056 (9.2005)	- 99	- 128	---
P.5	81652	2042 (9.2006)	- 14	- 23	---
P.4	79778	1995 (9.2007)	- 47	- 61	---
P.3	73405	1836 (9.2008)	- 159	- 206	---
P.2	68559	1714 (9.2009) (New SSE)*	- 122	- 158	- 207
P.1	60976	1525 (9.2010)	- 199	- 258	-338
K.3	45655	1142 (9.2011) (Double cohort)*	- 383	- 498	- 651
K2	46446	1162 (9.2012)	+ 20	+ 26	+ 34
K1	38056	951 (9.2013)	- 211	- 274	- 358

* Tentative assumption

B. Proposed Measures:

1. Class Size

Types of school (% as at allocation)	Proposed class size	Year of Implementation	Condition for packing classes
A. With over 80% of Band 3 students	30 per class	Sept 2005	< 15 to 20 per class
B. With over 80% of Band 2 + Band 3 students	35 per class	Sept 2008	< 30 to 35 per class
C. With over 80% of Band 1 students	38 per class	(current practice)	< 35 to 38per class

2. Support for SEN (students at bottom 10% & other SEN students)

Provision of a Cash Grant to school admitting students at bottom 10% and students with SEN to enable schools to arrange support measures. It is proposed that an amount of \$50,000 will be provided to each school with 1 to 5 such students with an addition of \$10,000 for each additional student with SEN and at bottom 10%.

3. New Staff Establishment Structure

1. Aims:

- (a) Effective use of Government Funding to increase Staff Establishment
 - Can employ more teachers with no increase cost (or even less) from the government
 - (i) increasing number of teaching posts
 - (ii) increasing number of promotion posts
- (b) Greater flexibility in Human Resource Management
 - (i) More entry points for promotion
 - (ii) Lessen the effect of discrepancy in salaries among different ranks
- (c) Enhancement of Professional Development of Teachers
 - (i) Greater Incentive for Professional Development of Teachers
 - (ii) Lessen the dilemma for teachers planning to change from CM to GM
 - (iii) Allow continuity in staff establishment for through train schools if primary schools can also adopt the same mode

2. Salary Structure

Primary School		Secondary School			MPS	Proposal			
			P(1)		49		P(1)		
			P(2)		45		P(2)		
						44			
						43			
	HM(1)		SGM	PGM	41		PGM		
								40	
								39	
								38	
HM(2)		PAM			37	SGM(1)			
					36				
					35				
					34				
PSM	SAM	SAM	GM		33	GM(1)	SGM(2)		
								31	
								30	
								29	
APSM	AM	AM							
						25			
						24			
					23				
	CM	CM			18	GM(2)			
					17				
					12				