

To: jon06sa@yahoo.com
Cc: info@nesta.hk, sedoffice@edb.gov.hk
Bcc:
Subject: Fw: NET Teacher Special Allowance Petition
From: WS CHAN/EDB/HKSARG - Thursday 14/08/2014 17:48

To: Mr Al-Saket Mohammad Ibrahim,
Chairperson, Native English Speaking Teachers' Association (NESTA)

Re: Increase in NET Teacher Special Allowance

Dear Mr Al-Saket,

Thank you for the email of 3 July 2014 to the Secretary for Education (SED) sent by Mr Nigel Pearson, former Chairperson of Native English Speaking Teachers' Association (NESTA), conveying the views of the Native-speaking English Teachers (NETs) on the review of Special Allowance (SA) for the 2013 SA Review. I have been authorized by the SED to reply to you on his behalf.

We understand that the SA is a significant part in the remuneration package for eligible NETs. To suitably rationalise the provision of a fixed rate of SA since its introduction, a mechanism for reviewing SA annually according to rental price changes and applying the same SA rate for the duration of the contract period of two years for any particular NET was supported by the Panel on Education of Legislative Council (LegCo) in 2003. In 2005, the Finance Committee of LegCo further endorsed, among other things, the setting of a triggering point for the adjustment mechanism (that is, a significant change of 10% or more in fresh-letting rental prices). Since then, the EDB has been adopting the aforesaid adjustment mechanism in the annual SA review.

As mentioned in the EDB-NESTA Liaison Meeting on 20 June 2014, the 2013 SA Review was being conducted by the EDB. Based on the three major factors, namely (i) the average fresh-letting rental prices in 2013 (according to figures retrieved from the Rating and Valuation Department, an increase of 13.18% in Class C accommodation over that in 2010, based on which the SA was last adjusted), (ii) the attrition rates of NETs in recent years, and (iii) the affordability of the Government, and taking into consideration views of different stakeholders and relevant factors, it is decided that the SA will be adjusted upward by a full increase of 13.18% from HK\$16,859 to HK\$19,081 with effect from the 2014/15 school year.

In strict compliance with the aforesaid mechanism, the new SA rate will be applied to the eligible NETs who are newly appointed or have their contracts renewed in the 2014/15 school year. For the NETs who will enter into a new contract in the 2015/16 school year, they will receive the aforesaid SA rate upon the signing of a new contract or renewal of contract, or a new rate subject to the next round of SA review under the approved adjustment mechanism. For details, please refer to the Education Bureau Circular Memorandum No. 112/2014 on "Revised Special Allowance Rate for Teachers under the Enhanced Native-speaking English Teacher (NET) Scheme in Secondary Schools / NET Scheme in Primary Schools" issued on 14 August 2014.

I would like to take this opportunity to thank NESTA for the assistance and support in the 2013 SA Review. It is sincerely hoped that we would continue our close liaison and cooperation in addressing the concerns of NETs through the established platform and direct channels of communication.

If you have any questions, please contact Ms Priscilla CHAN on 2892 6495 or Ms Anne HO on 3540 7435.

Yours sincerely,

(W S CHAN)
for Secretary for Education

NET Teacher Special Allowance Petition

toojoon@yahoo.co.nz

to: sedoffice@edb.gov.hk

2014/07/03 下午 03:50

Cc: info@nesta.hk, toojoon@yahoo.co.nz

From: [nigel Pearson <toojoon@yahoo.co.nz>](mailto:nigel.pearson@toojoon@yahoo.co.nz)

To: "sedoffice@edb.gov.hk" <sedoffice@edb.gov.hk>

Cc: NESTA <info@nesta.hk>, "toojoon@yahoo.co.nz" <toojoon@yahoo.co.nz>

Please respond to nigel Pearson <toojoon@yahoo.co.nz>

Date: July 3rd, 2014

To: Mr. Eddie Ng Hak-kim, Secretary for Education, Hong Kong Government.

From: Native English Speaking Teachers' Association (NESTA)

Re: Increase in NET Teacher Special Allowance

Dear Sir,

We began this petition out of the growing concern of NET teachers employed in Hong Kong under the Enhanced NET Scheme, that their remuneration package is being eroded. The rate of Special Allowance received by Native English Teachers (NETs) employed under the Native English Teacher (NET) Scheme must remain fair, competitive and reflect current rental prices in Hong Kong in accordance with the mechanism established by LEGCO in 2005.

We believe that the quality of NETs employed to work in Hong Kong schools is of utmost importance. Failure to provide a Special Allowance that reflects current rental prices

will have an adverse impact on NET teacher morale and the Government's ability to attract and retain qualified and experienced NETs.

We gathered these 300 signatures in a short time through our networks, and we hope you will understand how important a meaningful increase in the Special Allowance is to NETs who have been paying higher rent without reprieve for three years.

Finally, please note that, at this stage, we have been very careful to avoid media attention in disseminating the petition and collecting signatures while the review is ongoing.

Yours faithfully,

Nigel Pearson, Outgoing Chairperson

Native English Speaking Teachers' Association (NESTA)

Attachment : 16-page NESTA S.A. Petition, with comments from signatories.



NESTA petition text and signatures 3 July 2014.pdf