



A Respectable Profession as a Teacher - The Engineer of the Human's Soul

Training and Promotion

As a policy, teachers in public sector schools seeking promotion must go through recognized training courses run by tertiary institutions. The entry rank for degree holders or graduate grade is Graduate Master or Mistress. Here are some examples of how teachers are ranked and promoted:

Aided secondary schools or special schools

Promotion scale by rank for graduate grade

- Graduate Master/Mistress to Senior Graduate Master/Mistress
 - Training required:
 - Professional development courses or other acceptable training obtained from tertiary institutions within the last 10 years of service

- Senior Graduate Master/Mistress to Principal Graduate Master/Mistress
 - Training required:
 - Professional development course or other acceptable training obtained from tertiary institutions within 10 years of service.
 - Educational administration and management courses for secondary schools and school leadership courses obtained from tertiary institutions within the last 10 years.

- Principal Graduate Master/Mistress to Principal II/I
 - Training required:
 - Certification of principalship within previous 5 years.

Aided primary schools or primary sections of special schools

Promotion scale by rank for graduate grade

- Assistant Primary School Master/Mistress to Primary School Master/Mistress
 - Training required:
 - Professional development courses or other acceptable training obtained from tertiary institutions within the last 10 years of service.

- Primary School Master/Mistress to Senior Primary School Master/Mistress
 - Training required:
 - Professional development course or other acceptable training obtained from tertiary institutions within 10 years of service.
 - Educational administration and management courses for secondary schools and school leadership courses obtained from tertiary institutions within the last 10 years.

- Senior Primary School Master/Mistress to Headmaster/Headmistress II/I
 - Training required:
 - Certification of principalship within previous 5 years.

Entry point pay scale for graduates

- Assistant Primary School Master/Mistress
- Point 19 – HK\$25,460*

- Graduate Master/Mistress
- Point 20 – HK\$26,735*

* Entry points may change depending on date of entry, job specificity, and other qualifying factors. Please refer to the following EB pay scale document for details:

[http://www.edb.gov.hk/FileManager/EN/Content_5548/salaryguide_prischool%20\(20100727\)v2.pdf](http://www.edb.gov.hk/FileManager/EN/Content_5548/salaryguide_prischool%20(20100727)v2.pdf)