

Remuneration package for primary teachers (PNET)

Sample* salary package for candidates with a B.Education or degree plus Post Graduate Diploma of Education and TESOL Certificate with 5 years teachers experience

Annual gross salary	\$A 54,000
Special allowance	<u>\$A 26,300</u>
	Salary package (per annum) \$A 80,300

Plus one-off payments for a return airfare, baggage and annual health insurance. See table below for more details

(* This example is indicative only, payments will vary depending on qualifications, the exchange rate, cost of living in Hong Kong and the time spent in Hong Kong as a contracted NET teacher. Contracts are for two years.)

<p>(a) Monthly Salary*</p> <p>Salaries quoted are approximations and are dependent on exchange rates, applicant's qualifications and verified years of teaching experience.</p> <p>Australian dollar amounts quoted are based on exchange rate of \$HK6.5 to \$A1.00 (May 2010). Please note salary is subject to currency rate fluctuations.</p> <p>Salary paid in HK dollars</p>	<p>The salary scale is from approx. HK\$22,985 to HK \$ 40, 290 per month. Approximately \$A 42,400 to \$A 74,400 per annum. In addition to salary there is a \$HK14,,245 per month approx. \$A26,300 per annum special allowance (see below for more details)</p> <p>Candidates with a Degree and Post-graduate Diploma of Education (PGDE) or 4 year B.Education will enter at \$HK 22,985 per month. Those without a local recognised teacher training qualification or equivalent (category 4) will have a maximum salary of HK \$29,235 per month. Candidates with a teacher's certificate obtained after at least 2 years' full-time study or equivalent (Category 5) will have a maximum salary of HK \$32,055 per month.</p> <p>In addition to salary a special allowance (see (f) below) of approx \$A 26,300 per annum is paid to cover accommodation expenses.</p> <p>Salary is determined on the basis of qualifications and years of verified, relevant teaching experience. Salary is paid in Hong Kong dollars.</p> <p>The following examples of salary packages including the special allowance (assuming candidates have Bachelors degree plus PGDE and a TESOL Certificate or 4 year B. Ed plus TESOL Certificate) are indicative only:</p> <ul style="list-style-type: none"> • 2 years experience \$A72, 500 per annum approx. • 5 years experience \$A80, 300 per annum approx. • 11 years plus experience \$A100,000 per annum approx. <p>A 15% contact completion gratuity (bonus) is paid upon satisfactory completion of a NET contract (see (c) below). Hong Kong taxation rate is a maximum of 20%. A cash retention incentive is provided for NETs who renew their two year contract. For the third and fourth year of service, the retention incentive is 5% of base salary and for the fifth year onwards, the incentive is 10%.</p> <p>Please note if you have upgraded from a 3 year to a 4 year qualification during your teaching career, years of teaching experience counted for salary assessment purposes may be calculated for whichever number of years is the greater – teaching with a 3 year qualification or teaching with a 4 year qualification. Teaching experience at pre-school level is not counted towards salary assessment.</p>
<p>(b) Increments</p>	<p>To be awarded on the basis of recognised qualifications and years of verified relevant teaching experience. Teachers performing satisfactorily will receive an increment after their first year of teaching in Hong Kong and each subsequent year unless NETs are on the top salary scale.</p>

(c) Contract gratuities	15% of the total basic salary over the two year contract period payable on completion the contract if your school is satisfied your performance and conduct during the period of service.						
(d) Passage*	Reimbursement of expenses on economy air tickets from and to the country of origin by the most direct route for the appointee, his/her spouse and accompanying children, up to 5 persons including the teacher, for each contract.						
(e) Baggage allowance*	Reimbursement of travelling baggage expenses from and to the country of origin will be provided <u>on first appointment only</u> . The present rate (subject to change) is: <table style="margin-left: 40px; border: none;"> <tr> <td style="text-align: center;"><i>Outward passage</i></td> <td style="text-align: center;"><i>Homebound passage</i></td> </tr> <tr> <td>Single: \$ HK 1,300 \$A 250</td> <td>\$ HK 3,300 \$A 635</td> </tr> <tr> <td>Married: \$ HK 5,000 \$A 960</td> <td>\$ HK 6,500 \$A 1250</td> </tr> </table> (accompanied by spouse and/or children)	<i>Outward passage</i>	<i>Homebound passage</i>	Single: \$ HK 1,300 \$A 250	\$ HK 3,300 \$A 635	Married: \$ HK 5,000 \$A 960	\$ HK 6,500 \$A 1250
<i>Outward passage</i>	<i>Homebound passage</i>						
Single: \$ HK 1,300 \$A 250	\$ HK 3,300 \$A 635						
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(f) Special allowance*	A fixed monthly allowance of approximately HK\$14,245 # (Approx \$A26,300 per annum) (A NET will not be eligible for the special allowance if he/she or his/her spouse is already receiving the same or housing allowance from his/her own employer.)						
(g) Medical allowance*	As reimbursement for the appointees to take out medical insurance, up to HK\$1,400 per year for single appointee and \$HK5,400 per year for married appointee accompanied by spouse and/or children.						
(h) Retention allowance	A cash retention incentive, 5% OR 10% of basic salary will be provided to eligible NETs serving in their 3 rd or 4 th year or in the 5 th year of continuous service onwards in Hong respectively. The incentive is not payable for the first 2 years of service						
(i) Salary advance	Payable <u>on first appointment and on application</u> an amount not exceeding 2 months' salary, and repayable monthly within the first six months following the month in which the payment is made.						
(j) Leave entitlement	Terminal leave : School summer vacation at the end of each contract Casual leave:) Sick leave:)Same as for local teachers Maternity leave:)						
(k) Promotion Prospect	Nil						

***Note:**

1. Only teachers whose normal place of residence is outside Hong Kong are entitled to passages, baggage, special and medical allowances.
2. The salary and the terms and conditions of service are subject to prevailing conditions at the time the offer of appointment is made.
3. Australian dollar amounts quoted are based on exchange rate \$HK6.50 to \$A1.00 (May 2010)
4. Salaries and other benefits are subject to currency rate fluctuations.

Adjustable according to rental prices in Hong Kong.