

Remuneration package for secondary teachers (SNET)

Sample* salary package for a teacher with a B. Education or degree plus Post Graduate Diploma of Education and 5 years experience. Please note if you do not have an English major in your degree or an English method in your teaching qualification you require a TESOL Certificate (at least to Certificate level)

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| 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 2 years and are renewable)

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| <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 are based on exchange rate of \$HK6.50 to \$A1.00 (May2010). Salary is subject to currency rate fluctuations.</p> <p>Salary is paid in HK dollars.</p> | <p>The salary scale is from approx. \$HK 22, 985 to \$HK 48,400 per month. Approximately \$A 42,400 to \$A89,300 per annum. In addition there is a \$14,245 per month accommodation allowance, approximately \$A26, 300 per year.</p> <p>Those without a local PGDE or equivalent will have a maximum salary of \$HK29,235 per month.</p> <p>In addition to salary a special allowance of approx. \$A26,300 per annum is paid to cover accommodation expenses.</p> <p>Salary is determined on the basis of qualifications and years of verified, relevant post-qualification teaching experience.</p> <p>Salary is paid in Hong Kong dollars.</p> <p>The following examples of salary packages including the special allowance (assuming candidates have a degree and PGDE or 4 year B.Ed) 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. • 10 years experience \$A93,000 per annum approx. • 15 years plus experience \$A115,00 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>(b) Increments</p> | <p>To be awarded on the basis of recognised qualifications and relevant experience</p> |
| <p>(c) Contract gratuities</p> | <p>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.</p> |

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| (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 \$A1250</td> </tr> </table> <p style="text-align: center;">(accompanied by spouse and/or children)</p> | <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 \$A1250 |
| <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 \$A1250 | | | | | | |
| (f) Special allowance* | A fixed monthly allowance of approximately \$HK 14, 245 # (approx. \$A 26, 650 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 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.