



Results of the Survey on Ratio of Teachers at Graduate and Non-graduate Ranks

Background

In the General Meeting held on 29 May 2007, member schools showed great concern on the needs of improvement in the ratio of teachers at graduate rank (G.T.) : teachers at non-graduate rank (nG.T.).

It was pointed out that this ratio has remained unchanged for many years, despite the fact that practically all new teachers recruited now are holding university degrees and many of the non-graduate teachers in schools already obtained their university degrees. There has been growing grievance among teachers holding university degrees but employed in the non-graduate rank. This grievance is bound to intensify with the proposed adjustments to the starting salaries of Certificated Master (CM) and Graduate Master (GM) as this will lead to an increased discrepancy.

A survey has been conducted during 21-27 June 2007 and the results are summarized below.

Results

1. Number of responses = **206** (58.03% of 355 member schools)

2. Under the approved staff establishment (with salaries paid under the Salary Grant) for 2006-07 of these 206 member schools:
 - (a) Total number of graduate teachers employed = 8375
Total number of non-graduate teachers employed = 3101.5
Total number of non-graduate teachers employed holding university degrees = 2386.5
Percentage of non-graduate teachers holding university degrees = 76.95%
Percentage of teachers holding university degrees = 93.77 %

 - (b) the distribution of the % of graduated teacher (excluding principal) was as follows:

% of Teachers at Graduate Rank	No. of Schools	% of Schools
≤ 60%	7	3 %
61-65%	10	5 %
66-70%	39	19 %
71-75%	104	50 %
76-80%	32	16 %
> 80%	14	7 %

Average % of Graduate Teachers = **73.04%** (S.D.= 6.08)

(N.B.: The variation among schools is due to the difference in the class organizations and the difference in the number of additional teachers provided under support measures for adoption of more Chinese as medium of instruction, Academic Low Achievers, whole school approach to Integrated Education, etc.)

- (c) The distribution of the % of non-graduate teachers with university degree among the schools was as follows:

% of Teachers at non-Graduate Rank but holding university degree	No. of Schools	% of Schools
≤ 60 %	35	17 %
61-70 %	22	11 %
71-80 %	44	21 %
81-90 %	44	21 %
91-100 %	61	30 %

Average % of teachers at non-graduate rank but holding university degrees in a school = **75.6%** (S.D. 22.78)

3. If all teachers at non-graduate rank are to be regraded to graduate posts at the same time, it is anticipated that the EDB might have difficulties in the provision of funding. In view of the situations, the Executive Committee has discussed the issue and proposed the change to take place in two stages from the current ratio of slightly more than 70% of graduate teachers to graduate posts for all.

(4 = strongly agree, 3 = agree, 2 = disagree, 1 = strongly disagree)

	Result (no. of schools, %)				Analysis
	4	3	2	1	
(a) <u>Stage ONE</u> During the years of 2009/10 - 2011/12, the staff establishment calculated under the NSS formula should consist of 85% graduate posts (excluding the top-up provision)	154 76.62 %	33 16.42 %	7 3.48 %	7 3.48 %	Mean= 3.66 S.D.=0.71
(b) <u>Stage TWO</u> From school year 2012/13 onwards, all teachers with university degrees should be provided with graduate posts	171 83.82 %	20 9.8 %	6 2.94 %	7 3.45 %	Mean= 3.74 S.D.=0.68

The survey results indicated that over 90% of member schools agree or strongly agree with the suggestion put forward by the Executive Committee. Some members suggested to have the increase start even earlier or to have even higher percentage of graduate post.

Summary

The survey results indicated that 93.77% of secondary school teachers are holding university degrees. Among the teachers employed by schools at non-graduate rank, 76.95 % of them are university graduates. In half of the schools, over 80% of their non-graduate posts are filled by university graduates.

Proposal

Striking a balance between the needs of schools and the anticipated financial burden for EDB, we suggest a two-stage increase in the percentage of graduate posts in a school:

Stage One: Increase of graduate posts to 85% during the years from 2009/10 to 2011/12,

Stage Two: To have graduate posts for all teachers with university degrees starting from school year 2012/13.