

Remuneration Package for Native-speaking English Teachers

Under the Native-speaking English Teacher (NET) Scheme, a NET whose normal place of residence is outside Hong Kong is entitled to passage, baggage allowance, special allowance and medical allowance according to the terms of the employment contract. Highlights of such benefits are as follows:

Passage

Reimbursement of expenses on one return standard economy class air ticket from country of origin to Hong Kong by the most direct route for each NET, his/her spouse and each of the accompanying children under the age of 18, up to a maximum of 5 persons including the NET, for each two-year contract.

Baggage Allowance

Reimbursement of baggage expenses from country of origin to Hong Kong is provided on first appointment. The maximum rate is HK\$1,300 for a single NET and HK\$5,000 for a NET accompanied by spouse and/or children. As for NETs leaving the NET Scheme upon completion of service and will not be in another employment under the NET Scheme, the maximum rate of baggage allowance for the homebound trip is HK\$3,300 for a single NET and HK\$6,500 for a NET accompanied by spouse and/or children.

Special Allowance

Eligible NETs are entitled to a monthly special allowance of HK\$20,989 fixed over the contract period from the 2016/17 school year onwards. The rate is subject to adjustment according to the prevailing rate upon the NET entering into a new contract of employment or upon renewal of contract under the NET Scheme.

Medical Allowance

Medical allowance is provided as reimbursement for the NET to undertake medical insurance within the contract period. The maximum rate of allowance is HK\$1,400

per year for a single NET and HK\$5,400 per year for a NET accompanied by spouse and/or children.

Gratuity

15% of the total current base salary over the contract period payable on satisfactory completion of each contract.

Retention Incentive

A cash retention incentive payable at 5% of the current base salary of a NET who has satisfactorily served two years of continuous service and is in the third and fourth years of continuous service, and a cash retention incentive payable at 10% of the current base salary from the fifth year of continuous service onwards.