

## EDUCATION BUREAU CIRCULAR MEMORANDUM NO. 104/2016

From : Secretary for Education  
Ref : EDB/LTQ/PRO/19/7/3  
Date : 30 June 2016

To : Heads of All Primary and Secondary  
Schools (except ESF schools and  
international schools)  
- for necessary action

---

### **Language Proficiency Requirement (LPR) for Teachers of English/ Putonghua (PTH)**

(Note: This circular memorandum should be read by supervisors/  
heads and teachers of all primary and secondary schools)

#### **Summary**

The purpose of this circular memorandum is to remind schools to make appropriate deployment of teachers to teach the English and PTH subjects in accordance with the LPR policy. This circular memorandum should be read in conjunction with EDB Circular Memorandum No. [501/2000](#) dated 16 October 2000 on Language Proficiency Requirement for English and Putonghua Teachers.

#### **Details**

2. The purpose of the LPR policy is to enhance the quality of education by ensuring that all language teachers possess at least basic language proficiency. It is applicable to all teachers of English/ PTH holding a permanent post in government, aided and caput schools, as well as teachers of English/ PTH in Direct Subsidy Scheme (DSS) schools and private primary/secondary day schools offering a full curriculum who are comparable to teachers holding a permanent post in government, aided and caput schools. The LPR policy is not applicable to those teachers employed under the Native-speaking English Teachers (NET) Scheme and those in ESF schools and international schools.

3. According to the LPR policy, all the English/ PTH teachers as mentioned in Paragraph 2 should have met the LPR. For new/ newly deployed teachers of English/ PTH holding a permanent post, they should at least have met the LPR in all the core language skills<sup>1</sup> before taking up teaching the respective language subject. They have to meet the LPR in Classroom Language Assessment (CLA) within the first year of their taking up these duties.

#### **Reviewing the LPR attainment progress of new/ newly deployed teachers of English/ PTH**

4. After the release of results of the Language Proficiency Assessment for Teachers (LPAT) on 26 May 2016, schools are reminded to review the LPR attainment progress of their new/ newly deployed teachers of English/ PTH, and make appropriate deployment as needed. New/ Newly deployed teachers of English/ PTH holding a permanent post who fail to meet the

---

<sup>1</sup> For English, core language skills refer to the Reading, Writing, Listening and Speaking papers in the Language Proficiency Assessment for Teachers (English Language). For Putonghua, core language skills refer to Listening and Recognition, Pinyin and Speaking papers in Language Proficiency Assessment for Teachers (Putonghua).

LPR in CLA in this school year of their teaching will not be allowed to continue to teach the language subjects in the following school year.

Teachers of English/ PTH NOT holding a permanent post

5. The LPR policy is not applicable to teachers of English/ PTH NOT holding a permanent post; that is, teachers whose employment is temporary in nature. These teachers are employed as temporary replacements of teachers holding a permanent post taking leave temporarily or employed to take up a post not within the approved staff establishment. They normally constitute a small proportion of the teaching staff of a school. To ensure that all the teachers of English/ PTH assigned to teach the English/ PTH subject in your school possess basic language proficiency for delivering quality teaching, these temporary teachers of English/ PTH are also encouraged to attain the LPR.

Teachers employed under the NET Scheme

6. The LPR and all its related arrangements are not applicable to teachers employed under the NET Scheme in government, aided and caput schools. These teachers serve as a resource person for the English subject in schools. They mainly support and collaborate with the local English teachers in facilitating the implementation of the curriculum and the development of the subject. Eligible government, aided and caput schools are normally allocated one teaching post under the NET Scheme. In this regard, the number of teachers employed under a scheme comparable to the NET Scheme in DSS schools and private schools should also be limited. As for teachers who are native speakers of English not employed under the NET Scheme, they are considered comparable to teachers of English holding a permanent post in government, aided and caput schools and are required to meet the LPR.

Deployment of teachers of English/ PTH in the following school year

7. To ensure that all the teachers of English/ PTH assigned to teach the relevant subject in your school possess basic language proficiency for delivering quality teaching, schools are advised to take proper note of the LPR policy when planning the deployment of language teachers in the following school year.

## **Enquiries**

8. More information about the LPR policy can be found on the website of the Education Bureau: <http://www.edb.gov.hk/lpr>

9. For enquiries, please contact Mr Hyman Wong at 2892 5492.

Benjamin YUNG  
for Secretary for Education