

HKFPE Position Paper:

Teacher Registration Procedure

The Issue

The procedure required for the registration of teachers is far too convoluted and protracted. Bureaucratic inflexibility demands that mandatory requirements include the need to submit forms in duplicate, the need to submit duplicate forms for each and every school location, the need to submit duplicate forms for day and evening schools (at the same location) and so on. Furthermore, teacher interviews are not being accorded priority, resulting in unacceptable delays.

The Federation believes that streamlining of the registration process can be effected in a way that is fully compliant with the requirements of the Education Ordinance. And, moreover, this can be achieved without impacting unfavourably on the welfare of students in any way.

Background

- The Education Department suggests that teacher registration may be effected in just one week but, in practice, it can take over six months.
- A key component of the registration procedure is the teacher interview conducted by the ED – this usually means a long wait and, in many cases, the delay is such that the teacher has left Hong Kong in frustration by the time the interview has been arranged.
- There has been a recent minor amendment to the registration procedure: x-rays are no longer required to support registration applications with effect from 1 August 2002.

The Federation proposes:

- That the whole documentation process be reviewed and streamlined.
- That the ED reviews its requirements regarding teacher qualifications, taking into account the value of foreign non-degree holders with special skills without placing local teachers at a disadvantage.
- That the ED consider the idea that only one set of documents (which can serve to allow them to teach in any registered schools in Hong Kong) needs to be submitted for each teacher.
- Limit ED teacher interviews to cases where there is an obvious problem or where clarification of documentation is necessary. In most cases, the submission of a properly-completed application and certified copies of academic certificates should provide sufficient support for teacher registration
- The Federation would be happy to discuss these issues further with the ED, take into account the department's internal requirements and explore other ways of solving these problems if necessary.

