

**Education Bureau  
Staff Interflow Schemes 2025**

**Terms and Conditions  
for Secondees from Schools in the Aided Sector and  
under the Direct Subsidy Scheme (DSS)**

**1. Period of Secondment**

- 1.1 Unless otherwise specified, secondment to the Education Bureau (EDB) is for the period from 1 September 2025 to 31 August 2026. The Permanent Secretary for Education may vary the period of secondment in consultation with the employer of the secondee.

**2. General**

- 2.1 Applicants are selected for secondment to EDB on their substantive ranks.
- 2.2 During the period of secondment, the secondee will remain as an employee of his original employing organisation. His terms of appointment and conditions of service will be the same as those applicable to his original employment and will not be changed by the secondment unless expressly provided for in this memorandum.
- 2.3 A secondee from schools in the aided sector or DSS schools will return to his employing organisation after the secondment.
- 2.4 A secondee is subject to the provisions of the Prevention of Bribery Ordinance (Cap. 201) and the Official Secrets Ordinance (Cap. 521).
- 2.5 The secondee is required to observe any Ordinances, Regulations and bureau instructions which may apply to staff of EDB.

**3. Working Hours**

- 3.1 The normal office opening hours in a non-school setting are from 8:30 a.m. to 6:00 p.m. on weekdays. A secondee is normally required to work for 44 hours gross per week.
- 3.2 The working hours may vary according to the operational needs of EDB.

**4. Remuneration**

- 4.1 The employing organisation will continue to be responsible for the secondee's remuneration, professional development, and other applicable and entitled benefits as set out in the terms of employment. Where applicable, he will continue to proceed along his present salary scale and contribute to the provident fund or other superannuation schemes as appropriate.

## **5. Employee's Compensation**

- 5.1 During the period of secondment, the employing organisation will remain liable to pay compensation in accordance with the Employees' Compensation Ordinance (Cap. 282) for death or injuries suffered by the seconded by accident arising out of and in the course of performing his duties.

## **6. Vacation Leave and Holiday Arrangements**

- 6.1 The seconded will not be entitled to school holidays during the period of secondment.
- 6.2 During the period of secondment, a seconded from schools in the aided sector or DSS schools will be entitled to vacation leave comparable to the entitlement of his civil service counterpart with the same duration of continuous service in the profession.
- 6.3 The seconded must exhaust all the vacation leave earned during the secondment period (i.e. before returning to his employing organisation). All unspent leave earned during the secondment period will lapse upon completion of the interflow.

## **7. Duties**

- 7.1 The seconded will be assigned to take up duties as stated in the job descriptions to be provided by EDB.
- 7.2 The nature of work undertaken by the seconded is deemed to be equivalent to that of his original duties in his employing organisation for the purpose of determining claims for provident fund, and other employment-related matters, such as seniority, promotion, increment, etc.

## **8. Performance Appraisal**

- 8.1 EDB will conduct performance appraisal by means of a standard appraisal form for seconded whose period of secondment is three months or longer. The appraisal report will only be disclosed to officers of EDB and the seconded's employing organisation who are required to perform human resource management functions. EDB may also, upon request of the employing organisation, complete an appraisal of the seconded using the organisation's report form.

## **9. Conduct**

- 9.1 The seconded should observe all Government rules and regulations on conduct and related matters as applicable to civil servants.

**10. Disciplinary Sanctions**

- 10.1 The secondee will be liable to disciplinary sanction (which includes written or verbal warning, etc.) if he neglects or wilfully refuses to perform his duties or in any manner misconducts himself or is convicted of a criminal offence.
- 10.2 Upon evidence that the secondee has neglected or wilfully refused to perform his duties or has misconducted himself in any manner or has been convicted of a criminal offence, he will be subject to such disciplinary sanction as is deemed appropriate. EDB may also disclose to the secondee's employing organisation established misconducts or criminal convictions in respect of the secondee during or after the secondment period.

**11. Changes in Terms and Conditions of Service**

- 11.1 EDB may in consultation with the employing organisation alter any of the terms and conditions of secondment as set out in this document at any time as considered necessary having regard to operational requirements.

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