Grant Scheme on
Promoting Effective English
Language Learning
in Primary Schools (PEEGS)

促進小學英語學習津貼計劃



Session Outline

- 1. Accountability
- 2. Administrative Matters
- 3. Accounting Arrangements
- 4. Reminders Concerning the Implementation of Enhancement Measures
- 5. General Guidelines on Procurement and Staff Recruitment
- 6. Quotation / Tendering and Contract Management
- 7. Other Useful Information

1. Accountability

ATION SHARE IMPRESSION ATTITUDE ENGAGEMENT NCE FEARLESS IMPACT COMMUNICATION CASE STUDY EFFECT LOYALTY TREND FORECAST DIRECTION POSITIVE RISING ATEGIC MANAGMENT UNITY FEARLESS REPORT CULTU IALLENGES SALE INNOVATIVE SOLUTION INVESTMENT ATA PARTNERSHIP VALUES RESULTS MARKET **FUTURE** ACCOUNTABILITY PEOPI PROFIT OPPOF HUMAN EXPERIENCE STRATEGY CORPORATE NALYSIS DEVELOPMENT SERVICE IMP CRETIVITY

The Agreement

- Schools approved with the grant have to enter into an "agreement" with the Government.
- ❖ The Agreement sets out the terms and conditions of the allocation of the Grant, including the relevant administrative, financial and reporting arrangements.
- ❖ 2 sets of the Agreement(1 set to be kept by school and the other by EDB)



Clause 2.1 of the Agreement

In consideration of the Government agreeing to provide the Grant or any part thereof for the Project in accordance with this Agreement, the Grantee shall:

- (a) carry out the Project with due diligence in accordance with this Agreement including the Implementation Plan; and
- (b) use the Funds for the sole purpose of carrying out the Project and in accordance with the Budget subject to the terms and conditions of this Agreement
- ***Contact your project officer if you encounter any difficulties.

Approved Plan

Incorporate the Approved Plan into the School's Annual School Plan(s) & School Development Plan(s).

(Options: to be incorporated as the main content or an appendix)

Upload the approved implementation plan onto the school's website

(Options: onto "school documents" section or "English Subject" webpage)

2. Administrative Matters



Implementation Progress Form

To be submitted to us by the end of **September** 2019 (1st project year) and **September** 2020 (2nd project year).

Hiring additional staff

- ❖ Additional staff (teachers/TAs) hired should be deployed as set out in the Approved Plan.
- Timetable(s) of supply teacher(s) hired under the Scheme should be submitted as well.

Procurement of professional services

- Actual hours spent on professional services should match with the budget breakdown(s) in the Approved Plan.
- ❖ Fees for different professional services should be included as separate items in the reports.

SAMPLE of the Implementation Progress Form

Area of professional service involved:

Enrich the English language environment in school through conducting

P.3 Drama Course

Name of service provider: XXX Company

Has a contract been signed with the above service provider?

✓ Yes

Rate: \$1,200/hour (co-planning, demonstration & co-teaching) \$1,000/hour (lesson observation and evaluation)

Indicate different rates (if any)

Mode of support (as stated in the Approved Plan):

- ✓ Co-planning (10 hours)
- ✓ Demonstration (2 hours x 3 classes)
- ✓ Co-teaching (5 hours x 3 classes)
- ✓ Lesson observation (3 hours x 3 classes)
- ☑ Evaluation (5 hours)

Match with the budget part

Different consultancy services Included as separate items

Area of professional service involved:

Enrich the English language environment in school through conducting

P.1 Phonics programme

Name of service provider: **YYY Company**

Has a contract been signed with the above service provider?

☑ Yes

Rate: \$1,000/hour (co-planning, demonstration, lesson observation, co-teaching

<u>& evaluation)</u>

Mode of support (as stated in the Plan):

- ✓ Co-planning (20 hours)
- ✓ Demonstration (4 hours x 4 classes)
- ✓ Co-teaching (10 hours x 3 classes)
- ✓ Lesson observation (6 hours x 3 classes)
- ✓ Evaluation (6 hours)

Match with the budget part

Sample timetable (Supply teacher)

Teaching duties

Name(s) of teacher(s) released	Class(es) / Subject(s) / No. of lesson(s)	Total no. of lessons released	Total no. of lessons taken up in the 2019/20 school year	Total no. of lessons taken up in 2018/19 school year	If the total no. of lessons taken up in 2019/20 is higher than that in 2018/19, please explain.
Mr XXX	1C Eng (3) 2A GS (1)		19	-4 23	NA
Ms YYY	3B Eng (2)	6	24	-2 26	NA

Non-teaching duties

Name(s) of teacher(s) released	Day(s) Time (Period		Duties	
Mr XXX	Tuesday	Morning	Class teacher period	
Ms YYY	Friday	After school	ECA	

Deadlines

	1-year	2-year
Implementation of ALL approved initiatives	on or before 31 Aug 2020	on or before 31 Aug 2021
Submission of reports and receipts	on or before 30 Nov 2020	on or before 30 Nov 2021

Clause 5.2 of the Agreement

The Grantee shall provide the following documents to the Government in the manner specified below:

Report Types	Due Dates		
Progress report ("Progress Report") – reporting on and evaluating the Grantee's progress on the Project.			
Final report and financial statements of the Project for the entire Project Period ("Final Report and Financial Statements").	` '		

Submission of Reports

10 11 12 1 9 2 8 3 7 6 5 4	on or b 30/11/	on or before 30/11/2021	
DIZADANE	1-year	2-year	2-year
Financial Report and Receipts	√	√	✓
Progress Report		✓	
Final Report	✓		✓
Uploading onto school website	✓	√	√

Any unused fund should be returned to the Language Fund.

- ❖ Incorporate the above reports endorsed by the SMC / IMC in the Annual School Report
 - (Options: to be incorporated as the main content or an appendix)
- Templates of the above reports will be emailed to schools 3 months before the end of relevant project period.
- Implementation period: 2 years (maximum)

3. Accounting Arrangements



Allocation of Approved Fund

- ❖ To be disbursed annually according to the approved cash flow
 - ✓ Aided and DSS schools *Autopay*
 - ✓ Government Schools "Sub-Deposit"

 Account" set up under the separate account created and maintained in the Government's finance system

Accounting Arrangements

- Set up a designated account for this project as far as possible or keep a separate ledger with records of all the income & expenditure.
- **Seek prior written approval** for any changes in the Approved Plan.



Invoices & Receipts

- Submit original receipts.
- Supplementary information to be given by service providers for receipts without breakdowns:
 - Names of the school and service provider concerned
 - Breakdown (e,g. titles and number of books, number of consultancy hours, hourly rate, etc.)
 - Type(s) of services <u>according to the</u> <u>Approved Plan and budget</u>
 - Amount of each item and total expenditure

Formal and prior written approval required for any changes

Items NOT included under PEEGS

- * Hardware (e.g. whiteboards, bookstands, plastic boxes, i-Pens etc.)
- Consumables (e.g. paper, laminating films, labels, food, memory sticks, etc.)
- Subscription fees (e.g. of newspapers, magazines, online platform etc.)
- Off-site services
- * Administrative charges (e.g. shipping cost, miscellanies etc.)











Useful templates

(1) For hiring of supply teachers / teaching assistants / teachers who are proficient in English

Template of Salary Proof

(2) For hiring of consultancy services

Template of Private Service Provider Breakdowns

Internal Virement between Approved Budget Items

❖ Internal virement ≤ 5%

Form A

- ❖ Internal virement > 5%
 - Prior approval must be sought from EDB (one month before the virement comes into effect).

Form B

Example

Budget Items	Approved funding
(a) Phonics programme	\$230,000
(b) Purchase of books	\$20,000
Total:	\$250,000

- 5% virement from (a) to (b): \$230,000 x 5% = \$11,500
- 5% virement from (b) to (a): \$20,000 x 5 % = \$1,000



Under-spending / Over-spending of fund

- Under-spending:
 - Carry forward the surplus fund to the same budget item for the second year.
 - New items are **NOT** allowed.
- Over-spending:
 - absorbed by fund allocated for the same budget item for the second year

Form C

Financial Report

Grant Scheme	on Promo	- ting Effective	English Lang	uage Learn	ing in Primary So	chools (PEEGS)	
			Financial Rep	port			
		Hot	ng Kong Primar	y School			
			2019/2020)			
							1
Approved Usage(s) of the O	Frant	Approved Amount \$	Actual Expenditure \$	Enclosure No.	Underspending S	Overspending \$	Expenditure funded by <u>other</u> source(s)
1. Employ a qualified supply tea	cher	300,000.00	280,000.00	1	20,000.00	0.00	-
2. Purchase printed books		50,000.00	51,500.00	2, 3 and 4	0.00	1,500.00	-
Total		350,000.00	331,500.00		20,000.00	1,500.00	0.00
							J

Form B Example

Grant Scheme on Promoting Effective English Language Learning in Primary Schools Application for internal virement exceeding 5%

I would like to apply for the internal virement of \$10,000 from the purchase of readers to hiring of TA due to the following reason(s):

(i) salary rise and MPF

(ii) _____

	Approved Budget Items	Approved Fund 2019/2020 school year/ 2020/2021 school year*	Reallocated Fund after virement	
1.	Hiring of a TA	\$140,000	\$150,000	
2.	Purchase of readers	\$60,000	\$50,000	

Amounts stated in the budget

Amounts AFTER virement (\$140,000 + \$10,000) (\$60,000-\$10,000)

Form C Example

Grant Scheme on Promoting Effective English Language Learning in Primary Schools

Notification of change of cash flow due to over spending/under-spending*

I would like to inform you of the following change in the approved cash flow between the two school years due to over-spending/under-spending* of fund:

	2019/2020	school year	2020/2021 school year		
Approved Budget Items	Approved	Reallocated	Approved	Reallocated	
	Fund	Fund	Fund	Fund	
Purchase of e-books	\$30,000	\$25,000	\$30,000	\$35,000	

Original amount stated in the budget

Actual expenditure

Original amount stated in the budget

Amount AFTER virement \$30,000 + \$5,000

Virement between two years

Original approved budget:

Purchase of	1st Project year	2 nd Project year	
e-books	\$30,000	\$30,000	
printed books	\$20,000	\$20,000	

After proper procurement exercises, e-books are found cheaper but printed readers more expensive in the second year.

Reallocated fund after virement:

Purchase of	1 st Project year	2 nd Project year	
e-books	\$25,000	\$25,000	
printed books	\$20,000	\$30,000	

Change 1: Fill in Form C to carry forward the remaining amount

Grant Scheme on Promoting Effective English Language Learning in Primary Schools

Notification of change of cash flow due to over spending/under-spending*

I would like to inform you of the following change in the approved cash flow between the two school years due to over-spending/under-spending* of fund:

	2019/2020	school year	2020/2021 school year		
Approved Budget Items	Approved	Reallocated	Approved	Reallocated	
	Fund	Fund	Fund	Fund	
Purchase of e-books	\$30,000	\$25,000	\$30,000	\$35,000	

Change 2:

Fill in Form B to vire the amount in the 2nd year

Grant Scheme on Promoting Effective English Language Learning in Primary Schools
Application for internal virement exceeding 5%

I would like to apply for the internal virement of \$10,000 from the purchase of e-books to that of printed books due to the following reason(s):

- (i) after proper procurement exercises, the e-books are cheaper than estimated
- (ii) the printed books are more expensive than estimated

	Approved Budget Items	Approved Fund 2019/2020 school year/ 2020/2021 school year*	Reallocated Fund after virement
1.	Purchase of e-books	\$35,000	\$25,000
2.	Purchase of printed books	\$20,000	\$30,000

Based on the "Reallocated Fund" in Form C

4. Reminders concerning the Implementation of Enhancement Measures



Employment of Supply Teachers

- Open and fair recruitment
- Release core team members only
- Salary: MPS pt. 17 (Degree + Teacher training)
- Any top-up with school's other grant(s)
- ❖ Over 60 days MPF
- ❖ 90 days or above monthly-paid
- **MPF**: \$1,500/month (maximum)
- **CANNOT** hire any teachers who joined the Early Retirement Scheme
- Guidelines for Employment of Daily-Rated Supply Teachers in Aided Schools

http://www.edb.gov.hk/attachment/en/teacher/appoint ments-related/supply-teachers/Guidelines_Dailypaid_Teachers_e_Dec2017.pdf

Deployment of Teaching Assistants

Should only be deployed to <u>assist in</u> designing and preparing teaching aids, coordinating and/or leading activities, providing individual or remedial group support after school

(Education Bureau Circular No. 10/2017 on "Optimising the Use of Teaching Manpower Resources")

- **Remuneration** commensurate with duties
- ❖ Work for the English department only
- ❖ NOT to replace the Classroom Assistant required under the PLP-R/RW program

Recruitment of English-proficient Teachers/Teaching Assistants

- Follow the proper tendering or open recruitment procedures.
- * Keep documentary proofs of their qualifications and teaching experience.
- Working visa? Criminal record? Sex

Conviction record?



Procurement of Professional Services

- Follow the proper quotation/tendering procedures or open recruitment procedures.
 - * Keep the documentary proofs of their qualifications and teaching / other experience.
 - Schools should own the materials developed with the service provider(s).
 - Service provider(s) should have the copyright of all the materials provided to schools.

Procurement of Professional Services

- Record the contact hours / on-site support for each class and level separately and accurately.
- ❖ Pay for the on-site face-to-face contact hours only.
- * Be alert to potential malpractices.
- * Monitor their performance closely.
- * No pre-payment for any services or products beyond the project period.

Purchase of Learning & Teaching Materials

- Printed/e-books should be acquired before commencement of related programmes.
- ❖ Printed books = hard copies, NOT on-line version, i-Pens (聰明筆), e-books stored in a memory stick
- ❖ E-books − Access (at least with audio and visual features) should still be available after the project period.
- Follow proper procurement procedures according to the financial limits.
- Shipping / handling / printing and other charges: not to be included under PEEGS.

5. General Guidelines on Procurement and Staff Recruitment



General Guidelines on Procurement

- Open, fair and competitive
- Value for money
 - Appropriate deployment of staff involved
 - Clear information of purchase requirement
 - Clear information of purchase requisition
 - Appropriate authorisation levels
 - Proper documentation

General Guidelines on Procurement

	Aided and DSS schools EDB Circular No. 4/2013		Government schools
Financial Limit \$5,000 or below	Procurement Arrangement(s) Competitive bidding is not required for procurement of any stores or services provided that a member of school staff at an appropriate level certifies that such procurement is essential and the prices are fair and reasonable.	Approving authorities Principal/ Deputy Head (Note: For schools without Deputy Head, the approving authority rests with the Principal.)	Please refer to: EDB Internal Circular No. 1/2018 (Services from Individual Persons) EDB Internal Circular No. 3/2019 (Services)
Above \$5,000 to \$50,000	By oral quotations (at least two)		No. 2/2019 (Stores)

General Guidelines on Procurement

	Aided and DSS schools EDB Circular No. 4/2013		Government schools
Financial Limit	Procurement Arrangement(s)	Approving authorities	Please refer to:
Above \$50,000 to \$200,000	By written quotations (at least five)	Principal	EDB Internal Circular No. 1/2018 (Services from
Above \$200,000	By tenders (at least five)	Tender Approving Committee comprising the School Supervisor/ Manager, the Principal, a teacher and a representative of the Parent Teacher Association or a parent manager	Individual Persons) EDB Internal Circular No. 3/2019 (Services) EDB Internal Circular No. 2/2019 (Stores)

Guidelines on Procurement Procedure

- School should not evade the financial limits by dividing procurement requirements into instalments or by reducing the usual duration of contracts.
- ❖ Items of the same category should be grouped in the same quotation or tender schedule before inviting suppliers to bid.

「資助學校採購程序」常見問題

Page 5

一般而言,學校會按學年去規劃所需的物料或服務。因此,為方便學校的行政安排,本局亦以一學年,即9月至翌年8月,為物料/服務採購程序的考慮依據。

Page 7

按教育局通告第 4/2013 號,學校擬計劃在同一學年的 12 個月內所採購的項目累積價值超過 5,000 元及 50,000 元,須分別以口頭報價及書面報價方式進行採購活動。然而,上述情況如屬突發事故或非可預計的採購項目,而學校亦非藉此避免遵守批核報價單/標書的規定或報價/招標程序,即使連同之前的採購累積金額合計超過 5,000 元及 50,000 元,亦不會被視為分拆訂單及不會影響之前已完成的採購程序。學校須將有關情況及理據記錄在案,並在再採購同類的物料或服務前取得校董會/法團校董會的批准。惟學校應對其所採購的項目在同一學年的 12 個月內所需的數量作出問詳的規劃,並依循有關的財政限額進行採購。

https://www.edb.gov.hk/attachment/en/sch-admin/fin-management/procurement-procedures-in-aided-schools/Procurement%20Procedures_FAQ(2019)_final.pdf

Book purchase (Gov't schools)

- Regarding the proposed book purchase, please submit your request for additional quota to SO(P) (sop@edb.gov.hk) via email.
- * Copy the school head on the email.

General Guidelines on Staff Recruitment

- Open and transparent
- * Avoid potential corruption and favouritism.
 - Appropriate deployment of staff involved
 - Advertisements of vacant posts with clear descriptions of job requirements and specification
 - Objective short-listing and assessment criteria
 - Appropriate authorisation levels
 - Proper documentation

6. Quotation / Tendering and Contract Management



Preparing Quotation/Tender Document Key Matters

- Develop relevant and concise service specifications.
- Observe the golden rules.





Service Specifications

- **Observe the principle of fairness.**
- ❖ Draw up the specifications in generic terms and avoid stipulating a brand/model of product/service.
- Specify the desired outputs/outcomes.



Golden Rules for Drafting Quotation/ • Tender Documents (1)

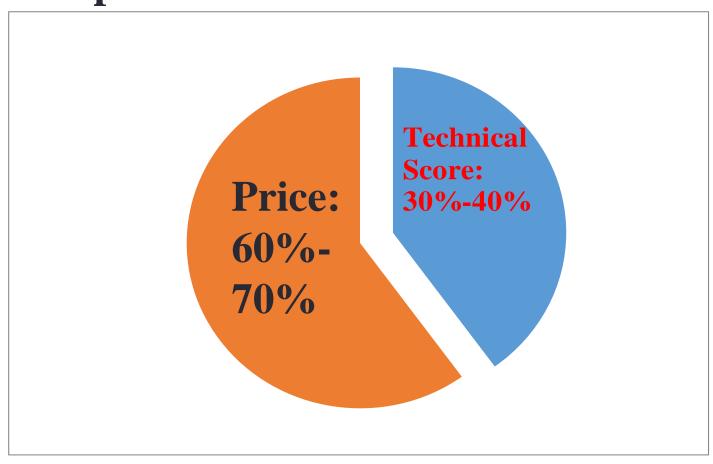
- * Know what you want.
- **State clearly:**
 - the contractual obligations; and
 - when the task should be completed.
- Think about the worst-case scenario and make contingency plans (e.g. termination of contract).

Golden Rules for Drafting Quotation/ Tender Documents (2)

- Use written instead of oral agreements.
- ❖ Ensure that the provisions are certain and clearly expressed.
- * Ensure consistency throughout the tender document.
- Define contract/ project management and monitoring schemes.

Marking Schemes

Quotation/Tender evaluation: technical and price assessments



Conduct Appropriate Level of Due Diligence

- Verify the capability and quality of the bidders:
 - Cross-referencing
 - Face-to-face meetings
 - Interviews with the bidders' existing or previous customers
 - Document examination

Service Contract

- 1. Contract period
- 2. Terms & schedule of payment
- 3. Development timeline
- 4. Expected services and variation
- 5. Measurable performance indicators
- 6. Provisions for performance monitoring and sanctions
- 7. Mechanism to terminate all / part of the contract
- 8. Include exit provisions:
 - Run-off period
 - Provision of relevant information to the school or the new service provider
- 9. Intellectual property rights and copyrights

Effective Performance Management

- Output-based performance indicators
- Establish the performance monitoring mechanism
 - Layers of monitoring mechanism:
 - ✓ Monthly / bi-monthly review at panel level
 - ✓ annual review at school level

Dispute Resolution

- ❖ Give an early indication of performance deficiencies
- ❖ Take appropriate action against non-/underperforming service providers:
 - low-severity issues: resolve informally at working level
 - severe issues: report to the senior management, issue warning letters etc.
 - terminate the contract

Intellectual Property Rights

- Ensure that the service provider has the copyright of all materials provided to school.
- Keep documentary proofs for record purpose.



Intellectual Property Rights (IPRs)

- ❖ Incorporate IPR clause(s) to specify that the IPRs and copyright of course materials/learning and teaching materials developed under the contract:
 - to be kept as the property of the school
 - School should be granted the license to use and copy the materials for future use/dissemination among teachers after the project period.

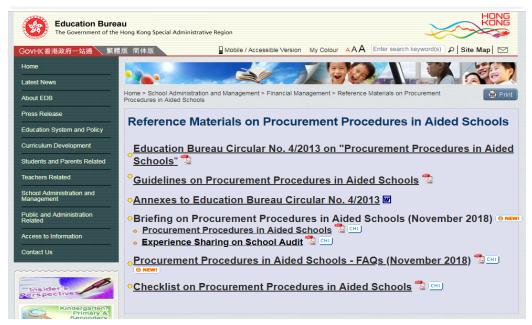
References on Quotation/Tender

- * Tender Document & Contract Sample

 https://www.edb.gov.hk/attachment/en/schadmin/fin-management/procurement-procedures-inaidedschools/guidelines%20on%20procurement%20proc
 edures%20in%20aided%20schools%20(eng).pdf
- Preparing Marking Scheme http://www.edb.gov.hk/attachment/en/sch-admin/fin-management/notes-sch-fin/ref-trading-operations/point%20to%20note%20on%20marking%20scheme-e.pdf
- **Salient Points on Trading Operations (as a reference for tendering)**

http://www.edb.gov.hk/attachment/en/sch-admin/fin-management/notes-sch-fin/ref-trading-operations/Appendix%205(E).pdf

References on Quotation/Tendering



http://www.edb.gov.hk/en/sch-admin/fin-management/procurement-procedures-in-aided-schools/procurement_procedures_in_aided_schs.html

- DSS schools are advised to follow the guidelines in the EDB Circular No. 4/2013 as far as possible and observe other requirements as set out in the EDB Circular No.17/2012 in formulating their own procurement policy.
- Government schools can refer to EDB Internal Circular No. 1/2018, EDB Internal Circular No. 2/2019, EDB Internal Circular No. 3/2019 and related materials at the EDB intranet.

EDB intranet → Information Directory → H. Finance → 11. Stores & Procurement

7. Other Useful Information



Copyright in Education



http://www.edb.gov.hk/en/sch-admin/admin/about-teaching/copyright/index.html

Employment of Staff

- 1. Relevant circulars
 - EDB Circular No. 5/2005 (Aided & DSS schools)
 - EDB Internal Circular No. 6/2010 (Gov't schools)
- 2. Other relevant statutory requirements
 - Education Ordinance
 - Employment Ordinance
 - Mandatory Provident Fund Schemes Ordinance
 - Prevention of Bribery Ordinance

PEEGS Webpage – Related Links



Standing Committee on Language Education and Research (SCOLAR)



Qkeywords

語文教育及研究常務委員會(語常會)

Academics

Primary / Secondary Schools

Kindergartens

Community

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Grant Schemes

Introduction

On-going Schemes

- ➤ Grant Scheme on Promoting Effective English Language Learning in Primary Schools
- Professional Development Incentive Grant Scheme for Language Teachers
- Professional Enhancement Grant Scheme for Chinese Language Teachers (Teaching Chinese as a Second Language)
- Vocational English Programme Grant

Completed Schemes

Related Links

- 🗎 Education Bureau Circular Memorandum No. 30/2017
- Copyright in Education
 - Points to Note for Hiring Outside Services and Staff
 Appointment

Enquiries

3527 0182

3156 1247

Schedule

Major Tasks	Timeline
Upload approved implementation plan onto school website	Sept 2019
Recruitment / quotation or tender	Jun - Aug 2019
Receive template of Implementation Progress Form by e-mail	Aug 2019
Submit Implementation Progress Form	Sept 2019
Submit Progress/Final and Financial reports with receipts; and	Within 3 months after completion of
Upload Progress/Final Progress onto school website	the relevant project periods

Webpage of PEEGS @ SCOLAR website:

https://scolarhk.edb.hkedcity.net/project/grant-scheme-promoting-effective-english-language-learning-primary-schools

Enquiries:

3527 0182 and 3156 1247

Address:

Room 1702, 17/F, Skyline Tower, 39 Wang Kwong Road, Kowloon Bay

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