



《第一階段強制性持續專業進修計劃》你問我答

Q&A of the Phase I of Mandatory CPD Scheme

為鼓勵持牌人自我增值，秉持終身學習的精神，第一階段的強制性持續專業進修計劃（簡稱「第一階段強制計劃」）已於2025年1月1日（「實施日期」）推行。

計劃對象為實施日期後加入地產代理行業的新持牌人，有關人士須在其牌照到期前滿足強制性持續專業進修條件才能申請執照續期。在本期《專業天地》中，我們將解答在「第一階段強制計劃」中持牌人的常見問題。

With the aim of encouraging licensees to continuously improve themselves and uphold the spirit of lifelong learning, Phase I of the Mandatory CPD Scheme ("Phase I Mandatory Scheme") was launched on January 1, 2025 (the "Implementation Date").

Target Licensees for the Phase I Mandatory Scheme are the fresh entrants who join the estate agency trade after the Implementation Date. These individuals must fulfil the Mandatory CPD condition before they are eligible to apply for licence renewal prior to the expiration of their licences. In this issue of Horizons, we will address common questions regarding the Phase I Mandatory Scheme for licensees.



問題1：

哪些人不納入第一階段強制計劃內？

回答1：

- (a) 於實施日期當日持有有效營業員牌照或地產代理（個人）牌照，並根據《地產代理（發牌）規例》（「發牌規例」）第7條，繼續持有有效牌照的持牌人；
- (b) 於實施日期當日並未持有有效牌照，但根據《發牌規例》第7條獲得牌照的前牌照持有人（例如：在其先前的牌照失效後的24個月內重投地產行業之前持牌人）；
- (c) 於實施日期當日並未持有有效牌照，但於實施日期前舉行的資格考試取得合格成績，並在實施日期後取得牌照的人士；及
- (d) 上述（a）分段所提及的營業員牌照持牌人及（b）分段所提及的前持牌人，其後透過實施日期後舉行的地產代理資格考試取得之合格成績取得地產代理（個人）牌照。

Question 1:

What kind of persons can be exempted from the Phase I Mandatory Scheme?

Answer 1:

- (a) Licensees who hold a valid salesperson's licence or estate agent's (individual) licence as at the Implementation Date and continue to hold a valid licence in accordance with Section 7 of the Estate Agents (Licensing) Regulation ("Licensing Regulation");
- (b) Former licensees who do not hold a valid licence as at the Implementation Date but obtain a licence in accordance with Section 7 of the Licensing Regulation (e.g. former licensees re-entering the trade within 24 months after the lapse of their former licence);
- (c) Individuals who do not hold a valid licence as at the Implementation Date but use the passing result of a qualifying examination held before the Implementation Date to obtain a licence after the Implementation Date; and
- (d) Licensees who hold a valid salesperson's licence referred to in subparagraphs (a) and former licensees referred to in subparagraph (b) above who use the passing result of the Estate Agents Qualifying Examination held after the Implementation Date to obtain an estate agent's (individual) licence.



問題2：

若牌照有效期不是12個月或24個月，持續專業進修學分要求是多少？

回答2：

持續專業進修學分要求會根據下表按比例計算：

剩餘的牌照有效期 Validity period of licence remaining	持續專業進修學分要求* CPD Point Requirement*
少於12個月 Less than 12 months	[剩餘日數 ÷ 365]x4 [No. of days remaining ÷ 365] x 4 ⁺
多於12個月但少於24個月 More than 12 months but less than 24 months	[剩餘日數 ÷ 730]x8 [No. of days remaining ÷ 730] x 8 ⁺

*上調至最接近的0.5或整數

⁺一般而言，學分要求為每一周年4個學分

例如：

持牌人被授予6個月的地產代理（個人）牌照，生效日期為2025年10月1日。

- 牌照時段：01.10.2025—31.03.2026（6個月）
- 強制進修時段：01.10.2025—31.03.2026（6個月）
- 持續專業進修學分要求：2個持續專業進修學分[(182日 ÷ 365日) x 4]

問題3：

持牌人可以透過哪些活動模式取得持續專業進修學分以滿足要求？

回答3：

持牌人可通過由地產代理監管局、政府或法定機構、獲得認可的培訓機構以及廣泛認受的專業協會舉辦旨在提升持牌人整體表現及與地產代理行業高度相關的持續專業進修活動取得學分。

而活動模式可包括網絡研討會、講座、網上個案研習、網上遙距學習、擔任義務工作、教授或舉辦獲承認的持續專業進修活動等。

Question 2:

What is the CPD Point Requirement if the validity period of the granted licence is not a 12-month or 24-month licence?

Answer 2:

The CPD Point Requirement will be prorated according to the table below:

*Round up to the nearest 0.5 or integer

⁺Generally, 4 CPD points for every anniversary

For examples:

A Target Licensee granted with a 6-month estate agent's (individual) licence which takes effect on 1 October 2025

- Licence Period: 01.10.2025 – 31.03.2026 (6 months)
- CPD Condition Period: 01.10.2025 – 31.03.2026 (6 months)
- CPD Point Requirement: 2 CPD points [(182 days ÷ 365 days) x 4]

Question 3:

What kind of CPD Activities can target Licensee undertake in order to fulfill the mandatory CPD requirement?

Answer 3:

Target Licensee can earn CPD points through a variety of activities which aim at enhancing the general performance of licensees and are highly relevant to the estate agency trade with activity modes including webinars, seminars, e-quizzes, web-based distance learning, participation in Pro bono work, teaching or conducting recognized CPD activities, etc.

CPD activities may be organized by the EAA, the Government or statutory bodies, endorsed training institutions and widely recognized professional associations.

**問題4：**

若目標持牌人參加的活動於活動後才補回申請認可成第一階段強制計劃下及/或合資格授予持續專業進修學分之活動，取得的學分會被認可嗎？

回答4：

目標持牌人在考慮參與活動後才申請認可成第一階段強制計劃下及/或合資格授予持續專業進修學分之活動時，持牌人應格外謹慎。由於相關批准或認可須時（不少於一個月），而監管局亦沒有義務在持牌人的牌照到期前就所申請的持續專業進修學分給予任何批准或認可。

如發生此情況，其牌照申請可能會被延遲，甚至因持牌人未能證明已完成持續專業進修的學分要求而被拒絕。為免產生疑問，在目標持牌人提交續牌申請後，即使相關活動在隨後獲得監管局認可並被授予持續專業進修學分，該等學分不得用以追溯為已履行其強制性持續專業進修條件。

Question 4:

Will the CPD points be recognized if the Target Licensee engages in post-event activities?

Answer 4:

Target Licensees should exercise great caution when considering to enroll in post-event activities where application for endorsement of an activity to be recognised under the Phase I Mandatory Scheme and/ or the CPD points to be awarded are made after the activity, as relevant endorsement or recognition takes time (not less than one month) and the EAA is not obliged to grant any endorsement or recognition or the CPD points applied for before expiry of a Target Licensee's licence or at all.

Should this happen, their licence applications may be delayed or even refused due to the licensees' failure to prove that they have complied with the CPD Point Requirement within their CPD Condition Period. For avoidance of doubt, even if a post-event activity is subsequently endorsed by the EAA and CPD points are awarded, a Target Licensee cannot claim these CPD points retroactively for fulfilment of his/her Mandatory CPD Condition after he/she submits an application for licence renewal to the EAA.