

## 2026 Social Work Programme Students Career Expo (9 May 2026)

### Social Welfare Department Social Work Grades Entry Requirements, Career Prospects and Pay Scale

#### A. Entry Requirements

##### Assistant Social Work Officer

- (a) registered as a registered social worker (category 1) under the Social Workers Registration Ordinance, Chapter 505 [Note (1)]; and
- (b) (i) a bachelor's degree majoring in social work from a Hong Kong university, or equivalent [Note (2)]; or
  - (ii) a bachelor's degree from a Hong Kong university (other than (i) above), or equivalent, and have successfully completed an approved post-graduate programme in social work, or equivalent, from an approved institution; or
  - (iii) a bachelor's degree from a Hong Kong university (other than (i) above), or equivalent, and a recognised master's degree in social work, or equivalent, from an approved institution [Note (2)]; and
- (c) a pass result in the Aptitude Test in the Common Recruitment Examination (CRE) [Notes (3), (7) to (9)]; and
- (d) met the language proficiency requirements of 'Level 2' results in the two language papers (Use of Chinese and Use of English) in the CRE, or equivalent; and be able to speak fluent Cantonese and English [Notes (3) to (9)]; and
- (e) a pass result in the Basic Law and National Security Law Test (Degree / Professional Grades) (BLNST) [Note (10)].

##### Notes:

- (1) Applicants who have not yet been registered as a registered social worker (category 1) under the Social Workers Registration Ordinance (Cap. 505) may also apply. If selected, appointment will be subject to their being registered as registered social worker (category 1) under the Social Workers Registration Ordinance (Cap. 505) with documentary proof.

- (2) (i) Final year undergraduate / post-graduate students graduating in the current academic year and penultimate year undergraduate / post-graduate students graduating in the next academic year may also apply, they must state in their applications the qualifications they would attain on completion of the final examination. If selected, appointment will be subject to, among others, the attainment of requisite academic qualification as stated in Entry Requirement (b) above within the current and the next academic years respectively.
- (ii) Applicants must indicate in their applications the major subjects studied in their undergraduate degree / master degree courses.
- (3) Results in the Aptitude Test (AT) paper of the CRE are classified as Pass or Fail, while the results of the Use of Chinese (UC) and Use of English (UE) papers are classified as Level 2, Level 1 or Fail, with Level 2 being the highest.
- (4) For civil service appointment purpose, Level 5 or above in Chinese Language of the Hong Kong Diploma of Secondary Education Examination (HKDSEE); or Grade C or above in Chinese Language and Culture or Chinese Language and Literature of the Hong Kong Advanced Level Examination (HKALE), are accepted as equivalent to Level 2 in the UC paper of the CRE.
- (5) Level 5 or above in English Language of the HKDSEE; or Grade C or above in Use of English of the HKALE; or Grade C or above in English Language of the General Certificate of Education (Advanced Level) (GCE A Level), are accepted as equivalent to Level 2 in the UE paper of the CRE.
- (6) Applicants with an overall band of 6.5 or above with no subtest score below band 6 obtained in the same sitting in the Academic Module of the International English Language Testing System (IELTS) within the two-year validity period of the test result are accepted as equivalent to Level 2 in the UE paper of the CRE. The IELTS test result must be valid on any date during the application period.
- (7) Applicants who do not possess the requisite CRE results, or equivalent, must have made a separate application for taking the CRE. Otherwise, they may not meet the entry requirements of the post they apply for. For applicants who have made a separate application for taking the above CRE, they must indicate in their application forms the paper(s) they would attempt. And they must submit copies of the notification on the relevant examination time and details issued by the Civil Service Examinations Unit by email to [appsectionenq@swd.gov.hk](mailto:appsectionenq@swd.gov.hk) upon the specified deadline. Upon obtaining the requisite CRE results in the above examination, they must submit copies of the supporting document of the results by email to the above email address by the specified deadline.

- (8) For applicants who will take the CRE, their applications will be processed subject to their obtaining the requisite CRE results. If the applicants fail to provide the supporting document of the notification on the relevant examination time and details and/or their results in the aforesaid examination as requested upon the specified deadline, their applications will not be considered.
- (9) As it takes time to process all applications, an invitation to the interview does not imply that an applicant has met the entry requirements of the post being applied for.
- (10) All applicants for civil service jobs will be assessed on their knowledge of the Basic Law and the National Security Law. A pass result in the BLNST is an entry requirement for all civil service jobs. Only those candidates who have passed the BLNST will be considered for appointment. For candidates who have not taken the relevant BLNST or have not attained a pass result in the relevant BLNST at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant BLNST during the recruitment process.

## **Social Work Assistant**

- (a) registered as a registered social worker (Category 1) under the Social Workers Registration Ordinance, Chapter 505 [Note (1)]; **and**
- (b)
  - (i) a Diploma in Social Work from a Hong Kong polytechnic / polytechnic university, or equivalent [Note (2)]; or
  - (ii) a Certificate in Social Work awarded by the Academic Board of the Institute for Social Work Training, Hong Kong; or
  - (iii) a Diploma in Social Work from a registered post-secondary college issued after the date of its registration, or equivalent [Note (2)]; **and**
- (c) met the language proficiency requirements of Level 2 or above in Chinese Language and English Language in the Hong Kong Diploma of Secondary Education Examination or the Hong Kong Certificate of Education Examination (HKCEE), or equivalent [Note (3)]; and be able to speak fluent Cantonese; **and**
- (d) a pass result in the Basic Law and National Security Law Test (BLNST) [Note (4)].

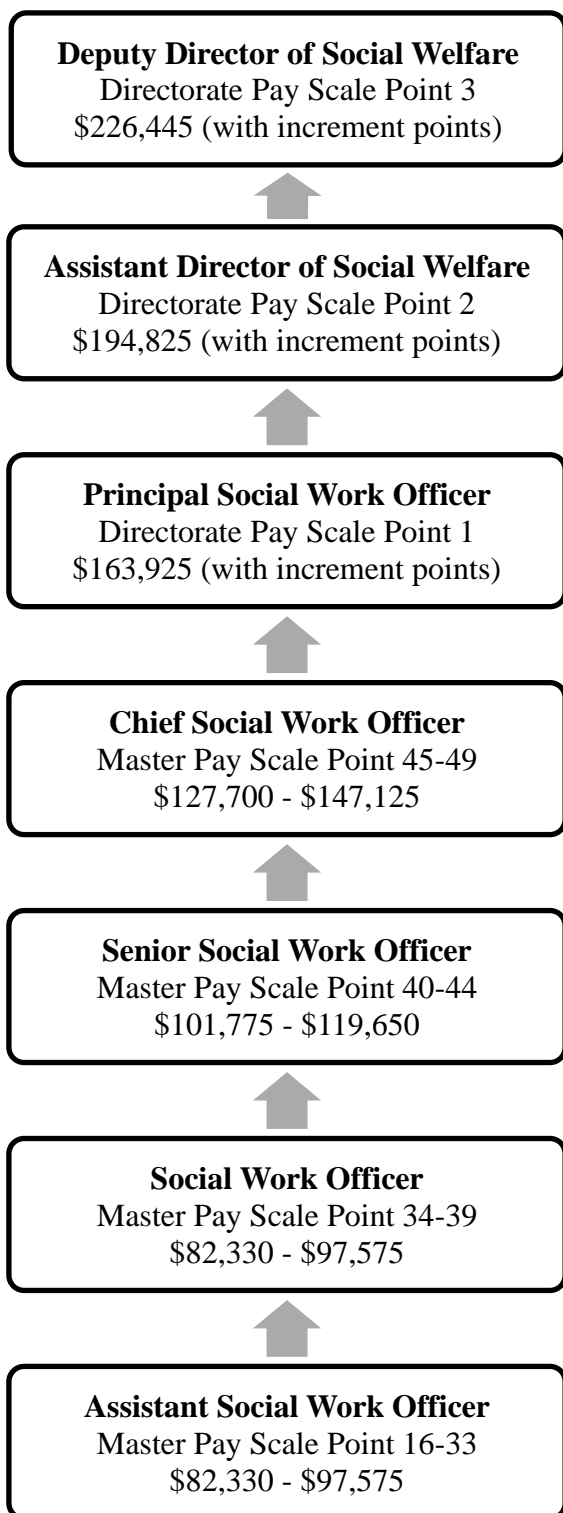
### **Notes:**

- (1) Applicants who have not yet been registered as a registered social worker (Category 1) under the Social Workers Registration Ordinance (Cap. 505) may also apply. If selected, appointment will be subject to their being registered as a registered social worker (Category 1) under the Social Workers Registration Ordinance (Cap. 505) with documentary proof.
- (2)
  - (i) Current final year students studying the course to obtain the qualification as required in the above entry requirement (b) may also apply. They must state in their applications the qualifications they would attain on completion of the final examination. If selected, appointment will be subject to their obtaining the requisite academic qualification within the current academic year.
  - (ii) Applicants must indicate in their applications the major subjects studied in their diploma programme.
- (3) For civil service appointment purpose, ‘Grade E’ in Chinese Language and English Language (Syllabus B) in the HKCEE before 2007 is accepted administratively as comparable to ‘Level 2’ in Chinese Language and English Language in the 2007 HKCEE and henceforth.

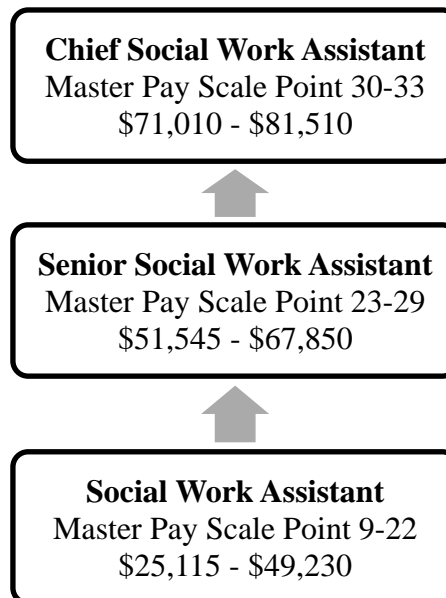
- (4) All applicants for civil service jobs will be assessed on their knowledge of the Basic Law and the National Security Law. A pass result in the BLNST is an entry requirement for all civil service jobs. Only those candidates who have passed the BLNST will be considered for appointment. For candidates who have not taken the relevant BLNST or have not attained a pass result in the relevant BLNST at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant BLNST during the recruitment process.

## B. Career Prospects and Pay Scale

### Social Work Officer Grade



### Social Work Assistant Grade



\* With effect from 1.4.2025