

非政府機構一般職位之薪級
以二零二五年四月一日之薪級表計算
Salary Scale of Common Posts
in the Non-governmental Organisations w.e.f. 1.4.2025

(I) 總薪級表 <u>Master Pay Scale (MPS)</u>		起薪點 First Point (MPS)	中點薪級 Mid Point (MPS)	頂薪點 Last Point (MPS)	薪級點 Point (MPS)	薪酬 Salary w.e.f. 1.4.2025 \$
職級	Rank					
總社會工作主任	Chief Social Work Officer	45	47	49	49	147,125
高級社會工作主任	Senior Social Work Officer	40	42	44	48	142,010
社會工作主任	Social Work Officer	34	37	39	47	137,085
助理社會工作主任	Assistant Social Work Officer	16	26	33	46(44B)	132,275
總社會工作助理	Chief Social Work Assistant	30	32	33	45(44A)	127,700
高級社會工作助理	Senior Social Work Assistant	23	26	29	44	119,650
社會工作助理	Social Work Assistant	9	16	22	43	115,495
高級福利工作員	Senior Welfare Worker	18	21	23	42	110,740
福利工作員	Welfare Worker	7	12	17	41	106,155
					40	101,775
高級行政主任	Senior Executive Officer	34	40	44	39	97,575
一級行政主任	Executive Officer I	28	31	33	38	93,255
二級行政主任	Executive Officer II	15	22	27	37	89,170
高級文書主任	Senior Clerical Officer	22	25	27	36(33C)	85,130
文書主任	Clerical Officer	16	19	21	35(33B)	83,150
助理文書主任	Assistant Clerical Officer	3	10	15	34(33A)	82,330
文書助理	Clerical Assistant	1	6	10	33	81,510
辦公室助理員	Office Assistant	1	4	6	32	77,855
二級私人秘書	Personal Secretary II	4	10	15	31	74,345
打字員	Typist	2	6	10	30	71,010
接線生	Telephone Operator	2	7	11	29	67,850
一級會計主任	Accounting Officer I	28	31	33	28	64,780
二級會計主任	Accounting Officer II	14	21	27	27	61,865
					26	59,110
高級醫生	Senior Medical and Health Officer	45	47	49	25	56,450
醫生	Medical and Health Officer	32	41	44B	24	53,980
臨床心理學家	Clinical Psychologist	27	37	44	23	51,545
言語治療主任	Speech Therapist	16	26	33	22	49,230
高級職業治療師	Senior Occupational Therapist	34	37	39	21	47,010
一級職業治療師	Occupational Therapist I	25	29	33A	20	44,765
二級職業治療師	Occupational Therapist II	14	19	24	19	42,640
職業治療助理員	Occupational Therapy Assistant	7	11	15	18	40,620
高級物理治療師	Senior Physiotherapist	34	37	39	17	38,715
一級物理治療師	Physiotherapist I	25	29	33A	16	36,850
二級物理治療師	Physiotherapist II	14	19	24	15	35,080
物理治療技工	Physiotherapy Artisan	6	7	8	14	33,405
營養科主任	Dietitian	16	26	33	13	31,795
配藥員	Dispenser	8	15	21	12	29,995
高級護士長	Senior Nursing Officer	34	37	39	11	28,225
護士長	Nursing Officer	26	30	33A	10	26,590
護士長（精神科）	Nursing Officer (Psychiatric)	27	30	33A	9	25,115
註冊護士	Registered Nurse	15	20	25	8	23,585
註冊護士（精神科）	Registered Nurse (Psychiatric)	17	22	26	7	22,145
登記護士	Enrolled Nurse	7	15	21	6	20,770
登記護士（精神科）	Enrolled Nurse (Psychiatric)	9	17	23	5	19,535
					4	18,305
文憑教師	Certificated Master/Mistress	14	19	24	3	17,200
幼兒工作主任	Child Care Supervisor	15	19	22	2	16,135
幼兒工作員	Child Care Worker	7	12	17	1	15,180
高級特殊幼兒工作員	Senior Special Child Care Worker	18	21	23	0	14,280
特殊幼兒工作員	Special Child Care Worker	7	12	17		
個人照顧工作員	Personal Care Worker	3	6	9		
保健員	Health Worker	7	11	15		
宿舍女舍監	Hostel Manageress	11	15	18		
一級工場導師	Workshop Instructor I	24	26	28		
二級工場導師	Workshop Instructor II	14	19	23		
三級工場導師	Workshop Instructor III	6	10	13		

(I) 總薪級表

Master Pay Scale (MPS)

職級	Rank	起薪點 First Point (MPS)	中點薪級 Mid Point (MPS)	頂薪點 Last Point (MPS)
家務助理員	Home Helper	3	5	7
特別司機	Special Driver	8	9	10
司機	Motor Driver	5	7	8
高級技工	Senior Artisan	8	9	10
技工	Artisan	5	7	8
炊事員	Cook	5	7	8

(II) 第一標準薪級表

Model Scale I Pay Scale (MOD)

職級	Rank	起薪點 First Point (MOD)	中點薪級 Mid Point (MOD)	頂薪點 Last Point (MOD)	薪級點 Point (MOD)	
產業看管員	Property Attendant	3	8	13	13	19,755
園務工人	Gardener	3	8	13	12	19,355
院舍服務員	Ward Attendant	3	8	13	11	18,960
一級工人	Workman I	3	8	13	10	18,595
二級工人	Workman II	0	4	8	9	18,230
					8	17,880
					7	17,555
					6	17,200
					5	16,865
					4	16,520
					3	16,165
					2	15,840
					1	15,495
					0	15,175

Remark:

NGOs on conventional modes of subvention should follow the above salary scale, where applicable, to pay their staff. As regards NGOs under Lump Sum Grant Subvention System, the salary scale is for general reference only.

Social Welfare Department

April 2025