

非政府機構一般職位之薪級  
以二零二三年四月一日之薪級表計算

**Salary Scale of Common Posts  
in the Non-governmental Organisations w.e.f. 1.4.2023**

(I) 總薪級表 <b>Master Pay Scale (MPS)</b>		起薪點	中點薪級	頂薪點	薪級點	薪酬
		First Point (MPS)	Mid Point (MPS)	Last Point (MPS)	Point (MPS)	Salary w.e.f. 1.4.2023 \$
職級	Rank					
總社會工作主任	Chief Social Work Officer	45	47	49	49	142,840
高級社會工作主任	Senior Social Work Officer	40	42	44	48	137,875
社會工作主任	Social Work Officer	34	37	39	47	133,090
助理社會工作主任	Assistant Social Work Officer	16	26	33	46(44B)	128,420
總社會工作助理	Chief Social Work Assistant	30	32	33	45(44A)	123,980
高級社會工作助理	Senior Social Work Assistant	23	26	29	44	116,165
社會工作助理	Social Work Assistant	9	16	22	43	112,130
高級福利工作員	Senior Welfare Worker	18	21	23	42	107,515
福利工作員	Welfare Worker	7	12	17	41	103,065
					40	98,810
高級行政主任	Senior Executive Officer	34	40	44	39	94,735
一級行政主任	Executive Officer I	28	31	33	38	90,540
二級行政主任	Executive Officer II	15	22	27	37	86,575
高級文書主任	Senior Clerical Officer	22	25	27	36(33C)	82,650
文書主任	Clerical Officer	16	19	21	35(33B)	80,730
助理文書主任	Assistant Clerical Officer	3	10	15	34(33A)	79,930
文書助理	Clerical Assistant	1	6	10	33	79,135
辦公室助理員	Office Assistant	1	4	6	32	75,585
二級私人秘書	Personal Secretary II	4	10	15	31	72,180
打字員	Typist	2	6	10	30	68,940
接線生	Telephone Operator	2	7	11	29	65,875
一級會計主任	Accounting Officer I	28	31	33	28	62,895
二級會計主任	Accounting Officer II	14	21	27	27	60,065
					26	57,390
高級醫生	Senior Medical and Health Officer	45	47	49	25	54,805
醫生	Medical and Health Officer	32	41	44B	24	52,410
臨床心理學家	Clinical Psychologist	27	37	44	23	50,045
言語治療主任	Speech Therapist	16	26	33	22	47,795
高級職業治療師	Senior Occupational Therapist	34	37	39	21	45,640
一級職業治療師	Occupational Therapist I	25	29	33A	20	43,460
二級職業治療師	Occupational Therapist II	14	19	24	19	41,400
職業治療助理員	Occupational Therapy Assistant	7	11	15	18	39,435
高級物理治療師	Senior Physiotherapist	34	37	39	17	37,585
一級物理治療師	Physiotherapist I	25	29	33A	16	35,775
二級物理治療師	Physiotherapist II	14	19	24	15	34,060
物理治療技工	Physiotherapy Artisan	6	7	8	14	32,430
營養科主任	Dietitian	16	26	33	13	30,870
配藥員	Dispenser	8	15	21	12	29,120
高級護士長	Senior Nursing Officer	34	37	39	11	27,405
護士長	Nursing Officer	26	30	33A	10	25,815
護士長(精神科)	Nursing Officer (Psychiatric)	27	30	33A	9	24,380
註冊護士	Registered Nurse	15	20	25	8	22,895
註冊護士(精神科)	Registered Nurse (Psychiatric)	17	22	26	7	21,500
登記護士	Enrolled Nurse	7	15	21	6	20,165
登記護士(精神科)	Enrolled Nurse (Psychiatric)	9	17	23	5	18,965
					4	17,770
文憑教師	Certificated Master/Mistress	14	19	24	3	16,695
幼兒工作主任	Child Care Supervisor	15	19	22	2	15,665
幼兒工作員	Child Care Worker	7	12	17	1	14,735
高級特殊幼兒工作員	Senior Special Child Care Worker	18	21	23	0	13,860
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)**

<u>職級</u>	<u>Rank</u>	<u>起薪點</u> First Point (MPS)	<u>中點薪級</u> Mid Point (MPS)	<u>頂薪點</u> 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)**

<u>職級</u>	<u>Rank</u>	<u>起薪點</u> First Point (MOD)	<u>中點薪級</u> Mid Point (MOD)	<u>頂薪點</u> Last Point (MOD)	<u>薪級點</u> Point (MOD)	
產業看管員	Property Attendant	3	8	13	13	19,175
園務工人	Gardener	3	8	13	12	18,790
院舍服務員	Ward Attendant	3	8	13	11	18,405
一級工人	Workman I	3	8	13	10	18,050
二級工人	Workman II	0	4	8	9	17,695
					8	17,355
					7	17,040
					6	16,695
					5	16,370
					4	16,035
					3	15,690
					2	15,375
					1	15,040
					0	14,730

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.