

非政府機構一般職位之薪級  
以二零二零年四月一日之薪級表計算

**Salary Scale of Common Posts**  
**in the Non-governmental Organisations w.e.f. 1.4.2020**

<b>(I) 總薪級表</b>		起薪點	中點薪級	頂薪點	薪級點	薪酬
<b>Master Pay Scale (MPS)</b>		First	Mid	Last		Salary w.e.f.
職級	Rank	Point	Point	Point	Point	1.4.2020
		(MPS)	(MPS)	(MPS)	(MPS)	\$
總社會工作主任	Chief Social Work Officer	45	47	49	49	135,470
高級社會工作主任	Senior Social Work Officer	40	42	44	48	130,760
社會工作主任	Social Work Officer	34	37	39	47	126,220
助理社會工作主任	Assistant Social Work Officer	16	26	33	46(44B)	121,790
總社會工作助理	Chief Social Work Assistant	30	32	33	45(44A)	117,580
高級社會工作助理	Senior Social Work Assistant	23	26	29	44	110,170
社會工作助理	Social Work Assistant	9	16	22	43	106,340
高級福利工作員	Senior Welfare Worker	18	21	23	42	101,965
福利工作員	Welfare Worker	7	12	17	41	97,745
					40	93,710
高級行政主任	Senior Executive Officer	34	40	44	39	89,845
一級行政主任	Executive Officer I	28	31	33	38	85,870
二級行政主任	Executive Officer II	15	22	27	37	82,105
高級文書主任	Senior Clerical Officer	22	25	27	36(33C)	78,385
文書主任	Clerical Officer	16	19	21	35(33B)	75,265
助理文書主任	Assistant Clerical Officer	3	10	15	34(33A)	74,515
文書助理	Clerical Assistant	1	6	10	33	73,775
辦公室助理員	Office Assistant	1	4	6	32	70,465
二級私人秘書	Personal Secretary II	4	10	15	31	67,295
打字員	Typist	2	6	10	30	64,270
接線生	Telephone Operator	2	7	11	29	61,415
一級會計主任	Accounting Officer I	28	31	33	28	58,635
二級會計主任	Accounting Officer II	14	21	27	27	55,995
					26	53,500
高級醫生	Senior Medical and Health Officer	45	47	49	25	51,095
醫生	Medical and Health Officer	32	41	44B	24	48,860
臨床心理學家	Clinical Psychologist	27	37	44	23	46,655
言語治療主任	Speech Therapist	16	26	33	22	44,555
高級職業治療師	Senior Occupational Therapist	34	37	39	21	42,545
一級職業治療師	Occupational Therapist I	25	29	33A	20	40,515
二級職業治療師	Occupational Therapist II	14	19	24	19	38,595
職業治療助理員	Occupational Therapy Assistant	7	11	15	18	36,765
高級物理治療師	Senior Physiotherapist	34	37	39	17	35,040
一級物理治療師	Physiotherapist I	25	29	33A	16	33,350
二級物理治療師	Physiotherapist II	14	19	24	15	31,750
物理治療技工	Physiotherapy Artisan	6	7	8	14	30,235
營養科主任	Dietitian	16	26	33	13	28,780
配藥員	Dispenser	8	15	21	12	27,145
高級護士長	Senior Nursing Officer	34	37	39	11	25,545
護士長	Nursing Officer	26	30	33A	10	24,070
註冊護士	Registered Nurse	15	20	25	9	22,725
註冊護士(精神科)	Registered Nurse (Psychiatric)	17	22	26	8	21,340
登記護士	Enrolled Nurse	7	15	21	7	20,035
登記護士(精神科)	Enrolled Nurse (Psychiatric)	9	17	23	6	18,795
					5	17,675
文憑教師	Certificated Master/Mistress	14	19	24	4	16,565
幼兒工作主任	Child Care Supervisor	15	19	22	3	15,560
幼兒工作員	Child Care Worker	7	12	17	2	14,600
高級特殊幼兒工作員	Senior Special Child Care Worker	18	21	23	1	13,735
特殊幼兒工作員	Special Child Care Worker	7	12	17	0	12,915
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		

<b>(I) 總薪級表</b>		<u>起薪點</u>	<u>中點薪級</u>	<u>頂薪點</u>
<b><u>Master Pay Scale (MPS)</u></b>		<u>First</u>	<u>Mid</u>	<u>Last</u>
<u>職級</u>	<u>Rank</u>	<u>Point</u>	<u>Point</u>	<u>Point</u>
		(MPS)	(MPS)	(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**

<b><u>Model Scale I Pay Scale (MOD)</u></b>		<u>起薪點</u>	<u>中點薪級</u>	<u>頂薪點</u>	<u>薪級點</u>	
<u>職級</u>	<u>Rank</u>	<u>First</u>	<u>Mid</u>	<u>Last</u>	<u>Point</u>	
		<u>Point</u>	<u>Point</u>	<u>Point</u>	<u>Point</u>	
		(MOD)	(MOD)	(MOD)	(MOD)	
產業看管員	Property Attendant	3	8	13	13	17,870
園務工人	Gardener	3	8	13	12	17,515
院舍服務員	Ward Attendant	3	8	13	11	17,155
一級工人	Workman I	3	8	13	10	16,820
二級工人	Workman II	0	4	8	9	16,490
					8	16,175
					7	15,880
					6	15,560
					5	15,255
					4	14,945
					3	14,620
					2	14,330
					1	14,015
					0	13,730

**Remark:**

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