

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**

| (I) 總薪級表 | | 起薪點 | 中點薪級 | 頂薪點 | 薪級點 | 薪酬 |
|-------------------------------|-----------------------------------|-------|-------|-------|---------|---------------|
| Master Pay Scale (MPS) | | 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 |
| 護士長(精神科) | Nursing Officer (Psychiatric) | 27 | 30 | 33A | 9 | 22,725 |
| 註冊護士 | Registered Nurse | 15 | 20 | 25 | 8 | 21,340 |
| 註冊護士(精神科) | Registered Nurse (Psychiatric) | 17 | 22 | 26 | 7 | 20,035 |
| 登記護士 | Enrolled Nurse | 7 | 15 | 21 | 6 | 18,795 |
| 登記護士(精神科) | Enrolled Nurse (Psychiatric) | 9 | 17 | 23 | 5 | 17,675 |
| | | | | | 4 | 16,565 |
| 文憑教師 | Certificated Master/Mistress | 14 | 19 | 24 | 3 | 15,560 |
| 幼兒工作主任 | Child Care Supervisor | 15 | 19 | 22 | 2 | 14,600 |
| 幼兒工作員 | Child Care Worker | 7 | 12 | 17 | 1 | 13,735 |
| 高級特殊幼兒工作員 | Senior Special Child Care Worker | 18 | 21 | 23 | 0 | 12,915 |
| 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 <u>Point</u> (MPS) | <u>中點薪級</u> Mid <u>Point</u> (MPS) | <u>頂薪點</u> Last <u>Point</u> (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 <u>Point</u> (MOD) | <u>中點薪級</u> Mid <u>Point</u> (MOD) | <u>頂薪點</u> Last <u>Point</u> (MOD) | <u>薪級點</u> <u>Point</u> (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.