

**職位 1：綜合季節性救生見習員(泳池救生章)**

**福利**

在適當情況下，僱員可按《僱傭條例》的規定享有休息日、法定假日(或代替假日)、年假、產假／侍產假及疾病津貼。

連續受聘的全職季節性救生員(泳池)如圓滿完成整個合約期(不包括訓練期)，並且在職期間行為及表現良好，可獲得一筆約滿酬金如下：

- (一) 連續受聘三個月或以上但少於四個月，該筆酬金加上政府按《強制性公積金計劃條例》(第 485 章)所作的供款，應相等於有關合約期(不包括訓練期)內有關受聘期實得薪金總額的 10%；或
- (二) 連續受聘四個月或以上，首三個月的酬金加上政府按強積金條例第 485 章所作的供款，應相等於該首三個月(不包括訓練期)內實得薪金總額的 10%。至於第四個月及其後每個月的合約期，酬金加上政府按強積金條例第 485 章所作的供款，應相等於第四個月及其後每個月的合約期(不包括訓練期)內實任職位所得實得薪金總額的 15%；以及
- (三) 連續受聘三個月或以上(不包括訓練期)，並在 2026 年 11 月 1 日至 2027 年 10 月 31 日或本署訂明的合約到期日(以較早的日期為準)期間，考取／複修由中國香港拯溺總會頒發的有效泳池救生章或沙灘救生章或以上級別資格者，可額外獲發港幣 2,000 元約滿酬金(註：全職季節性救生員(泳池)必須於簽約時出示上述拯溺證書正本，簽發日期須在 2026 年 11 月 1 日至 2027 年 10 月 31 日或本署訂明的合約到期日(以較早的日期為準)期間，方可獲發上述額外約滿酬金。在任何情況下，該額外約滿酬金每人上限為港幣 2,000 元)。

**Post 1 - Combined Seasonal Lifeguard Trainees (Pool Lifeguard Award)**

**Fringe Benefits**

Rest days, statutory holidays (or substituted holidays), annual leave, maternity/paternity leave, sickness allowance, where appropriate, will be granted in line with the provisions of the Employment Ordinance.

Upon satisfactory completion of a continuous contract (excluding the training period) and subject to satisfactory performance and conduct during the contract period, full-time SLGs(SP) may be granted a gratuity as follows:

- (1) For a continuous contract for three months or above but less than four months, the gratuity payable for the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the period of contract (excluding the training period); or
- (2) For a continuous contract for four months or above, the gratuity payable for the first three months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the first three months of the contract (excluding the training period). The gratuity payable for the fourth and subsequent months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 15% of the total basic salary of substantive office drawn during the fourth and subsequent months of contract (excluding the training period); and
- (3) For those who serve a continuous contract for three months or above (excluding the training period), and obtain/revalidate their valid Pool Lifeguard Award or Beach Lifeguard Award or above issued by the HKCLSS between 1 November 2026 and 31 October 2027 or the prescribed contract end date (whichever is earlier), an additional end-of-contract gratuity of HK\$2,000 will be payable. (Note: To be eligible for the above additional end-of-contract gratuity, SLGs(SP) must present the original copy of the abovementioned lifesaving award during contract signing. The issue date of the award should be between 1 November 2026 and 31 October 2027 or the prescribed contract end date (whichever is earlier). In any case, the additional end-of-contract gratuity will only be released once and is capped at HK\$2,000 per person).

## 职位 1：综合季节性救生见习员(泳池救生章)

### 福利

在适当情况下，雇员可按《雇佣条例》的规定享有休息日、法定假日(或代替假日)、年假、产假 / 侍产假及疾病津贴。

连续受聘的全职季节性救生员(泳池)如圆满完成整个合约期(不包括训练期)，并且在职期间行为及表现良好，可获得一笔约满酬金如下：

(一) 连续受聘三个月或以上但少于四个月，该笔酬金加上政府按《强制性公积金计划条例》(第 485 章)所作的供款，应相等于有关合约期(不包括训练期)内有关受聘期实得薪金总额的 10%；或

(二) 连续受聘四个月或以上，首三个月的酬金加上政府按强积金条例第 485 章所作的供款，应相等于该首三个月(不包括训练期)内实得薪金总额的 10%。至于第四个月及其后每个月的合约期，酬金加上政府按强积金条例第 485 章所作的供款，应相等于第四个月及其后每个月的合约期(不包括训练期)内实任职位所得实得薪金总额的 15%；以及

(三) 连续受聘三个月或以上(不包括训练期)，并在 2026 年 11 月 1 日至 2027 年 10 月 31 日或本署订明的合约到期日(以较早的日期为准)期间，考取 / 复修由中国香港拯溺总会颁发的有效泳池救生章或沙滩救生章或以上级别资格者，可额外获发港币 2,000 元约满酬金(注：全职季节性救生员(泳池)必须于签约时出示上述拯溺证书正本，签发日期须在 2026 年 11 月 1 日至 2027 年 10 月 31 日或本署订明的合约到期日(以较早的日期为准)期间，方可获发上述额外约满酬金。在任何情况下，该额外约满酬金每人上限为港币 2,000 元)。