

**Remuneration Packages for Staff in the Top Three Tiers  
of Subvented Non-governmental Organisations**

**Review Report for the Reporting Year of 2016-17**

(to be completed if not exempt from the Government Guidelines)

To: Director of Social Welfare  
(Attn : Subventions Section)  
38/F, Sunlight Tower,  
248 Queen's Road East  
Wan Chai, Hong Kong

Fax No. : 2575 6537

[Please read the explanatory notes before completing this proforma. The completed proforma should reach SWD by 31 October of each reporting year.]

Name of NGO (code) : Asia Women's League Ltd. ( 032 )

**Part A: Remuneration Packages**

Information of my staff in the top three tiers -

(1) Staff of 1<sup>st</sup> Tier<sup>1</sup>

(a) Number of staff One (1)

(b) Comparable rank in civil service Social Work Officer

(c) Post Chief Executive Officer

(d) Total annual staff costs<sup>2</sup> (including those not under SWD subventions, if applicable) \$ 1,267,047  
[1(d) should be equal to or greater than 1(e)] (round up to dollar)

(e) Total annual staff costs under SWD subventions \$ 994,811  
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] (round up to dollar)

(f) Please specify the months covered if (1)(e) was not incurred for the full year:          months

(g) Breakdown of (1)(e)

(i) Salary<sup>3</sup> \$ 865,053

(ii) Provident Fund \$ 129,758

(iii) Cash Allowance<sup>4</sup> (please specify if any: ) \$ 0

(iv) Non-cash based Benefits<sup>5</sup> (please specify if any: ) \$ 0

(2) Staff of 2<sup>nd</sup> Tier <sup>1</sup>

(a) Number of staff	<u>Two (2)</u>	
(b) Comparable rank in civil service	<u>Assistant Social Work Officer</u>	
(c) Post	<u>Deputy Chief Executive Officer</u>	
(d) Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$ 1,585,471</u> (round up to dollar)
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		<u>\$ 1,585,471</u> (round up to dollar)
(f) Breakdown of (2)(e)		
(i) Salary <sup>3</sup>		<u>\$ 1,497,700</u>
(ii) Provident Fund		<u>\$ 87,771</u>
(iii) Cash Allowance <sup>4</sup> (please specify if any: )		<u>\$ 0</u>
(iv) Non-cash based Benefits <sup>5</sup> (please specify if any: )		<u>\$ 0</u>

(3) Staff of 3<sup>rd</sup> Tier <sup>1</sup>

(a) Number of staff	<u>Three (3)</u>	
(b) Comparable rank in civil service	<u>Registered Nurse</u>	
(c) Post	<u>Home Manager</u>	
(d) Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$ 1,910,208</u> (round up to dollar)
(e) Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)]		<u>\$ 1,312,905</u> (round up to dollar)
(f) Breakdown of (3)(e)		
(i) Salary <sup>3</sup>		<u>\$ 1,186,680</u>
(ii) Provident Fund		<u>\$ 71,385</u>
(iii) Cash Allowance <sup>4</sup> ( Duty Allowance )		<u>\$ 54,840</u>
(iv) Non-cash based Benefits <sup>5</sup> (please specify if any: )		<u>\$ 0</u>



**Part B: Public Disclosure of the Review Report**

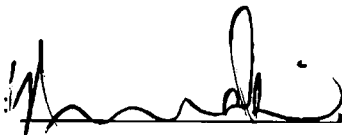
Our organisation ~~\*has disclosed~~ / will disclose (please specify the commencement date: 1 NOVEMBER 2017) the Review Report (only Part A) through one or more of the following channels and will make it available to the public upon request -

(\*Please delete as appropriate.)

<b>Channel of Disclosure</b>	
<i>(Please tick as appropriate.)</i>	
<input checked="" type="checkbox"/>	Posting the information prominently on the notice board(s) at the Central Administration Unit / Head Office
<input type="checkbox"/>	Uploading the information to our website
<input type="checkbox"/>	Reporting the information in our Annual Report
<input type="checkbox"/>	Publishing the information through special circular(s), newsletter(s) or whatever means (please enclose the copy/copies for reference)

**Part C: Declaration by Chairperson**

I declare that the information as provided in Part A and Part B is correct.

Contact Person : Michael Ho Signature of Chairperson : 

Title : Accounts Clerk Name : Mak Shuk Fong

Tel. : 2337-3897 Tel. : 2337-3897

Email : ca@awl.org.hk Date : 23 OCT 2017