



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

(a) Number of staff	4	
(b) Comparable rank in civil service	Senior Social Work Officer	
(c) Post	Head of Service	
(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)]		\$ 4,617,488 <i>(round up to dollar)</i>
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		\$ 4,617,488 <i>(round up to dollar)</i>
(i) Salary <sup>3</sup>		\$ 4,010,979.86 (below mid-point of SSWO)
(ii) Provident Fund		\$ 601,652.00
(iii) Cash Allowance <sup>4</sup> (please specify if any: )		\$ 0.00
(iv) Non-cash based Benefits <sup>5</sup> (please specify if any: Medical Scheme & Professional Indemnity Insurance)		\$ 4,856.08

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

(a) Number of staff	16	
(b) Comparable rank in civil service	Social Work Officer	
(c) Post	Senior Manager	
(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)]		\$ 14,542,562 <i>(round up to dollar)</i>
(e) Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)]		\$ 14,542,562 <i>(round up to dollar)</i>
(i) Salary <sup>3</sup>		\$ 12,668,075.16 (below mid-point of SWO)
(ii) Provident Fund		\$ 1,855,063.00
(iii) Cash Allowance <sup>4</sup> (please specify if any: )		\$ 0.00
(iv) Non-cash based Benefits <sup>5</sup> (please specify if any: Medical Scheme & Professional Indemnity Insurance)		\$ 19,424.32

**Review for changes**

	<u>2015-16</u> (the year before)	<u>2016-17</u> (the reporting year)
(1) Total annual staff costs under SWD subventions in respect of the top three tiers	\$ 19,177,324 (round up to dollar)	\$ 20,575,168 (round up to dollar)

(2) Please tick and complete the following as appropriate to state the result of your review -

- I have reviewed the remuneration packages of the staff in the top three tiers and found no changes in their remuneration as compared with the preceding year.
- I have reviewed the remuneration packages of the staff in the top three tiers and found changes in their remuneration as compared with the preceding year. The tier(s) having changes and reasons for such changes are stated below -

*(Please use additional sheet as necessary.)*

- 1. Retention of existing competent staff.  
\_\_\_\_\_  
\_\_\_\_\_
- 2. Affordability of the Society – healthy budgeting.  
\_\_\_\_\_  
\_\_\_\_\_
- 3. To actualize the objective of creating a performance – based culture, salary adjustment is linked up with performance.  
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**Part B : Public Disclosure of the Review Report**

Our organisation ~~\*has disclosed~~ / will disclose (*please specify* the commencement *date*: with immediate effect) 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 <del>the Central Administration Unit</del> / 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 : Ms Rowena Poon

Signature of Chairperson : 

Title : HR Manager

Name : Christopher Law

Tel. : 2527 3171

Tel. : 2527 3171

Email : rowena.poon@hkfws.org.hk

Date : 18 OCT 2017