

**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) : The Kowloon Women's Welfare Club (436)

Part A: Remuneration Packages

Information of my staff in the top three tiers -

(1) Staff of 1st Tier¹

(a) Number of staff One

(b) Comparable rank in civil service AS110

(c) Post Superintendent

(d) Total annual staff costs² (including those not under SWD subventions, if applicable)
[1(d) should be equal to or greater than 1(e)] \$ 551889-
(round up to dollar)

(e) Total annual staff costs under SWD subventions
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] \$ 551889-
(round up to dollar)

(f) Please specify the months covered if (1)(e) was not incurred for the full year: 12 months

(g) Breakdown of (1)(e)

(i) Salary³ \$ 516285-

(ii) Provident Fund \$ 3507406

(iii) Cash Allowance⁴ (please specify if any:) \$ 500-

(iv) Non-cash based Benefits⁵ (please specify if any:) \$ /

(2) Staff of 2nd Tier¹

- (a) Number of staff One
- (b) Comparable rank in civil service RN
- (c) Post Assistant Superintendent
- (d) Total annual staff costs² (including those not under SWD subventions, if applicable)
[2(d) should be equal to or greater than 2(e)] \$ 722102
(round up to dollar)
- (e) Total annual staff costs under SWD subventions
[2(e)=2(f)(i)+(ii)+(iii)+(iv)] \$ 722102
(round up to dollar)
- (f) Breakdown of (2)(e)
- (i) Salary³ \$ 593340
 - (ii) Provident Fund \$ 93402
 - (iii) Cash Allowance⁴ (please specify if any: reasonable allowance) \$ 38360
 - (iv) Non-cash based Benefits⁵ (please specify if any:) \$ —

(3) Staff of 3rd Tier¹

- (a) Number of staff One
- (b) Comparable rank in civil service SNB
- (c) Post Assistant Superintendent
- (d) Total annual staff costs² (including those not under SWD subventions, if applicable)
[3(d) should be equal to or greater than 3(e)] \$ 682,842
(round up to dollar)
- (e) Total annual staff costs under SWD subventions
[3e=3(f)(i)+(ii)+(iii)+(iv)] \$ 682,842
(round up to dollar)
- (f) Breakdown of (3)(e)
- (i) Salary³ \$ 593340
 - (ii) Provident Fund \$ 89002
 - (iii) Cash Allowance⁴ (please specify if any:) \$ 500
 - (iv) Non-cash based Benefits⁵ (please specify if any:) \$ —

Part B: Public Disclosure of the Review Report

Our organisation ~~*has disclosed~~ / will disclose (please specify the commencement date: 11/2017) the Review Report (only Part A) through one or more of the following channels and will make it available to the public upon request -

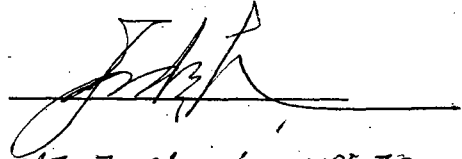
(*Please delete as appropriate.)

Channel of Disclosure	
<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 : Nong Yat Kwong

Signature of Chairperson : 

Title : Superintendent

Name

: Chiu Ju Chrylan MBE, JP

Tel. : 27972556-8

Tel.

: 27972556-8

Email : kwwcwckh@netvigator.com

Date

: 30 OCT 2017