

(2) <u>Staff of 2nd Tier</u> ¹	
(a) Number of staff	<u>1</u>
(b) Comparable rank in civil service	<u>In the range of SWO and SSWO</u>
(c) Post	<u>Deputy Chief Executive</u>
(d) Total annual staff costs ² (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]	<u>\$1,348,937.00</u> <i>(round up to dollar)</i>
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]	<u>\$1,348,937.00</u> <i>(round up to dollar)</i>
(f) Breakdown of (2)(e)	
(i) Salary ³	<u>\$1,257,946.13</u>
(ii) Provident Fund	<u>\$90,235.00</u>
(iii) Cash Allowance ⁴ (please specify if any: Reimbursement of Medical Expenses)	<u>\$300.00</u>
(iv) Non-cash based Benefits ⁵ (please specify if any: Hospitalization Insurance)	<u>\$456.00</u>
(3) <u>Staff of 3rd Tier</u> ¹	
(a) Number of staff	<u>9</u>
(b) Comparable rank in civil service	<u>Social Work Officer</u>
(c) Post	<u>Senior Manager</u>
(d) Total annual staff costs ² (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]	<u>\$8,940,125.00</u> <i>(round up to dollar)</i>
(e) Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)]	<u>\$8,940,125.00</u> <i>(round up to dollar)</i>
(f) Breakdown of (3)(e)	
(i) Salary ³	<u>\$7,895,904.00</u>
(ii) Provident Fund	<u>\$1,037,827.08</u>
(iii) Cash Allowance ⁴ (please specify if any: Reimbursement of Medical Expenses)	<u>\$ 2,290.00</u>
(iv) Non-cash based Benefits ⁵ (please specify if any: Hospitalization Insurance)	<u>\$ 4,104.00</u>

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	<u>\$10,768,130.57</u>	<u>\$11,845,860.71</u>

(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.)

To foster a culture of striving for excellence among all staff members and within the organization, our agency has launched a new "Performance-based Human Resources System" (PBHRS) with phased implementation from 1st July 2016 onwards. Under the new PBHRS, staff will be recognized and rewarded according to their work performance, and thus staff talents and resources will be maximized with higher efficiency and effectiveness.

In addition, the salary range and existing salary level of all staff (including the staff in the top three tiers) had been reviewed and adjusted, where appropriate, in accordance with the new MPS delinked Salary Structure, which has been endorsed by the Human Resources Committee and Executive Committee of our agency.

Part B: Public Disclosure of the Review Report

Our organisation ~~*has disclosed~~ / will disclose (*please specify the commencement date: 1st 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 -

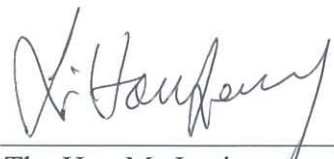
(*Please delete as appropriate.)

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 : Ms. Joann TSOI

Signature of Chairperson : 

Title : HR & Admin. Manager

Name : Patrick LI

Tel. : 3588-0622

Tel. : 3588-0622

Email : mhra@sracp.org.hk

Date : 31 OCT 2017