

**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): SOCIETY OF BOYS' CENTRES (644)

**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 2

(b) Comparable rank  
in civil service SSWO

(c) Post General Secretary/ Deputy General Secretary (DGS)

(d) Total annual staff costs <sup>2</sup> (including those not under SWD  
subventions, if applicable) \$2,711,497  
[1(d) should be equal to or greater than 1(e)] (round up to dollar)

(e) Total annual staff costs under SWD subventions  
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] \$2,546,221  
(round up to dollar)

(f) Please specify the months covered if (1)(e) was not incurred for the full year: DGS :9 months

(g) Breakdown of (1)(e)

(i) Salary <sup>3</sup> \$1,959,255

(ii) Provident Fund \$294,015

(iii) Cash Allowance <sup>4</sup> (please specify if any: Staff Performance &  
Responsibility Recognition Scheme) \$292,951

(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 3
- (b) Comparable rank in civil service SWO
- (c) Post Superintendent /Acting Superintendent
- (d) Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) \$3,253,833  
[2(d) should be equal to or greater than 2(e)] *(round up to dollar)*
- (e) Total annual staff costs under SWD subventions \$3,253,833  
[2(e)=2(f)(i)+(ii)+(iii)+(iv)] *(round up to dollar)*
- (f) Breakdown of (2)(e)
- (i) Salary <sup>3</sup> \$2,586,076
- (ii) Provident Fund \$315,943
- (iii) Cash Allowance <sup>4</sup> (please specify if any:  
-Staff Performance & Responsibility Recognition Scheme  
-Overtime allowance ) \$351,813
- (iv) Non-cash based Benefits <sup>5</sup> (please specify if any: ) \$0

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

- (a) Number of staff 13
- (b) Comparable rank in civil service ASWO/ SSWA
- (c) Post Deputy Superintendent /Assistant Superintendent/ Senior Social Worker
- (d) Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) \$10,425,318  
[3(d) should be equal to or greater than 3(e)] *(round up to dollar)*
- (e) Total annual staff costs under SWD subventions \$10,425,318  
[3e=3(f)(i)+(ii)+(iii)+(iv)] *(round up to dollar)*
- (f) Breakdown of (3)(e)
- (i) Salary <sup>3</sup> \$7,974,195
- (ii) Provident Fund \$1,128,058
- (iii) Cash Allowance <sup>4</sup> (please specify if any:  
-Staff Performance & Responsibility Recognition Scheme  
-Overtime allowance ) \$1,323,065
- (iv) Non-cash based Benefits <sup>5</sup> (please specify if any: ) \$0



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

Our organisation ~~\*has disclosed / will disclose~~ (please specify the commencement date: 31/10/2017) the Review Report (only Part A) through one or more of the following channels and will make it available to the public upon request -

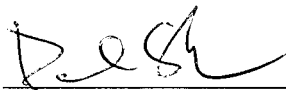
(\*Please delete as appropriate.)

<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 : Mr. Lam Kwan Yat, Alex

Signature of Chairperson : 

Title : General Secretary

Name : Prof. Daniel Shek

Tel. : 2779 6439

Tel. : 2779 6439

Email : calam\_ky@sbc.org.hk

Date : 17 OCT 2017