

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

Review Report for the Reporting Year of 2020-21

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

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

Fax No. : 2575 6537 or email at suenq@swd.gov.hk

[Please read the explanatory notes before completing this form. The completed form should reach Social Welfare Department (SWD) by 31 October 2021.]

Name of NGO (code) : The Hong Kong Bodhi Siksa Society, Ltd. (068)

Part (A): Remuneration Packages

Information of my staff in the top three tiers -

(1) Staff of 1st Tier ^[1]

- | | | |
|--|-----------------------|--|
| (a) Number of staff | <u>1</u> | |
| (b) Comparable rank in civil service ^[2] | <u>ASWO</u> | |
| (c) Post | <u>Superintendent</u> | |
| (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable)
[1(d) should be equal to or greater than 1(e)] | | <u>\$832,546</u>
(round up to the nearest dollar) |
| (e) Total annual staff costs under SWD subventions
[1(e) = 1(g)(i) + (ii) + (iii) + (iv)] | | <u>1832,546</u>
(round up to the nearest 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 ^[4] | | <u>\$792,900.29</u> |
| (ii) Provident fund | | <u>\$39,645.01</u> |
| (iii) Cash allowance ^[5] (please specify if any: _____) |) | <u>\$0</u> |
| (iv) Non-cash based benefits ^[6] (please specify if any: _____) |) | <u>\$0</u> |

(2) Staff of 2nd Tier ¹¹

(a) Number of staff	<u>6</u>	
(b) Comparable rank in civil service ¹²	(1) Social Work Assistant, (2) Accounting Clerk, (3) Physiotherapist, <u>(4) Speech Therapist, (5) Registered Nurse x 2</u>	
(c) Post	(1) Social Work Assistant, (2) Accounting Clerk, (3) Physiotherapist, <u>(4) Speech Therapist, (5) Registered Nurse x 2</u>	
(d) Total annual staff costs ¹³ (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$2,804,548</u> (round up to the nearest dollar)
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		<u>\$2,804,548</u> (round up to the nearest dollar)
(f) Breakdown of (2)(e)		
(i) Salary ¹⁴		<u>\$2,670,997.83</u>
(ii) Provident fund		<u>\$133,549.88</u>
(iii) Cash allowance ¹⁵ (please specify if any:)	<u>\$0</u>
(iv) Non-cash based benefits ¹⁶ (please specify if any:)	<u>\$0</u>

(3) Staff of 3rd Tier ¹¹

(a) Number of staff	<u>18</u>	
(b) Comparable rank in civil service ¹²	(1) Welfare Worker x 2, (2) Enrolled Nurse x 7, (3) Dispenser, (4) Health Worker x 8 <u></u>	
(c) Post	(1) Welfare Worker x 2, (2) Enrolled Nurse x 7, (3) Dispenser, (4) Health Worker x 8 <u></u>	
(d) Total annual staff costs ¹³ (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$5,995,700</u> (round up to the nearest dollar)
(e) Total annual staff costs under SWD subventions [3(e)=3(f)(i)+(ii)+(iii)+(iv)]		<u>\$5,995,700</u> (round up to the nearest dollar)

(f) Breakdown of (3)(e)

(i) Salary ¹⁴		<u>\$5,714,136.88</u>
(ii) Provident fund		<u>\$281,562.80</u>
(iii) Cash allowance ¹⁵ (please specify if any:))	<u>\$0</u>
(iv) Non-cash based benefits ¹⁶ (please specify if any:))	<u>\$0</u>

(4) Review for changes ¹⁷

	<u>2019-20</u> (the year before)	<u>2020-21</u> (the reporting year)
(a) Total annual staff costs under SWD subventions in respect of the top three tiers [(1)(e)+(2)(e)+(3)(e)]	<u>\$9,697,006</u>	<u>\$9,632,794</u>

(b) 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 change** in their remunerations as compared with the preceding year.
- I have reviewed the remuneration packages of the staff in the top three tiers and **found change(s)** in their remunerations as compared with the preceding year. The tier(s) having changes and reasons for such changes are stated below -
 - Upward/downward pay adjustment in accordance with Civil Service Pay Adjustment (details are given at the bottom).
 - Upward/downward pay adjustment other than Civil Service Pay Adjustment (details are given at the bottom).
 - Incremental crecp (details are given at the bottom).
 - Organisational restructuring or upgrading/downgrading of top three tier posts (details are given at the bottom).
 - Increase/decrease of number of staff of the top three tiers (details are given at the bottom).
 - Other circumstances (details are given at the bottom).

Details (please use additional sheet as necessary):
