

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

Review Report for the Reporting Year of 2017-18

(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 or email at suenq@swd.gov.hk

[Please read the explanatory notes before completing this form. The completed form should reach SWD by 28 February 2019.]

Name of NGO (code) : Chi Lin Nammeray (110)

Part A: Remuneration Packages

Information of my staff in the top three tiers -

- (1) Staff of 1st Tier ^[1]
- (a) Number of staff 1
- (b) Comparable rank in civil service /
- (c) Post Acting Superintendent
- (d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) \$ 844,146
[1(d) should be equal to or greater than 1(e)]
(round up to the nearest dollar)
- (e) Total annual staff costs under SWD subventions \$ 651,947
[1(e) = 1(g)(i) + (ii) + (iii) + (iv)]
(round up to the nearest 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) Salary ^[3] \$ 566,911
- (ii) Provident fund \$ 85,036
- (iii) Cash allowance ^[4] (please specify if any:) \$ /
- (iv) Non-cash based benefits ^[5] (please specify if any:) \$ /

(2) Staff of 2nd Tier ^[1]

(a) Number of staff

4

(b) Comparable rank in civil service

/

(c) Post

Manager

(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)]

\$ 2,919,219
(round up to the nearest dollar)

(e) Total annual staff costs under SWD subventions

[2(e)=2(f)(i)+(ii)+(iii)+(iv)]

\$ 2,634,123
(round up to the nearest dollar)

(f) Breakdown of (2)(e)

(i) Salary ^[3]

\$ 2,482,949

(ii) Provident fund

\$ 151,174

(iii) Cash allowance ^[4] (please specify if any:)

\$ /

(iv) Non-cash based benefits ^[5] (please specify if any:)

\$ /

(3) Staff of 3rd Tier ^[1]

(a) Number of staff

12

(b) Comparable rank in civil service

/

(c) Post

Supervisor

(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)]

\$ 5,110,183
(round up to the nearest dollar)

(e) Total annual staff costs under SWD subventions

[3(e)=3(f)(i)+(ii)+(iii)+(iv)]

\$ 4,902,493
(round up to the nearest dollar)

(f) Breakdown of (3)(e)

(i) Salary ^[3]	\$	<u>4,457,569</u>
(ii) Provident fund	\$	<u>444,924</u>
(iii) Cash allowance ^[4] (please specify if any:) \$	<u> /</u>
(iv) Non-cash based benefits ^[5] (please specify if any:) \$	<u> /</u>

(4) Any staff in the top three tiers serving their first contract ^[6] in 2017-18?

*Please tick as appropriate.

* Yes (Please provide supplementary information on the next page and use additional sheet as necessary)

* No

(5) Review for changes ^[7]

	<u>2016-17</u> (the year before)	<u>2017-18</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>8,001,527</u>	\$ <u>8,188,563</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 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.)

Part B: Public Disclosure of the Review Report

Our organisation *has disclosed / will disclose (please specify the commencement date: 31 Oct 2018) the Review Report for 2017-18 (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	
(Please tick as appropriate.)	
<input checked="" type="checkbox"/>	Posting the information prominently on the notice board(s) at the Central Administration Unit / Head Office
<input checked="" type="checkbox"/>	Uploading the information onto 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/Ms Lau

Signature of Chairperson : Sik Wang Fun

Title : HR manager

Name : Mr/Ms Ven. Sik Wang Fun

Tel. No. : 23461812

Tel. No. : 23741833

Email Address : patrick@chilineldeer.org

Date : 28 Feb 2019