

**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) : ELCHK, Social Service Head Office (206)

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 | <u>Chief Social Work Officer</u> |
| (c) Post | <u>Chief Executive</u> |
| (d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable)
[1(d) should be equal to or greater than 1(e)] | <u>\$ 1,441,686</u>
<i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] | <u>\$ 1,441,686</u>
<i>(round up to the nearest dollar)</i> |
| (f) Please specify the months covered if (1)(e) was not incurred for the full year: <u>0</u> months | |
| (g) Breakdown of (1)(e) | |
| (i) Salary ^[3] | <u>\$ 1,253,640</u> |
| (ii) Provident fund | <u>\$ 188,046</u> |
| (iii) Cash allowance ^[4] (please specify if any:) | <u>\$ N.A</u> |
| (iv) Non-cash based benefits ^[5] (please specify if any:) | <u>\$ N.A</u> |

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

(a) Number of staff	3	
(b) Comparable rank in civil service	Senior Social Work Officer	
(c) Post	Assistant Chief Executive	
(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)]		\$ 3,776,429 <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		\$ 3,776,429 <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[3]		\$ 3,332,655
(ii) Provident fund		\$ 443,774
(iii) Cash allowance ^[4] (please specify if any:)		\$ N.A
(iv) Non-cash based benefits ^[5] (please specify if any:)		\$ N.A

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

(a) Number of staff	15	
(b) Comparable rank in civil service	Social Work Officer / Assistant Social Work Officer	
(c) Post	Service Director / Development Director / Operational Consultant	
(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)]		\$ 12,359,014 <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions [3(e)=3(f)(i)+(ii)+(iii)+(iv)]		\$ 10,067,760 <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ^[3]	<u>\$ 8,989,312</u>
(ii) Provident fund	<u>\$ 1,078,448</u>
(iii) Cash allowance ^[4] (please specify if any:)	<u>\$ N.A</u>
(iv) Non-cash based benefits ^[5] (please specify if any:)	<u>\$ N.A</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>\$ 15,407,496</u>	<u>\$ 15,285,875</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: 01-04-2019) the Review Report for 2017-18 (only Part A (1)-(5)) 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 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 : Ms Chan Lai Kwan

Signature of Chairperson : 

Title : Chief Executive

Name : Mr Kwok Kang Ming

Tel. No. : 2710 8313

Tel. No. : 2710 8313

Email Address : admdept@elchk.org.hk

Date : 29-03-2019

**Notes for Completing the Review Report on
Remuneration Packages for Staff in the Top Three Tiers
of Subvented Non-governmental Organisations**

- [1] The 1st tier staff is generally defined as the executive head of the NGO who is directly responsible to the NGO Board / Management Committee, the 2nd tier staff as senior staff directly responsible to the executive head of the NGO, and the 3rd tier staff as senior staff directly responsible to the 2nd tier staff.
- [2] Total annual staff costs for a tier of staff are the total remuneration costs covering salary, provident fund, cash allowances and non-cash based allowances of all staff members of the tier incurred in the whole reporting year (i.e. from 1 April to 31 March under the reporting year).
- [3] Salary refers to the annual salary of respective staff for the whole reporting year, or the total salary of the employment period if the staff member is not employed for the whole reporting year.
- [4] Cash allowances such as responsibility allowance, housing allowance, hardship allowance, bonus, gratuity, overtime allowance, entertainment expenses, travelling expenses, etc.
- [5] Non-cash based benefits include fringe benefits such as medical / dental insurance, staff quarters, transportation and / or chauffer, professional indemnity insurance, etc.
- [6] For staff serving their first contract, please give details of each of the concerned staff member in Part (6).
- [7] For Part 5(b), changes in remuneration packages may include significant upward / downward change at 10% or more in total staff costs as compared with last reporting year, and/ or changes in the remuneration components. In explaining the reason for changes, please elaborate on uncommon factors other than Civil Service Pay Adjustment and incremental creep.

- End -