

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

- (a) Number of staff 2
- (b) Comparable rank in civil service Nursing Officer
- (c) Post Assistant Superintendent
- (d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) \$317,200
[2(d) should be equal to or greater than 2(e)] *(round up to the nearest dollar)*
- (e) Total annual staff costs under SWD subventions \$222,040
[2(e)=2(f)(i)+(ii)+(iii)+(iv)] *(round up to the nearest dollar)*
- (f) Breakdown of (2)(e)
- (i) Salary ^[3] \$215,683
- (ii) Provident fund \$ 6,357
- (iii) Cash allowance ^[4] (please specify if any:) \$ 0
- (iv) Non-cash based benefits ^[5] (please specify if any:) \$ 0

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

- (a) Number of staff 1
- (b) Comparable rank in civil service Physiotherapist I
- (c) Post Physiotherapist I
- (d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) \$1,045,381
[3(d) should be equal to or greater than 3(e)] *(round up to the nearest dollar)*
- (e) Total annual staff costs under SWD subventions \$1,031,927
[3(e)=3(f)(i)+(ii)+(iii)+(iv)] *(round up to the nearest dollar)*

(f) Breakdown of (3)(e)

(i) Salary ^[3]		\$807,240
(ii) Provident fund		\$134,599
(iii) Cash allowance ^[4] (please specify if any: Bonus)		\$ 90,088
(iv) Non-cash based benefits ^[5] (please specify if any:)		\$ 0

(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)]	\$2,825,290	\$2,887,707

(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.)

The main reasons for changes in remuneration packages are increased one-off bonus payment to all staff, which include the top-3 tiers also and staff turnover for the 2nd tier staff.

Part B: Public Disclosure of the Review Report

Our organisation *~~has disclosed~~ / will disclose (please specify the commencement date: March 2019) 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 -

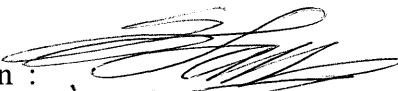
(*Please delete as appropriate.)

Channel of Disclosure	
<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 : Mr/ Ms Miranda Leung

Signature of Chairperson : 

Title : Accounting Officer

Name : Mr/ Ms Steve Y.F. LAN

Tel. No. : 2239 2306

Tel. No. : 2572 3466

Email Address : freni@frenihome.org.hk

Date : 22nd February, 2019.