

**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)
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Wan Chai, Hong Kong

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[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) : SOCIETY OF BOYS' CENTRES (644)

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 ^[2] Senior Social Work Officer

(c) Post General Secretary

(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) \$1,744,871
[I(d) should be equal to or greater than 1(e)] *(round up to the nearest dollar)*

(e) Total annual staff costs under SWD subventions \$1,561,331
[I(e)=I(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: _____ months

(g) Breakdown of (1)(e)

(i) Salary ^[4] \$1,206,700

(ii) Provident fund \$181,005

(iii) Cash allowance ^[5] (please specify if any: Staff Performance & Responsibility Recognition Scheme) \$173,626

(iv) Non-cash based benefits ^[6] (please specify if any:) \$

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

- | | |
|---|---|
| (a) Number of staff | <u>3</u> |
| (b) Comparable rank in civil service ^[2] | <u>Social Work Officer</u> |
| (c) Post | <u>Superintendent</u> |
| (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable)
[2(d) should be equal to or greater than 2(e)] | <u>\$3,892,745</u>
<i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions
[2(e)=2(f)(i)+(ii)+(iii)+(iv)] | <u>\$3,892,745</u>
<i>(round up to the nearest dollar)</i> |
| (f) Breakdown of (2)(e) | |
| (i) Salary ^[4] | <u>\$3,056,190</u> |
| (ii) Provident fund | <u>\$368,401</u> |
| (iii) Cash allowance ^[5] (please specify if any:-Staff Performance & Responsibility Recognition Scheme; -Overtime allowance; -COVID-19 Special allowance) | <u>\$468,154</u> |
| (iv) Non-cash based benefits ^[6] (please specify if any:) | <u>\$</u> |

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

- | | |
|--|--|
| (a) Number of staff | <u>15</u> |
| (b) Comparable rank in civil service ^[2] | <u>Assistant Social Work Officer/ Senior Social Work Assistant</u> |
| (c) Post | <u>Deputy Superintendent /Assistant Superintendent/ Senior Social Worker</u> |
| (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable)
[3(d) should be equal to or greater than 3(e)] | <u>\$13,924,348</u>
<i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions
[3(e)=3(f)(i)+(ii)+(iii)+(iv)] | <u>\$13,924,348</u>
<i>(round up to the nearest dollar)</i> |

(f) Breakdown of (3)(e)

(i) Salary ¹⁴	\$10,675,910
(ii) Provident fund	\$1,508,573
(iii) Cash allowance ¹⁵ (please specify if any: -Staff Performance & Responsibility Recognition Scheme; -Overtime allowance; -COVID-19 Special allowance)	\$1,739,865
(iv) Non-cash based benefits ¹⁶ (please specify if any:)	\$

(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)]	\$18,729,995	\$19,378,424

(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 creep (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):

Upward pay adjustment in accordance with Civil Service Pay Adjustment
