

ANNUAL FINANCIAL REPORT

NGO: HONG KONG MUTUAL ENCOURAGEMENT ASSOCIATION LIMITED

(1 April 2023 to 31 March 2024)

	Notes	2023-24 \$	2022-23 \$
A. INCOME			
1. Lump Sum Grant			
a. Lump Sum Grant (excluding Provident Fund)	1b	11,349,202	10,391,935
b. Provident Fund	1c	723,101	661,988
2. Fee Income	2	49,320	54,100
3. Central Items	3	-	-
4. Rent and Rates	4	4,011,640	4,011,640
5. Other Income	5	288,161	144,189
6. Interest Received		14,931	4,832
TOTAL INCOME		<u>16,436,355</u>	<u>15,268,684</u>
B. EXPENDITURE			
1. Personal Emoluments			
a. Salaries		9,708,094	8,788,970
b. Provident Fund	1c	584,113	709,581
c. Allowances		-	-
Sub-total	6	<u>10,292,207</u>	<u>9,498,551</u>
2. Other Charges	7	1,775,847	1,354,602
3. Central Items	3	-	-
4. Rent and Rates	4	<u>3,946,883</u>	<u>4,026,945</u>
TOTAL EXPENDITURE		<u>16,014,937</u>	<u>14,880,098</u>
C. SURPLUS FOR THE YEAR	8	<u>421,418</u>	<u>388,586</u>

The Annual Financial Report from pages 3 to 12 has been prepared in accordance with the requirements as set out in the Lump Sum Grant Manual.

SIGNATURE

CHAIRMAN

DATE: 28 October 2024

SIGNATURE

NGO HEAD/ HEAD OF SOCIAL WELFARE SERVICES

DATE: 28 October 2024

NOTES ON THE ANNUAL FINANCIAL REPORT

1. Lump Sum Grant (LSG)

- a. Basis of preparation** The Annual Financial Report (AFR) is prepared in respect of all Funding and Service Agreement (FSA) activities (including support services to FSA activities) funded by the Social Welfare Department under the Lump Sum Grant Subvention System. AFR is prepared **on cash basis**, that is, income is recognised upon receipt of cash and expenditure is recognised when expenses are paid. **Non-cash items** such as depreciation, provisions and accruals **have not been included** in the AFR.
- b. Lump Sum Grant (excluding Provident Fund)** This represents LSG (excluding Provident Fund) received for the year.
- c. Provident Fund** This is Provident Fund received and contributed during the year. Snapshot Staff are defined as those staff occupying recognised or holding against subvented posts as at 1 April 2000. 6.8% and other posts represent those staff that are employed after 1 April 2000. The Provident Fund received and contributed for staff under the Central Items have been shown under **Note 3**. Details are analysed below :

<u>Provident Fund Contribution</u>	Snapshot Staff	6.8% and Other Posts	Total
	\$	\$	\$
Subvention Received	78,795	644,306	723,101
Provident Fund Contribution Paid during the Year	61,637	522,476	584,113
Surplus for the Year	17,158	121,830	138,988
<u>Add</u> : Surplus b/f	3,276	642,538	645,814
Additional subvention received for previous year(s)	216	-	216
<u>Less</u> : Refund to Government	-	-	-
Surplus c/f	20,650	764,368	785,018

- 2. Fee Income** This represents social welfare fee income received for the year in respect of the fees and charges recognised for the purpose of subvention as set out in the LSG Manual.
- 3. Central Items** These are subsidies allocated to NGOs for specified purposes on a recurrent, time-limited or one-off basis which are not included in LSG and are subject to their own procedures as set out in other SWD's papers and correspondence with the NGOs. Any surplus, which is not allowed to be offset by any deficit of another item, is subject to claw-back by SWD according to the terms and conditions of individual central items. The Provident Fund received and contributed for staff under the Central Items have been separately included as part of the income and expenditure of the relevant items (paragraph 3.14 of the LSG Manual). The income and expenditure of each of the Central Items are as follows:

	2023-24	2022-23
a. Income	\$	\$
Dementia Supplement for Elderly with Disabilities		
Infirmity Care Supplement for the Aged Blind Persons		
Dementia Supplement for Residential Elderly Services		
Infirmity Care Supplement for Residential Elderly Services		
Foster Care Allowance/ One-off Special Allowance for Foster Children to Safeguard the Foster Children from the Coronavirus Disease / Emergency Foster Care Allowance		
After School Care Programme – Fee Waiving Subsidy Scheme		
Training Subsidy under Training Scheme for Child Care Supervisors and Special Child Care Workers in Pre-school Rehabilitation Services		
Neighbourhood Support Child Care Project (NSCCP) – Contract Subsidy		
NSCCP – Subsidy for Fee Reduction/Waiving		
NSCCP – Subsidy for Incentive Payment		
NSCCP – Rent and Rates		
Training Sponsorship Scheme for Master in Occupational Therapy and Physiotherapy programmes		
Training Subsidy Programme for Children on the Waiting List for Subvented Pre-school Rehabilitation Services		
Financial Incentive Scheme for Mentors of Employees with Disabilities		
Enhanced After School Care Programme – Fee Waiving Subsidy Scheme		
Navigation Scheme for Young Persons in Care Services - Operating Expenses		
Navigation Scheme for Young Persons in Care Services - Training Cost		
Subsidy for Enhanced Support for Ethnic Minority Children in Special Care Centre		
Subsidy for Enhanced Support for Ethnic Minority Children in Early Education and Training Centres		

Time-defined Allocation of Ethnic Minority District Ambassador
Posts - salary and provident fund

Time-defined Allocation of Ethnic Minority District Ambassador
Posts –other charges

Short-term Food Assistance Service Teams – Food Cost

Siu Lam Integrated Rehabilitation Services Complex –
Management & Maintenance Cost for Common Area

After School Care Programme for Pre-primary Children
[ASCP(PC)] Contract Subsidy

ASCP(PC) Fee Subsidy

ASCP(PC) Rent and Rates

Time-defined Service Contract of Social Work Service for Pre-
primary Institutions

- Allocation
- Rent and Rates

Allowances for Specific Services Arising from the Implementation
of the Minimum Wage Ordinance (Overnight On-site-on-call
Allowance)

Travelling Subsidy of the designated Hotline for Carer Support
(Carer Hotline)

Pilot Scheme on Training to Foreign Domestic Helpers in Care for
Persons with Disabilities

Special Grant for Providing Temporary Accommodation for
Services Users of SAHK LOHAS Garden at Cheung Muk
Tau Holiday Centre for the Elderly

Special Grant for Temporary Relocation of Service Users of
SAHK LOHAS Garden to Cheung Muk Tau Holiday Centre

One-off Allocation for Providing Assistance to Persons with
Disabilities under the Government Public Transport Fare
Concession Scheme for the Elderly and Eligible Persons with
Disabilities

*For the following Central Items, please take note of para. 4(f) of Points to Note on Preparation of
AFR and Analysis Schedules in reporting the amounts of subvention:*

Temporary Financial Aid under Care and Support Networking
Team^

Emergency Fund for NGOs operating Integrated Services Team for
Street Sleepers^

Time-defined Subsidy Scheme for Extended Hours Service Users^

Short-term Rental Assistance for Discharged Prisoners^

Cash Subsidy for Integrated Support Services for Persons with
Severe Physical Disabilities^

Time-defined Subsidy Scheme for Occasional Child Care Service^

Total

-	-
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	2023-24	2022-23
	\$	\$
b. Expenditure		
Dementia Supplement for Elderly with Disabilities		
Infirmity Care Supplement for the Aged Blind Persons		
Dementia Supplement for Residential Elderly Services		
Infirmity Care Supplement for Residential Elderly Services		
Foster Care Allowance/ One-off Special Allowance for Foster Children to Safeguard the Foster Children from the Coronavirus Disease / Emergency Foster Care Allowance		
After School Care Programme – Fee Waiving Subsidy Scheme		
Training Subsidy under Training Scheme for Child Care Supervisors and Special Child Care Workers in Pre-school Rehabilitation Services		
Neighbourhood Support Child Care Project (NSCCP) – Contract Subsidy		
NSCCP – Subsidy for Fee Reduction/Waiving		
NSCCP – Subsidy for Incentive Payment		
NSCCP – Rent and Rates		
Training Sponsorship Scheme for Master in Occupational Therapy and Physiotherapy programmes		
Training Subsidy Programme for Children on the Waiting List for Subvented Pre-school Rehabilitation Services		
Financial Incentive Scheme for Mentors of Employees with Disabilities		
Enhanced After School Care Programme – Fee Waiving Subsidy Scheme		
Navigation Scheme for Young Persons in Care Services - Operating Expenses		
Navigation Scheme for Young Persons in Care Services - Training Cost		
Subsidy for Enhanced Support for Ethnic Minority Children in Special Care Centre		
Subsidy for Enhanced Support for Ethnic Minority Children in Early Education and Training Centres		
Time-defined Allocation of Ethnic Minority District Ambassador Posts – salary and provident fund		
Time-defined Allocation of Ethnic Minority District Ambassador Posts – other charges		
Short-term Food Assistance Service Teams – Food Cost		
Siu Lam Integrated Rehabilitation Services Complex – Management & Maintenance Cost for Common Area		
After School Care Programme for Pre-primary Children [ASCP(PC)] Contract Subsidy		
ASCP(PC) Fee Subsidy		
ASCP(PC) Rent and Rates		

Time-defined Service Contract of Social Work Service for Pre-primary Institutions

- Allocation
- Rent and Rates

Allowances for Specific Services Arising from the Implementation of the Minimum Wage Ordinance (Overnight On-site-on-call Allowance)

Travelling Subsidy of the designated Hotline for Carer Support (Carer Hotline)

Pilot Scheme on Training to Foreign Domestic Helpers in Care for Persons with Disabilities

Special Grant for Providing Temporary Accommodation for Services Users of SAHK LOHAS Garden at Cheung Muk Tau Holiday Centre for the Elderly

Special Grant for Temporary Relocation of Service Users of SAHK LOHAS Garden to Cheung Muk Tau Holiday Centre

One-off Allocation for Providing Assistance to Persons with Disabilities under the Government Public Transport Fare Concession Scheme for the Elderly and Eligible Persons with Disabilities

Temporary Financial Aid under Care and Support Networking Team – other charges

Emergency Fund for NGOs operating Integrated Services Team for Street Sleepers

Time-defined Subsidy Scheme for Extended Hours Service Users

Short-term Rental Assistance for Discharged Prisoners

Cash Subsidy for Integrated Support Services for Persons with Severe Physical Disabilities

Time-defined Subsidy Scheme for Occasional Child Care Service

Total

-

-

4. Rent and Rates

This represents the amount paid by SWD in respect of premises recognised by SWD. Expenditure on rent and rates in respect of premises not recognised by SWD have not been included in AFR.

5. Other Income

This includes programme income and all income other than recognised social welfare fee income received during the year. Non-SWD subventions and donations received need not be included as Other Income in AFR. In this respect, donations have been included if it is used to finance expenditure of the FSA services/ FSA-related activities reflected in the AFR.

The breakdown on Other Income is as follows:

	2023-24	2022-23
	\$	\$
Other Income		
(a) Programme income	246,695	139,309
(b) Production income	-	-
(c) Donation	-	-
(d) Income from Other Activities	41,466	4,880
(e) Utilised allocation under Central Items (CI): After School Care Programme (ASCP) / Enhanced ASCP / ASCP(PC) – Fee Waiving Subsidy Scheme (FWSS) which forms as part of Other Income *	-	-
(f) Reimbursement of Maternity Leave Pay (RMLP) Scheme reimbursement received	-	-
(g) Miscellaneous income	-	-
Sub-Total	288,161	144,189
<u>Less: Utilised allocation under CI: ASCP / Enhanced ASCP / ASCP(PC) - FWSS which forms as part of Other Income*</u>	<u>-</u>	<u>-</u>
Total	288,161	144,189

**For those programmes which are regarded as FSA services/ FSA-related activities only*

6. Personal Emoluments

Personal Emoluments include salary, provident fund and salary-related allowances.

The analysis on number of posts with annual Personal Emoluments over \$700,000 each paid under LSG is appended below:

Analysis of Personal Emoluments paid under LSG	No of Posts	\$
HK\$700,001 - HK\$800,000 p.a.		
HK\$800,001 - HK\$900,000 p.a.		
HK\$900,001 - HK\$1,000,000 p.a.		
HK\$1,000,001 - HK\$1,100,000 p.a.		
HK\$1,100,001 - HK\$1,200,000 p.a.		
>HK\$1,200,000 p.a.	1	1,313,685

7. Other Charges

The breakdown on Other Charges is as follows:

	2023-24	2022-23
Other Charges	\$	\$
(a) Utilities	165,032	181,097
(b) Food	-	-
(c) Administrative Expenses	147,220	142,255
(d) Stores and Equipment	193,630	155,317
(e) Repair and Maintenance	156,982	118,328
(f) Special Allowances	-	-
(g) Programme Expenses	721,096	466,532
(h) Transportation and Travelling	20,861	21,999
(i) Insurance	151,254	153,722
(j) Miscellaneous	219,772	115,352
Sub-Total	1,775,847	1,354,602
<u>Less: Utilised allocation under CI: ASCP / Enhanced ASCP /</u> ASCP(PC) - FWSS* which forms as part of Other Income to fund the operating expenses of FSA services / FSA-related activities	-	-
Total	1,775,847	1,354,602

**For those programmes which are regarded as FSA services/ FSA-related activities only*

8. Analysis of Lump Sum Grant Reserve and balances of other SWD subventions

	Lump Sum Grant (LSG)	Holding Account (HA)	Adjustment for Utilised allocation under ASCP / Enhanced ASCP / ASCP(PC) - FWSS	Rent and Rates	Central Items (CI)	Total
	\$	\$	\$	\$	\$	\$
Income						
Lump Sum Grant	12,072,303	-	-	-	-	12,072,303
Fee Income	49,320	-	-	-	-	49,320
Other Income	288,161	-	-	-	-	288,161
Interest Received (Note (1))	14,931	-	-	-	-	14,931
Rent and Rates	-	-	-	4,011,640	-	4,011,640
Central Items	-	-	-	-	-	-
Total Income (a)	12,424,715	-	-	4,011,640	-	16,436,355
Expenditure						
Personal Emoluments	10,292,207	-	-	-	-	10,292,207
Other Charges	1,775,847	-	-	-	-	1,775,847
Rent and Rates	-	-	-	3,946,883	-	3,946,883
Central Items	-	-	-	-	-	-
Total Expenditure (b)	12,068,054	-	-	3,946,883	-	16,014,937
Surplus for the Year (a) - (b)	356,661	-	-	64,757	-	421,418
Less: Surplus of Provident Fund	(138,988)	-	-	-	-	(138,988)
	217,673	-	-	64,757	-	282,430
Surplus b/f (Note (2))	2,314,440	460,253	-	(17,325)	-	2,757,368
	2,532,113	460,253	-	47,432	-	3,039,798
Add: Refund from Government						
Backpayment on Rent/ Rates for 2021/22	-	-	-	483	-	483
Backpayment on Rent/ Rates for 2022/23	-	-	-	31,868	-	31,868
Less: Refund to Government –						
Rent & Rates in 2020/21	-	-	-	(318)	-	(318)
Rent & Rates in 2021/22	-	-	-	(16,569)	-	(16,569)
Transfer from LSG Reserve to cover the salary adjustment for Dementia Supplement and Infirmary Care Supplement (Note (3))	-	-	-	-	-	-
Adjustment for utilised allocation under Enhanced ASCP – FWSS* (over-estimated) / under-estimated in previous year(s)	-	-	-	-	-	-
Surplus c/f (Note (4))	2,532,113	460,253	-	62,896	-	3,055,262

Notes:

Including an amount \$Z being the utilised allocation under CI: ASCP / Enhanced ASCP / ASCP(PC) – FWSS*

* For those programmes which are regarded as FSA services/ FSA-related activities only

(1) Interest received on LSG (including HA) and Provident Fund reserves, rent and rates, Central Items are included as one item under LSG; and the item is considered as part of LSG reserve.

- (2) Accumulated balance of LSG Surplus b/f from previous years (including all interest received in previous years (see (1) above) and the balance of HA should be separately reported as in the surplus b/f under LSG and HA respectively.
- (3) Amount of LSG Reserve used to cover the salary adjustment for Dementia Supplement and Infirmary Care Supplement, if any, as per Schedule for Central Items.
- (4) For NGOs without HA, separate disclosure of the movement of HA in their respective AFRs is not necessary. The level of LSG cumulative reserve (i.e. S1) will be capped at 25% of the NGO's operating expenditure (i.e. Total Expenditure (T1) excluding Provident Fund Contribution (K)) for the year.

For NGOs with HA, with effect from 2022-23, the calculation of the annual claw-back is as follows:

- (i) With Snapshot Staff (SS) [i.e. Position of SS as at 1 September being reported on the Agency Staff List submitted by NGO last year was greater than zero]
The level of LSG cumulative reserve (i.e. S1) will be capped at 25% of the NGO's operating expenditure (i.e. Total Expenditure (T1+T2) excluding Provident Fund Contribution (K)) for the year.
- (ii) Without SS [i.e. Position of SS as at 1 September being reported on the Agency Staff List submitted by NGO last year (which is regarded as Year 0) was zero]
For the next three years (Year 1 to Year 3), the level of LSG cumulative reserve (i.e. S1) will be capped at 25% of the NGO's operating expenditure (i.e. Total Expenditure (T1) excluding Provident Fund Contribution (K)) for the year.
From the fourth financial year (Year 4) onwards, the level of LSG cumulative reserve and HA reserve will be counted altogether and the combined reserve amount (i.e. S1+S2) will be capped at 25% of the NGO's operating expenditure (i.e. Total Expenditure (T1+T2) excluding Provident Fund Contribution (K)) for the year. In this regard, separate disclosure of the movement of HA in their respective AFRs is not necessary.

For (4)(i) and (4)(ii) above, please also refer to SWD's letter under reference (11) in SWD/S/109/1/10 of 4 April 2022.

For any amount above the cap, SWD would arrange the claw-back (including provisional in the following financial year except for those 58 NGOs which are subject to Productivity Enhancement Programme as stipulated in SWD's letter under reference (9) in SWD/S/133/1 of 6 March 2024. For details of the claw-back arrangement of the said 58 NGOs, please refer to the above letter.) accordingly.