

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

Review Report for the Reporting Year of 2015-16

(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

[Please read the explanatory notes before completing this proforma. The completed proforma should reach SWD by 31 October of each reporting year.]

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) Rank SWO

(c) Post Chief Executive

(d) Total annual staff costs ² (including those not under SWD subventions, if applicable) \$ 1,177,494
[1(d) should be equal to or greater than 1(e)] (round up to dollar)

(e) Total annual staff costs under SWD subventions \$ 1,116,341
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] (round up to 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 ³ \$ 970,731

(ii) Provident Fund \$ 145,610

(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	2.5	
(b) Rank	ASWO, CP	
(c) Post	Executive Secretary, Service-in-charge, Part-time Clinical Psychologist	
(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)]		\$ 1,912,788 <i>(round up to dollar)</i>
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		\$ 1,683,086 <i>(round up to dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ³		\$ 1,395,257
(ii) Provident Fund		\$ 149,486
(iii) Cash Allowance ⁴ (please specify if any:)	\$ 138,343
(iv) Non-cash based Benefits ⁵ (please specify if any:)	\$

(3) Staff of 3rd Tier ¹

(a) Number of staff	3	
(b) Rank	SWA	
(c) Post	Assistant Service-in-charge, Social Workers	
(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)]		\$ 1,158,098 <i>(round up to dollar)</i>
(e) Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)]		\$ 1,157,085 <i>(round up to dollar)</i>
(f) Breakdown of (3)(e)		
(i) Salary ³		\$ 951,200
(ii) Provident Fund		\$ 118,741
(iii) Cash Allowance ⁴ (please specify if any:)	\$ 87,144
(iv) Non-cash based Benefits ⁵ (please specify if any:)	\$

Part B: Public Disclosure of the Review Report

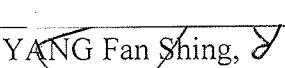
Our organisation ~~*has disclosed~~ / will disclose (*please specify* the commencement date: 1st November 2015) the Review Report (only Part A) through one or more of the following channels and will make it available to the public upon request -

(*Please delete as appropriate.)

Channel of Disclosure	
<i>(Please tick as appropriate.)</i>	
<input checked="" type="checkbox"/>	Posting the information prominently on our notice board(s) at the Central Administration Unit / Head Office
<input type="checkbox"/>	Uploading the information to 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 any other means (Please enclose the copy/copies for reference)
<input type="checkbox"/>	Others, please specify:

Part C: Declaration by Chairperson

I declare that the information as provided in Part A and Part B is correct.

Contact Person	: <u>CHANG Siu Wah</u>	Signature of Chairperson	: <u></u>
Title	: <u>Chief Executive</u>	Name	: <u>Andrew</u>
Tel.	: <u>2327-0266</u>	Tel.	: <u>2327-0266</u>
Email	: <u>exesec@abmsbc.org.hk</u>	Date	: <u>25th October 2016</u>