

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

Review Report for the Reporting Year of 2018-19

(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 Social Welfare Department (SWD) by 31 October 2019.]

Name of NGO (code) : The ABM Hong Kong Swatow Baptist Church Community Service Association (024)

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] SWO

(c) Post Chief Executive

(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) \$ 1,289,264.00
[I(d) should be equal to or greater than I(e)] (round up to the nearest dollar)

(e) Total annual staff costs under SWD subventions \$ 1,120,721.00
[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] \$ 974,540.00

(ii) Provident fund \$ 146,181.00

_____ (iii) Cash allowance ^[5] (please specify if any: _____) \$ _____

(iv) Non-cash based benefits ^{l6l} (please specify if any:) \$ _____

(2) Staff of 2nd Tier ^{l1l}

(a) Number of staff 1.25

(b) Comparable rank in civil service ^{l2l} ASWO , CP

(c) Post Executive Secretary , Part-time Clinical Psychologist

(d) Total annual staff costs ^{l3l} (including those not under SWD subventions, if applicable) \$ 2,073,411.25
[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 \$ 1,344,937.00
[2(e)=2(f)(i)+(ii)+(iii)+(iv)]
(round up to the nearest dollar)

(f) Breakdown of (2)(e)

(i) Salary ^{l4l} \$ 1,100,655.00

(ii) Provident fund \$ 142,147.00

(iii) Cash allowance ^{l5l} (please specify if any:) \$ 102,135.00

(iv) Non-cash based benefits ^{l6l} (please specify if any:) \$ _____

(3) Staff of 3rd Tier ^{l1l}

(a) Number of staff 1.66

(b) Comparable rank in civil service ^{l2l} ASWO

(c) Post Service-in-Charge , Team Leader

(d) Total annual staff costs ^{l3l} (including those not under SWD subventions, if applicable) \$ 1,334,895.50
[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 \$ 1,028,794.25
[3(e)=3(f)(i)+(ii)+(iii)+(iv)]
(round up to the nearest dollar)

(f) Breakdown of (3)(e)

(i) Salary ^{l4}		\$ 857,005.00
(ii) Provident fund		\$ 95,199.25
(iii) Cash allowance ^{l5} (please specify if any:)		\$ 76,590.00
(iv) Non-cash based benefits ^{l6} (please specify if any:)		\$ _____

(4) Review for changes ^{l7}

	<u>2017-18</u> (the year before)	<u>2018-19</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)]	\$ 3,430,125.10	\$ 3,494,452.25

(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):

Part (C): Public Disclosure of the Review Report ¹⁹⁾

Our organisation ~~*has disclosed~~ / will disclose (please specify the commencement date: _____) the Review Report for 2018-19 (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(s) of Disclosure	
<i>(Please tick as appropriate.)</i>	
<input type="checkbox"/>	Posting the information prominently on the notice board(s) at the Central Administration Unit / Head Office
<input checked="" 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 whatever means (please enclose the copy/copies for SWD's reference)

Part (D): Declaration by Chairperson

I declare that the information as provided in Parts (A) to (C) is correct.

Contact Person : Ms SIU Yuen Yee Signature of Chairperson : _____
Title : Senior Account Clerk Name : Dr YANG Fan Shing,
Tel. No. : 2322-0171 Tel. No. : Andrew
Email Address : Fad5 @abmsbc.org.hk Date : 2327-0266
Date : 23 December 2019