

**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

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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 2019.]

Name of NGO (code) : Christian Family Service Centre ( 152 )

**Part (A): Remuneration Packages**

Information of my staff in the top three tiers -

**(1) Staff of 1<sup>st</sup> Tier** <sup>[1]</sup>

(a) Number of staff 1

(b) Comparable rank in civil service <sup>[2]</sup> D1

(c) Post Chief Executive

(d) Total annual staff costs <sup>[3]</sup> (including those not under SWD subventions, if applicable) \$1,902,199  
[1(d) should be equal to or greater than 1(e)] *(round up to the nearest dollar)*

(e) Total annual staff costs under SWD subventions \$1,724,827  
[1(e) = 1(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 <sup>[4]</sup> \$1,551,900

(ii) Provident fund \$ 172,927

(iii) Cash allowance <sup>[5]</sup> (please specify if any: ) \$ 0

(iv) Non-cash based benefits <sup>[6]</sup> (please specify if any: ) \$ 0

**(2) Staff of 2<sup>nd</sup> Tier** <sup>[1]</sup>

(a) Number of staff	3	
(b) Comparable rank in civil service <sup>[2]</sup>	No comparable rank	
(c) Post	Assistant Chief Executive and Senior Programme Director	
(d) Total annual staff costs <sup>[3]</sup> (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$4,035,984</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>\$3,825,713</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary <sup>[4]</sup>		<u>\$3,450,951</u>
(ii) Provident fund		<u>\$ 374,762</u>
(iii) Cash allowance <sup>[5]</sup> (please specify if any: )		<u>\$ 0</u>
(iv) Non-cash based benefits <sup>[6]</sup> (please specify if any: )		<u>\$ 0</u>

**(3) Staff of 3<sup>rd</sup> Tier** <sup>[1]</sup>

(a) Number of staff	9	
(b) Comparable rank in civil service <sup>[2]</sup>	No comparable rank	
(c) Post	Programme Director/ HR Director/ Finance Director / Corporate Affairs Director	
(d) Total annual staff costs <sup>[3]</sup> (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$9,533,824</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>\$9,533,824</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary <sup>14]</sup>		\$8,680,642
(ii) Provident fund		\$ 853,182
(iii) Cash allowance <sup>15]</sup> (please specify if any:	)	\$ 0
(iv) Non-cash based benefits <sup>16]</sup> (please specify if any:	)	\$ 0

**(4) Review for changes <sup>17]</sup>**

	<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)]	\$15,064,212	\$15,084,364

(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):*

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**Part (C): Public Disclosure of the Review Report** <sup>[9]</sup>

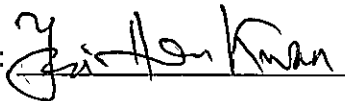
Our organisation \*has disclosed / will disclose (please specify the commencement date: 31/10/2019) the Review Report for 2018-19 (only Part (A)) through one or more of the following channels and will make it available to the public upon request -

(\*Please delete as appropriate.)

<b>Channel(s) of Disclosure</b>	
<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	: <u>Mr/ Ms Sui Fung Lin,</u> <u>Edna</u>	Signature of Chairperson	: 
Title	: <u>Finance Director</u>	Name	: <u>Mr/Ms Prof. Kwan Yui-huen</u>
Tel. No.	: <u>28610283</u>	Tel. No.	: <u>28610283</u>
Email Address	: <u>edna_sui@cfsc.org.hk</u>	Date	: <u>25 Oct 2019</u>

**Notes for Completing the Review Report on  
Remuneration Packages for Staff in the Top Three Tiers  
of Subvented Non-governmental Organisations**

- [1] The 1<sup>st</sup> tier staff is generally defined as the executive head of the NGO who is directly responsible to the NGO Board / Management Committee, the 2<sup>nd</sup> tier staff as senior staff directly responsible to the executive head of the NGO, and the 3<sup>rd</sup> tier staff as senior staff directly responsible to the 2<sup>nd</sup> tier staff.
- [2] For the comparable rank in civil service, NGOs may make reference to the information on “Salary Scale of Common Posts in the Non-governmental Organisations w.e.f. 1.4.2018” currently available at SWD website. [https://www.swd.gov.hk/storage/asset/section/728/en/Salary\\_Scales\\_of\\_Common-Posts\\_w.e.f.\\_01.04.2018.pdf](https://www.swd.gov.hk/storage/asset/section/728/en/Salary_Scales_of_Common-Posts_w.e.f._01.04.2018.pdf)
- When there are no comparable jobs in civil service, reference should be made to market practices.
- [3] Total annual staff costs for a tier of staff are the total remuneration costs covering salary, provident fund, cash allowances and non-cash based allowances of all staff members of the tier incurred in the whole reporting year (i.e. from 1 April to 31 March under the reporting year).
- [4] Salary refers to the annual salary of respective staff for the whole reporting year, or the total salary of the employment period if the staff member is not employed for the whole reporting year.
- [5] Cash allowances such as responsibility allowance, housing allowance, hardship allowance, bonus, gratuity, overtime allowance, entertainment expenses, travelling expenses, etc.
- [6] Non-cash based benefits include fringe benefits such as medical / dental insurance, staff quarters, transportation and / or chauffer, professional indemnity insurance, etc.
- [7] For Part (A)(4)(b), changes in remuneration amount may include significant upward / downward changes at 10% or more in total staff costs as compared with last reporting year, and/ or changes in the remuneration components.
- [8] For staff serving their first contracts, please give details of each of the staff member concerned in Part (B).
- [9] For public disclosure of the Review Report, only information in Part (A) will be disclosed.

**- End -**