

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

(a) Number of staff	3	
(b) Comparable rank in civil service ^[2]	No comparable rank	
(c) Post	Assistant Chief Executive	
(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>\$3,084,388</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>\$2,898,615</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[4]		<u>\$2,568,965</u>
(ii) Provident fund		<u>\$ 329,650</u>
(iii) Cash allowance ^[5] (please specify if any:)		<u>\$ 0</u>
(iv) Non-cash based benefits ^[6] (please specify if any:)		<u>\$ 0</u>

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

(a) Number of staff	11	
(b) Comparable rank in civil service ^[2]	No comparable rank	
(c) Post	Programme Director / HR Director / Finance Director / Corporate Affairs Director	
(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>\$11,946,247</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>\$11,946,247</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ^{14]}		\$10,979,389
(ii) Provident fund		\$ 966,858
(iii) Cash allowance ^{15]} (please specify if any:)	\$ 0
(iv) Non-cash based benefits ^{16]} (please specify if any:)	\$ 0

(4) Review for changes ^{17]}

	<u>2018-19</u> (the year before)	<u>2019-20</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)]	\$15,084,364	\$16,651,659

(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):

- For 2nd tier, one Assistant Chief Executive retired on 31/5/2019 and the post was filled by internal Senior Programme Director (SPD) from Jun 19. The SPD is not filled from Jun 19.
- For 3rd tier, increase of 2 Programme Directors from internal promotion in Jun 19 and Dec 19.