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

Review Report for the Reporting Year of 2019-20

(to be completed if not exempt from the Government Guidelines)

То:	(Attn: Subvent 38/F, Sunlight 7 248 Queen's Ro Wan Chai, Hon	ions Section) Tower, ad East							
Fax	x No. : 2575 6537 or	email at suenq@swd.gov.hk							
		natory notes before completing this form. The nent (SWD) by 11 December 2020.	The coi	npleted form should reach					
Na	me of NGO (code)	Christian Family Service Centre		(152)					
Par	rt (A): Remunerati	on Packages							
Info	ormation of my staff	in the top three tiers -							
(1)	Staff of 1st Tier [1]								
(a)	Number of staff	1							
(b)	Comparable rank civil service [2]	in D1							
(c)	Post	Chief Executive		,					
(d)	d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [1(d) should be equal to or greater than 1(e)] (round up to the adollar)								
(e)	Total annual staff costs under SWD subventions $[1(e)=1(g)(i)+(ii)+(iii)+(iv)] $								
(f)	Please specify the	months covered if (1)(e) was not incurred for	or the f	ull year: months					
(g)	Breakdown of (1)(
	(i) Salary [4]			\$1,625,640					
	(ii) Provident fund	d		\$ 181,157					
	(iii) Cash allowand	ce [5] (please specify if any:)	\$ 0					
	(iv) Non-cash base	ed benefits [6] (please specify if any:)	\$ 0					

(Revised October 2020)

(2)	Staff of 2 nd Tier [1]											
(a)	Number of staff	3										
(b)	Comparable rank in No comparable rank civil service [2]											
(c)	Post	Assistant Chief Executive										
(d)	Total annual staff cossubventions, if applications [2(d) should be equal	\$3,084,388 (round up to the nearest dollar)										
(e)	Total annual staff cos $[2(e)=2(f)(i)+(ii)+(ii)$	\$2,898,615 (round up to the nearest dollar)										
(f)	Breakdown of (2)(e)											
	(i) Salary [4]			\$2,568,965								
	(ii) Provident fund		\$ 32	\$ 329,650								
	(iii) Cash allowance)	\$	0								
	(iv) Non-cash based)	\$	0	6							
(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 cos subventions, if applic [3(d) should be equal		46,247 d up to the near	rest								
(e)	Total annual staff cos $[3(e)=3(f)(i)+(ii)+(iii)$	\$11,946,247 (round up to the nearest dollar)										

(f)	Brea	akdo	own o	of	(3)(e	:)													
	(i) Salary [4]									<u>\$1</u>	0,9	79,389	9						
	(ii)	Pro	viden	nt	fund										\$	96	66,85	8	
	(iii)	Cas	sh all	lov	vanc	e ^[5] ((plea	se sp	ecify	if any:)	\$		(0	
	(iv)	No	n-cas	sh	base	d be	nefits	s ^[6] (]	please	e specif	y if a	ny:)	\$			0	
(4)	Rev	iew	for c	ch	ange	s [7]													
()	Review for changes [7]							2018-19 (the year before)			$\frac{2019-20}{\text{(the reporting year)}}$								
(a)	subv	otal annual staff costs under SWD byentions in respect of the top three tiers I(e)+(2)(e)+(3)(e)I							\$14	5 084	364			\$16	651	650			
	1(1)	(6)	(2)(e)+(3)(e)] \$15,084,364									\$16,651,659							
(b)	Plea	se ti	ck an	nd	com	plete	the	follo	wing	as appr	opria	ite to	state the	e resu	ılt o	f yo	ur rev	view -	
		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.												rs and					
	V		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 Servic Adjustment (details are given at the bottom).										ce Pay					
				Upward/downward pay adjustment other than Civil (details are given at the bottom).									Service Pay Adjustment						
		Incremental creep (details are given at the bottom).																	
	Organisational restructuring or upgrading/downgrading of top three (details are given at the bottom).									ree tie	r posts								
	Increase/decrease of number of staff of the top three tiers (details are gi the bottom).										iven at								
	Other circumstances (details are given at the bottom). Details (please use additional sheet as necessary): - For 2 nd tier, one Assistant Chief Executive retired on 31/5/2019 and the post was																		
												was							
			fi	ille	ed by	/ inte	ernal	Seni	or Pro	ogramm	e Di	rector	(SPD)	from	Jur	ı 19	The	SPD i	is not
			fi	ille	ed fr	om J	un 19	9.											
			- For 3 rd tier, increase of 2 Programme Directo								rs from	from internal promotion in Jun 19							
			aı	nd	Dec	19.													
		_																	