

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

Review Report for the Reporting Year of 2017-18

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

To: Director of Social Welfare
(Attn: Subventions Section)
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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 SWD by 28 February 2019.]

Name of NGO (code) : The Boys' and Girls' Clubs Association of Hong Kong (056)

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 | CSWO | |
| (c) Post | Executive Director | |
| (d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable)
[1€=1(g)(i)+(ii)+(iii)+(iv)] | \$1,150,048.00 | <u>(round up to the nearest dollar)</u> |
| € Total annual staff costs under SWD subventions
[1€=1(g)(i)+(ii)+(iii)+(iv)] | \$1,150,048.00 | <u>(round up to the nearest dollar)</u> |
| (f) Please specify the months covered if (1)(e) was not incurred for the full year: | 8 | months |
| (g) Breakdown of (1)(e) | | |
| (i) Salary ^[3] | \$1,045,498.58 | |
| (ii) Provident fund | \$104,549.86 | |
| (iii) Cash allowance ^[4] (please specify if any: |) | <u>\$N/A</u> |
| (iv) Non-cash based benefits ^[5] (please specify if any: |) | <u>\$N/A</u> |

(2) Staff of 2nd Tier ¹¹

(a) Number of staff	3	
(b) Comparable rank in civil service	SSWO	
(c) Post	Assistant Director / Senior Service Consultant	
(d) Total annual staff costs ¹² (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$3,653,520.00</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>\$3,653,520.00</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ¹³		<u>\$3,111,660.00</u>
(ii) Provident fund		<u>\$476,546.09</u>
(iii) Cash allowance ¹⁴ (please specify if any: acting allowance)		<u>\$65,313.93</u>
(iv) Non-cash based benefits ¹⁵ (please specify if any:)		<u>\$N/A</u>

(3) Staff of 3rd Tier ¹¹

(a) Number of staff	17	
(b) Comparable rank in civil service	SWO	
(c) Post	Supervisor / Head of Department	
(d) Total annual staff costs ¹² (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$16,074,463.00</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>\$16,074,463.00</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ¹³	<u>\$14,174,512.40</u>
(ii) Provident fund	<u>\$1,834,988.12</u>
(iii) Cash allowance ¹⁴ (please specify if any: acting allowance)	<u>\$64,962.00</u>
(iv) Non-cash based benefits ¹⁵ (please specify if any:)	<u>\$N/A</u>

(4) Any staff in the top three tiers serving their first contract ¹⁶ in 2017-18?

**Please tick as appropriate.*

* Yes (Please provide supplementary information on the next page and use additional sheet as necessary)

* No

(5) Review for changes ¹⁷

	<u>2016-17</u> (the year before)	<u>2017-18</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)]	<u>\$21,262,893.00</u>	<u>\$20,878,030.98</u>

(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 changes** in their remuneration as compared with the preceding year.

I have reviewed the remuneration packages of the staff in the top three tiers and **found changes** in their remuneration as compared with the preceding year. The tier(s) having changes and reasons for such changes are stated below -

(Please use additional sheet as necessary.)

This is due to staff movement.

(6) For Staff Serving Their First Contract

Please add column(s) where necessary.

*Please delete as appropriate.

	Staff no. 1	Staff no. 2	Staff no. 3
(a) Tier ^[1]	1st/ 2nd/ 3rd*	1st/ 2nd/ 3rd*	1st/ 2nd/ 3rd*
(b) Comparable rank in civil service	SSWO	SWO	SWO
(c) Post	Assistant Director	Supervisor	Supervisor
(d) Total annual staff costs ^[2]	\$1,162,744.00	\$927,855.00	\$928,280.00
(e) Total annual staff costs under SWD subventions (e)=[(g)(i)+(ii)+(iii)+(iv)]	\$1,162,744.00	\$927,855.00	\$928,280.00
(f) Please specify the months covered if (e) was not incurred for the full year	2 months	10 months	10 months
(g) (i) Salary	\$996,190.00	\$806,830.00	\$806,138.00
(g) (ii) Provident fund	\$151,662.20	\$121,024.50	\$121,080.00
(g) (iii) Cash allowance (please specify if any)	\$14,891.33	\$N/A	\$1,062.00
(g) (iv) Non-cash based benefits (please specify if any)	\$N/A	\$N/A	\$N/A