

**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)

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 Social Welfare Department (SWD) by 11 December 2020.]

Name of NGO (code): Fu Hong Society (648)

Part (A) : Remuneration Packages

Information of my staff in the top three tiers -

(1)	<i>Staff of 1st Tier^[1]</i>	
(a)	Number of staff	<u>1</u>
(b)	Comparable rank in civil service ^[2]	<u>CSWO</u>
(c)	Post	<u>Chief Executive Officer (CEO)/ Acting CEO</u>
(d)	Total annual staff cost ^[3] (including those not under SWD subventions, if applicable): <i>[1(d) should be equal to or greater than 1(e)]</i>	<u>\$1,870,079</u> <i>(round up to the nearest dollar)</i>
(e)	Total annual staff cost under SWD subventions <i>[1(e)=1(g)(i)+(ii)+(iii)+(iv)]</i>	<u>\$1,870,079</u> <i>(round up to the nearest dollar)</i>
(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]	<u>\$1,545,538</u>
	(ii) Provident Fund	<u>\$195,639</u>
	(iii) Cash Allowance ^[5] (please specify if any:) Acting allowance	<u>\$127,102</u>
	(iv) Non-cash based Allowance ^[6] (please specify if any: Training subsidy and medical allowance)	<u>\$1,800</u>

Annex B
(Cont'd)

(2)	<u>Staff of 2nd Tier^[1]</u>	
(a)	Number of staff	5
(b)	Comparable rank in civil service ^[2]	SSWO; EOI; TA
(c)	Post	Deputy CEO (DCEO); Acting DCEO; Adm & IT Manager; HR Manager, Financial Controller
(d)	Total annual staff cost ^[3] (including those not under SWD subventions, if applicable): <i>[2(d) should be equal to or greater than 2(e)]</i>	\$6,009,708 <i>(round up to the nearest dollar)</i>
(e)	Total annual staff cost under SWD subventions: <i>[2(e)=2(f)(i)+(ii)+(iii)+(iv)]</i>	\$6,009,708 <i>(round up to the nearest dollar)</i>
(f)	Breakdown of (2) (e)	
	(i) Salary ^[4]	\$5,211,775
	(ii) Provident Fund	\$769,341
	(iii) Cash Allowance ^[4] (please specify if any:) Acting DCEO allowance	\$24,772
	(iv) Non-cash based Allowance ^[5] (please specify if any:) Training subsidy)	\$3,820
(3)	<u>Staff of 3rd Tier^[1]</u>	
(a)	Number of staff	6
(b)	Comparable rank in civil service ^[2]	SWO; SOT
(c)	Post	Service Director (SD)
(d)	Total annual staff cost ^[3] (including those not under SWD subventions, if applicable): <i>[3(d) should be equal to or greater than 3(e)]</i>	\$7,228,670 <i>(round up to the nearest dollar)</i>
(e)	Total annual staff cost under SWD subventions: <i>[3(e)=3(f)(i)+(ii)+(iii)+(iv)]</i>	\$7,228,670 <i>(round up to the nearest dollar)</i>
(f)	Breakdown of (3) (e)	
	(i) Salary ^[4]	\$6,561,522
	(ii) Provident Fund	\$645,238
	(iii) Cash Allowance ^[5] (please specify if any:)	\$0
	(iv) Non-cash based Allowance ⁵ (please specify if any:) Training subsidy and medical allowance)	\$21,911

(4) Review for changes ^[7]

	2018-2019 (the year before)	2019-2020 (the reporting year)
(a) Total annual staff cost under SWD subvention in respect of the top three tiers [(1)(e)+(2)(e)+(3)(e)]	\$14,481,635	\$15,108,456

(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 change(s)** in their remuneration 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):

1st tier: make reference to MPS for salary increase and annual increment; leave pay for the retired CEO. A DCEO is appointed to Acting CEO in September 2019.

2nd tier: follow MPS or make reference to MPS for salary increase and annual increment. One SD is appointed to Acting DCEO in September 2019.

3rd tier: follow MPS or make reference to MPS for salary increase and annual increment; leave pay for a retired SD.

One SD vacancy as at the end of March 2020.