

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 exempted 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

Fax No.: 2575 6537 or email at suenq@swd.gov.hk

[Please read the explanatory notes before completing this form. The completed form should reach SWD by 28 February 2019.]

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

(A) Remuneration Packages

Information of my staff in the top three tiers -

(1) Staff of 1st Tier^[1]

- | | | |
|-----|---|---|
| (a) | Number of staff | <u>1</u> |
| (b) | Comparable rank in civil service | <u>CSWO</u> |
| (c) | Post | <u>Chief Executive Officer</u> |
| (d) | Total annual staff cost ^[2] (including those not under SWD subventions, if applicable):
<i>[1(d) should be equal to or greater than 1(e)]</i> | <u>\$1,713,216</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>\$1,713,216</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 ^[3] | <u>\$1,491,360</u> |
| | (ii) Provident Fund | <u>\$221,296</u> |
| | (iii) Cash Allowance ^[4] (please specify if any:) | <u>\$0</u> |
| | (iv) Non-cash based Allowance ^[5] (please specify if any:
Training subsidy & medical allowance) | <u>\$560</u> |

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

(a)	Number of staff	4
(b)	Comparable rank in civil service	SSWO; EOI; TA
(c)	Post	ACEO; Adm & IT Mgr; HR Mgr, Financial Controller
(d)	Total annual staff cost ^[2] (including those not under SWD subventions, if applicable): <i>[2(d) should be equal to or greater than 2(e)]</i>	<u>\$4,419,990</u> <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>	<u>\$4,419,990</u> <i>(round up to the nearest dollar)</i>
(f)	Breakdown of (2) (e)	
	(i) Salary ^[3]	<u>\$3,822,210</u>
	(ii) Provident Fund	<u>\$569,790</u>
	(iii) Cash Allowance ^[4] (please specify if any:)	<u>\$0</u>
	(iv) Non-cash based Allowance ⁵ (please specify if any: Training subsidy & medical allowance)	<u>\$27,990</u>

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

(a)	Number of staff	7
(b)	Comparable rank in civil service	SWO; SOT
(c)	Post	Service Director
(d)	Total annual staff cost ^[2] (including those not under SWD subventions, if applicable): <i>[3(d) should be equal to or greater than 3(e)]</i>	<u>\$6,933,794</u> <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>	<u>\$6,933,794</u> <i>(round up to the nearest dollar)</i>
(f)	Breakdown of (3) (e)	
(i)	(i) Salary ^[3]	<u>\$6,120,282</u>
(ii)	(ii) Provident Fund	<u>\$807,082</u>
(iii)	(iii) Cash Allowance ^[4] (please specify if any:)	<u>\$0</u>
	(iv) Non-cash based Allowance ⁵ (please specify if any: Training subsidy & medical allowance)	<u>\$6,430</u>

(4) Any staff in the top three tiers serving their first contract^[6] in 2017-18

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

* No

(5) Review for changes^[7]

	2016-2017 (the year before)	2017-2018 (the reporting year)
(a) Total annual staff cost under SWD subvention in respect of the top three tiers [(1)(e)+(2)(e)+(3)(e)]	\$12,062,248	\$13,067,000

(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.)

1st tier: make reference to MPS for salary increase and annual increment.

2nd tier: follow MPS or make reference to MPS for salary increase and annual increment.

3rd tier: follow MPS or make reference to MPS for salary increase and annual increment.

(6) For Staff Serving Their First Contract

Please add column(s) where necessary.

* Please delete as appropriate.

(a) Tier ^[1]	Staff no. 1 1st/ 2nd/ 3rd*	Staff no. 2 1st/ 2nd/ 3rd*	Staff no. 3 1st/ 2nd/ 3rd*
(b) Comparable rank in civil service	SWO		
(c) Post	Service Director		
(d) Total annual staff costs ^[2]	497,420		
(e) Total annual staff costs under SWD subventions (e)= [(g)(i)+(ii)+Iiii)+(iv)]	497,420		
(f) Please specify the months covered if (e) was not incurred for the full year	6.5		
(g) Salary (i)	451,327		
(g) Provident fund (ii)	45,133		
(g) Cash allowance (please specify if any) (iii)			
(g) Non-cash based benefits (iv) (please specify if any) training allowance	960		


Part B: Public Disclosure of the Review Report

Our organisation ~~*has disclosed~~ / will disclose- (please specify the commencement date: 27 February 2019) the Review Report 2017-18 (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)

Channel of Disclosure	
<i>(Please tick the appropriate box(es).</i>	
<input type="checkbox"/>	Posting up the information on our notice board(s) at the Central Administration Unit / Head Office
<input checked="" type="checkbox"/>	Uploading the information on to the 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 reference)

Part C: Declaration by Chairperson

I declare that the information as provided in Part A and Part B is correct.

Contact Person: Ms Eva CHAN Signature of Chairperson : 

Title : Financial Controller Name : Mr Kyran SZE

Tel. : 2307-7002 Tel: : 2745-0424

Email : act@fuhong.org Date : 19 February 20119