

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

Review Report for the Reporting Year of 2018-19

(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 Social Welfare Department (SWD) by 31 October 2019.]

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</i> ^[1]	
(a)	Number of staff	<u>1</u>
(b)	Comparable rank in civil service ^[2]	<u>CSWO</u>
(c)	Post	<u>Chief Executive Officer</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>\$1,781,660</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>\$1,781,660</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>\$1,551,900</u>
	(ii) Provident Fund	<u>\$229,760</u>
	(iii) Cash Allowance ^[5] (please specify if any: _____)	<u>\$0</u>
	(iv) Non-cash based Allowance ^[6] (please specify if any: _____)	<u>\$0</u>

Annex B
(Cont'd)

(2)	<u><i>Staff of 2nd Tier</i>^[1]</u>	
(a)	Number of staff	5
(b)	Comparable rank in civil service ^[2]	SSWO; EOI; TA
(c)	Post	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>	\$5,746,562 <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>	\$5,746,562 <i>(round up to the nearest dollar)</i>
(f)	Breakdown of (2) (e)	
	(i) Salary ^[4]	\$4,996,620
	(ii) Provident Fund	\$743,692
	(iii) Cash Allowance ^[4] (please specify if any:)	\$0
	(iv) Non-cash based Allowance ^[5] (please specify if any: Training subsidy & medical allowance)	\$6,250
(3)	<u><i>Staff of 3rd Tier</i>^[1]</u>	
(a)	Number of staff	7
(b)	Comparable rank in civil service ^[2]	SWO; SOT
(c)	Post	Service Director
(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>	\$6,953,413 <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>	\$6,953,413 <i>(round up to the nearest dollar)</i>
(f)	Breakdown of (3) (e)	
	(i) Salary ^[4]	\$6,188,227
	(ii) Provident Fund	\$756,665
	(iii) Cash Allowance ^[5] (please specify if any:)	\$0
	(iv) Non-cash based Allowance ⁵ (please specify if any: Training subsidy)	\$8,520

(4) Review for changes^[7]

	2017-2018 (the year before)	2018-2019 (the reporting year)
(a) Total annual staff cost under SWD subvention in respect of the top three tiers [(1)(e)+(2)(e)+(3)(e)]	\$13,067,000	\$14,481,635

(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.

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

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

Part (B): Information on Staff Serving Their First Contract ^{[8] [9]}

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)	Complorable rank in civil service ^[2]	SWO		
(c)	Post	Service Director		
(d)	Total annual staff costs ^[3]	567,355		
(e)	Total annual staff costs under SWD subventions (e)= [(g)(i)+(ii)+Iiii)+(iv)]	567,355		
(f)	Please specify the months covered if (e) was not incurred for the full year	8		
(g)	(i) Salary ^[4]	530,477		
(g)	(ii) Provident fund	35,918		
(g)	(iii) Cash allowance ^[5] (please specify if any)			
(g)	(iv) Non-cash based benefits ^[6] (please specify if any) training allowance	960		


Part C: Public Disclosure of the Review Report^[9]

Our organisation ~~*has disclosed / will disclose~~ (please specify the commencement date: 25 October 2019) the Review Report 2018-19 (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 D: Declaration by Chairperson

I declare that the information as provided in Part (A) and Part (C) 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 : 28/10/2019

(Revised September 2019)