

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

Review Report for the Reporting Year of 2020-21

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

To: Director of Social Welfare
(Attn: Subventions Section)
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[Please read the explanatory notes before completing this form. The completed form should reach Social Welfare Department (SWD) by 31 October 2021.]

Name of NGO (code) : HONG KONG JUVENILE CARE CENTRE (340)

Part (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 ^[2] | <u>SSWO</u> |
| (c) Post | <u>Head of Social Services</u> |
| (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable)
[I(d) should be equal to or greater than 1(e)] | <u>\$1,415,984</u> |
| (e) Total annual staff costs under SWD subventions
[I(e)=I(g)(i)+(ii)+(iii)+(iv)] | <u>\$1,415,984</u> |
| (f) Please specify the months covered if (1)(e) was not incurred for the full year: <u>N.A.</u> months | |
| (g) Breakdown of (1)(e) | |
| (i) Salary ^[4] | <u>\$1,232,334</u> |
| (ii) Provident fund | <u>\$183,650</u> |
| (iii) Cash allowance ^[5] (please specify if any:) | <u>\$ NIL</u> |
| (iv) Non-cash based benefits ^[6] (please specify if any:) | <u>\$ NIL</u> |

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

(a) Number of staff	4	
(b) Comparable rank in civil service ^[2]	ASWO	
(c) Post	Assistant Superintendent, Caseworker	
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) <i>[2(d) should be equal to or greater than 2(e)]</i>		<u>\$2,769,903</u> <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions <i>[2(e)=2(f)(i)+(ii)+(iii)+(iv)]</i>		<u>\$2,769,903</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[4]		<u>\$2,483,709</u>
(ii) Provident fund		<u>\$286,194</u>
(iii) Cash allowance ^[5] (please specify if any:)		<u>\$ NIL</u>
(iv) Non-cash based benefits ^[6] (please specify if any:)		<u>\$ NIL</u>

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

(a) Number of staff	2	
(b) Comparable rank in civil service ^[2]	SSWA	
(c) Post	Caseworker-in-charge, Executive Officer	
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) <i>[3(d) should be equal to or greater than 3(e)]</i>		<u>\$1,765,998</u> <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions <i>[3(e)=3(f)(i)+(ii)+(iii)+(iv)]</i>		<u>\$1,765,998</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ^[4]		<u>\$1,537,738</u>
(ii) Provident fund		<u>\$228,260</u>
(iii) Cash allowance ^[5] (please specify if any:)	<u>\$ NIL</u>
(iv) Non-cash based benefits ^[6] (please specify if any:)	<u>\$ NIL</u>

(4) Review for changes ^[7]

	<u>2019-20</u> (the year before)	<u>2020-21</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>\$5,550,762</u>	<u>\$5,951,885</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 change** in their remunerations 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 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 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):
