

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

(a) Number of staff	1	
(b) Comparable rank in civil service ^[2]	Senior Social Work Officer	
(c) Post	Service Director (Social Service)	
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$1,674,745</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>\$1,635,855</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[4]		<u>\$1,266,073</u>
(ii) Provident fund		<u>\$208,296</u>
(iii) Cash allowance ^[5] (please specify if any: Acting allowance for Chief Executive post for 1 year)		<u>\$161,486</u>
(iv) Non-cash based benefits ^[6] (please specify if any:)		<u>\$0</u>

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

(a) Number of staff	5	
(b) Comparable rank in civil service ^[2]	Social Work Officer/Assistant Social Work Officer	
(c) Post	Youth Manager/Rehab. Managers/Financial Manager/HR & Admin Manager	
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$3,947,277</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>\$3,947,277</u> <i>(round up to the nearest dollar)</i>

- (f) Breakdown of (3)(e)
- (i) Salary ^[4] \$3,583,300
 - (ii) Provident fund \$363,977
 - (iii) Cash allowance ^[5] (please specify if any:) \$0
 - (iv) Non-cash based benefits ^[6] (please specify if any:) \$0

(4) Review for changes ^[7]

	<u>2017-18</u> (the year before)	<u>2018-19</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>\$5,322,238</u>	<u>\$5,583,132</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):

Apart from the upward pay adjustment in accordance with Civil Service Pay

adjustment, a staff from the fourth tier was promoted to Rehab. Manager from

1 Dec 2018.
