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 (Attn: Subvention 38/F, Dah Sing Fi 248 Queen's Road Wan Chai, Hong I	ns Section) nancial Centre, l East		,		•		
Fax	x No. : 2575 6537 or 6	email at suenq@sv	vd.gov.hk					
-	ease read the explana ial Welfare Departme	-		The con	apleted form s	hou	ld red	ach
Naı	me of NGO (code):_		STEWARDS			_(_	684	_)
<u>Par</u>	t (A): Remuneration	n Packages						
Info	ormation of my staff in	n the top three tiers	-					
(1)	Staff of 1st Tier [1]							
(a)	Number of staff	1						
(b)	Comparable rank is civil service [2]	n Senior Social Wo	rk Officer					
(c)	Post	Chief Executive						
(d)	Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) $[1(d)$ should be equal to or greater than $1(e)$				\$1,325,906 (round up to dollar)	the	near	est
(e)	Total annual staff costs under SWD subventions $[1(e)=1(g)(i)+(ii)+(iii)+(iv)]$			\$1,127,279 (round up to dollar)	the	near	est	
(f)	Please specify the m	onths covered if (1)	(e) was not incurred to	for the fi	ıll year:		mont	ths
(f) Please specify the months covered if (1)(e) was not incurred for the full year:n(g) Breakdown of (1)(e)								
(6)	(i) Salary [4]				\$1,022,108			
	(ii) Provident fund				\$53,598			
	(iii) Cash allowance [5] (please specify if any:			\$49,850				

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\$1,723

(iv) Non-cash based benefits [6] (Medical insurance

<i>(2)</i>	Staff of 2 nd Tier [1]						
(a)	Number of staff	1					
(b)	Comparable rank in Senior Social Work Officer						
(c)	Post	Service Director (Social Service)					
(d)	subventions, if applie	sts $^{[3]}$ (including those not under SWD cable) $^{[3]}$ to or greater than $^{[3]}$ (round up to the near dollar)					
(e)	Total annual staff cos $[2(e)=2(f)(i)+(ii)+(ii)$	sts under SWD subventions $(ii)+(iv)$		\$1,197,498 (round up to the nearest dollar)			
(f)	Breakdown of (2)(e)						
	(i) Salary [4]			\$1,131,293			
	(ii) Provident fund			\$64,482			
	(iii) Cash allowance [5] (please specify if any:			\$0			
	(iv) Non-cash based benefits [6] (Medical insurance)	\$1,723			
(3)	Staff of 3 rd 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)	subventions, if applic	[qual to or greater than $3(e)$] (round up to the nearest					
				dollar)			
(e)	Total annual staff costs under SWD subventions $[3(e)=3(f)(i)+(ii)+(iii)+(iv)]$		\$4,662,816				
				(round up to the nearest dollar)			

(f)	Breakdown of (3)(e)						
	(i) Salary ^[4]		\$4,388,631				
	(ii) Provident fund		\$265,570				
	(iii) Cash allowance [5] (please specify if any:)	\$0				
	(iv) Non-cash based benefits [6] (Medical insu	irance)	\$8,615				
(4)	Review for changes [7]	2019-20 (the year before)	2020-21 (the reporting year)				
(a)	Total annual staff costs under SWD subventions in respect of the top three tiers $[(1)(e)+(2)(e)+(3)(e)]$	\$6,944,412	\$6,987,592				
(b)	b) Please tick and complete the following as appropriate to state the result of your review -						
	I have reviewed the remuneration pround no change in their remuneration pround change(s) in their remuneration pround changes and reasons for the content of the part of the pround changes and reasons for the bottom of the pround changes and reasons for the bottom of the pround changes and pround changes are given at the bottom of the bottom. Increase/decrease of number of the bottom of the bottom. Other circumstances (details are pround the pround changes are additional sheet as a staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the ex-Financial Manager retired in A staff from the fourth tier was pround the fourth tier wa	ons as compared with the packages of the staff in tions as compared with a resuch changes are stated at the bottom). In the bottom of the the bottom of the top three than the bottom of the top three than the bottom of the top three than the bottom. In the packages of the staff in the bottom of the top three than the bottom of the top three the bottom of	ne preceding year. In the top three tiers and the preceding year. The ed below — with Civil Service Pay Service Pay Adjustment and of top three tier posts tiers (details are given at				