Annex II

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

Review Report for the Reporting Year of 2016-17

Name of NGO (code) : <u>The Salvation Army (584)</u>

Part A: Remuneration Packages

Information of my staff in the top three tiers -

(1)	Staff of 1 st Tier ¹				
(a)	Number of staff	1			
(b)	Comparable rank in civil service	CSWO			
(c)	Post	Social Services Director			
(d)	 Total annual staff costs ² (including those not under SWD subventions, if applicable) [1(d) should be equal to or greater than 1(e)] 		\$1,683,393 (round up to dollar)		
(e)	Total annual staff cost [1(e)=1(g)(i)+(ii)+(iii)	s under SWD subventions $i(i+(iv))$	\$1,683,393 (round up to dollar)		
(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		\$1,463,820		
	(ii) Provident Fund		\$ 219,573		
	(iii) Cash Allowance	⁴ (please specify if any:) <u>\$ -</u>		
	(iv) Non-cash based I	Benefits ⁵ (please specify if any:) \$ -		

2)	Staff of 2 nd Tier ¹			
(a)	Number of staff	3		
(b)	Comparable rank in civil service	SSWO		
(c)	Post	Chief Manager		
(d) (e)	Total annual staff costs ² (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than $2(e)$] Total annual staff costs under SWD subventions		\$4,343,843 (round up to dollar)	
(0)	[2(e)=2(f)(i)+(ii)+(iii)]			\$4,343,843 (round up to dollar)
(f)	Breakdown of (2)(e)			
	(i) Salary ³			\$3,777,255
	(ii) Provident Fund			\$ 566,588
	(iii) Cash Allowance	⁴ (please specify if any:)	\$ -
	(iv) Non-cash based I	Benefits ⁵ (please specify if any:)	\$ -
(3)	Staff of 3 rd Tier ¹			
(3) (a)	Staff of 3 rd Tier ¹ Number of staff	18		
(a)		18 SWO		
(a)	Number of staff Comparable rank in			
(a) (b)	Number of staff Comparable rank in civil service Post Total annual staff cost subventions, if applica	SWO Service Supervisor ts ² (including those not under SWD		\$17,907,680 (round up to dollar)
(a) (b) (c)	Number of staff Comparable rank in civil service Post Total annual staff cost subventions, if applica [3(d) should be equal	SWO Service Supervisor ts ² (including those not under SWD able) to or greater than 3(e)] ts under SWD subventions		
 (a) (b) (c) (d) 	Number of staff Comparable rank in civil service Post Total annual staff cost subventions, if applica [<i>3(d) should be equal</i> Total annual staff cost	SWO Service Supervisor ts ² (including those not under SWD able) to or greater than 3(e)] ts under SWD subventions		(round up to dollar) \$17,907,680
 (a) (b) (c) (d) (e) 	Number of staff Comparable rank in civil service Post Total annual staff cost subventions, if applica [$3(d)$ should be equal Total annual staff cost [$3e=3(f)(i)+(ii)+(ii$	SWO Service Supervisor ts ² (including those not under SWD able) to or greater than 3(e)] ts under SWD subventions		(round up to dollar) \$17,907,680
 (a) (b) (c) (d) (e) 	Number of staff Comparable rank in civil service Post Total annual staff cost subventions, if applica [$3(d)$ should be equal Total annual staff cost [$3e=3(f)(i)+(ii)+(ii$	SWO Service Supervisor ts ² (including those not under SWD able) to or greater than 3(e)] ts under SWD subventions		(round up to dollar) \$17,907,680 (round up to dollar)
 (a) (b) (c) (d) (e) 	Number of staff Comparable rank in civil service Post Total annual staff cost subventions, if applica [$3(d)$ should be equal Total annual staff cost [$3e=3(f)(i)+(ii)+(ii$	SWO Service Supervisor ts ² (including those not under SWD able) to or greater than 3(e)] ts under SWD subventions)	(round up to dollar) \$17,907,680 (round up to dollar) \$15,944,633

Review for changes

	2015-16	2016-17
	(the year before)	(the reporting year)
(1) Total annual staff costs under SWD		
subventions in respect of the top three tiers	\$20,856,228	\$23,934,916

(2) 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.)

Salary adjustment in year 2016/17 and staff turnover under the 3rd tier.