Annex II

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

Review Report for the Reporting Year of 2017-18

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)	subventions, if applicable) <u>\$1</u>			\$1,715,064 (round up to dollar)	
(e)	Total annual staff cost [$1(e)=1(g)(i)+(ii)+(ii)$	is under SWD subventions $(i)+(iv)$]		\$1,715,064 (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			\$1,491,360	
	(ii) Provident Fund			\$ 223,704	
	(iii) Cash Allowance	⁴ (please specify if any:)	\$ -	
	(iv) Non-cash based l	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)	Total annual staff costs ² (including those not under SWD subventions, if applicable) $[2(d)$ should be equal to or greater than $2(e)$]			\$3,633,513 (round up to dollar)
(e)	Total annual staff cost $[2(e)=2(f)(i)+(ii)+(iii)]$	ts under SWD subventions $(+(iv)]$		\$3,633,513 (round up to dollar)
(f)	Breakdown of (2)(e)			
	(i) Salary ³			\$3,205,106
	(ii) Provident Fund			\$ 428,407
	(iii) Cash Allowance	⁴ (please specify if any:)	\$ -
	(iv) Non-cash based I	Benefits ⁵ (please specify if any:)	\$ -
(3) (a)	<u>Staff of 3rd Tier</u> ¹ Number of staff	19		
(b)	Comparable rank in civil service	SWO		
(c)	Post	Service Supervisor/Chief Officer		
(d)	Total annual staff costs ² (including those not under SWD subventions, if applicable) [$3(d)$ should be equal to or greater than $3(e)$]			\$19,188,458 (round up to dollar)
(e)	Total annual staff costs under SWD subventions $[3e=3(f)(i)+(ii)+(iii)+(iv)]$			\$19,188,458 (round up to dollar)
(f)	Breakdown of (3)(e)			
	(i) Salary ³			\$17,031,686
	(ii) Provident Fund			\$ 2,156,772
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	(III) Cash Allowance	⁴ (please specify if any:)	<u> </u>

Review for changes

	2016-17	<u>2017-18</u>
	(the year before)	(the reporting year)
(1) Total annual staff costs under SWD		
subventions in respect of the top three tiers	\$23,934,916	\$24,537,035

(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 2017/18 and staff turnover under the 2rd tier.