

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

Review Report for the Reporting Year of 2019-20

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

To: Director of Social Welfare
(Attn: Subventions Section)
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248 Queen's Road East
Wan Chai, Hong Kong

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[Please read the explanatory notes before completing this form. The completed form should reach SWD by 28 February 2021.]

Name of NGO (code) : The Salvation Army (584)

Part A: Remuneration Packages

Information of my staff in the top three tiers -

(1) Staff of 1st 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) \$ 1,805,373
[1(d) should be equal to or greater than 1(e)] *(round up to the nearest dollar)*

(e) Total annual staff costs under SWD subventions \$ 1,805,373
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] *(round up to the nearest 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 ^{13]}	\$ 1,550,960
(ii) Provident fund	\$ 232,644
(iii) Cash allowance ^{14]} (please specify if any:)	\$ -
(iv) Non-cash based benefits ^{15]} (medical insurance, workman compensation)	\$ 21,769

(2) **Staff of 2nd Tier** ^{11]}

(a) Number of staff	4	
(b) Comparable rank in civil service	CSWO / SSWO	
(c) Post	Assistant Social Services Director / Chief Manager	
(d) Total annual staff costs ^{12]} (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		\$ 5,551,246 <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		\$ 5,551,246 <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^{13]}		\$ 4,929,680
(ii) Provident fund		\$ 554,065
(iii) Cash allowance ^{14]} (please specify if any:)		\$ -
(iv) Non-cash based benefits ^{15]} (medical insurance, workman compensation)		\$ 67,501

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

(a) Number of staff	18	
(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) <i>[3(d) should be equal to or greater than 3(e)]</i>		<u>\$ 20,086,684</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>\$ 20,086,684</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (3)(e)		
(i) Salary ^[3]		<u>\$ 17,650,731</u>
(ii) Provident fund		<u>\$ 2,189,549</u>
(iii) Cash allowance ^[4] (please specify if any:)	<u>\$ -</u>
(iv) Non-cash based benefits ^[5] (medical insurance, workman compensation)		<u>\$ 246,404</u>

(4) Any staff in the top three tiers serving their first contract ^[6] in 2019-20?

**Please tick as appropriate.*

* Yes (Please provide supplementary information on the next page and use additional sheet as necessary)

* No

(5) Review for changes ^[7]

	<u>2018-19</u> (the year before)	<u>2019-20</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>\$25,509,998</u>	<u>\$27,443,303</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 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.)

Increase in amount of remuneration is related to annual salary adjustments and full year
promotion adjustments for CMs in current year while 3-month promotion adjustments for
CMs in last year.