

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

Review Report for the Reporting Year of 2016-17  
(to be completed if not exempt from the Government Guidelines)

To: Director of Social Welfare  
(Attn : Subventions Section)  
38/F, Sunlight Tower,  
248 Queen's Road East  
Wan Chai, Hong Kong  
Fax No. : 2575 6537

[Please read the explanatory notes before completing this proforma. The completed proforma should reach SWD by 31 October of each reporting year.]

Name of NGO (code) : Chung Shak Hei (Cheung Chau) Home for the Aged Ltd. (164)

Part A : Remuneration Packages

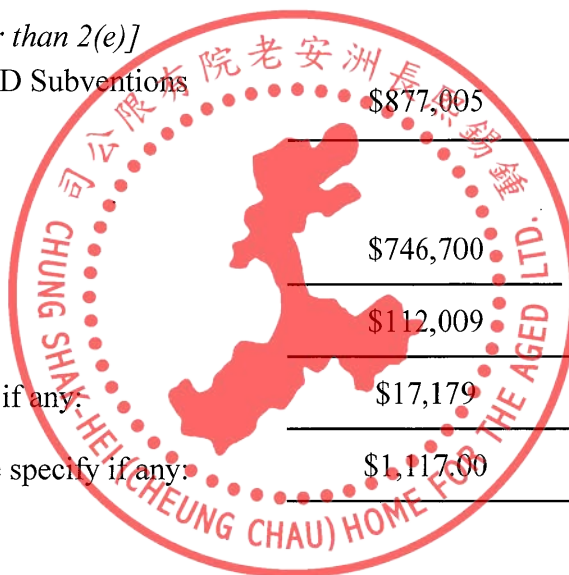
Information of my staff in the top three tiers-

(1) <u>Staff of 1<sup>st</sup> Tier<sup>1</sup></u>		
(a) Number of staff	1	
(b) Comparable rank in civil service	SEO	
(c) Post	總幹事	
(d) Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) [1(d) should be equal to or greater than 1(e)]	\$874,144	
(e) Total annual staff costs under SWD Subventions [1(e)=1(g)(i)+(ii)+(iii)+(iv)]	\$874,144	
(f) Please specify the months covered if (1)(e) was not incurred for the full year:	0 months	
(g) Breakdown of (1) (e)		
(i) Salary <sup>3</sup>	\$809,520	
(ii) Provident Fund	\$57,983	
(iii) Cash Allowance <sup>4</sup> please specify if any:	\$2,000	(勤工獎)
(iv) Non-cash based Benefits <sup>5</sup> please specify if any:	\$4,641	(培訓 & 醫療津貼)

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(2) <u>Staff of 2<sup>nd</sup> Tier</u> <sup>1</sup>			
(a)	Number of staff	1	
(b)	Comparable rank in civil service	EO	
(c)	Post	副總幹事	
(d)	Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) <i>[2(d) should be equal to or greater than 2(e)]</i>	\$877,005	
(e)	Total annual staff costs under SWD Subventions <i>[2(e)=2(f)(i)+(ii)+(iii)+(iv)]</i>	\$877,005	
(f)	Breakdown of (2) (e)		
(i)	Salary <sup>3</sup>	\$746,700	
(ii)	Provident Fund	\$112,009	
(iii)	Cash Allowance <sup>4</sup> please specify if any:	\$17,179	(勤工獎+青航計劃+假期換薪)
(iv)	Non-cash based Benefits <sup>5</sup> please specify if any:	\$1,117.00	(培訓 & 醫療津貼)
(3) <u>Staff of 3<sup>rd</sup> Tier</u> <sup>1</sup>			
(a)	Number of staff	4	
(b)	Comparable rank in civil service	ASWO x 2 / OT I x 1 / CO x 1	
(c)	Post	院長 x 2, 中心主任 x 1, 行政部主任 x 1	
(d)	Total annual staff costs <sup>2</sup> (including those not under SWD subventions, if applicable) <i>[3(d) should be equal to or greater than 3(e)]</i>	\$2,146,722	
(e)	Total annual staff costs under SWD Subventions <i>[3(e)=3(f)(i)+(ii)+(iii)+(iv)]</i>	\$2,146,722	
(f)	Breakdown of (3) (e)		
(i)	Salary <sup>3</sup>	\$1,930,040	
(ii)	Provident Fund	\$173,887	
(iii)	Cash Allowance <sup>4</sup> please specify if any	\$23,541	(勤工獎+青航計劃+假期換薪)
(iv)	Non-cash based Benefits <sup>5</sup> , please specify if any	\$19,254.00	(培訓 & 醫療津貼)



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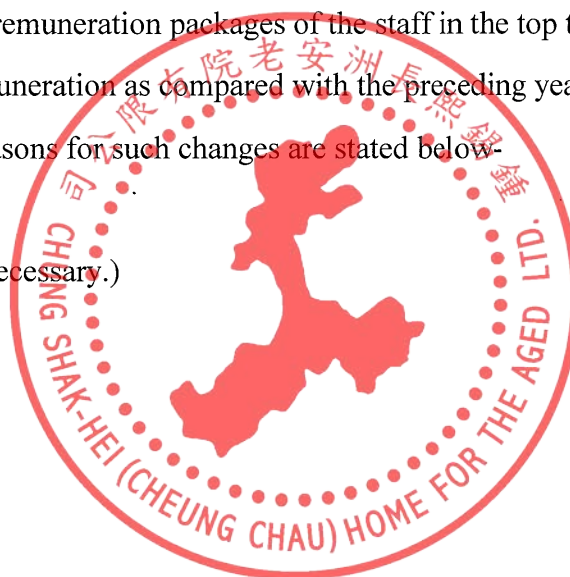
**Review for changes**

	2015-2016	2016-2017
	(the year before)	(the reporting year)
(1) Total annual staff costs under SWD subventions in respect of the top three tiers	\$3,643,812	\$3,897,871

(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.)



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