

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

Self Assessment Report for the Reporting Year of 2019-20

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 or email at suenq@swd.gov.hk

[Please read the explanatory notes before completing this form. The completed form should reach Social Welfare Department (SWD) by 11 December 2020.]

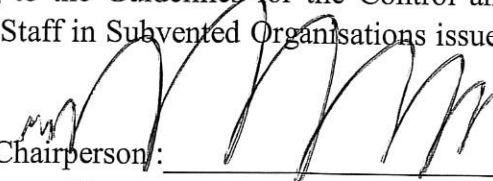
Kiangsu Chekiang and Shanghai Residents (Hong Kong)
Name of NGO (code): Association (424)

1. The average recurrent subventions^(Note 1) which my organisation received from SWD during the past four years from 2015-16 to 2018-19 (excluding the reporting year) amount to \$35,779,344 which represents 88 % of my organisation's average operating income pertaining to welfare services/programmes^(Note 3) within the same period. The details are listed as follows -

Year ^(Note 2) (the four years before the reporting year)	Recurrent Subventions Received from SWD (round up to the nearest dollar) \$	Operating Income Pertaining to Welfare Services/Programmes ^(Note 3) (round up to the nearest dollar) \$
2015-16	32,317,493 (a)	36,803,660 (aa)
2016-17	34,791,331 (b)	39,090,805 (bb)
2017-18	36,436,565 (c)	41,132,080 (cc)
2018-19	39,571,989 (d)	44,385,755 (dd)
Average: (e) = [(a)+(b)+(c)+(d)] / 4 (f) = [(aa)+(bb)+(cc)+(dd)] / 4	35,779,344 (e)	40,353,075 (f)
Average annual recurrent subventions / Average annual operating income [(e) / (f) × 100%]	88 %	

2. I declare that for this reporting year, my organisation ~~is~~ / **is not*** exempt from conducting an annual review of my staff in the top three tiers according to the Guidelines for the Control and Monitoring of Remuneration Practices in Respect of Senior Staff in Subvented Organisations issued in 2018.

Contact Person : Mr. WONG PAK HUNG
Title : Superintendent (SWO)
Tel. : 2467 5967
Email Address : tuenmunhostel@tmh.kcsra.org

Signature of Chairperson: 
Name : Mr. CHOW WAI WAI, JOHN
Tel. : 2467 5967
Date : 16.11.2020

*Delete as appropriate

(2) Staff of 2nd Tier ^[1]

- (a) Number of staff 1
- (b) Comparable rank in civil service ^[2] Chief Social Work Assistant (CSWA)
- (c) Post Superintendent
- (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable)
[2(d) should be equal to or greater than 2(e)] \$1,242,273
(round up to the nearest dollar)
- (e) Total annual staff costs under SWD subventions
[2(e)=2(f)(i)+(ii)+(iii)+(iv)] \$1,242,273
(round up to the nearest dollar)
- (f) Breakdown of (2)(e)
- (i) Salary ^[4] \$1,070,146
- (ii) Provident fund \$160,527
- (iii) Cash allowance ^[5] (please specify if any: Food Allowance, Special Allowance in respect of COVID-19)) \$11,600
- (iv) Non-cash based benefits ^[6] (please specify if any:) \$0

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

- (a) Number of staff 1
- (b) Comparable rank in civil service ^[2] Nursing Officer (NO)
- (c) Post Nursing Officer
- (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable)
[3(d) should be equal to or greater than 3(e)] \$819,736
(round up to the nearest dollar)
- (e) Total annual staff costs under SWD subventions
[3(e)=3(f)(i)+(ii)+(iii)+(iv)] \$819,736
(round up to the nearest dollar)

(f) Breakdown of (3)(e)

(i) Salary ^[4]	<u>\$759,656</u>
(ii) Provident fund	<u>\$24,480</u>
(iii) Cash allowance ^[5] (please specify if any: Reward/Excellent Performance, Food Allowance, Special Allowance in respect of COVID-19)	<u>\$35,600</u>
(iv) Non-cash based benefits ^[6] (please specify if any:)	<u>\$0</u>

(4) 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>\$3,104,594</u>	<u>\$3,336,623</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 change** in their remunerations as compared with the preceding year.
- ☒* I have reviewed the remuneration packages of the staff in the top three tiers and **found change(s)** in their remunerations as compared with the preceding year. The tier(s) having changes and reasons for such changes are stated below –
- ☒ Upward/downward pay adjustment in accordance with Civil Service Pay Adjustment (details are given at the bottom).
 - ☒ Upward/downward pay adjustment other than Civil Service Pay Adjustment (details are given at the bottom).
 - ☐ Incremental creep (details are given at the bottom).
 - ☐ Organisational restructuring or upgrading/downgrading of top three tier posts (details are given at the bottom).
 - ☐ Increase/decrease of number of staff of the top three tiers (details are given at the bottom).
 - ☒ Other circumstances (details are given at the bottom).

Details (please use additional sheet as necessary):

The Special Allowance in respect of COVID-19 are given by SWD and the Salary is added by hostels.

Part (B): Information on Staff Serving Their First Contract ^[8] ^[9]

Please add column(s) where necessary.

**Please delete as appropriate.*

☒ There is no staff member serving his/her first contract in 2019-20.

☐ The following staff member(s) served his/her/their first contract in 2019-20. Details are as follows:

	Staff no. 1	Staff no. 2	Staff no. 3
(a) Tier ^[1]	1st/ 2nd/ 3rd*	1st/ 2nd/ 3rd*	1st/ 2nd/ 3rd*
(b) Comparable rank in civil service ^[2]			
(c) Post			
(d) Total annual staff costs ^[3]	\$	\$	\$
(e) Total annual staff costs under SWD subventions (e)=[(g)(i)+(ii)+(iii)+(iv)]	\$	\$	\$
(f) Please specify the months covered if (e) was not incurred for the full year			
(g) (i) Salary ^[4]	\$	\$	\$
(ii) Provident fund	\$	\$	\$
(iii) Cash allowance ^[5] (please specify if any)	\$	\$	\$
(iv) Non-cash based benefits ^[6] (please specify if any)	\$	\$	\$

Part (C): Public Disclosure of the Review Report ^[9]

Our organisation ~~*has disclosed~~ / will disclose (please specify the commencement date: 18.11.2020) the Review Report for 2019-20 (only Part (A)) through one or more of the following channels and will make it available to the public upon request -

(*Please delete as appropriate.)

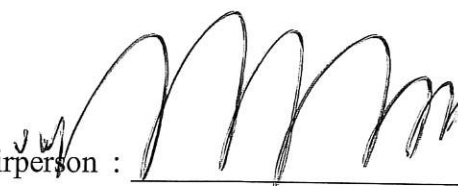
Channel(s) of Disclosure	
(Please tick as appropriate.)	
<input checked="" type="checkbox"/>	Posting the information prominently on the notice board(s) at the Central Administration Unit / Head Office / General Office.
<input type="checkbox"/>	Uploading the information to our website
<input type="checkbox"/>	Reporting the information in our Annual Report
<input checked="" type="checkbox"/>	Publishing the information through special circular(s), newsletter(s) or whatever means (please enclose the copy/copies for SWD's reference)

Part (D): Declaration by Chairperson

I declare that the information as provided in Parts (A) to (C) is correct.

Contact Person : Mr. WONG PAK HUNG

Signature of Chairperson :



Title : Superintendent(SWO)

Name

: Mr. CHOW WAI WAI

Tel. No. : 2467 5967

Tel. No.

: 2467 5967

Email Address : tuenmunhostel@tmh.kcsra.org

Date

: 16.11.2020

**Notes for Completing the Review Report on
Remuneration Packages for Staff in the Top Three Tiers
of Subvented Non-governmental Organisations**

- [1] The 1st tier staff is generally defined as the executive head of the NGO who is directly responsible to the NGO Board / Management Committee, the 2nd tier staff as senior staff directly responsible to the executive head of the NGO, and the 3rd tier staff as senior staff directly responsible to the 2nd tier staff.
- [2] For the comparable rank in civil service, NGOs may make reference to the information on “Salary Scale of Common Posts in the Non-governmental Organisations w.e.f. 1.4.2020” currently available at SWD website.
https://www.swd.gov.hk/storage/asset/section/728/en/Salary_Scales_of_Common-Posts_w.e.f._01.04.2020.pdf
- When there are no comparable jobs in civil service, reference should be made to market practices.
- [3] Total annual staff costs for a tier of staff are the total remuneration costs covering salary, provident fund, cash allowances and non-cash based allowances of all staff members of the tier incurred in the whole reporting year (i.e. from 1 April to 31 March under the reporting year).
- [4] Salary refers to the annual salary of respective staff for the whole reporting year, or the total salary of the employment period if the staff member is not employed for the whole reporting year.
- [5] Cash allowances such as responsibility allowance, housing allowance, hardship allowance, bonus, gratuity, overtime allowance, entertainment expenses, travelling expenses, etc.
- [6] Non-cash based benefits include fringe benefits such as medical / dental insurance, staff quarters, transportation and / or chauffeur, professional indemnity insurance, etc.
- [7] For Part (A)(4)(b), changes in remuneration amount may include significant upward / downward changes at 10% or more in total staff costs as compared with last reporting year, and/ or changes in the remuneration components.
- [8] For staff serving their first contracts, please give details of each of the staff member concerned in Part (B).
- [9] For public disclosure of the Review Report, only information in Part (A) will be disclosed.

- End -

Reply Slip

(Please reply on or before **11 December 2020**)

To : Subventions Section

Social Welfare Department

(Attn.: A(S)1)

(Fax: 2575 5632 or email at suenq@swd.gov.hk)

**Public Disclosure of Review Reports on
Remuneration Packages for Staff in the Top Three Tiers (RRs)
on the Social Welfare Department (SWD)'s Website**

Name of NGO : Kiangsu Chekiang and Shanghai Residents (Hong Kong) AssociationNGO Code : 424

I would like to inform you that our organisation has opted for the following arrangement*—

RR (if not exempt)☐

Our **2019-20 RR** has already been uploaded to our organisation's website.
Please display the following hyperlink on SWD's website:

☒

Please post up a copy of our **2019-20 RR** on SWD's website.

*Remark: Please tick a box as appropriate.

Signature of Organisation Head :

Name of Organisation Head : Mr. CHOW WAI WAI, JOHNPost Title : Agency HeadContact Person : Mr. WONG PAK HUNG(Superintendent-SWO)Telephone No. : 2467 5967Email Address : Tuenmunhostel@tmh.kcsra.org