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

Review Report for the Reporting Year of 2020-21

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

To: Director of Social Welfare
(Attn: Subventions Section)
38/F, Dah Sing Financial Centre,
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 31 October 2021.]

Name of NGO (code): Scout Association of Hong Kong – The Friends of Scouting (596)

Part (A): Remuneration Packages

Information of my staff in the top three tiers -

(1)	Staff of 1st Tier [1]						
(a)	Number of staff	4					
(b)	Comparable rank civil service [2]	in Social Work Officer and Executive Officer II					
(c)	Post	Supervisor and Executive Officer					
(d)	Total annual staff co subventions, if appli [1(d) should be equal	\$4,117,370 (round up to the nearest dollar)					
(e)	Total annual staff co $[I(e)=I(g)(i)+(ii)+(ii)]$	\$4,117,370 (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 [4]		\$3,674,410.00				
	(ii) Provident fund	\$434,138.00					
	(iii) Cash allowance Non-cash based						
	(iv) Accident Insura	\$7,217.12					

(2)	Staff of 2 nd Tier [1]							
(a)	Number of staff	36						
(b)	Comparable rank in civil service [2]							
(c)	Post	Assistant Social Work Officer						
(d)	Total annual staff cossubventions, if applications [2(d) should be equal	\$27,440,304 (round up to the nearest dollar)						
(e)	Total annual staff cos $[2(e)=2(f)(i)+(ii)+(ii)$	sts under SWD subventions $(i)+(iv)$	\$26,323,573 (round up to the nearest dollar)					
(f)	Breakdown of (2)(e)							
	(i) Salary [4]		\$24,091,887.00					
	(ii) Provident fund		\$2,139,484.08					
	(iii) Cash allowance	\$27,248.00						
	(iv) Non-cash based benefits ^[6] (please specify if any: Group Personal Accident Insurance and Group medical Insurance) \$64,954.08							
(3)	Staff of 3rd Tier [1]							
(a)	Number of staff	21						
(b)	Comparable rank in civil service [2]	Senior Social Work Assistant and Social Work	x Assistant					
(c)	Post	Senior Social Work Assistant and Social Work Assistant						
(d)	Total annual staff cos subventions, if applic [3(d) should be equal	\$14,085,247 (round up to the nearest dollar)						
(e)	Total annual staff $\cos [3(e)=3(f)(i)+(ii)+(ii)$	sts under SWD subventions $(i)+(iv)$	\$8,435,573 (round up to the nearest dollar)					

(f)	Brea	akdo	wn of	£(3)(e)							
	(i) Salary [4]				\$7,833,842.74						
	(ii)		vident	\$507,692.51							
	(iii)		sh allo l Actir	\$56,147.50							
			Non-cash based benefits ^[6] (please specify Personal Accident Insurance and Group m			\$37,889.88					
(4) Review for changes [7]											
					2019-20 (the year before)	$\frac{2020-21}{\text{(the reporting year)}}$					
(a) Total annual staff costs under SWD											
subventions in respect of the top three tiers $[(1)(e)+(2)(e)+(3)(e)]$ $= 35.9					\$35,943,816	\$38,876,516					
(b)	(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 I 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 post (details are given at the bottom).										
	Increase/decrease of number of staff of the top three tiers (details are given a the bottom).										
	Other circumstances (details are given at the bottom).										
	Details (please use additional sheet as necessary):										
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