

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

| | | |
|--|-----------------------------------|---|
| (a) Number of staff | 1 | |
| (b) Comparable rank in civil service ^[2] | Senior Social Work Officer | |
| (c) Post | Service Director (Social Service) | |
| (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)] | | <u>\$1,197,498</u> <i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)] | | <u>\$1,197,498</u> <i>(round up to the nearest dollar)</i> |
| (f) Breakdown of (2)(e) | | |
| (i) Salary ^[4] | | <u>\$1,131,293</u> |
| (ii) Provident fund | | <u>\$64,482</u> |
| (iii) Cash allowance ^[5] (please specify if any:) | | <u>\$0</u> |
| (iv) Non-cash based benefits ^[6] (Medical insurance) | | <u>\$1,723</u> |

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

| | | |
|--|--|---|
| (a) Number of staff | 5 | |
| (b) Comparable rank in civil service ^[2] | Social Work Officer/Assistant Social Work Officer | |
| (c) Post | Youth Manager/Rehab. Managers/Financial Manager/HR & Admin Manager | |
| (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)] | | <u>\$4,662,816</u> <i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions [3(e)=3(f)(i)+(ii)+(iii)+(iv)] | | <u>\$4,662,816</u> <i>(round up to the nearest dollar)</i> |

(f) Breakdown of (3)(e)

| | | |
|--|---|-------------|
| (i) Salary ^[4] | | \$4,388,631 |
| (ii) Provident fund | | \$265,570 |
| (iii) Cash allowance ^[5] (please specify if any: |) | \$0 |
| (iv) Non-cash based benefits ^[6] (Medical insurance |) | \$8,615 |

(4) Review for changes ^[7]

| | <u>2019-20</u> (the year before) | <u>2020-21</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)] | \$6,944,412 | \$6,987,592 |

(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):

A staff from the fourth tier was promoted to Financial Manager from 1 Sep 2020 as the ex-Financial Manager retired in Aug 2020
