


(1) Staff of First Tier (Note 3)

(a) Number of post (Note 4) 1

(b) Post or rank (Note 5) [Please add row if necessary]

Post or rank	
	Chief Executive

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[Please add row if necessary] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$ 1,382,913

[I(d) should be equal to or greater than I(e)]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 1,175,740

[I(e) = I(f)(i)+(ii)+(iii)+(iv)]

(f) Breakdown of (1)(e) under SWD subventions

(i) Salary (Note 8) \$ 1,066,074

(ii) Provident fund \$ 55,904

(iii) Cash allowance (Note 9) (please specify if any:)

Discretionary Bonus \$ 52,002

(iv) Non-cash based benefits (Note 10) (please specify if any:)

Medical Insurance \$ 1,760


(g) Comparable rank in civil service as assessed by SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

Remarks by NGO, if any:

(2) Staff of Second Tier (Note 3)

(a) Number of post (Note 4) 1


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	Service Director (Social Service)

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$ 1,240,785
 [*2(d) should be equal to or greater than 2(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 1,240,785
 [*2(e) = 2(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$ 1,180,024

(ii) Provident fund \$ 59,001

(iii) Cash allowance (Note 9) (please specify if any:) \$ 0

(iv) Non-cash based benefits (Note 10) (please specify if any:)
 Medicial Insurance \$ 1,760






(g) Comparable rank in civil service as assessed by SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

Remarks by NGO, if any:

(3) Staff of Third Tier (Note 3)

(a) Number of post (Note 4) 5


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	Youth Manager -
	Manager (Rehabilitation Service)
	Manager (Rehabilitation Service)
	HR & Admin Manager
	Financial Manager

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
	Manager (Rehabilitation Service)	5

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$ 4,030,607

[*3(d) should be equal to or greater than 3(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 4,030,607

[*3(e) = 3(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (3)(e) under SWD subventions

(i) Salary (Note 8) \$ 3,792,043

(ii) Provident fund \$ 231,525

(iii) Cash allowance (Note 9) (please specify if any:) \$ 0

(iv) Non-cash based benefits (Note 10) (please specify if any:)
Medical Insurance \$ 7,039

(g) Comparable rank in civil service as assessed by SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

Remarks by NGO, if any:

Part (B): Remuneration Packages for Staff Serving the First Contract (Note 1)


Information of staff in the top three tiers serving the first contract. (Note 2)

Please skip this part if there is no staff member serving his/her first contract in 2021-22.

(1) Staff of First Tier (Note 3)

(a) Number of post (Note 4)


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$

[*1(d) should be equal to or greater than 1(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 0

[*1(e) = 1(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$

(ii) Provident fund \$

(iii) Cash allowance (Note 9) (please specify if any:) \$

(iv) Non-cash based benefits (Note 10) (please specify if any:) \$


(g) Comparable rank in civil service as assessed by SWD (Note 11)

Remarks by NGO, if any:

(2) Staff of Second Tier (Note 3)

(a) Number of post (Note 4)


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

	Post or rank	Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$

[*2(d) should be equal to or greater than 2(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 0

[*2(e) = 2(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$

(ii) Provident fund \$

(iii) Cash allowance (Note 9) (please specify if any:) \$

(iv) Non-cash based benefits (Note 10) (please specify if any:) \$


(g) Comparable rank in civil service as assessed by SWD (Note 11)

Remarks by NGO, if any:

(3) Staff of Third Tier (Note 3)

(a) Number of post (Note 4) 1


(b) Post or rank (Note 5) [Please add row if necessary]

Post or rank	
	Manager (Rehabilitation Service)

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[Please add row if necessary] #optional field

Post or rank		Month(s)
	Manager (Rehabilitation Service)	6.5

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$ 618,096

[3(d) should be equal to or greater than 3(e)]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 618,096

[3(e) = 3(f)(i)+(ii)+(iii)+(iv)]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$ 586,987

(ii) Provident fund \$ 29,349

(iii) Cash allowance (Note 9) (please specify if any:)
\$

(iv) Non-cash based benefits (Note 10) (please specify if any:)
Medical Insurance \$ 1,760

(g) Comparable rank in civil service as assessed by SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

Remarks by NGO, if any:

Part (C): Review for changes (Note 12)

	<u>2020-21</u> (the year before)	<u>2021-22</u> (the reporting year)
(a) Total annual staff costs under SWD		
subventions in respect of the top three tiers	\$ 6,987,592	\$7,065,228
<i>[Part (A)(1)(e)+(2)(e)+(3)(e)+ Part (B)(1)(e)+(2)(e)+(3)(e)]</i>		

(b) Please select and complete the following as appropriate to state the result of this review -

- The remuneration packages of staff in the top three tiers have been reviewed and **no change** was found in their remunerations as compared with the preceding year.
- The remuneration packages of staff in the top three tiers have been reviewed and **change(s)** was found 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, if any).
 - Upward/downward pay adjustment other than Civil Service Pay Adjustment (details are given at the bottom, if any).
 - Incremental creep (details are given at the bottom, if any).
 - Organisational restructuring or upgrading/downgrading of top three tier posts (details are given at the bottom, if any).
 - Increase/decrease in the number of staff of the top three tiers (details are given at the bottom, if any).
 - Other circumstances (please provide details in the box below).

Part (D): Public Disclosure of the Review Report (Note 13)

This organisation **has disclosed** / **will disclose** (please specify the commencement date:

20.10.2022) the Review Report for 2021-22 (only **Part (A) to (C)**) through one or more of the following means and will make it available to the public upon request -