

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

(a) Number of staff	<u>1</u>	
(b) Comparable rank in civil service	<u>Senior Social Work Officer</u>	
(c) Post	<u>Service Director (Social Service)</u>	
(d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$1,432,131</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>\$1,409,964</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[3]		<u>\$1,213,945</u>
(ii) Provident fund		<u>\$77,295</u>
(iii) Cash allowance ^[4] (please specify if any: Acting allowance for Chief Executive post for 6.3 months)		<u>\$118,724</u>
(iv) Non-cash based benefits ^[5] (please specify if any:)		<u>\$0</u>

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

(a) Number of staff	<u>4</u>	
(b) Comparable rank in civil service	<u>Social Work Officer/Assistant Social Work Officer</u>	
(c) Post	<u>Rehab. Managers/Financial Manager/HR & Admin Manager</u>	
(d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$3,306,124</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>\$3,306,124</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ^[3]		<u>\$3,124,510</u>
(ii) Provident fund		<u>\$181,614</u>
(iii) Cash allowance ^[4] (please specify if any:)	<u>\$0</u>
(iv) Non-cash based benefits ^[5] (please specify if any:)	<u>\$0</u>

(4) Any staff in the top three tiers serving their first contract ^[6] in 2017-18?

**Please tick as appropriate.*

* Yes (Please provide supplementary information on the next page and use additional sheet as necessary)

* No

(5) Review for changes ^[7]

	<u>2016-17</u> (the year before)	<u>2017-18</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>\$5,494,792</u>	<u>\$5,322,237</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 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.)

The decrease in remuneration in 2017-18 as compared with 2016-17 mainly due to the resignation of Chief Executive on 21 Sept 2017 and our Service Director (Social Service) acting for this post with an acting allowance.