

**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, 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 31 October 2021.]

Name of NGO (code) : EFCC-Evangel Children's Home (200)

Part (A): Remuneration Packages

Information of my staff in the top three tiers -

(1) Staff of 1st Tier ^[1]

(a) Number of staff One

(b) Comparable rank in civil service ^[2] ASWO

(c) Post Superintendent

(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) \$1,025,177
[1(d) should be equal to or greater than 1(e)] (round up to the nearest dollar)

(e) Total annual staff costs under SWD subventions \$1,025,177
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] (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] \$ 885,300

(ii) Provident fund \$133,719

(iii) Cash allowance ^[5] (please specify if any:special allowance for SRCSU of COVID-19) \$ 6,158

(iv) Non-cash based benefits ^[6] (please specify if any: _____) \$ _____

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

- (a) Number of staff One
- (b) Comparable rank in civil service ^[2] ASWO
- (c) Post Deputy Superintendent
- (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) \$ 780,998
[2(d) should be equal to or greater than 2(e)]
(round up to the nearest dollar)
- (e) Total annual staff costs under SWD subventions \$ 780,998
[2(e)=2(f)(i)+(ii)+(iii)+(iv)]
(round up to the nearest dollar)
- (f) Breakdown of (2)(e)
- (i) Salary ^[4] \$ 671,940
- (ii) Provident fund \$ 101,869
- (iii) Cash allowance ^[5] (please specify if any: special allowance for SRCSU of COVID-19) \$7,189
- (iv) Non-cash based benefits ^[6] (please specify if any:) \$

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

- (a) Number of staff One
- (b) Comparable rank in civil service ^[2] SSWA
- (c) Post Supervisor
- (d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) \$ 683,008
[3(d) should be equal to or greater than 3(e)]
(round up to the nearest dollar)
- (e) Total annual staff costs under SWD subventions \$ 683,008
[3(e)=3(f)(i)+(ii)+(iii)+(iv)]
(round up to the nearest dollar)

(f) Breakdown of (3)(e)

(i) Salary ^{14]}	\$ 586,320
(ii) Provident fund	\$89,088
(iii) Cash allowance ^{15]} (please specify if any: special allowance for SRCSU of COVID-19)	\$7,600
(iv) Non-cash based benefits ^{16]} (please specify if any:)	\$

(4) Review for changes ^{17]}

	<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)]	\$ 2,492,485	\$ 2,489,183

(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):

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 2020-21.

The following staff member(s) served his/her/their first contract in 2020-21. 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: 1.11.2021) the Review Report for 2020-21 (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	
<i>(Please tick as appropriate.)</i>	
<input type="checkbox"/>	Posting the information prominently on the notice board(s) at the Central Administration Unit / Head Office
<input checked="" type="checkbox"/>	Uploading the information to our website
<input type="checkbox"/>	Reporting the information in our Annual Report
<input 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 : Ms. Vivian Law
 Title : Superintendent
 Tel. : 2323 8224 Ext. 112
 Email Address : vivian@ech.org.hk

Signature of Chairperson : 
 Name : Mr Law Kai Hong
 Tel. : 2323 8224
 Date : 6.10.2021