

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

Review Report for the Reporting Year of 2017-18

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

To: Director of Social Welfare
(Attn: Subventions Section)
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Wan Chai, Hong Kong

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[Please read the explanatory notes before completing this form. The completed form should reach SWD by 28 February 2019.]

Name of NGO (code) : **TUNG WAH GROUP OF HOSPITALS (744)**

Part A: Remuneration Packages

Information of my staff in the top three tiers -

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

(a) Number of staff 1

(b) Comparable rank in civil service Comparable to Directorate D2

(c) Post Community Services Secretary

(d) Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) \$2,750,054
[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 \$2,750,054
[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 ^[3] \$2,296,415

(ii) Provident fund \$179,120

(iii) Cash allowance ^[4] (please specify if any: Performance-based incentive) \$274,519

(iv) Non-cash based benefits ^[5] (please specify if any:) \$0

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

(a) Number of staff	<u>5</u>	
(b) Comparable rank in civil service	<u>Comparable to Chief Social Work Officer, Senior Social Work Officer, Senior Executive Officer</u>	
(c) Post	<u>Assistant Community Services Secretary, Planning & Development Officer</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>\$6,779,005</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>\$6,779,005</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[3]		<u>\$5,827,371</u>
(ii) Provident fund		<u>\$442,312</u>
(iii) Cash allowance ^[4] (please specify if any: Performance-based incentive)		<u>\$509,322</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>7</u>	
(b) Comparable rank in civil service	<u>Comparable to Senior Social Work Officer, Social Work Officer</u>	
(c) Post	<u>District Coordinator</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>\$8,610,747</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>\$8,610,747</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ¹³	\$7,252,195
(ii) Provident fund	\$1,087,830
(iii) Cash allowance ¹⁴ (please specify if any: responsibility allowance & other incentive payment)	\$270,722
(iv) Non-cash based benefits ¹⁵ (please specify if any:)	\$0

(4) Any staff in the top three tiers serving their first contract ¹⁶ 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 ¹⁷

	<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)]	\$17,784,489	\$18,139,806

(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.)

(6) For Staff Serving Their First Contract

Please add column(s) where necessary.

*Please delete as appropriate.

	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			
(c) Post			
(d) Total annual staff costs ^[2]	\$	\$	\$
(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	\$	\$	\$
(g) (ii) Provident fund	\$	\$	\$
(g) (iii) Cash allowance (please specify if any)	\$	\$	\$
(g) (iv) Non-cash based benefits (please specify if any)	\$	\$	\$