

(2) Staff of 2nd Tier ¹

(a) Number of staff	1		
(b) Comparable rank in civil service	SWO		
(c) Post	Assistant Chief Executive Officer (Service)		
(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)]		\$ 1,007,045 <i>(round up to dollar)</i>	
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		\$ 1,007,045 <i>(round up to dollar)</i>	
(f) Breakdown of (2)(e)			
(i) Salary ³		\$ 941,760	
(ii) Provident Fund		\$ 65,285	
(iii) Cash Allowance ⁴ (please specify if any:)		\$ 0	
(iv) Non-cash based Benefits ⁵ (please specify if any:)		\$ 0	

(3) Staff of 3rd Tier ¹

(a) Number of staff	3		
(b) Comparable rank in civil service	3 SWO		
(c) Post	Superintendents		
(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)]		\$ 2,693,136 <i>(round up to dollar)</i>	
(e) Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)]		\$ 2,693,136 <i>(round up to dollar)</i>	
(f) Breakdown of (3)(e)			
(i) Salary ³		\$ 2,366,997	
(ii) Provident Fund		\$ 293,309	
(iii) Cash Allowance ⁴ (please specify if any: Geographical Gratuity)		\$ 32,830	
(iv) Non-cash based Benefits ⁵ (please specify if any:)		\$ 0	

Review for changes

	<u>2015-16</u> (the year before)	<u>2016-17</u> (the reporting year)
(1) Total annual staff costs under SWD subventions in respect of the top three tiers	<u>\$ 5,265,052</u>	<u>\$ 4,947,851</u>

(2) 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.)

Why Responsibility Allowance to the CEO?

The allowance given to the CEO has nothing to do with the implementation of Lump Sum Grant in 2001.

The responsibility allowance given to the Director of the Society (now known as CEO) originated from 1988 when he was then the Superintendent of Mark Memorial Home.

At that time, both the Superintendent and Assistant Superintendent was at the rank of ASWO (Assistant Social Work Officer). To recognize the heavier duties and responsibilities of the Superintendent and not to deviate from the Government's Master Pay Scale, the Executive Committee granted him a responsibility allowance, which was equivalent to 2 incremental points.

In 1993, both the Director and the Superintendent of our large homes were at the rank of SWO (Social Work Officer). Again, to recognize the heavier duties and responsibilities of the Director, the Executive Committee granted him a responsibility allowance, which was equivalent to 3 incremental points. The amount of responsibility allowance is not entitled to contributions to provident fund.

At present, the CEO, the Assistant CEO and Superintendents are still at the same rank (SWO).