

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

(a) Number of staff	<u>8</u>
(b) Comparable rank in civil service ^[2]	<u>Social Work Officer, Assistant Social Work Officer, Clinical Psychologist, Accounting Officer II, Executive Officer II</u>
(c) Post	<u>Deputy General Secretary, Service Supervisor, Clinical Psychologist, Accounting Officer I, Executive Officer I</u>
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]	<u>\$5,999,154.74</u> (round up to the nearest dollar)
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]	<u>\$4,691,008.28</u> (round up to the nearest dollar)
(f) Breakdown of (2)(e)	
(i) Salary ^[4]	<u>\$4,423,481.75</u>
(ii) Provident fund	<u>\$265,036.33</u>
(iii) Cash allowance ^[5] (please specify if any: Medical benefits	<u>\$2,490.00</u>
(iv) Non-cash based benefits ^[6] (please specify if any:)	<u>\$0</u>

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

(a) Number of staff	<u>8</u>
(b) Comparable rank in civil service ^[2]	<u>Assistant Social Work Officer, Accounting Officer II, Executive Officer II</u>
(c) Post	<u>Superintendent, Centre-In-Charge, Accounting Officer II, Executive Officer II</u>
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]	<u>\$4,594,953.38</u> (round up to the nearest dollar)
(e) Total annual staff costs under SWD subventions [3(e)=3(f)(i)+(ii)+(iii)+(iv)]	<u>\$4,285,906.33</u>

(round up to the nearest dollar)

- (f) Breakdown of (3)(e)
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|---|----------------|
| (i) Salary ^[4] | \$3,929,475.23 |
| (ii) Provident fund | \$270,286.56 |
| (iii) Cash allowance ^[5] (please specify if any: Medical benefits, Special Allowance for Anti-epidemic, Special Payment) | \$86,144.54 |
| (iv) Non-cash based benefits ^[6] (please specify if any:) | \$0 |

(4) Review for changes ^[7]

	<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)]	\$9,178,569.88	\$10,284,198.05

(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):
