

The Hong Kong Federation of Youth Groups

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

Review Report for the Reporting Year of 2020-21



**(2) Staff of 2<sup>nd</sup> Tier** <sup>[1]</sup>

|  |                           |   |
|--|---------------------------|---|
| (a) Number of staff  | 3                         |   |
| (b) Comparable rank in civil service <sup>[2]</sup>  | SSWO                      |   |
| (c) Post   | Deputy Executive Director |   |
| (d) Total annual staff costs <sup>[3]</sup> (including those not under SWD subventions, if applicable)<br>[2(d) should be equal to or greater than 2(e)] |                           | <u>\$4,112,647</u><br><i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions<br>[2(e)=2(f)(i)+(ii)+(iii)+(iv)]   |                           | <u>\$4,112,647</u><br><i>(round up to the nearest dollar)</i> |
| (f) Breakdown of (2)(e)  |                           |   |
| (i) Salary <sup>[4]</sup>  |                           | <u>\$3,576,215</u>  |
| (ii) Provident fund  |                           | <u>\$536,432</u>  |
| (iii) Cash allowance <sup>[5]</sup> (please specify if any: )  |                           | <u>\$0</u>  |
| (iv) Non-cash based benefits <sup>[6]</sup> (please specify if any: )  |                           | <u>\$0</u>  |

**(3) Staff of 3<sup>rd</sup> Tier** <sup>[1]</sup>

|  |                            |  |
|--|----------------------------|--|
| (a) Number of staff  | 14                         |  |
| (b) Comparable rank in civil service <sup>[2]</sup>  | SWO                        |  |
| (c) Post   | Coordinator and Supervisor |  |
| (d) Total annual staff costs <sup>[3]</sup> (including those not under SWD subventions, if applicable)<br>[3(d) should be equal to or greater than 3(e)] |                            | <u>\$16,176,807</u><br><i>(round up to the nearest dollar)</i> |
| (e) Total annual staff costs under SWD subventions<br>[3(e)=3(f)(i)+(ii)+(iii)+(iv)]   |                            | <u>\$14,709,999</u><br><i>(round up to the nearest dollar)</i> |

(f) Breakdown of (3)(e)

|  |              |
|--|--------------|
| (i) Salary <sup>14</sup>   | \$12,867,658 |
| (ii) Provident fund  | \$1,722,341  |
| (iii) Cash allowance <sup>15</sup> (please specify if any: Responsibility Allowance) | \$120,000    |
| (iv) Non-cash based benefits <sup>16</sup> (please specify if any: )                 | \$0          |

**(4) Review for changes <sup>17</sup>**

|   | <u>2019-20</u><br>(the year before) | <u>2020-21</u><br>(the reporting year) |
|---|-------------------------------------|--|
| (a) Total annual staff costs under SWD subventions in respect of the top three tiers [(1)(e)+(2)(e)+(3)(e)] | \$21,117,222                        | \$20,819,685                           |

(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):*

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