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

## 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, Dah Sing Financial Centre				
	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): THE HONG KONG FEDERATION OF YOUTH GROUPS (332)

## Part (A): Remuneration Packages

Information of my staff in the top three tiers -

(1)	Staff of 1st Tier [1]							
(a)	Numb	er of staff	1					
(b)		ervice [2]	D1					
(c)	Post		Executive Director					
(d)	Total annual staff costs <sup>[3]</sup> (including those not under SWD subventions, if applicable) [1(d) should be equal to or greater than 1(e)]				\$2,124,510 (round up to the nearest dollar)			
(e)	Total annual staff costs under SWD subventions $[1(e)=1(g)(i)+(ii)+(iii)+(iv)]$				\$1,997,039 (round up to the nearest dollar)			
(f)	Please specify the months covered if (1)(e) was not incurred for the full year: N/A months							
(g)	) Breakdown of (1)(e)							
	(i) S	Salary [4]			\$1,736,556			
	(ii)	Provident fund			\$260,483			
	(iii)	Cash allowance	<sup>5</sup> (please specify if any:	)	\$0			
	(iv)	Non-cash based	benefits [6] (please specify if any:	)	\$0			
(D -	(Device 1 Oesah - 2020)							

(2)	Staff of 2 <sup>nd</sup> Tier [1]			
(a)	Number of staff	3		
(b)	Comparable rank in civil service [2]			
(c)	Post	Deputy Executive Director		
(d)	Total annual staff cost subventions, if applica [2(d) should be equal to [2]		\$4,112,647 (round up to the nearest dollar)	
(e)	Total annual staff cost $[2(e)=2(f)(i)+(ii)+(iii)$		\$4,112,647 (round up to the nearest dollar)	
(f)	Breakdown of (2)(e)			
	(i) Salary [4]			\$3,576,215
	<ul><li>(ii) Provident fund</li><li>(iii) Cash allowance [5] (please specify if any:</li></ul>			\$536,432
				\$0
	(iv) Non-cash based l	penefits [6] (please specify if any:	)	\$0
(3)	Staff of 3 <sup>rd</sup> Tier [1]			
(a)	Number of staff	14		
(b)	Comparable rank in civil service [2]	SWO		
(c)	Post	Coordinator and Supervisor		
(d)	Total annual staff cos subventions, if applic [3(d) should be equal		\$16,176,807 (round up to the nearest dollar)	
(e)	Total annual staff $\cos [3(e)=3(f)(i)+(ii)+(ii)$	\$14,709,999 (round up to the nearest dollar)		

(f)	Breakdown of (3)(e)					
	(i) Salary <sup>[4]</sup>				\$12,867,658	
	(ii) Provident fund			\$1,722,341		
	(iii) Cash allowance [5] (please specify if any: Responsibility Allowance)				\$120,000	
	(iv)	No	n-cash	n based benefits [6] (please specify	if any:	\$0
(4)	Rev	iew	for cl	1anges <sup>[7]</sup>	2019-20 (the year before)	$\frac{2020-21}{\text{(the reporting year)}}$
(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)	Plea	ase t	ick and	d complete the following as appro	priate to state the resul	t of your review -
I have reviewed the remuneration packages of the staff in the top three tiers 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 a <b>found change(s)</b> in their remunerations as compared with the preceding year. The tier(s) having changes and reasons for such changes are stated below —					he preceding year. The
	Upward/downward pay adjustment in accordance was Adjustment (details are given at the bottom).				with Civil Service Pay	
				Upward/downward pay adjustn (details are given at the bottom).		Service Pay Adjustment
	Incremental creep (details are given at the bottom).			ven at the bottom).		
				Organisational restructuring or (details are given at the bottom)		ng of top three tier posts
				Increase/decrease of number of the bottom).	staff of the top three	tiers (details are given at
				Other circumstances (details are	e given at the bottom).	
	Details (please use additional sheet as necessary):					
			:: <del></del>			