

**Remuneration Packages for Staff in the Top Three Tiers
of Non-governmental Organisations (NGOs) operating Subvented Welfare Services**

Review Report for the Reporting Year of 2021-22

According to the Lump Sum Grant Manual, NGOs receiving recurrent subventions of not less than \$10 million a year and such amount exceeds 50% of their operating income pertaining to services / programmes within the welfare purview are required to submit the "Review Report on Remuneration Packages for Staff in the Top Three Tiers" (Review Report), and regularly review the number, rank and remuneration packages of their senior executives in the top three tiers.

NGOs currently exempted from completing and disclosing their Review Report are encouraged to consider making public the remuneration information of such staff in order to enhance their public accountability and promote the public's understanding of NGOs' financial position.

In cases where the top three-tier positions of the NGO (or of a particular division, e.g. social service of the NGO, where appropriate) are funded entirely by the NGO's income from sources other than the Government, other senior staff of the NGO (or of its particular division) occupying the subsequent three-tier positions may be covered subject to the NGO's particular circumstances such as its organisational structure.

*[Please read the explanatory notes before completing this form. The completed form should reach the Social Welfare Department (SWD) through electronic submission by **31 October 2022**.]*

Name of NGO (code) : **Evangelical Lutheran Church Social Service - Hong Kong (206)**

Please tick as appropriate (may tick both)

- ☒ We have a staff member serving his/her second or further contract in 2021-22 for which **Part (A)** is completed.
- ☐ We have a staff member serving his/her first contract in 2021-22 for which **Part (B)** is completed.

Part (A): Remuneration Packages for Staff Serving the Second or Further Contract (Note 1)


Information of staff in the top three tiers serving the second or further contract. (Note 2)

(1) *Staff of First Tier (Note 3)*

(a) Number of post (Note 4)

1


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	Chief Executive

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7)

\$ 1,609,900

[*1(d) should be equal to or greater than 1(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions

\$ 1,287,920

[*1(e) = 1(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (1)(e) under SWD subventions

(i) Salary (Note 8)

\$ 1,148,976

(ii) Provident fund

\$ 133,184

(iii) Cash allowance (Note 9) (please specify if any:)

One-off special allowance

\$ 5,760

(iv) Non-cash based benefits (Note 10) (please specify if any:)

\$

(g) Comparable rank in civil service as assessed by SWD (Note 11)

Between Social Work Officer and Assistant Social Work Officer





Remarks by NGO, if any:

According to our Human Resource Policy, the rank for Chief Executive was Chief Social Work Officer, which was different from the assessment of SWD as only 0.8 post was covered by SWD subvention.

(2) Staff of Second Tier (Note 3)

(a) Number of post (Note 4) 4




(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	Assistant Chief Executive
	Assistant Chief Executive
	Assistant Chief Executive
	Assistant Chief Executive

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
	Assistant Chief Executive	5
	Assistant Chief Executive	2
	Assistant Chief Executive	1

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$ 4,378,115

[*2(d) should be equal to or greater than 2(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 3,472,160

[*2(e) = 2(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$ 3,037,297

(ii) Provident fund \$ 413,983

(iii) Cash allowance (Note 9) (please specify if any:)

One-off special allowance \$ 20,880

(iv) Non-cash based benefits (Note 10) (please specify if any:)

\$

(g) Comparable rank in civil service as assessed by SWD (Note 11) Between Chief Social Work Officer and Senior Social Work Officer

Remarks by NGO, if any:

According to our Human Resource Policy, the rank for Assistant Chief Executive was Senior Social Work Officer, which was different from the assessment of SWD as some of the posts were not fully covered by SWD subvention and not incurred for full year.

(3) Staff of Third Tier (Note 3)

(a) Number of post (Note 4) 16








(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors
	Service Directors

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
	Service Director	11
	Service Director	11
	Service Director	11
	Service Director	9
	Service Director	6
	Service Director	5
	Service Director	1

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7)	\$ 15,072,758
<i>[3(d) should be equal to or greater than 3(e)]</i>	
(e) Total annual staff costs (Note 7) under SWD subventions	\$ 11,743,068
<i>[3(e) = 3(f)(i)+(ii)+(iii)+(iv)]</i>	
(f) Breakdown of (3)(e) under SWD subventions	
(i) Salary (Note 8)	\$ 10,458,113
(ii) Provident fund	\$ 1,206,685
(iii) Cash allowance (Note 9) (please specify if any:)	
One-off special allowance	\$ 78,270
(iv) Non-cash based benefits (Note 10) (please specify if any:)	
	\$
(g) Comparable rank in civil service as assessed by SWD (Note 11)	Between Social Work Officer and Assistant Social Work Officer

Remarks by NGO, if any:

According to our Human Resource Policy, the rank for Service Director was Social Work Officer, which was different from the assessment of SWD as some of the posts were not fully covered by SWD subvention and not incurred for full year.

Part (B): Remuneration Packages for Staff Serving the First Contract (Note 1)


Information of staff in the top three tiers serving the first contract. (Note 2)

Please skip this part if there is no staff member serving his/her first contract in 2021-22.

(1) Staff of First Tier (Note 3)

(a) Number of post (Note 4)


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$

[*1(d) should be equal to or greater than 1(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 0

[*1(e) = 1(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$

(ii) Provident fund \$

(iii) Cash allowance (Note 9) (please specify if any:)
\$

(iv) Non-cash based benefits (Note 10) (please specify if any:)
\$


(g) Comparable rank in civil service as assessed by SWD (Note 11)

Remarks by NGO, if any:

(2) Staff of Second Tier (Note 3)

(a) Number of post (Note 4)


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$

[*2(d) should be equal to or greater than 2(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 0

[*2(e) = 2(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$

(ii) Provident fund \$

(iii) Cash allowance (Note 9) (please specify if any:)
\$

(iv) Non-cash based benefits (Note 10) (please specify if any:)
\$


(g) Comparable rank in civil service as assessed by SWD (Note 11)

Remarks by NGO, if any:

(3) Staff of Third Tier (Note 3)

(a) Number of post (Note 4)


(b) Post or rank (Note 5) [*Please add row if necessary*]

Post or rank	
	

Add Post or rank

(c) For each staff whose staff costs not incurred for full year, please specify the number of month(s) covered (Note 6)

[*Please add row if necessary*] #optional field

Post or rank		Month(s)
		

Add Post or rank and Month(s)

(d) Total annual staff costs (including those not under SWD subventions, if applicable) (Note 7) \$

[*3(d) should be equal to or greater than 3(e)*]

(e) Total annual staff costs (Note 7) under SWD subventions \$ 0

[*3(e) = 3(f)(i)+(ii)+(iii)+(iv)*]

(f) Breakdown of (2)(e) under SWD subventions

(i) Salary (Note 8) \$

(ii) Provident fund \$

(iii) Cash allowance (Note 9) (please specify if any:) \$

(iv) Non-cash based benefits (Note 10) (please specify if any:) \$

(g) Comparable rank in civil service as assessed by SWD (Note 11)

Remarks by NGO, if any:

Part (C): Review for changes (Note 12)

	<u>2020-21</u> (the year before)	<u>2021-22</u> (the reporting year)
(a) Total annual staff costs under SWD subventions in respect of the top three tiers [Part (A)(1)(e)+(2)(e)+(3)(e)+ Part (B)(1)(e)+(2)(e)+(3)(e)]	\$ 15,451,444	\$16,503,148

(b) Please select and complete the following as appropriate to state the result of this review -

- ☐ The remuneration packages of staff in the top three tiers have been reviewed and **no change** was found in their remunerations as compared with the preceding year.
- ☒ The remuneration packages of staff in the top three tiers have been reviewed and **change(s)** was found 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, if any).
 - ☐ Upward/downward pay adjustment other than Civil Service Pay Adjustment (details are given at the bottom, if any).
 - ☐ Incremental creep (details are given at the bottom, if any).
 - ☐ Organisational restructuring or upgrading/downgrading of top three tier posts (details are given at the bottom, if any).
 - ☐ Increase/decrease in the number of staff of the top three tiers (details are given at the bottom, if any).
 - ☒ Other circumstances (please provide details in the box below).
Review of the remunerations to match the comparable rank of the top three tiers.