

**Remuneration Packages for Staff in the Top Three Tiers
of Subvented Non-governmental Organisations
Self-Assessment Report
for the Reporting Year of 2016 - 2017**

To: Director of Social Welfare
(Attn: Subventions Section)
38/F, Sunlight Tower,
248 Queen's Road East
Wan Chai, Hong Kong

Fax No.: 2575 6537

[Please return this completed Form to SWD by 31 October of each reporting year]

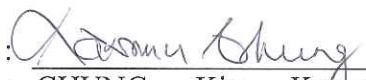
Name of NGO: Wai Ji Christian Service

1. The average subventions¹ which my organisation received from Social Welfare Department (SWD) during the past four years from 2012-13 to 2015-16 (excluding the reporting year) amount to \$ 145,581,344 which represents 87 % of the average operating income of my organisation within the same period. The details are listed as follows -

| Year (the four years before the reporting year) | Subventions Received from SWD (round up to dollar) (\$) | Operating Income of the Organisation ² (round up to dollar) (\$) |
|---|--|--|
| 2012-13 | 128,729,795 (a) | 150,091,928 (aa) |
| 2013-14 | 134,991,628 (b) | 155,145,312 (bb) |
| 2014-15 | 152,424,915 (c) | 173,514,778 (cc) |
| 2015-16 | 166,179,038 (d) | 187,569,548 (dd) |
| Average: (e) = [(a)+(b)+(c)+(d)] / 4 (f) = [(aa)+(bb)+(cc)+(dd)] / 4 | 145,581,344 (e) | 166,580,391 (f) |
| Average annual subventions / Average annual operating income = [(e) / (f) x 100%] | | 87% |

2. I declare that for this reporting year, my organisation ~~is~~ / **is not*** exempt from conducting an annual review of my staff in the top three tiers according to the Guidelines for Monitoring of Remunerations of Senior Executives in Subvented Bodies.

Contact Person : WONG Pui Lan, Lydia
Title : Senior Accounting
Manager
Tel. : 2776 2622 / 2784 2131

Signature of Chairman : 
Name : CHUNG Kin Keung,
Lawrence
Tel. : 2776 2622
Date : 30 OCT 2017

*Delete as appropriate

¹ "Subventions" broadly cover all payments from SWD to a subvented NGO including recurrent subventions under LSG / conventional subvention mode, Lotteries Fund, Social Welfare Development Fund, other project funds and payments from SWD to the NGO, but excluding other payment for welfare services (formerly known as "hire of services").
² Operating income of the organisation should tally with the corresponding figure in the audited financial statements of the organisation as a whole.

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

Review Report for the Reporting Year of 2016-17

(to be completed if not exempt from the Government Guidelines)

To: Director of Social Welfare
(Attn : Subventions Section)
38/F, Sunlight Tower,
248 Queen's Road East
Wan Chai, Hong Kong

Fax No. : 2575 6537

[Please read the explanatory notes before completing this proforma. The completed proforma should reach SWD by 31 October of each reporting year.]

Name of NGO (code) : Wai Ji Christian Service (432)

Part A: Remuneration Packages

Information of my staff in the top three tiers -

(1) Staff of 1st Tier¹

(a) Number of staff 1

(b) Comparable rank in civil service Please refer to Annex A

(c) Post ~ ditto ~

(d) Total annual staff costs² (including those not under SWD subventions, if applicable)
[1(d) should be equal to or greater than 1(e)] \$164,303
(round up to dollar)

(e) Total annual staff costs under SWD subventions
[1(e)=1(g)(i)+(ii)+(iii)+(iv)] \$164,303
(round up to dollar)

(f) Please specify the months covered if (1)(e) was not incurred for the full year: 1.5 months

(g) Breakdown of (1)(e)

(i) Salary³ \$145,236

(ii) Provident Fund \$19,067

(iii) Cash Allowance⁴ (please specify if any:) \$ n.a.

(iv) Non-cash based Benefits⁵ (please specify if any:) \$ n.a.

(2) Staff of 2nd Tier ¹

| | | |
|--|-------------------------|---|
| (a) Number of staff | 14 | |
| <hr/> | | |
| (b) Comparable rank in civil service | Please refer to Annex A | |
| <hr/> | | |
| (c) Post | ~ ditto ~ | |
| <hr/> | | |
| (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)] | | \$9,958,784 <hr/> (round up to dollar) |
| (e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)] | | \$9,958,784 <hr/> (round up to dollar) |
| <hr/> | | |
| (f) Breakdown of (2)(e) | | |
| (i) Salary ³ | | \$9,149,186 <hr/> |
| (ii) Provident Fund | | \$809,598 <hr/> |
| (iii) Cash Allowance ⁴ (please specify if any: |) | \$ n.a. <hr/> |
| (iv) Non-cash based Benefits ⁵ (please specify if any: |) | \$ n.a. <hr/> |

(3) Staff of 3rd Tier ¹

| | | |
|--|-------------------------|--|
| (a) Number of staff | 18 | |
| <hr/> | | |
| (b) Comparable rank in civil service | Please refer to Annex A | |
| <hr/> | | |
| (c) Post | ~ ditto ~ | |
| <hr/> | | |
| (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)] | | \$10,691,490 <hr/> (round up to dollar) |
| I Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)] | | \$10,691,490 <hr/> (round up to dollar) |
| <hr/> | | |
| (f) Breakdown of (3)I | | |
| (i) Salary ³ | | \$9,718,428 <hr/> |
| (ii) Provident Fund | | \$973,062 <hr/> |
| (iii) Cash Allowance ⁴ (please specify if any: |) | \$ n.a. <hr/> |
| (iv) Non-cash based Benefits ⁵ (please specify if any: |) | \$ n.a. <hr/> |

Part B: Public Disclosure of the Review Report

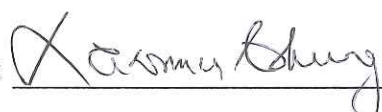
Our organisation *has disclosed / will disclose (please specify the commencement date: _____) the Review Report (only Part A) through one or more of the following channels and will make it available to the public upon request -

(*Please delete as appropriate.)

| Channel of Disclosure | |
|--------------------------------------|--|
| <i>(Please tick as appropriate.)</i> | |
| <input checked="" type="checkbox"/> | Posting the information prominently on the notice board(s) at the Central Administration Unit / Head Office |
| <input checked="" type="checkbox"/> | Uploading the information to our website |
| <input type="checkbox"/> | Reporting the information in our Annual Report |
| <input type="checkbox"/> | Publishing the information through special circular(s), newsletter(s) or whatever means (please enclose the copy/copies for reference) |

Part C: Declaration by Chairperson

I declare that the information as provided in Part A and Part B is correct.

| | | | |
|----------------|---------------------------------|--------------------------|--|
| Contact Person | : <u>Eugene CHOW</u> | Signature of Chairperson | : <u></u> |
| Title | : <u>Senior Admin Manager</u> | Name | : <u>CHUNG Kin Keung Lawrence</u> |
| Tel. | : <u>2776-2622</u> | Tel. | : <u>2776-2622</u> |
| Email | : <u>eugenechow@wjcs.org.hk</u> | Date | : <u>31 OCT 2017</u> |

**Notes for Completing the Review Report on
Remuneration Packages for Staff in the Top Three Tiers
of Subvented Non-governmental Organisations**

- (1) The 1st tier staff is generally defined as the executive head of the NGO who is directly responsible to the NGO Board / Management Committee, the 2nd tier staff as senior staff directly responsible to the executive head of the NGO, and the 3rd tier staff as senior staff directly responsible to the 2nd tier staff.
- (2) Total annual staff costs for a tier of staff are the total remuneration costs covering salary, provident fund, cash allowances and non-cash based allowances of all staff members of the tier incurred in the whole reporting year (i.e. from 1 April to 31 March under the reporting year).
- (3) Salary refers to the annual salary of respective staff for the whole reporting year, or the total salary of the employment period if the staff member is not employed for the whole reporting year.
- (4) Cash allowances such as responsibility allowance, housing allowance, hardship allowance, bonus, gratuity, overtime allowance, entertainment expenses, travelling expenses, etc.
- (5) Non-cash based Benefits include fringe benefits such as medical / dental insurance, staff quarters, transportation and / or chauffer, professional indemnity insurance, etc.

- End -

| | <u>Post</u> | <u>Rank</u> |
|----------------------|--|-------------------------------|
| 1 st Tier | Chief Executive | No Comparable Rank |
| 2 nd Tier | Clinical Psychologist | Clinical Psychologist |
| | Supervisor | Social Work Officer |
| | Senior Administrative Manager | |
| | Health Service Manager | Nursing Officer |
| | Occupational Therapist I | Occupational Therapist I |
| | Physiotherapist I | Physiotherapist I |
| 3 rd Tier | Officer-in-Charge, Program Coordinator | Assistant Social Work Officer |
| | Officer-in-Charge/ Manager Service Development Officer | Senior Social Work Assistant |
| | Human Resources & Admin Manager, Executive Officer, Information Technology Officer | Executive Officer II |
| | Accounting Officer | Accounting Officer II |