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

Review Report for the Reporting Year of 2025-26

According to the Lump Sum Grant Subvention Manual, Non-governmental Organisations (NGOs) receiving recurrent subvention and subsidies from the Social Welfare Department (SWD) 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 staff in the top three tiers. For NGOs that are not subject to the disclosure requirement as mentioned above, they 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 SWD, 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 Review Report should reach the SWD through the SPMIS by **31 October 2026**.]*

Name of NGO (code) : **New Life Psychiatric Rehabilitation Association (524)**

Please tick as appropriate (may tick both)

- [x] We have a staff member serving his/her second or further contract in 2025-26 for which **Part (A)** is completed.
- [x] We have a staff member serving his/her first contract in 2025-26 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 title (Note 5) & Number of month(s) covered in the year for each post (Note 6)

	Post title	Number of month(s)
(i)	Chief Executive Officer	12

Total number of month(s): 12

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention $ 2,281,614
[*1(c) = 1(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (1)(c) under SWD subvention

(i) Salary (Note 8) $ 1,983,202

(ii) Provident fund $ 297,481

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

Nil $ 0

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

Medical insurance $ 931

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

(2) ***Staff of Second Tier (Note 3)***

(a) Number of post (Note 4) 8

(b) Post title (Note 5) & Number of month(s) covered in the year for each post (Note 6)

	Post title	Number of month(s)
(i)	Head of Professional Sevices (Residential Services)	12
(ii)	Head of Professional Sevices (Vocational Rehabilitation, Employment Services and Autism Spectrum Disorder Services)	12
(iii)	Head of Professional Sevices (Community Services)	12
(iv)	Head of Professional Sevices (Clinical Psychological Services, Training, Research and Development)	12
(v)	General Manager (Social Enterprises)	12
(vi)	Internal Auditor	12
(vii)	Director of Finance and Administration	12
(viii)	Human Resources Manager	1

Total number of month(s): 85

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention $ 6,554,133
[*2(c) = 2(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (2)(c) under SWD subvention

(i) Salary (Note 8) $ 6,102,304

(ii) Provident fund $ 445,463

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

Nil $ 0

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

Medical insurance $ 6,366

(e) Comparable rank in civil service as assessed by the SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

(3) ***Staff of Third Tier*** **(Note 3)**

(a) Number of post (Note 4) 19

(b) Post title (Note 5) & Number of month(s) covered in the year for each post (Note 6)

	Post title	Number of month(s)
(i)	Social Work Supervisor (Residential Services)	12
(ii)	Social Work Supervisor (Residential Services)	12
(iii)	Social Work Supervisor (Autism Spectrum Disorder Services)	12
(iv)	Social Work Supervisor (Community Services)	12
(v)	Supervisor (Vocational Rehabilitation Services)	12
(vi)	Supervisor (Community Services)	12
(vii)	Superintendent (Long Stay Care Home)	12
(viii)	Superintendent (Long Stay Care Home)	12
(ix)	Superintendent (Long Stay Care Home)	12
(x)	Executive Manager	12
(xi)	Information Technology Manager	12
(xii)	Facilities Manager	12
(xiii)	Finance Manager (Management Accounting)	10
(xiv)	Training and Development Manager	12
(xv)	Corporate Communication Manager	12
(xvi)	Officer-in-charge, Clinical Psychological Services	1.5
(xvii	Assistant General Manager - Social Enterprises	12
(xvii	Assistant Human Resources Manager	12
(xix)	Senior Accountant	12

Total number of month(s): 215.5

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention $ 15,942,258
[*3(c) = 3(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (3)(c) under SWD subvention

(i) Salary (Note 8) $ 14,818,695

(ii) Provident fund	$ 1,106,275
(iii) Cash allowance (Note 9) (please specify, if any:)	
Nil	$ 0
(iv) Non-cash based benefits (Note 10) (please specify, if any:)	
Medical insurance	$ 17,288
(e) Comparable rank in civil service as assessed by the SWD (Note 11)	Between Social Work Officer and Assistant Social Work Officer

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

Information of ***newly employed*** 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 2025-26.

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

(a) Number of post (Note 4)

(b) Post title (Note 5) & Number of month(s) covered in the year for each post (Note 6)

	Post title	Number of month(s)
(i)		

Total number of month(s):

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention $ 0
[*1(c) = 1(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (1)(c) under SWD subvention

(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:)

$

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

(2) ***Staff of Second Tier (Note 3)***

(a) Number of post (Note 4) 1

(b) Post title (Note 5) & Number of month(s) covered in the year for each post (Note 6)

	Post title	Number of month(s)
(i)	Human Resources Manager	10

Total number of month(s): 10

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention $ 713,149
[*2(c) = 2(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (2)(c) under SWD subvention

(i) Salary (Note 8) $ 678,349

(ii) Provident fund $ 33,918

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

Nil $ 0

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

Medical insurance $ 882

(e) Comparable rank in civil service as assessed by the SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

(3) ***Staff of Third Tier (Note 3)***

(a) Number of post (Note 4) 2

(b) Post title (Note 5) & Number of month(s) covered in the year for each post (Note 6)

	Post title	Number of month(s)
(i)	Social Work Supervisor (Vocational Rehabilitation Services)	10
(ii)	Senior Manager (Wellbeing Promotion and Development)	1

Total number of month(s): 11

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention $ 771,808
[*3(c) = 3(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (3)(c) under SWD subvention

(i) Salary (Note 8) $ 734,807

(ii) Provident fund $ 35,531

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

Nil $ 0

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

Medical insurance $ 1,470

(e) Comparable rank in civil service as assessed by the SWD (Note 11) Between Social Work Officer and Assistant Social Work Officer

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

	2024-25 (the year before)	2025-26 (the reporting year)
(a) Total annual staff costs under SWD subvention in respect of the top three tiers *[Part (A)(1)(c)+(2)(c)+(3)(c)+ Part (B)(1)(c)+(2)(c)+(3)(c)]*	$ 25,963,416	$26,262,962

(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.
  - ☐ Upward/downward pay adjustment other than Civil Service Pay Adjustment.
  - ☑ Incremental creep.
  - ☐ Organisational restructuring or upgrading/downgrading of top three tier posts.
  - ☑ Increase/decrease in the number of staff of the top three tiers.
  - ☐ Other circumstances (please provide details in the box below).