

**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) : New Life Psychiatric Rehabilitation Association (524)

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 PSWO/D1

(c) Post Chief Executive Officer

(d) Total annual staff costs² (including those not under SWD subventions, if applicable) \$1,963,253
[I(d) should be equal to or greater than I(e)] (round up to dollar)

(e) Total annual staff costs under SWD subventions \$1,963,253
[I(e)=I(g)(i)+(ii)+(iii)+(iv)] (round up to 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) Salary³ \$1,706,640

(ii) Provident Fund \$255,996

(iii) Cash Allowance⁴ (please specify if any:) \$Nil

(iv) Non-cash based Benefits⁵ (please specify if any: Medical insurance) \$617

(2) Staff of 2nd Tier ¹

(a) Number of staff	<u>6</u>	
(b) Comparable rank in civil service	<u>SSWO/SWO/EOI</u>	
(c) Post	<u>Professional Service Manager / Director of Finance and Administration/ Business Advisor (2/5 Part-time) / Human Resources Manager</u>	
(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)]		<u>\$4,887,582</u> (round up to dollar)
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		<u>\$4,618,702</u> (round up to dollar)
(f) Breakdown of (2)(e)		
(i) Salary ³		<u>\$4,191,551</u>
(ii) Provident Fund		<u>\$424,248</u>
(iii) Cash Allowance ⁴ (please specify if any:)		<u>\$ Nil</u>
(iv) Non-cash based Benefits ⁵ (please specify if any: Medical insurance)		<u>\$2,903</u>

(3) Staff of 3rd Tier ¹

(a) Number of staff	<u>23</u>	
(b) Comparable rank in civil service	<u>SWO / ASWO / Senior Nursing Officer / CP / OTI / EOI / AOI /EOII/ AOII / Building Supervisor / Analyst/Programmer I</u>	
(c) Post	<u>Social Work Supervisor / Superintendent / Clinical Psychologist / General Manager / Senior Manager / Manager</u>	
(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)]		<u>\$17,201,528</u> (round up to dollar)
(e) Total annual staff costs under SWD subventions [3e=3(f)(i)+(ii)+(iii)+(iv)]		<u>\$14,669,599</u> (round up to dollar)
(f) Breakdown of (3)(e)		
(i) Salary ³		<u>\$13,296,581</u>
(ii) Provident Fund		<u>\$1,361,607</u>
(iii) Cash Allowance ⁴ (please specify if any:)		<u>\$Nil</u>
(iv) Non-cash based Benefits ⁵ (please specify if any: Medical insurance)		<u>\$11,411</u>

