

(2) Staff of 2nd Tier ^[1]

(a) Number of staff	<u>36</u>	
(b) Comparable rank in civil service ^[2]	<u>Assistant Social Work Officer</u>	
(c) Post	<u>Assistant Social Work Officer</u>	
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [2(d) should be equal to or greater than 2(e)]		<u>\$27,440,304</u> <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions [2(e)=2(f)(i)+(ii)+(iii)+(iv)]		<u>\$26,323,573</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary ^[4]		<u>\$24,091,887.00</u>
(ii) Provident fund		<u>\$2,139,484.08</u>
(iii) Cash allowance ^[5] (please specify if any: Medical Allowance)		<u>\$27,248.00</u>
(iv) Non-cash based benefits ^[6] (please specify if any: Group Personal Accident Insurance and Group medical Insurance)		<u>\$64,954.08</u>

(3) Staff of 3rd Tier ^[1]

(a) Number of staff	<u>21</u>	
(b) Comparable rank in civil service ^[2]	<u>Senior Social Work Assistant and Social Work Assistant</u>	
(c) Post	<u>Senior Social Work Assistant and Social Work Assistant</u>	
(d) Total annual staff costs ^[3] (including those not under SWD subventions, if applicable) [3(d) should be equal to or greater than 3(e)]		<u>\$14,085,247</u> <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions [3(e)=3(f)(i)+(ii)+(iii)+(iv)]		<u>\$8,435,573</u> <i>(round up to the nearest dollar)</i>

(f) Breakdown of (3)(e)

(i) Salary ^[4]	\$7,833,842.74
(ii) Provident fund	\$507,692.51
(iii) Cash allowance ^[5] (please specify if any: Medical Allowance and Acting Allowance)	\$56,147.50
(iv) Non-cash based benefits ^[6] (please specify if any: Group Personal Accident Insurance and Group medical Insurance)	\$37,889.88

(4) Review for changes ^[7]

	<u>2019-20</u> (the year before)	<u>2020-21</u> (the reporting year)
(a) Total annual staff costs under SWD subventions in respect of the top three tiers [(1)(e)+(2)(e)+(3)(e)]	\$35,943,816	\$38,876,516

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

I have reviewed the remuneration packages of the staff in the top three tiers and **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 and **found change(s)** 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).

Upward/downward pay adjustment other than Civil Service Pay Adjustment (details are given at the bottom).

Incremental creep (details are given at the bottom).

Organisational restructuring or upgrading/downgrading of top three tier posts (details are given at the bottom).

Increase/decrease of number of staff of the top three tiers (details are given at the bottom).

Other circumstances (details are given at the bottom).

Details (please use additional sheet as necessary):
