Form B

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

Review Report for the Reporting Year of 2023-24

According to the Lump Sum Grant Subvention Manual, Non-governmental Organisations (NGOs) receiving recurrent subventions 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 2024**.]*

Name of NGO (code) : **Hong Kong Student Aid Society Limited (The) (384)**

Please tick as appropriate (may tick both)

- ☑ We have a staff member serving his/her second or further contract in 2023-24 for which **Part (A)** is completed.
- ☑ We have a staff member serving his/her first contract in 2023-24 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)

(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 subventions $ 0

[*1(c) = 1(d)(i)+(ii)+(iii)+(iv)*]

(d) Breakdown of (1)(c) 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:)

$

(e) Comparable rank in civil service as assessed by 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)	Assistant Chief Executive Officer (Service) (Rank: SWO)	12

Total number of month(s): 12

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subventions $ 1,617,603
[2(c) = 2(d)(i)+(ii)+(iii)+(iv)]

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

(i) Salary (Note 8) $ 1,434,005

(ii) Provident fund $ 183,598

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

$ 0

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

$ 0

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

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

(a) Number of post (Note 4) 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)	Superintendent (Rank: SWO)	12
(ii)	Superintendent (Rank: SWO)	12
(iii)	Superintendent (Rank: SWO)	12
(iv)	Clinical Psychologist (Rank: CP)	12

Total number of month(s): 48

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subventions $ 4,148,011
[3(c) = 3(d)(i)+(ii)+(iii)+(iv)]

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

(i) Salary (Note 8) $ 3,754,090

(ii) Provident fund $ 393,921

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

$ 0

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

$ 0

(e) Comparable rank in civil service as assessed by 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 2023-24.

(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 (Rank: SSWO)	12

Total number of month(s): 12

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subventions $ 1,219,926
[1(c) = 1(d)(i)+(ii)+(iii)+(iv)]

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

(i) Salary (Note 8) $ 1,136,247

(ii) Provident fund $ 83,679

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

$ 0

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

$ 0

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

(2) *Staff of Second 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)	Assistant Chief Executive Officer (Administration) (Rank: SWO)	5
(ii)	Assistant Chief Executive Officer (Service Development) (Rank: SWO)	5

Total number of month(s): 10

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subventions $ 1,032,733
[*2(c) = 2(d)(i)+(ii)+(iii)+(iv)*]

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

(i) Salary (Note 8) $ 983,555

(ii) Provident fund $ 49,178

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

$ 0

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

$ 0

(e) Comparable rank in civil service as assessed by 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) 6

(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)	Service Supervisor (Rank: SASWO)	11.21
(ii)	Service Supervisor (Rank: SASWO)	12
(iii)	Accounting Manager (Rank: AOI)	12
(iv)	Deputy Human Resources Manager (Rank: EOI)	11.9
(v)	Deputy Administration Manager (Rank: EOI)	10.62
(vi)	Publicity & Fundraising Manager (Rank: EOI)	10.9

Total number of month(s): 68.63

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subventions $ 3,719,521
[*3(c) = 3(d)(i)+(ii)+(iii)+(iv)*]

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

(i) Salary (Note 8) $ 3,531,598

(ii) Provident fund $ 187,923

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

$ 0

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

$ 0

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

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

		2022-23 (the year before)	2023-24 (the reporting year)
(a) Total annual staff costs under SWD subventions in respect of the top three tiers *[Part (A)(1)(c)+(2)(c)+(3)(c)+ Part (B)(1)(c)+(2)(c)+(3)(c)]*	$	11,559,348	$11,737,794

(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).

Part (D): Public Disclosure of the Review Report (Note 13)

This organisation ○**has disclosed** / ◉**will disclose** (please specify the commencement date: 31.10.2024) the Review Report for 2023-24 (only **Part (A) to (C)**) through one or more of the following means and will make it available to the public upon request -