



**(2) Staff of 2<sup>nd</sup> Tier** <sup>[1]</sup>

(a) Number of staff	1	
(b) Comparable rank in civil service	Please refer to Appendix	
(c) Post	ditto	
(d) Total annual staff costs <sup>[2]</sup> (including those not under SWD subventions, if applicable) <i>[2(d) should be equal to or greater than 2(e)]</i>		<u>\$818,684</u> <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions <i>[2(e)=2(f)(i)+(ii)+(iii)+(iv)]</i>		<u>\$818,684</u> <i>(round up to the nearest dollar)</i>
(f) Breakdown of (2)(e)		
(i) Salary <sup>[3]</sup>		<u>\$760,550</u>
(ii) Provident fund		<u>\$58,134</u>
(iii) Cash allowance <sup>[4]</sup> (please specify if any: )		<u>\$-</u>
(iv) Non-cash based benefits <sup>[5]</sup> (please specify if any: )		<u>\$-</u>

**(3) Staff of 3<sup>rd</sup> Tier** <sup>[1]</sup>

(a) Number of staff	20	
(b) Comparable rank in civil service	Please refer to Appendix	
(c) Post	ditto	
(d) Total annual staff costs <sup>[2]</sup> (including those not under SWD subventions, if applicable) <i>[3(d) should be equal to or greater than 3(e)]</i>		<u>\$11,267,214</u> <i>(round up to the nearest dollar)</i>
(e) Total annual staff costs under SWD subventions <i>[3(e)=3(f)(i)+(ii)+(iii)+(iv)]</i>		<u>\$11,267,214</u> <i>(round up to the nearest dollar)</i>

- (f) Breakdown of (3)(e)
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|--|--------------|--|
| (i) Salary <sup>[3]</sup>  | \$10,375,150 |  |
| (ii) Provident fund  | \$892,064    |  |
| (iii) Cash allowance <sup>[4]</sup> (please specify if any:)         | \$-          |  |
| (iv) Non-cash based benefits <sup>[5]</sup> (please specify if any:) | \$-          |  |

**(4) Any staff in the top three tiers serving their first contract <sup>[6]</sup> in 2017-18?**

*\*Please tick as appropriate.*

\* Yes (Please provide supplementary information on the next page and use additional sheet as necessary)

\* No

**(5) Review for changes <sup>[7]</sup>**

	<u>2016-17</u> (the year before)	<u>2017-18</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)]	\$20,814,577	\$12,085,898

(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 changes** in their remuneration as compared with the preceding year.

I have reviewed the remuneration packages of the staff in the top three tiers and **found changes** in their remuneration as compared with the preceding year. The tier(s) having changes and reasons for such changes are stated below -

*(Please use additional sheet as necessary.)*

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**Part B: Public Disclosure of the Review Report**

Our organisation ~~\*has disclosed~~ / will disclose (please specify the commencement date: 1 March 2019) the Review Report for 2017-18 (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.)

<b>Channel of Disclosure</b>	
<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 onto 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 : Ms CHENG Sik Yuk, Vion  
Senior Administrative

Signature of Chairperson : 

Title : Manager

Name : Ms KWONG Sum Mei, Esther

Tel. No. : 2776 2622 / 2784 2103

Tel. No. : 2776 2622

Email Address : vioncheng@wjcs.org.hk

Date : 25 FEB 2019

**Appendix**

<b>Tier</b>	<b>Post</b>	<b>Rank</b>
1 <sup>st</sup> Tier	Chief Executive	No Comparable Rank
2 <sup>nd</sup> Tier	Deputy Chief Executive	No Comparable Rank
3 <sup>rd</sup> Tier	Supervisor	Social Work Officer
	Senior Administrative Manager	Social Work Officer
	Senior Accounting Manager	Accounting Officer I
	Health Service Manager	Nursing Officer
	Clinical Psychologist	Clinical Psychologist
	Occupational Therapist 1	Occupational Therapist 1
	Physiotherapist I	Physiotherapist I

**Remarks:**

The post of Chief Executive was vacant for the Reporting Year of 2017-18.