

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

Review Report for the Reporting Year of 2024-25

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 2025.]

Name of NGO (code) : **Hong Kong Christian Mutual Improvement Society (300)**

Please tick as appropriate (may tick both)

- We have a staff member serving his/her second or further contract in 2024-25 for which **Part (A)** is completed.
- We have a staff member serving his/her first contract in 2024-25 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)	Executive Secretary	12

Total number of month(s): 12

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention \$ 872,120

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

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

(i) Salary (Note 8) \$ 852,120

(ii) Provident fund \$ 18,000

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

Bonus \$ 2,000

(iv) Non-cash based benefits (Note 10) (please specify if any:)
\$ 0

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

(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)	Centre-in-charge	12
(ii)	Centre-in-charge	12

Total number of month(s): 24

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention \$ 1,466,640

[2(c) = 2(d)(i)+(ii)+(iii)+(iv)]

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

(i) Salary (Note 8) \$ 1,418,640

(ii) Provident fund \$ 36,000

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

Bonus \$ 12,000

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

\$ 0

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

(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)	ASWO	12
(ii)	ASWO	12

Total number of month(s): 24

Add Post title and Month(s)

(c) Total annual staff costs (Note 7) under SWD subvention \$ 1,131,120

[3(c) = 3(d)(i)+(ii)+(iii)+(iv)]

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

(i) Salary (Note 8) \$ 1,083,120

(ii) Provident fund \$ 36,000

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

Bonus \$ 12,000

(iv) Non-cash based benefits (Note 10) (please specify if any:)
\$ 0

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

(2) Staff of Second Tier (Note 3)

(a) Number of post (Note 4) 0

(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

[2(c) = 2(d)(i)+(ii)+(iii)+(iv)]

(d) Breakdown of (2)(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 SWD (Note 11)

(3) Staff of Third Tier (Note 3)

(a) Number of post (Note 4) 0

(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

[3(c) = 3(d)(i)+(ii)+(iii)+(iv)]

(d) Breakdown of (3)(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 SWD (Note 11)

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

	<u>2023-24</u> (the year before)	<u>2024-25</u> (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)]	\$ 3,373,197	\$3,469,880

(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: 30.10.2025

) the Review Report for 2024-25 (only **Part (A) to (C)**) through one or more of the following means and will make it available to the public upon request -

Means of Disclosure	
<i>(Please tick as appropriate.)</i>	
<input checked="" type="checkbox"/>	Uploading the information to the website of this organisation The relevant hyperlink is https://www.hkcmis.org/?page_id=721 <i>(Please provide a hyperlink to facilitate direct and easy access to the report by the public.)</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"/>	Reporting the information in the Annual Report of this organisation
<input type="checkbox"/>	Publishing the information through special circular(s), newsletter(s) or other means (please enclose the copy/copies for reference)

Part (E): Public Disclosure of the Review Report on the SWD's Website

This organisation has opted for the following arrangement:

(Please tick as appropriate.)

<input type="checkbox"/>	SWD posts a copy of Part (A) to (C) of the Review Report on the SWD's website
<input checked="" type="checkbox"/>	Part (A) to (C) of the Review Report has been / will be uploaded to the website of this organisation through the relevant hyperlink as provided at Part (D) above. The hyperlink should be direct to facilitate the public's easy access to the report.

Part (F): Declaration by Chairperson

I declare that the information as provided in Parts (A) to (E) is correct.

Contact Person:	<u>Chong Ping Ping</u>	Signature of Chairperson*:	<div style="border: 1px solid black; padding: 5px; display: inline-block; font-size: 1.2em; font-weight: bold;">Signed</div>
Post Title:	<u>Executive Secretary</u>	Name:	<u>Siu Chuang Siu Suen Alice</u>
Tel. No.:	<u>25709395</u>	Tel. No.:	<u>25709395</u>
Email Address:	<u>bingchong@hkcmis.org</u>	Date:	<u>30.10.2025</u>

*In exceptional circumstances, if this report is signed by a delegated staff member, written authorisation from the Chairperson should be submitted to the SWD.