THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF
CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG
THE AGENCY SUBSIDIZED BY SOCIAL WELFARE DEPARTMENT
REVIEW REPORT ON THE ANNUAL FINANCIAL REPORT
FOR THE YEAR ENDED 31 MARCH 2018
SIMON Y. P. CHAN & CO.
Certified Public Accountants
陳以波會計師事務所
HONG KONG



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REVIEW REPORT ON THE ANNUAL FINANCIAL REPORT TO THE MANAGEMENT COMMITTEE OF

THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG ("THE AGENCY")

We have audited the financial statements of the Agency for the year ended 31 March 2018 and have issued an unqualified auditors' report thereon dated. 3 1 1213

We conducted our review of the attached Annual Financial Report on pages 2 to 8 of the Agency for the year ended 31 March 2018 in accordance with Practice Note 851 "Review of the Annual Financial Reports of Non-governmental Organizations" issued by the Hong Kong Institute of Certified Public Accountants. The review includes considering the procedures and records relevant to the preparation of the Annual Financial Report and performing procedures to satisfy ourselves that the Annual Financial Report has been properly prepared from the books and records of the Agency, on which the above audited financial statements of the Agency are based.

Review Conclusions

On the basis of the results of our review and having regard to the audit procedures performed by us in relation to the audit of the financial statements of the Agency for the year ended 31 March 2018.

- (a) in our opinion the Annual Financial Report has been properly prepared from the books and records of the Agency; and
- (b) no matters have come to our attention during the course of our review, which cause us to believe that the Agency has not-
 - (i) properly accounted for the receipt of Lump Sum Grant, Provident Fund and other social welfare subventions and expenditure in respect of Funding and Services Agreement activities and support services:
 - (ii) kept separate Operating Income and Expenditure Account for each subvented service unit as required by the Lump Sum Grant Manual (LSG Manual) published by the Social Welfare Department of the Government of the HKSAR.
 - (iii) prepared the Annual Financial Report in accordance with the format and requirements set out in the LSG Manual; and
 - (iv) employed the staff quoted in the Provident Fund arrangements during the year ended 31 March 2018.

This report is intended for filing with the Social Welfare Department of the Government of the HKSAR and should not be used for any other purpose.

Simon Y.P. Chan & Co.

Certified Public Accountants (Practising)

Practising Certificate number 1350

Hong Kong,

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Chan e (4)

Unit D, 1/F, Wing Cheong Commercial Building, 19-25 Jervois Street, Hong Kong

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ANNUAL FINANCIAL REPORT

NGO: THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE PERIOD FROM 1 APRIL 2017 TO 31 MARCH 2018

			Notes	Total 2017-18 HK\$	Total 2016-17 HK\$	Remarks
A.	INC	COME		-		
	1.	Lump Sum Grant				
		a. Lump Sum Grant (excluding provident fund)	1b	20,032,255.00	19,206,265.00	
		b. Provident fund	1c	1,796,911.00	1,753,177.00	
	2.	Special One-off Grant		0.00	0.00	
	3.	Fee income	2	0.00	0.00	
	4.	Central items	3	749,578.00	709,553.00	
	5.	Rent and rates	4	107,226.00	131,470.00	
	6.	Other income	5	86,216.50	161,502.40	
	7.	Interest received		65,994.65	42,161.60	
		TOTAL INCOME		22,838,181.15	22,004,129.00	
В.	EXI	PENDITURE				
	1.	Personal emoluments				
		a. Salaries		14,928,385.90	13,945,334.98	
		b. Provide fund	lc	1,583,239.53	1,499,454.13	
		c. Allowances		-, ,	- , ,	
		Sub Total	6	16,511,625.43	15,444,789.11	
	2.	Other charges	7	5,147,697.53	5,740,257.09	
	3.	Central items	3	749,578.00	709,553.00	
	4.	Rent and rates	4	136,477.84	136,477.84	
	5.	Special One-off Grant payment	7a	0.00	0.00	
		TOTAL EXPENDITURE		22,545,378.80	22,031,077.04	
C.	SUI	RPLUS/(DEFICIT) FOR THE YEAR	8	292,802.35	(26,948.04)	

Chairman

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THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG NOTES TO THE ANNUAL FINANCIAL REPORT FOR THE PERIOD FROM 1 APRIL 2017 TO 31 MARCH 2018

1. LUMP SUM GRANT

a. Basis of preparation

The Annual Financial Report (AFR) is prepared in respect of all Funding and Service Agreement (FSA) activities (including support services to FSA activities) funded by the Social Welfare Department under the Lump Sum Grant Subvention System. AFR is prepared on cash basis, that is, income is recognised upon receipt of cash and expenditure is recognised when expenses are paid. Non-cash items such as depreciation, provisions and accruals have not been included in the AFR

- b. Lump sum grant This represents lump sum grant (excluding provident fund) received for the year.
 (excluding provident fund)
- c. Provident fund This is Provident Fund received and contributed during the year.

Snapshot staff are defined as those staff occupying recognised or holding against subvented posts as at 1 April 2000.

6.8% and other posts represent those staff that are employed after 1 April 2000.

Please note that the PF received and contributed for staff under the Central Items should be shown under 3. In other words, such PF should not be included here (LSG Circular No. 1/2001)

Details are analysed below: -

<u>Provident fund</u>		<u>6.8% and</u>	
<u>contribution</u>	Snapshot Staff	Other Posts	<u>Total</u>
	<u>HK\$</u>	<u>HK\$</u>	<u>HK\$</u>
Subvention received Provident fund contribution	1,022,112.00	774,799.00	1,796,911.00
paid during the year	1,018,795.20	564,444.33	1,583,239.53
Surplus for the year	3,316.80	210,354.67	213,671.47
Add: Surplus b/f	103,035.74	2,497,328.40	2,600,364.14
Additional subvention received for previous year(s)	0.00	26,105.00	26,105.00
Less: Refund to Government	94,497.00	175,922.32	270,419.32
Surplus c/f	11,855.54	2,557,865.75	2,569,721.29

2. FEE INCOME

This represents social welfare fee income received for the year in respect of the fees and charges recognised for the purpose of subvention as set out in the LSG Manual.

3. CENTRAL ITEMS

2. These are subvented service activities which are not included in LSG and are subject to their own procedures as set out in other SWD's papers and correspondence with the NGOs. The Provident Fund received and contributed for staff under the Central Items have been separately included as part of the income and expenditure of the relevant items (paragraph 3.14 of the LSG Manual (October 2016)). The income and expenditure of each of the Central Items are as follows:

THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG NOTES TO THE ANNUAL FINANCIAL REPORT FOR THE PERIOD FROM 1 APRIL 2017 TO 31 MARCH 2018

	Total <u>2017-18</u>	Total 2016-17
	<u>2017-18</u> <u>HK\$</u>	<u>2010-17</u> <u>HK\$</u>
a. Income		<u></u>
Dementia Supplement for Elderly with Disabilities	0.00	0.00
Infirmary Care Supplement for the Aged Blind Persons	0.00	0.00
Infirmary Care Supplement for Residential Elderly Services	0.00	0.00
Dementia Supplement for Day Care Centres/units for the Elderly	0.00	0.00
Foster Care Allowance/Emergency Foster Care Allowance	0.00	0.00
After School Care Programme - Fee Waiving Subsidy Scheme	0.00	0.00
Temporary financial Aid	0.00	0.00
Time-defined Subsidy Scheme for Extended Hours Service Users		
Visiting Medical Practitioner Scheme	0.00	0.00
Training Subsidy under Training Scheme for Child Care	0.00	0.00
Supervisors and Special Child Care Workers in Pre-school		
Rehabilitation Services		
Short-term Rental Assistance	0.00	0.00
Allowances for Specific Services Arising from the	0.00	0.00
Implementation of the Minimum Wage Ordinance (Overnight On-site-on-call Allowance)	749,578.00	709,553.00
Total	749,578.00	709,553.00
b. Expenditure		
Dementia Supplement for Elderly with Disabilities	0.00	0.00
Infirmary Care Supplement for the Aged Blind Persons	0.00	0.00
Infirmary Care Supplement for Residential Elderly Services	0.00	0.00
Dementia Supplement for Day Care Centres/units for the Elderly	0.00	0.00
Foster Care Allowance/Emergency Foster Care Allowance	0.00	0.00
After School Care Programme - Fee Waiving Subsidy Scheme	0.00	0.00
Temporary financial Aid	0.00	0.00
Time-defined Subsidy Scheme for Extended Hours Service Users		
Visiting Medical Practitioner Scheme	0.00	0.00
Training Subsidy under Training Scheme for Child Care	0.00	0.00
Supervisors and Special Child Care Workers in Pre-school	0.00	0.00
Rehabilitation Services	0.00	0.00
Short-term Rental Assistance	0.00	0.00
Allowances for Specific Services Arising from the		
Implementation of the Minimum Wage Ordinance (Overnight On-site-on-call Allowance)	749,578.00	709,553.00
Total	749,578.00	709,553.00

THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG NOTES TO THE ANNUAL FINANCIAL REPORT FOR THE PERIOD FROM 1 APRIL 2017 TO 31 MARCH 2018

- 4. **RENT AND RATES** 3. This represents the amount paid by SWD in respect of premises recognised by SWD. Expenditure on rent and rates in respect of premises not recognised by SWD have not been included in AFR.
- 5. OTHER INCOME

 4. This includes programme income and all income other than recognised social welfare fee income received during the year. Non-SWD subventions and donations received have not been included as Other Income in AFR. In this respect, donations have been included if it is used to finance expenditure reflected in the AFR.

The breakdown on Other Income (paragraph 2.29 of LSG Manual (October 2016)) is as follows:

	Total	Total
	<u>2017-18</u>	<u>2016-17</u>
•	<u>HK\$</u>	<u>HK\$</u>
(a) Fees and charges for services incidental to the operation of subvented services(b)Other	86,216.50	161,502.40
Total	86,216.50	161,502.40

6. PERSONAL EMOLUMENTS

Personal emoluments include salary, provident fund, salary-related allowances.

The analysis on number of posts with annual Personal Emoluments over \$700,000 each paid under LSG is appended below:

Analysis of personal emoluments	No. of posts	<u>HK\$</u>
HK\$700,001 - HK\$800,000 p.a.	1	740,991.00
HK\$800,001 - HK\$900,000 p.a.	3	2,696,812.71
HK\$900,001 - HK\$1,000,000 p.a.		
HK\$1,000,001 - HK\$1,100,000 p.a.		
HK\$1,100,001 - HK\$1,200,000 p.a.		
>HK\$1,200,000 p.a		

7. OTHER CHARGES

	Total	Total
The breakdown on Other Charges is as follows:	<u>2017-18</u>	<u>2016-17</u>
Other Charges	<u>HK\$</u>	<u>HK\$</u>
(a) Utilities	486,460.36	536,330.69
(b) Food	947,395.57	1,041,129.12
(c) Administrative expenses	433,108.60	363,791.85
(d) Stores and equipment	726,914.34	1,110,064.43
(e) Repair and maintenance	1,881,492.90	2,009,650.90
(f) Special Allowances	0.00	0.00
(g) Programme expenses	483,672.30	489,912.11
(h) Transportation and travelling	64,777.15	47,819.11
(i) Insurance	103,317.61	95,408.18
(j) Miscellaneous	20,558.70	46,150.70
	5,147,697.53	5,740,257.09

7a. Special One-Off Grant Payment

Details of Special One-Off Grant Payments are as follows:

	<u>2017-18</u>	<u>2016-17</u>
Special One-Off Grant Payment	<u>HK\$</u>	<u>HK\$</u>
(a) Voluntary Retirement Scheme	0.00	0.00
(b) Compensation Scheme	0.00	0.00
(c) Staff Training and Development	0.00	0.00
(d) Other Staff-related Initiatives	0.00	0.00
	0.00	0.00

THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG NOTES TO THE ANNUAL FINANCIAL REPORT FOR THE PERIOD FROM 1 APRIL 2017 TO 31 MARCH 2018

8. ANALYSIS OF RESERVE FUND

		Analysis of	f reserve fund		
	Lump Sum	Special One-	Rent and	Central	Total
	Grant	off Grant	rates	items	
Income					
Lump sum grant	21,829,166.00	0.00	0.00	0.00	21,829,166.00
Special One-off Grant	0.00	0.00	0.00	0.00	0.00
Other income	86,216.50	0.00	0.00	0.00	86,216.50
Interest received	65,994.65	0.00	0.00	0.00	65,994.65
Rent and rates	0.00	0.00	107,226.00	0.00	107,226.00
Rent and rates-Backpayment	0.00	0.00	0.00	0.00	0.00
Central items	0.00		0.00	749,578.00	749,578.00
Total income (a)	21,981,377.15	0.00	107,226.00	749,578.00	22,838,181.15
Expenditure				*	
Personal emoluments	16,511,625.43	0.00	0.00	0.00	16,511,625.43
Other charges	5,147,697.53	0.00	0.00	0.00	5,147,697.53
Rent and rates	0.00	0.00	136,477.84	0.00	136,477.84
Central items	0.00	0.00	0.00	749,578.00	749,578.00
Total expenditure (b)	21,659,322.96	0.00	136,477.84	749,578.00	22,545,378.80
Surplus for the year (a)-(b)	322,054.19	0.00	(29,251.84)	0.00	292,802.35
<u>Less</u> : Surplus of provident fund	213,671.47	0.00	0.00	0.00	213,671.47
Surplus/(Deficit) for the year	108,382.72	0.00	(29,251.84)	0.00	79,130.88
Refund to the Government	(70,430.53)	0.00	0.00	0.00	(70,430.53)
Transfer from LSG Reserve to cover the salary adjustment for Dementia Supplement and Infirmary Care Supplementary	0.00	0.00	0.00	0.00	0.00
Surplus b/f	9,610,954.26	0.00	(31,989.88)	0.00	9,578,964.38
Surplus/(Deficit) c/f	9,648,906.45	0.00	(61,241.72)	0.00	9,587,664.73

THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG

SCHEDULE FOR RENT AND RATES

10. Analysis of subvention and Expenditure for the period from 1 April 2017 to 31 March 2018

		Rent & rates backpay/	Subvention released	Actual	Surplus	Deficit
UNIT code and name	Subvented element	(recovery)	(Note 1)	expenditure	(Note 2)	(Note 2)
			HK\$	HK\$	HK\$	HK\$
Unit 2405 -	Rent (Note 3)		1,078.00	(1,495.44)	0.00	(417.44)
Choi Wan Hoste	Rates		1,756.00	(1,996.40)	0.00	(240.40)
•	Total	0.00	2,834.00	(3,491.84)	0.00	(657.84)
Unit 2410 -	Rent (Note 3)		2,686.00	(2,686.00)	0.00	0.00
Marycove Centre	Rates		101,706.00	(130,300.00)	0.00	(28,594.00)
	Total	0.00	104,392.00	(132,986.00)	0.00	(28,594.00)
	Total	0.00	104,572.00	(132,700.00)	0.00	(20,374.00)
	Grand Total	0.00	107,226.00	(136,477.84)	0.00	(29,251.84)

Notes:

- 1. The figures are to be extracted from the paylist for March plus subvention released in late March of the financial year.
- 2. Surplus/Deficit for each element represents the difference between subvention released and actual expenditure.
- 3. Rent includes all kinds of rent such as PHE rental, private rental, carpark rent, management fee, building maintenance fee and Government Rent.

THE MOTHER SUPERIOR OF THE CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD OF ANGERS AT HONG KONG CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE PERIOD FROM 1 APRIL 2017 TO 31 MARCH 2018

SCHEDULE FOR CENTRAL ITEMS

9. Analysis of Subvention and Expenditure

		Subvention	Actual		Deficit for the Year				
Unit Code and Name		Released	Expenditure	Surplus	Deficit	Deficit transferred	Adjusted	Surplus/b/f	Surplus/c/f
		(Note 1)	(Note 2)	(Note 3)	(Note 3)	to LSG (Note 4)	Deficit	(Note 5)	(Note 6)
		` '	` ′	(a)	(b)	(c)	(d)=(b)-(c)	(e)	(f)=(e)+(a)-(d)
								_	
	Dementia Supplement for Elderly with Disabilities (Note 8)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Infirmary Care Supplement for the Aged Blind Persons (Note 8)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Dementia Supplement for Residential Elderly Services (Note 8)	0.00	0,00	0.00	0.00	0.00	0.00	0.00	0.00
	Infirmary Care Supplement for Residential Elderly Services (Note 8)	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00
	Dementia Supplement for Day Care Centres/Units for the Elderly	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Foster Care Allowance / Emergency Foster Care Allowance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	After School Care Programme - Fee Waiving Subsidy Scheme	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Temporary Financial Aid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emergency Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Time-defined Subsidy Scheme for Extended Hours Service Users	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Training Subsidy under Training Scheme for Child Care Supervisors and	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Special Child Care Workers in Pre-school Rehabilitation Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	1 *	0,00	0.00	0.00	0.00	0,00	0.00	0.00	0.00
	Short-term Rental Assistance						I I	1 1	
	Neighbourhood Support Child Care Project (NSCCP) - Contract Subsidy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	NSCCP - Subsidy for Fee Reduction/Waiving	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	NSCCP - Rent and Rates	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Training Sponsorship Scheme for Master in Occupational Therapy and	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Physiotherapy programmes								
	Training Subsidy Programme for Children on the Waiting List for	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Subvented Pre-school Rehabilitation Services						į I		
	Financial Incentive Scheme for Mentors of Employees with Disabilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Cash Subsidy for Integrated Support Service for Persons with Severe	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Physical Disabilities						l i	1	
	Time-defined Subsidy Scheme for Occasional Child Care Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Enhanced After School Care Programme - Fee Waiving Subsidy Scheme	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Navigation Scheme for Young Persons in Care Services - Operating	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expenses						1		
	Navigation Scheme for Young Persons in Care Services - Training Cost	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Grant under the Pilot Scheme on On-site Pre-school Rehabilitation Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	One-off Subsidy for Enhanced Provision of Visiting Medical Officer for	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Residential Care Homes for the Elderly	0.00	0.00	0.00	0.00	0.00	""	0.00	0.00
	One-off Subsidy for Enhanced Provision of Visiting Medical Practitioner	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00
	Scheme for Residential Care Homes for the Persons with Disabilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
rr 1: 00 4 01 4 01	1	740 570 00	740 570 00	0.00	000	2.00		1 000	0.00
Unit 224 Sisters of the	Overnight On-site-on-call Allowance	749,578.00	749,578.00	0.00	0.00	0.00	0.00	0.00	0.00
Good Shepherd									
Total		749,578.00	749,578.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Review Report for the Reporting Year of 2017-18

(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 or email at suenq@swd.gov.hk

[Please read the explanatory notes before completing this form. The completed form should reach SWD by 28 February 2019.]

Name of NGO (code): The Mother Superior of the Congregation of Our Lady Of
Charity of the Good Shepherd of Angers at Hong Kong (224)

Part A: Remuneration Packages

Information of my staff in the top three tiers -

(1)	Staff of 1st Tier [1]				
(a)	Number of staff	1			
(b)	Comparable rank in civil service	NA			
(c)	Post	AGENCY HEAD			
(d)	Total annual staff costs ^[2] (including those not under SWD subventions, if applicable) [1(d) should be equal to or greater than 1(e)]		\$604 (round up to the nearest dollar)		
(e)	Total annual staff costs under SWD subventions $[I(e)=I(g)(i)+(ii)+(iii)+(iv)]$		\$604 (round up to the nearest dollar)		
(f)	Please specify the mo	onths covered if (1)(e) was not incurred for the f	full year:months		
(g)	Breakdown of (1)(e)				
	(i) Salary [3]		\$0		
	(ii) Provident fund		\$0		
	(iii) Cash allowance	[4] (please specify if any:	\$0		
	(iv) Non-cash base	d benefits ^[5] (1 Staff Quarter & 2 Association Liability insurance)	\$604		

(2)	Staff of 2 nd Tier [1]				
(a)	Number of staff	1			
(b)	Comparable rank in civil service	ⁿ swo			
(c)	Post	Superintendent			
(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)]			\$978216 (round up to the nearest dollar)	
(e)	Total annual staff costs under SWD subventions $[2(e)=2(f)(i)+(ii)+(iii)+(iv)]$			\$978216 (round up to the nearest dollar)	
(f)	Breakdown of (2)(e)				
	(i) Salary [3]			\$895203	
	(ii) Provident fund			\$62283	
	(iii) Cash allowance	[4] (please specify if any:)	\$20730	
	(iv) Non-cash based benefits [5] (please specify if any:			\$	
(3)	Staff of 3rd Tier [1]				
(a)	Number of staff	4			
(b)	Comparable rank in civil service	ASWO			
(c)	Post	Case Worker, Pro. & Development Officer, Hostel Supervisor			
(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)]			\$2822337 (round up to the nearest dollar)	
(e)	Total annual staff costs under SWD subventions $[3(e)=3(f)(i)+(ii)+(iii)+(iv)]$			\$2822337 (round up to the nearest dollar)	

(f)	Breakdo	own of (3)(e)				
	(i) Salary [3]				\$2241445	
	(ii) Provident fund				\$294440	
	(iii) Ca	sh allowance [4] (please specify if any:)	\$286452	
	(iv) No	on-cash based benefits [5] (please special	fy if any:).	\$	
		ff in the top three tiers serving their as appropriate.	· first contract ^[6] in	201	17-18?	
	Yes (Please provide supplementary information on the next page and use additional sheet as necessary)					
	*	No				
(5)	Review	for changes ^[7]	<u>2016-17</u> (the year before	•)	2017-18 (the reporting year)	
(a)	Total ar	nnual staff costs under SWD				
, ,		tions in respect of the top three tiers $-(2)(e)+(3)(e)$	\$3681238		\$3801157	
(b)	Please ti	ick and complete the following as app	ropriate to state the	resu	ılt 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.)					
					1111 To 12 11	
		•				

(6) For Staff Serving Their First Contract

Please add column(s) where necessary.

^{*}Please delete as appropriate.

	Staff no. 1	Staff no. 2	Staff no. 3
(a) Tier [1]			
	1st/ 2nd/ 3rd*	1st/ 2nd/ 3rd*	1st/ 2nd/ 3rd*
(b) Comparable			
rank in civil			
service			
(c) Post			
(d) Total annual	- 0 - 40 year language languag		
staff costs [2]			
	\$	\$	\$
(e) Total annual			
staff costs			
under SWD			
subventions			
(e)=[(g)(i)+ (ii)+(iii)+(iv)]			
(11)+(111)+(1V)]	\$	\$	\$
(f) Please specify		Ψ	Ψ
the months			
covered if (e)			
was not			
incurred for the			
full year			
(g)			
(i) Salary			
	\$	\$	\$
(g)			
(ii) Provident fund	•	C	•
(g)	\$	\$	\$
(g) (iii) Cash allowance			
(please specify if			
any)			
,	\$	\$	\$
(g)		· · · · ·	
(iv) Non-cash based			
benefits			
(please specify if			
any)			
	\$	\$	\$

2 0 JAN 2019

Part B: Public Disclosure of the Review Report

Email Address : mcsupt@goodshepherd.org.hk Date

Our	organisation * <u>has di</u>	sclosed / will discle)se (please sp	pecify the c	commencement		
date:) the	Review Report for 20	17-18 (only <u>Par</u>	t A) through	one or more of		
the following channels and will make it available to the public upon request -							
(*Please delete as appropriate.)							
Channel of Disclosure (Please tick as appropriate.)							
Posting the information prominently on the notice board(s) at the Administration Unit / Head Office							
V	Uploading the information onto our website						
	Reporting the information in our Annual Report						
	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: Eliza Poon A Signature of Chairperson: The Man							
Title	: Superintenden	t Name		: Sr Bernad	lette Yuen		
Tel. No.	: 25540167	Tel. No.		: <u>25540167</u>	7		