

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

Self Assessment Report for the Reporting Year of 2020-21

To: Director of Social Welfare
(Attn: Subventions Section)
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248 Queen's Road East, Wan Chai, Hong Kong

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[Please read the explanatory notes before completing this form. The completed form should reach Social Welfare Department (SWD) by 31 October 2021.]


Name of NGO (code): **HONG KONG PLAYGROUND ASSOCIATION (352)**

1. The average recurrent subventions^(Note 1) which my organisation received from SWD during the past four years from 2016-17 to 2019-20 (excluding the reporting year) amount to \$99,822,368 which represents 48.63% of my organisation's average operating income pertaining to welfare services/programmes^(Note 3) within the same period. The details are listed as follows -

Year ^(Note 2) (the four years before the reporting year)	Recurrent Subventions Received from SWD (round up to the nearest dollar) \$	Operating Income Pertaining to Welfare Services/Programmes ^(Note 3) (round up to the nearest dollar) \$
2016-17	94,527,163(a)	188,508,278(aa)
2017-18	96,676,568(b)	207,001,061(bb)
2018-19	100,545,660(c)	205,699,300(cc)
2019-20	107,540,080(d)	219,942,750(dd)
Average: (e) = [(a)+(b)+(c)+(d)] / 4 (f) = [(aa)+(bb)+(cc)+(dd)] / 4	99,822,368(e)	205,287,847(f)
Average annual recurrent subventions / Average annual operating income [(e) / (f) × 100%] = (g)		48.63% (g)

2. I declare that for this reporting year, my organisation is ~~is not~~* exempt from conducting an annual review of my staff in the top three tiers according to the Guidelines for the Control and Monitoring of Remuneration Practices in Respect of Senior Staff in Subvented Organisations issued in 2018.

Contact Person : ~~Mr~~/ Ms Joey Szeto
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Signature of Chairperson : 
Name : Mr/ ~~Ms~~ Sin Yat Kin
Tel. : 25733849
Date : 7/10/2021

*Delete as appropriate

**Notes on Completing the Self Assessment Report on Remuneration Packages
for Staff in the Top Three Tiers of Subvented Non-government Organisations**

Calculation of the Income Threshold

Recurrent subventions received from SWD
(the Controlling Officer) for an NGO (e)

= (g)

Total operating income of the NGO
pertaining to welfare services/programmes
(within the policy purview of the Controlling Officer) (f)

**List of all types of payments to be included and excluded in the calculation of the 50%
income threshold for the Reporting Year of 2020-21**

1. **Recurrent Subventions provided by SWD** refer to all payments from SWD to a subvented NGO for services / programmes within the welfare purview **including** -
 - ✓ **Recurrent subventions** under Lump Sum Grant / conventional subvention mode;
 - ✓ Central Items, Rent and Rates Subvention, Subsidy under Child Care Centre Subsidy Scheme;
 - ✓ Contract sums of contract services, i.e. Contract Homes and Nursing Home Place Purchase Scheme;but **excluding** the following marked with an "x" -
 - × **Non-recurrent subvention** (such as matching grants, one-off funding from supporting a particular activity [e.g. Lotteries Fund, Social Welfare Development Fund, etc.]);
 - × **Capital works subvention** (such as financial assistance for construction and renovation projects);
 - × **Capital non-works subvention** (such as funding for computer system development); and
 - × **Service fee** from Lotteries Fund to operators of Pilot Scheme on Community Care Service Voucher for the Elderly and Pilot Scheme on Residential Care Service Voucher for the Elderly.
2. For a subvented NGO receiving SWD's subvention for less than four years before the reporting year, reference should be made to all of the preceding years concerned.
3. **Operating income of the NGO** should take into account only the portion of income pertaining to services / programmes **under welfare purview**. It **includes** the following –
 - ✓ **Recurrent subventions** provided by SWD to NGOs for services / programmes within the welfare purview as mentioned at Note 1 above;
 - ✓ **Fees and charges** collected by the NGO for services / programmes within welfare purview, including self-financing services; Pilot Scheme on Community Care Service Voucher for the Elderly and Pilot Scheme on Residential Care Service Voucher for the Elderly (excluding the seed money for purchase of capital items); and those contract services such as Contract Homes and Nursing Home Place Purchase Scheme;
 - ✓ **Designated / non-designated donations / sponsorships[#]** received by an NGO and **spent** on services / programmes within welfare purview;
 - ✓ **Investment / interest income** of the NGO **spent** on services / programmes within welfare

- purview; and
- ✓ **Rental and / or other recurrent incomes** of the NGO spent on services / programmes within welfare purview;

but **excluding** the following marked with an “ x ” -

- × **Capital and / or non-recurrent subventions;**
- × **Donations / sponsorships for capital projects**, e.g. construction, renovation, purchasing furniture and equipment, Social Welfare Development Fund for the purpose of staff training (scope A), business system upgrading (scope B) and studies (scope C);
- × **Direct cash assistance or benefits in kind to service users.**

Designated / non-designated donations / sponsorships received by the NGO and spent on services / programmes under welfare purview may include the following examples –

- ◇ Lotteries Fund;
- ◇ Community Care Fund;
- ◇ Child Development Fund;
- ◇ Enhancing Employment of People with Disabilities through Small Enterprise Project;
- ◇ Partnership Fund for the Disadvantaged;
- ◇ Hong Kong Paralympians Fund;
- ◇ Beat Drugs Fund;
- ◇ Community Inclusion Investment Fund;
- ◇ Enhancing Self-Reliance Through District Partnership Programme;
- ◇ Hong Kong Jockey Club Charitable Trust;
- ◇ Community Chest; and
- ◇ Funding from District Council.

- End -

