

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

Self assessment Report for the Reporting Year of 2022-23

The Government has promulgated a set of guidelines concerning the effective control and monitoring of the structure, ranking and remuneration for the top three tiers executives in subvented bodies, and set out the arrangements for the public disclosure of such information. As stated in paragraph 4.16 of the Lump Sum Grant Manual, "to ensure proper use of public funds, NGOs are required to return their Self-assessment Report (SAR) on Remuneration Packages for Staff in the Top Three Tiers by 31 October of the financial year." For the avoidance of doubt, all subvented NGOs are required to submit the SARs regardless of whether they are exempt from submitting their Review Reports.

[Please read the explanatory notes before completing this form. The completed form should reach the Social Welfare Department (SWD) through electronic submission by 31 October 2023.]

Name of NGO (code) : Watchdog Limited (760)

1. The average recurrent subventions (Note 1) which this organisation received from SWD during the past four years from 2018-19 to 2021-22 (excluding the reporting year) amount to \$15,799,216 which represents 58% of this 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) \$	
2018-19	9,119,840	(a)	23,235,338	(aa)
2019-20	13,796,812	(b)	22,832,221	(bb)
2020-21	18,523,417	(c)	30,944,651	(cc)
2021-22	21,756,798	(d)	31,035,992	(dd)
Average: (e) = [(a)+(b)+(c)+(d)] / 4 (f) = [(aa)+(bb)+(cc)+(dd)] / 4	15,799,216	(e)	27,012,050	(f)
Average annual recurrent subventions / Average annual operating income [(e) / (f) x 100%] = (g)			58.48%	(g)

2. I confirm that the following condition applies to this organisation -

Submission of Review Report

(Please select as appropriate.)

- This organisation is **required** to conduct an annual review of staff in the top three tiers and submit the Review Report in accordance with the Lump Sum Grant Manual.
- This organisation is not required to conduct an annual review but the Review Report is **voluntarily submitted** to enhance public accountability and promote the public's understanding of this organisation's financial position.
- This organisation is **exempt** from the requirement of submitting the Review Report.

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Explanatory Notes

Calculation of the Income Threshold

Recurrent subventions provided by SWD
to the NGO (e)

_____ x 100% = (g)

Operating income of the NGO
pertaining to welfare services/programmes
(within the policy purview of SWD) (f)

List of all types of payment to be included and excluded in the calculation of the 50% income threshold for the Reporting Year of 2022-23

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 the Lump Sum Grant / conventional subvention mode;
- ✓ Central Items, Rent and Rates Subvention, Subsidy under the Child Care Centres Subsidy Scheme;
- ✓ Contract sum of contract services, e.g. 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 for 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 fees** from the Lotteries Fund to service operators of the 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 purchasing capital items); and 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 "×" -

- × **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 service 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;
- ✧ The Hong Kong Jockey Club Charities Trust;
- ✧ The Community Chest; and
- ✧ Funds provided by District Councils.

