

政府總部  
勞工及福利局  
香港添馬添美道  
政府總部



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LABOUR AND WELFARE BUREAU  
GOVERNMENT SECRETARIAT

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22 July 2016

Clerk to the Legislative Council Panel on Welfare Services  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong  
(Attn. : Mr Colin CHUI)

Dear Mr CHUI,

**Panel on Welfare Services  
Follow-up Actions for Meeting on 11 January 2016**

At the Panel meeting held on 11 January 2016, Members requested a list of non-governmental organisations (NGOs) receiving Lump Sum Grant (LSG) subvention which did not provide backpay for their staff members.

Under the LSG Subvention System, NGOs may formulate their own staff remuneration policy, including the mechanism for salary adjustment, provided that they comply with the requirements of the Best Practice Manual (BPM) by either adjusting staff members' salaries by the same percentage of civil service pay adjustment or spending the full amount of the additional allocation for salary adjustment on adjusting staff members' salaries. There are no stipulations in the BPM requiring NGOs to provide backpay of salary adjustment to their existing or former staff members or to report such information to the Social Welfare Department (SWD). SWD therefore does not have the information required.

Yours sincerely,

( Mr David NG )

for Secretary for Labour and Welfare

c.c. Director of Social Welfare (Attn: Mr. YU Wai-yip, Ricky)