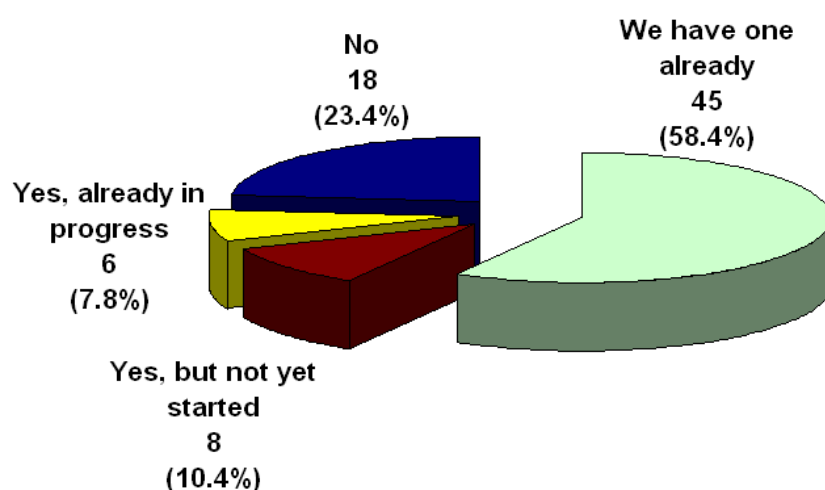


H. Analysis of Further Changes in Compensation & Benefits

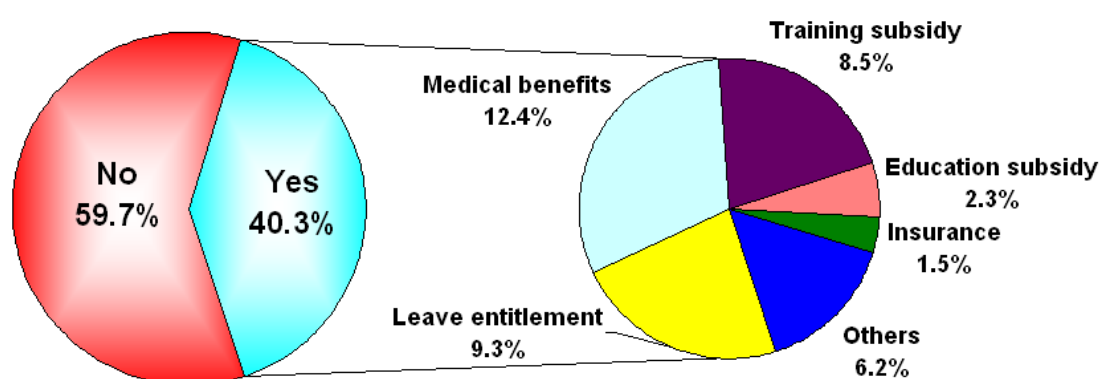
1. Number of Agencies Planning to Construct In-house Salary Scale

45 (58.4%) out of 77 participating agencies reported to have an in-house salary scale already. 14 (18.2%) reported to plan to construct an in-house salary scale. 7.8% have the salary scale already in progress but 10.4% have not yet started.



2. Number of Agencies Planning to Change Benefits Package in Next 12 Months

31 (40.3%) out of 77 participating agencies indicated they plan to make change(s) in benefit package in next 12 months.



Note:

“Others”:

1. Cash allowance to social worker
2. MPF Employer Contribution
3. Out-patient Medical Insurance
4. Paternity Leave
5. Travel Allowance, Study Allowance

3. Participating Agencies with Multiple Types of Benefit

Number of Agencies Responded: 31

