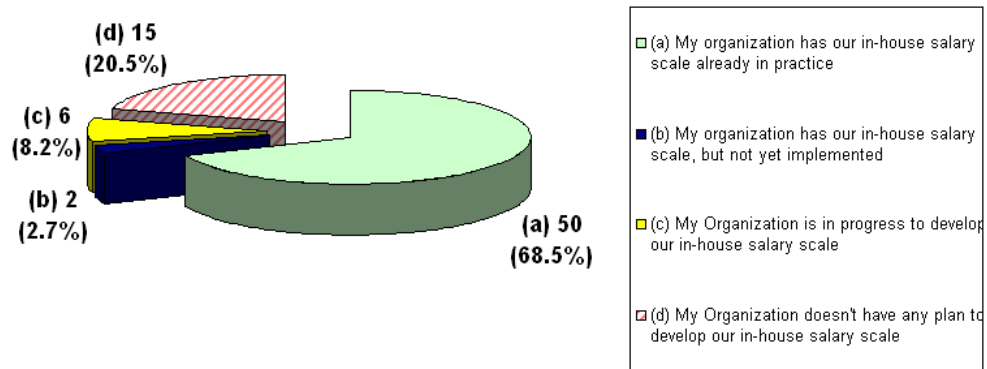


H. Analysis of Further Changes in Compensation & Benefits

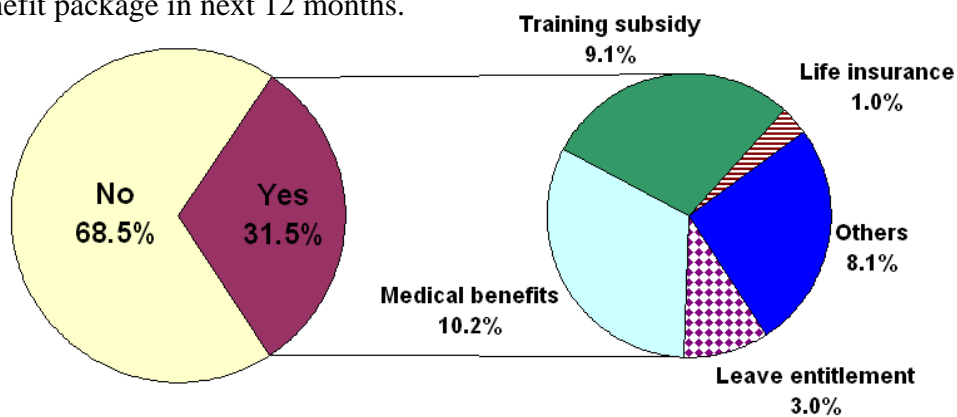
1. Number of Agencies Planning to Construct In-house Salary Scale

52 (71.2%) out of 73 participating agencies reported to have an in-house salary scale, among those have an in-house salary scale, two (2.7%) had not yet implemented. 8.5% have the salary scale already in progress but 20.5% have not yet started.



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

23 (31.5%) out of 73 participating agencies indicated they plan to make change(s) in benefit package in next 12 months.



Explanatory notes: "Others" refers to the benefit of:

- 1) MPF employer voluntary contribution
- 2) Out-patient medical insurance
- 3) Rent allowance of housing benefit
- 4) Paternity leave
- 5) Discretionary casual leave
- 6) Long service leave
- 7) Marriage leave
- 8) Compassionate leave

3. Participating Agencies with Multiple Types of Benefit to be changed in Next 12 Months

Number of Agencies Responded: 23

