

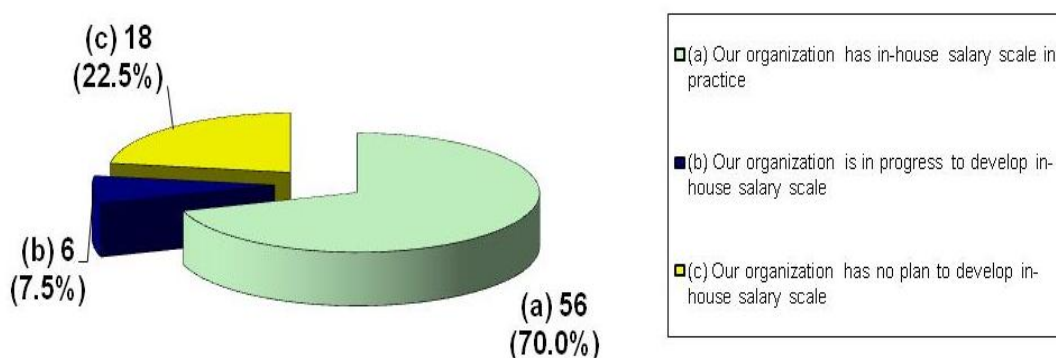
Analysis of Further Changes in Remuneration & Benefits

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

Number of Agencies Responded: 80

56 (or 70.0%) out of 80 participating agencies reported to have an in-house salary scale.

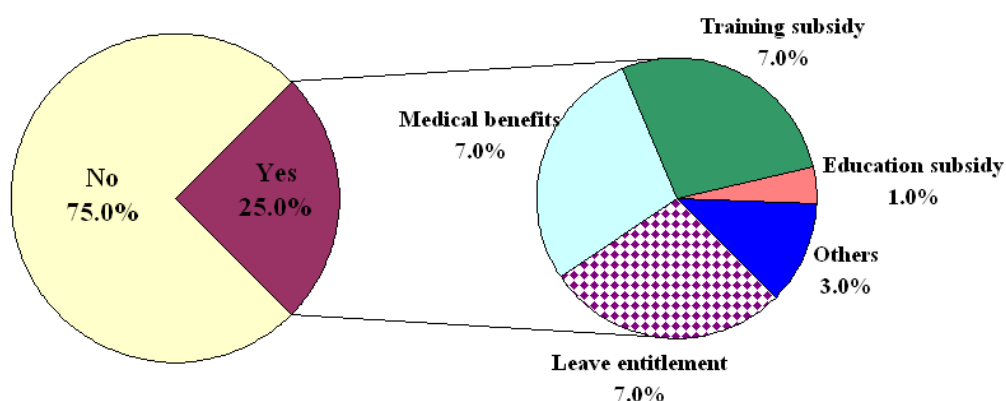
6 (or 7.5%) participating agencies reported that they were in progress of developing in-house salary scale, and 18 (or 22.5%) participating agencies had not yet started.



2. Number of Agencies Planning to Change Benefit Items in Next 12 Months

Number of Agencies Responded: 80

20 (25.0%) out of 80 participating agencies indicated they plan to make change(s) in benefit items in next 12 months.



Explanatory notes: “Others” refers to the benefit of:

- 1) MPF scheme
- 2) Retirement plan

Note: Total of percentage figures may not be 100% owing to rounding.

3. Participating Agencies with Plan to Change Benefit Items in Next 12 Months

Number of Agencies Responded: 20

