

Analysis of Pay Management Practice

Pay management practices include:

- 1) Salary structure;
- 2) Salary review for individual staff
- 3) Criteria in determining salary adjustments for individual staff
- 4) Performance Assessment System
- 5) Contract End Payment
- 6) Discretionary Performance-based Incentive Payment

1. Salary Review for Individual Staff

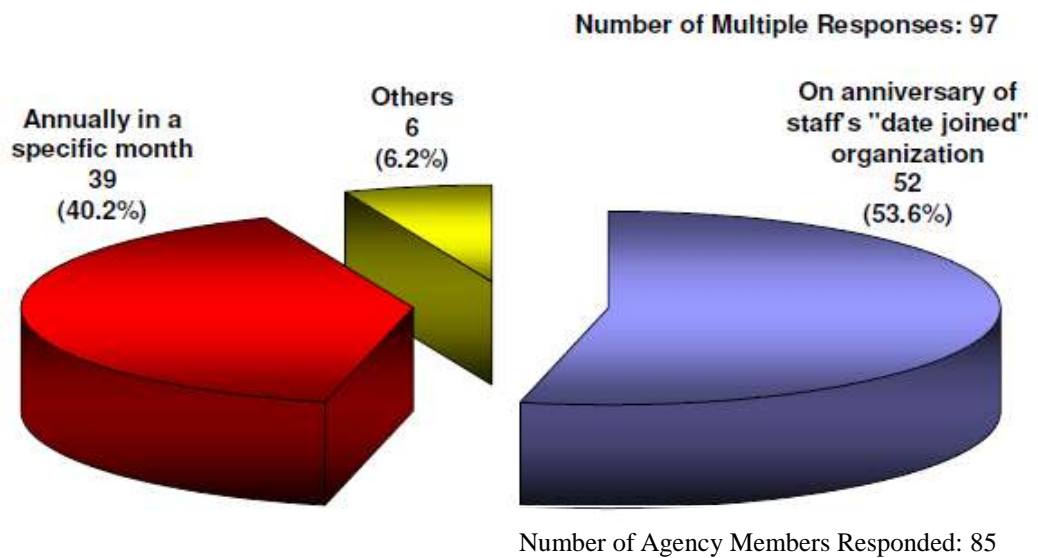


Figure D2: Date of annual salary review for individual staff

Explanatory notes: “Annually in a specific month” refers to the practice of salary review made annually in the month of

January	3	August	3
February	3	September	4
March	1	October	5
April	16	November	1
July	3	December	2
Total: 41			
Note: Two Agency Members have more than one fixed date/month of annual salary review for staff			

2. Criteria in Determining Salary Adjustments for Individual Staff

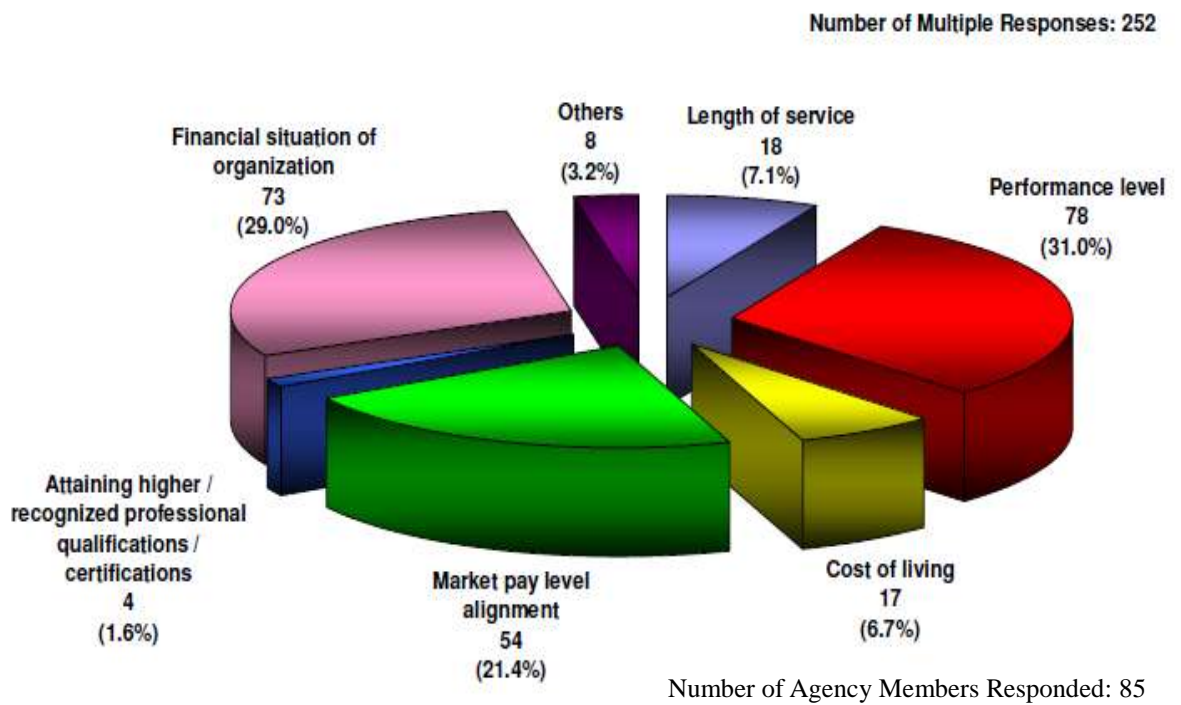


Figure D3.1: Criteria adopted in determining individual staff’s salary adjustment

Number of Criteria Adopted	Number of Participating Agency Members Adopted
One criterion	1.2%
Two criteria	1.2%
Three criteria	97.6%
Total	100.0%

Figure D3.2: Distribution of participating Agency Members adopting number of criteria in determining salary adjustments for individual staff

Explanatory notes: “Others” refers to the criterion of

- MPS adjustment