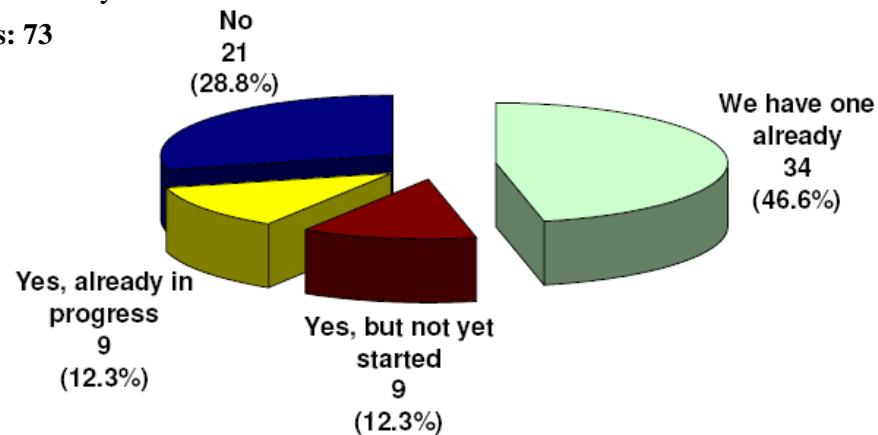


## H. Analysis of Further Changes in Compensation & Benefits

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

34 (46.6%) out of 73 participating agencies reported to have an in-house salary scale already. 18 (24.6%) reported to plan to construct an in-house salary scale. Half have already in progress and half have not yet started.

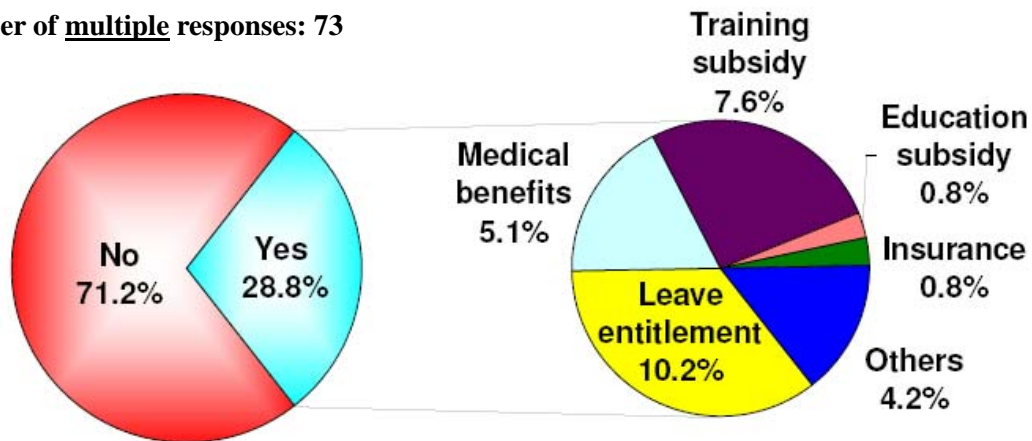
Number of Agencies: 73



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

21 (28.8%) out of 73 participating agencies indicated to plan to make change in benefit package in next 12 months.

Number of multiple responses: 73



“Others”:

1. Paternity leave, health leave
2. Incentive program
3. Reward system
4. Lengthening contract period
5. Increase of MPF contribution

### 3. Participating Agencies with Multiple Types of Benefit

Number of Agencies: 21

