

D. Pay Management Practice

[Questionnaire - Section 2 - Section 4 Questions]

Pay management practice adopted by Respondents includes:

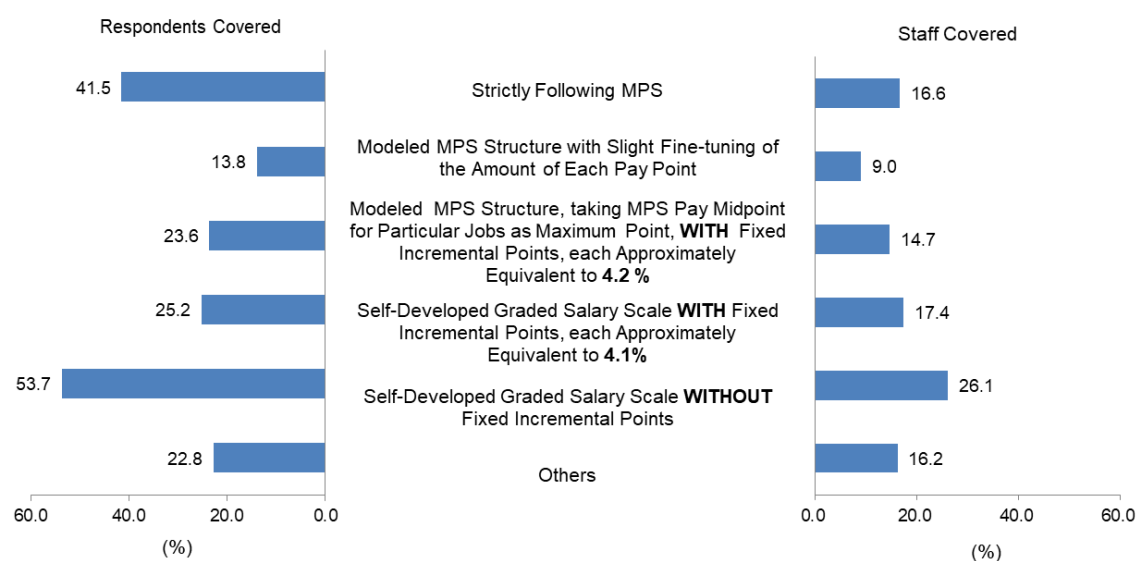
- 1) Types of salary structure
- 2) Performance assessment system
- 3) Contract end payment

1. Types of Salary Structure

[Questionnaire - Section 2 Question 2.1]

51 (or 41.5%) Respondents strictly practise MPS as one of the salary structures they adopted, representing 16.6% of the total number of staff covered in this Survey. 66 (or 53.7%) Respondents reported that they practise a self-developed salary structure which has no fixed incremental points, covering 26.1% of the total full-time staff. 31 (or 25.2%) Respondents practise a self-developed salary structure with fixed incremental points each being approximately equivalent to 4.1%, covering 17.4% of the total full-time staff. (Chart D1).

Chart D1: Salary Structure Adopted and Corresponding Staff Covered



Number of Respondents : 123

Notes: 1. Percentages under Respondents Covered may not add up to 100% as Respondents may have more than one salary structure.

2. "Others" includes

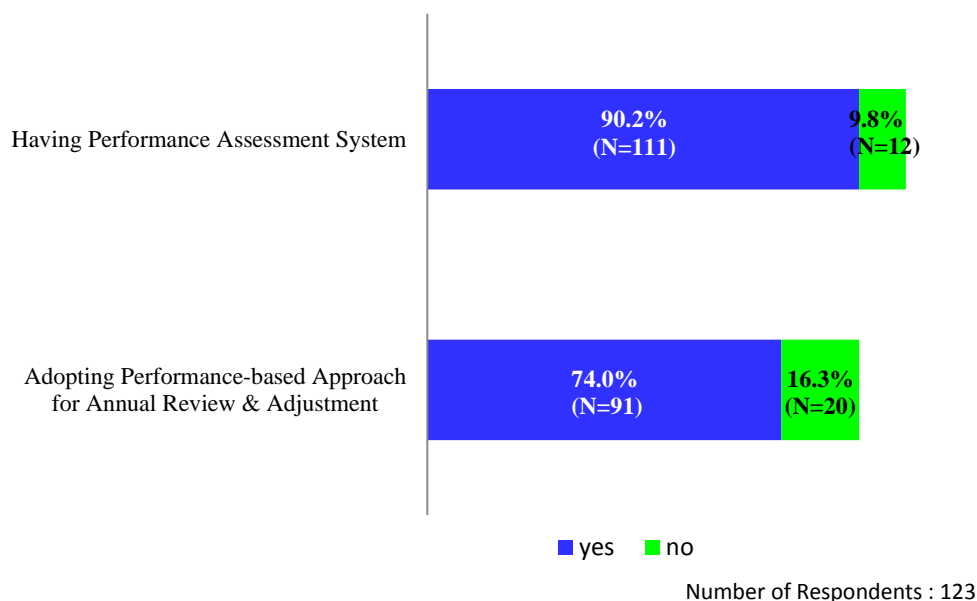
- Self-developed (MPS Referenced) grade salary structure without fixed incremental points;
- Adopting MPS / MOD scales with self-developed scale;
- Modeled from MPS structure but the starting, midpoint and maximum points are different;
- Modeled from MPS structure, taking the pay midpoint as the maximum of pay point divided each MPS point into 2 points;
- Fixed salary, depend on funding;
- No fixed salary structure;
- Make reference to market rates, industrial rates, and performance appraisal;
- Based on project funding etc.

2. Performance Assessment System

[Questionnaire - Section 3 Questions]

111 (or 90.2%) of the 123 Respondents reported that they practise performance assessment system. Among the 123 Respondents, 91 (or 74.0%) adopt performance-based approach for annual salary adjustment of staff. (Chart D2).

Chart D2: Performance Assessment System



3. Contract End Payment

[Questionnaire - Section 4 Questions]

3.1 25 (or 20.3%) of the 123 Respondents reported that they had offered contract end payment to their staff. (Chart D3.1).

Chart D3.1: Contract End Payment

