

# HKIHRM Benefits Survey 2009



Survey on Local Employees  
Working in Hong Kong, Frequently  
Travel, Stationed in Macau and  
Stationed in Mainland China

## The survey:

- Covers 20 business sectors
- Covers 175 local and multinational and Mainland Chinese-owned companies, including 23 companies with employees stationed in Macau and 82 companies with employees stationed in Mainland China
- Covers over 105,000 Hong Kong employees, including over 160 employees working in Macau and over 1,060 employees working in more than 40 different mainland cities

SEE INSIDE FOR MORE DETAILS



Research  
Report

Hong Kong  
Institute of  
Human Resource  
Management

香港人力資源管理學會  
[www.hkihrm.org](http://www.hkihrm.org)



# Content of the 2009 Report:

## Employees working in Hong Kong

- **Leave**  
Annual Leave, Sick Leave, Maternity Leave, Paternity Leave, Study and Examination Leave (excluding training offered by company) and Special Leave
- **Retirement/ Termination Benefits**  
Retirement Benefit Scheme: Contributory Plan, Non-Contributory Plan and MPF Scheme
- **Insurance**
- **Medical Benefit**  
Medical Check-up, Clinical (Out-patient), Dental and Hospitalisation
- **Meal Benefit**
- **Transportation Benefit**
- **Long Service Recognition**  
Service Related Cash Bonus, Subsidised Leisure Trip Benefit and Other Non-cash Award
- **Retention Programme**  
Employee Stock Purchase Plan and Retention Bonus
- **Accommodation**  
Housing Loan, Mortgage Interest Subsidy, Cash Housing Allowance, Rental Reimbursement and Employee Quarters
- **Utility Benefit**
- **Other Benefits**  
Vacation Benefit, Club Membership, Education Benefit for Employee, Education Benefit for Employee's Children, Long Service Payment, Severance Payment, Personal Loan and Flexi-Benefit Programme

## Employees frequently travel – An Overview

### Employees stationed in Macau

- Profile Information
- Annual Leave
- Medical Benefit (Clinical (Out-patient) and Hospitalisation)
- Other Benefits

### Employees stationed in Mainland China

- Profile Information
- Hardship and Allowance
- Meal Benefit
- Accommodation Benefit
- Local Mainland China Transportation
- Annual Leave
- Home Trip Leave
- Tax Equalization and Tax Protection Benefit
- Mainland China Insurance Plan
- Assistance for Employee's Dependent
- Other Benefits



# HKIHRM 2009 Benefits Survey Order Form

**Post: Please complete in full and send with cheque payment to:**  
 HKIHRM, Suite 1503, 15/F., 68 Yee Wo Street, Causeway Bay,  
 Hong Kong

**Fax: (852) 2881 6062**

Special Offers	Price		QTY
	HKIHRM member	Non-member	
<b>HKIHRM 2009 Benefits Survey</b>	<b>HK\$2,000</b>	<b>HK\$2,400</b>	

- My crossed cheque (No.: \_\_\_\_\_) made payable to "Hong Kong Institute of Human Resource Management Ltd." is enclosed.
- Please issue me a  receipt /  invoice  
(For environmental protection purpose, receipt / invoice will only be issued upon request)

Name: Dr / Mr / Ms / Mrs (surname) \_\_\_\_\_ (given name) \_\_\_\_\_

Position: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_  
 \_\_\_\_\_

[ ] HKIHRM Member No.: \_\_\_\_\_ [ ] Non-member

Tel: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

\* For overseas delivery, postage / courier fee will be additionally charged.



香港人力資源管理學會

**Hong Kong Institute of Human Resource Management**

Suite 1503, 15/F, 68 Yee Wo Street, Causeway Bay, Hong Kong

Tel: (852) 2881 5113 Fax: (852) 2881 6062 Website: [www.hkihrm.org](http://www.hkihrm.org) Email: [info@hkihrm.org](mailto:info@hkihrm.org)

