

**2009 MANPOWER SURVEY REPORT**  
**BANKING AND FINANCE INDUSTRY**

**銀行及金融業**

**2009 年度人力調查報告書**

**BANKING AND FINANCE INDUSTRY**  
**TRAINING BOARD**

**VOCATIONAL TRAINING COUNCIL**

**職業訓練局**

**銀行及金融業訓練委員會**

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The 2009 Manpower Survey Report  
of the Banking and Finance Industry

Executive Summary

**Objective**

1. In January to March 2009, the Banking and Finance Industry Training Board conducted a survey to collect the latest manpower information of the banking and finance industry with the aim to furnishing users with information on manpower situation and training needs of personnel in the banking and finance industry.

**Scope of the Survey**

2. Based on the advice of the Census and Statistics Department (C&SD), the Training Board had decided on the sampling frame to cover all banking and financial institutions in the industry. A sample of 1 057 out of 7 344 establishments was selected from the central register maintained by the C&SD. All establishments with 50 or more employees were surveyed. The stratified random sampling method was used for the sample selection of establishments with less than 50 employees.

3. The survey covered samples in the following nine branches:

- (i) 222 licensed banks, restricted licence banks and local representative offices of foreign banks (abbreviated as BANKS);
- (ii) 24 deposit-taking companies (abbreviated as DTCS);
- (iii) 167 investment and holding companies (abbreviated as INVEST COS);
- (iv) 101 personal loans, mortgages, instalment credits, finance leasing, factoring and bill discounting companies (abbreviated as PL COS);
- (v) 162 stock and share companies (abbreviated as SS COS);
- (vi) 102 commodity futures and gold bullion brokers/dealers (abbreviated as C DEALERS);
- (vii) 5 stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry (abbreviated as C EXCHANGES);
- (viii) 102 money changers and foreign exchange brokers/dealers (abbreviated as M CHANGERS); and
- (ix) 172 other financial companies (abbreviated as OF COS).

Data collected from these 1 057 selected establishments (samples) have been processed by the C&SD and statistically projected to reflect the overall picture of the manpower situation of the whole banking and finance industry except for the 5 establishments in the branch of stock, bullion and commodity exchanges and statutory bodies where actual manpower statistics were used without projection.

### Total Manpower Demand

4. The survey reveals that in January 2009, the banking and finance industry employed 129 088 persons. The distribution of employees by branch and by job level is shown in Table A below:

Table A : Manpower Structure by Branch and by Job Level

Branch	<u>Number of Employees</u>				<u>Total (%)**</u>
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Other Supporting Staff (%)*</u>	
1. BANKS	18 262 (20.8)	34 261 (38.9)	25 653 (29.2)	9 768 (11.1)	<b>87 944 (68.1)</b>
2. DTCS	299 (26.7)	368 (32.8)	410 (36.5)	45 (4.0)	<b>1 122 (0.9)</b>
3. INVEST COS	727 (23.4)	1 431 (46.1)	800 (25.8)	145 (4.7)	<b>3 103 (2.4)</b>
4. PL COS	627 (20.5)	1 114 (36.4)	1 252 (41.0)	63 (2.1)	<b>3 056 (2.4)</b>
5. SS COS	1 453 (13.9)	2 204 (21.1)	6318 (60.6)	457 (4.4)	<b>10 432 (8.1)</b>
6. C DEALERS	124 (15.8)	196 (25.0)	440 (56.1)	24 (3.1)	<b>784 (0.6)</b>
7. C EXCHANGES	916 (39.5)	796 (34.4)	372 (16.1)	232 (10.0)	<b>2 316 (1.8)</b>
8. M CHANGERS	158 (8.6)	411 (22.5)	1 228 (67.3)	29 (1.6)	<b>1 826 (1.4)</b>
9. OF COS	3 173 (17.2)	9 962 (53.8)	4 478 (24.2)	892 (4.8)	<b>18 505 (14.3)</b>
<b>Total (%)**</b>	<b>25 739 (20.0)</b>	<b>50 743 (39.3)</b>	<b>40 951 (31.7)</b>	<b>11 655 (9.0)</b>	<b>129 088 (100)</b>

(%)\* As percentage of the total number of employees in the branch.

(%)\*\* As percentage of the total number of employees in the industry.



## Manpower Changes

5. The manpower of the banking and finance industry had increased by 15.6% between 2007 and 2009. Manpower increased by 17 466 persons from 111 622 in 2007 to 129 088 in 2009. The changes in the number of employees between 2007 and 2009 by sector and by job level are summarized in Table B.

Table B: Manpower Changes

(i) Manpower Changes by Sector

<u>Sector*</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Banking Sector	87 944	77 890	+10 054 (+12.9%)
DTC Sector	1 122	1 173	-51 (-4.3%)
Securities Sector	10 432	10 532	-100 (-0.9%)
Other Financial Sectors	29 590	22 027	+7 563 (+34.3%)
<b>Total</b>	<b>129 088</b>	<b>111 622</b>	<b>+17 466 (+15.6%)</b>

\*Sector Definition:

Banking Sector = Branch 1

DTC Sector = Branch 2

Securities Sector = Branch 5

Other Financial Sectors = Branches 3 to 9 excluding Branch 5

(ii) Manpower Changes by Job Level

<u>Job Level</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Managerial	25 739	23 478	+2 261 (+9.6%)
Supervisory	50 743	38 259	+12 484 (+32.6%)
Clerical	40 951	40 846	+105 (+0.3%)
Other Supporting Staff	11 655	9 039	+2 616 (+28.9%)
<b>Total</b>	<b>129 088</b>	<b>111 622</b>	<b>+17 466 (+15.6%)</b>

6. Figures 1 to 3 show the manpower structure and the distribution of employees by sector and by job level.

Figure 1: Distribution of Employees by Sector

Total Employees: 129 088

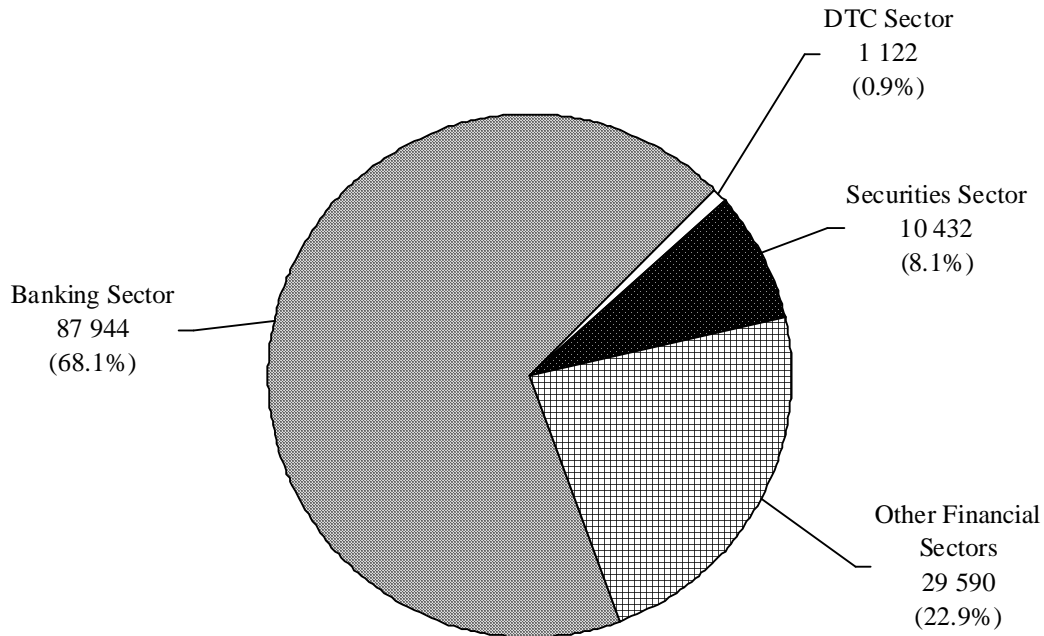


Figure 2: Distribution of Employees by Job Level

Total Employees: 129 088

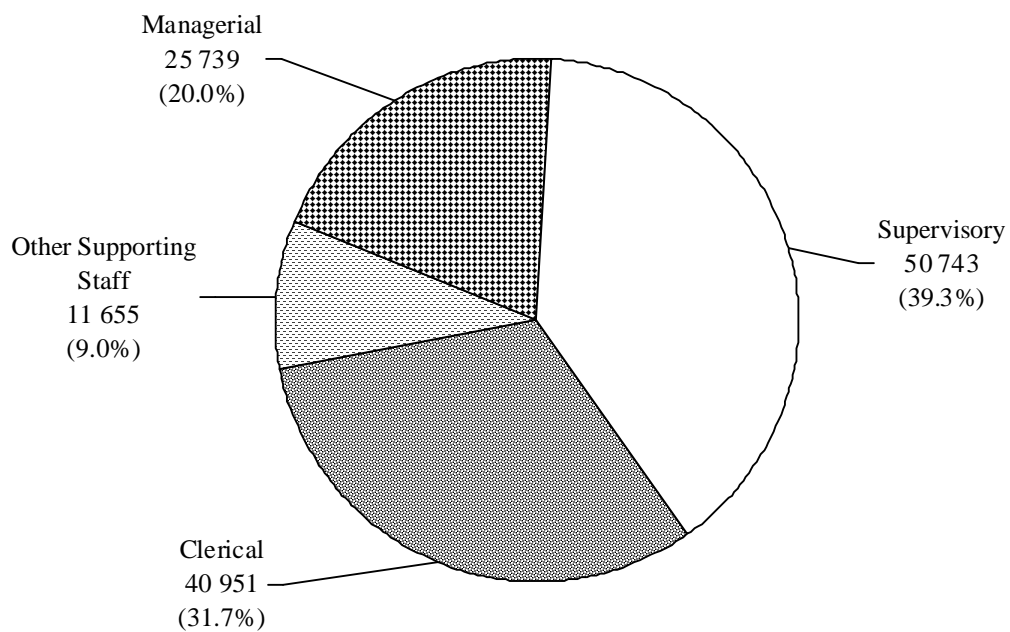
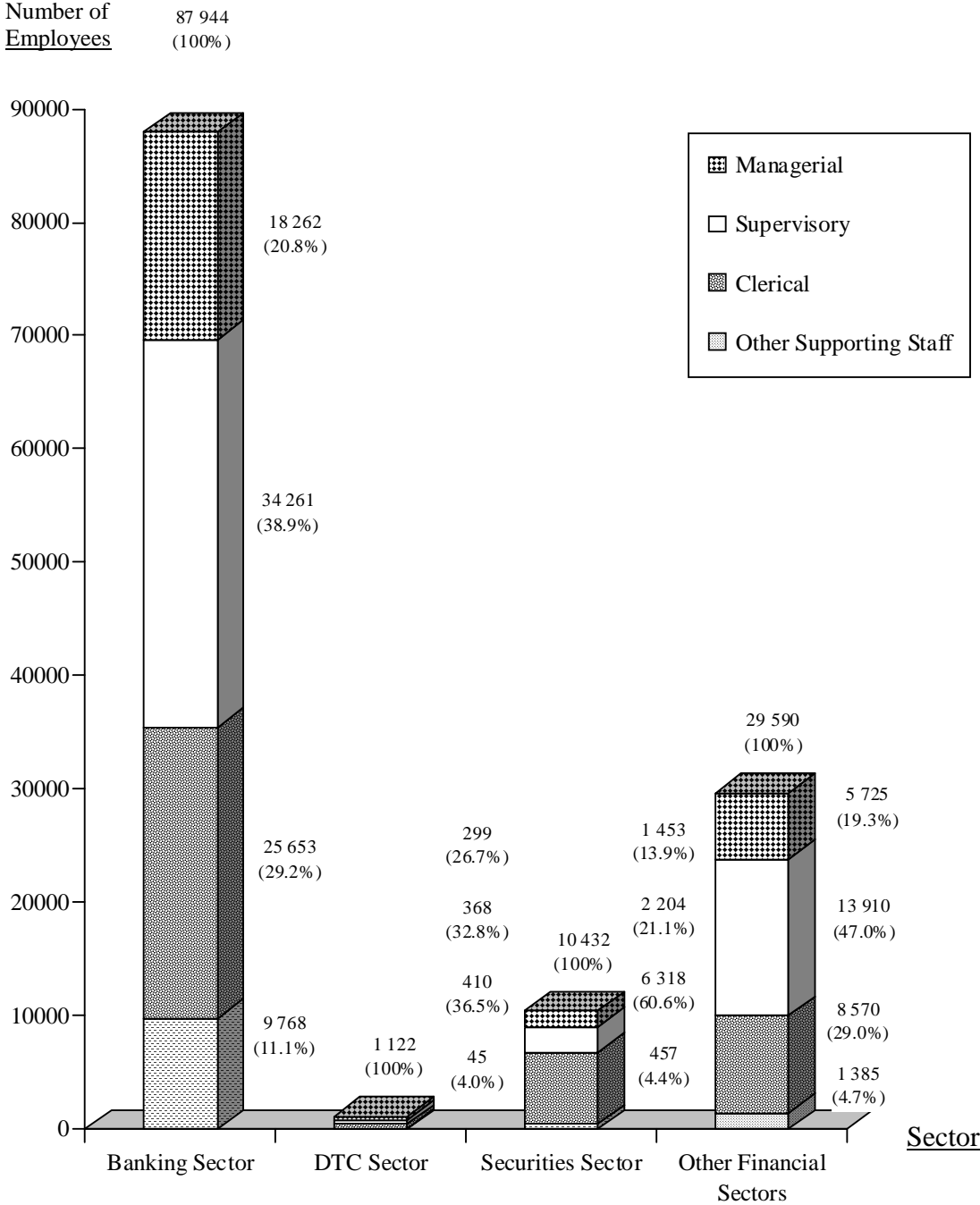


Figure 3: Distribution of Employees by Sector and by Job Level



## Number of Vacancies in the Industry

7. At the time of the survey, employers reported 926 vacancies in the banking and finance industry, representing 0.7% of the manpower demand (130 014) which is defined as the number of employees plus the number of vacancies. The vacancies by branch and by job level are shown in Table C.

Table C: Number of Vacancies

<u>Branch</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Other Supporting Staff (%)*</u>	<u>Total (%)**</u>
1. BANKS	65 (12.7)	263 (51.5)	117 (22.9)	66 (12.9)	<b>511</b> <b>(55.2)</b>
2. DTCS	4 (25.0)	2 (12.5)	8 (50.0)	2 (12.5)	<b>16</b> <b>(1.8)</b>
3. INVEST COS	-	41 (100)	-	-	<b>41</b> <b>(4.4)</b>
4. PL COS	1 (3.4)	4 (13.8)	24 (82.8)	-	<b>29</b> <b>(3.1)</b>
5. SS COS	-	10 (24.4)	25 (61.0)	6 (14.6)	<b>41</b> <b>(4.4)</b>
6. C DEALERS	-	1 (3.8)	25 (96.2)	-	<b>26</b> <b>(2.8)</b>
7. C EXCHANGES	5 (14.7)	6 (17.6)	19 (55.9)	4 (11.8)	<b>34</b> <b>(3.7)</b>
8. M CHANGERS	-	-	-	-	-
9. OF COS	26 (11.4)	165 (72.4)	33 (14.5)	4 (1.7)	<b>228</b> <b>(24.6)</b>
<b>Total (%)**</b>	<b>101 (10.9)</b>	<b>492 (53.1)</b>	<b>251 (27.1)</b>	<b>82 (8.9)</b>	<b>926</b> <b>(100)</b>

(%)\* As percentage of the total number of vacancies in the branch.

(%)\*\* As percentage of the total number of vacancies in the industry.

## Changes in Vacancy Situation

8. Employers reported 926 vacancies in January 2009. Comparing to the 1 947 vacancies reported by employers in January 2007, the number of vacancies had decreased by 1 021 (-52.4%). The changes in vacancy situation between 2007 and 2009 are shown in Table D.

Table D: Vacancy Situation

(i) Vacancy Situation by Sector

<u>Sector</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Banking Sector	511	1 373	-862 (-62.8%)
DTC Sector	16	26	-10 (-38.5%)
Securities Sector	41	102	-61 (-59.8%)
Other Financial Sectors	358	446	-88 (-19.7%)
<b>Total</b>	<b>926</b>	<b>1 947</b>	<b>-1 021 (-52.4%)</b>

(ii) Vacancy Situation by Job Level

<u>Job Level</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Managerial	101	551	-450 (-81.7%)
Supervisory	492	782	-290 (-37.1%)
Clerical	251	495	-244 (-49.3%)
Other Supporting Staff	82	119	-37 (-31.1%)
<b>Total</b>	<b>926</b>	<b>1 947</b>	<b>-1 021 (-52.4%)</b>
Vacancy rate as percentage of manpower demand	0.7%	1.7%	

## **Manpower Growth**

9. Employers forecast that the manpower demand of the industry by January 2010 would be 129 899 persons, representing a decrease of 115 persons, or 0.1% contraction of manpower, compared with the manpower demand of 130 014 persons in January 2009.

## **Minimum Education Requirement of Employees**

10. Generally speaking, the majority of employers preferred their employees at the supervisory and managerial levels to possess higher diploma, university degree or above education level and/or professional qualifications. For the clerical staff, matriculation and secondary 5 were the minimum education requirements of employees.

## **Professional Qualifications Requirement of Employees**

11. Employers generally preferred their employees at managerial level and supervisory level to possess professional qualifications.

## **Employees' Minimum Requirement on Year(s) of Experience in the Industry**

12. Most of the employers preferred their employees at managerial level to have a minimum of 5 to over 10 years of working experience in the industry. For supervisory staff, a minimum of 2 to 10 years of working experience in the industry was required. For clerical level, staff with 1 year or less working experience in the industry were acceptable.

## **Staff Turnover**

13. Employers reported that 17 581 employees left their institutions in the past 12 months. During the same period, 17 084 employees were recruited to fill the vacancies. The staff turnover rate for the banking and finance industry was 15.4%.

## **Internal Promotion**

14. The Survey shows that job levels of Supervisor and Clerk had better internal promotion opportunity. Of the total Managers recruited, 31.1% were promoted from Supervisors and 27.4% of the total recruits of Supervisors were promoted from Clerks.

## **Recruitment Difficulties**

15. Employers reported that the main reasons of recruitment difficulties were "Lack of candidates with relevant experience and training" and "Working conditions/remuneration package could not meet recruits' expectations". The ratios of these 2 reasons to total reasons were 52.3% and 28.5% respectively.

### **Number of Hong Kong Employees Having to Work in Mainland**

16. Employers reported that 1 650 employees had to work in Mainland during the survey period. Of these, 561 (34.0%) were on Stationed Basis and 1 089 (66.0%) were on Travelling Basis.

### **Effects of Mainland Operations on Hong Kong Employees**

17. Employers reported that 44 additional employees were recruited to handle the Mainland operations and 8 employees were trained for the purpose of handling Mainland operations.

### **Comparison of Training Expenses of the Previous Year and Training Budget for the Next Year**

18. The Survey reveals that 3 758 (93.0%) establishments had kept their staff training expenses more or less the same in 2007 and 2008. With regard to the training budget for 2009, 3 664 (90.7%) establishments indicated that they would keep their staff training expenses similar to that of 2008.

### **Part-time Employees Employed in the Banking and Finance Industry**

19. In addition to 129 088 full-time employees working in the banking and finance industry, 1 288 part-time employees were employed in the industry to help carry out business activities.

### **Impacts on Manpower Requirements**

20. The economic cycle as well as the policies of the Government of the Hong Kong Special Administrative Region will have different impacts on the manpower requirements of the banking and finance industry. These include:

- (i) Hong Kong is one of the international financial centres in the world. The global economic situation as well as the performance of the international financial markets, in particular the American and European markets have significant effects on Hong Kong's economy given the close linkage of business and financial activities of Hong Kong with other financial centres;
- (ii) The implementation of the Closer Economic Partnership Arrangement (CEPA) and the evolution of financial systems in the Mainland also strengthen the cooperations between Hong Kong and the Mainland. The expansion of operations of some Chinese banks in Hong Kong enhances the demand on banking and financial personnel in the Hong Kong community;

- (iii) The outbreak of the financial tsunami in the second half of 2008 slowed business activities in Hong Kong. However, the economy showed signs of recovery in the second half of 2009 and some large banks have made plans to resume recruitment to cater for the possible expansion of business for the remainder of the year; and
- (iv) The Government policies and regulations will also have some effects on the manpower supply and demand. The draft “minimum rate of wages ordinance” if endorsed and came into effect, the manpower structure as well as the remuneration packages of some banking and finance personnel may be adjusted accordingly.

## **Recommendations**

21. As the establishments selected for the survey had sufficient representation, the Training Board recommends that the survey results could be used as a reference when employers formulate manpower training and development strategies for their employees with specific recommendations as follows:

- (i) To support Hong Kong as an international financial center, sufficient provision of continuous professional development and training is important and necessary. In addition to the systematic in-house training programmes provided to their employees, employers should make good use of services provided by external training course providers and utilize government support such as the Continuing Education Fund.
- (ii) Employers indicated and it is recommended that a wide spectrum of training programmes be provided to employees for knowledge and skills upgrading as well as to broaden and deepen employees’ exposure to different segments of the industry;
- (iii) Training programmes on the following topics should be organized for banking and finance personnel at the various job levels:

### For Managerial Staff

Risk Management  
 Problem Solving and Decision Making  
 Strategic Management  
 Marketing Management  
 Principles and Practices of Management

### For Supervisory Staff

Financial Markets Operations  
 Risk Management  
 Financial Statement Analysis  
 Enhancing Quality Customer Services  
 Financial Risk Management



For Clerical Staff

Spoken English  
Communication Skills  
Interpersonal Skills  
Putonghua  
Marketing/Selling Skills; and

- (iv) In consideration of the fact that the most wanted attributes of banking and finance personnel include good work attitude, willingness to accept responsibilities, initiative as well as possessing good communication and presentation skills, team spirit and professional ethics, the Training Board recommends that training programmes on the above topics should also be offered to banking and finance personnel to help them acquire the wanted attributes in order to provide high quality of services to customers.

## SECTION I

### SURVEY PURPOSE AND SCOPE

#### **The Training Board**

1.1 The Banking and Finance Industry Training Board (BFTB) of the Vocational Training Council (VTC) is appointed by the HKSAR Government to be responsible for, among other duties, assessing the manpower situation and training needs in the industry and recommending to VTC measures to meet the demand for trained personnel in the industry. The Training Board comprises members nominated by trade associations, banking and financial institutions, educational/training institutions and government departments. The memberships of the Training Board and the Working Party on 2009 Manpower Survey are listed in Appendices 1 and 1a. A focus group comprising 4 practitioners from banking and financial institutions, a representative from professional bodies and two academics was set up to give expert advice on various aspects of the manpower situation of the banking and finance industry. Its membership is listed in Appendix 1b. The terms of reference of the Training Board are given in Appendix 2.

#### **Purpose of the Survey**

1.2 The Training Board conducted the 2009 Manpower Survey in the first half of 2009 with the following objectives:

- (i) To assess the manpower and training needs of principal jobs in the banking and finance industry;
- (ii) To forecast the growth of manpower in the industry; and
- (iii) To recommend measures to meet the training needs and manpower demand of the industry.

1.3 Similar to the arrangement of the 2007 Manpower Survey, the BFTB agreed to synchronize its 2009 Manpower Survey with the Manpower Surveys of the Accountancy Sector and Insurance Industry. The fieldwork of these three surveys were planned to be carried out from 12<sup>th</sup> January 2009 to 12<sup>th</sup> March 2009. However, the fieldwork of the survey of the Banking and Finance Industry had been extended to end of May for inclusion of respondents with large number of banking and finance personnel. Survey findings of these three surveys are expected to provide comprehensive manpower statistics which would help the community in formulating the manpower training and development strategies for the entire financial services sector.

## **Scope of the Survey**

1.4 The scope of the survey covered banking institutions, deposit-taking companies and other financial institutions. There were 7 344 banking and finance establishments in the following 9 branches at the time of the survey and a stratified random sampling method was adopted to survey 1 057 establishments as follows:

- (i) 222 licensed banks, restricted licence banks and local representative offices of foreign banks;
- (ii) 24 deposit-taking companies;
- (iii) 167 investment and holding companies;
- (iv) 101 personal loans, mortgages, instalment credits, finance leasing, factoring and bill discounting companies;
- (v) 162 stock and share companies;
- (vi) 102 commodity futures and gold bullion brokers/dealers;
- (vii) 5 stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry;
- (viii) 102 money changers and foreign exchange brokers/dealers;  
and
- (ix) 172 other financial companies.

1.5 The distribution of samples by branch and by employment size is shown in Appendix 3.

## **Procedures of the Survey**

1.6 The fieldwork of the manpower survey commenced on 12<sup>th</sup> January 2009. One week before the survey, a copy of the printed questionnaire attached with the explanatory notes (Appendix 4) was sent to each selected establishment. The reference date of the manpower data was fixed on 2<sup>nd</sup> January 2009. During the survey period, interviewing officers of the Census and Statistics Department (C&SD) visited each selected establishment to collect the questionnaire and, where necessary, to assist the completion. The fieldwork of the survey was so much longer than expected that the cut-off date for the survey was extended to end of May 2009 with a view to improving the response rate and thus to enhancing the reliability of the survey findings. Completed questionnaires were scrutinized and rechecked with respondents in case of doubts. The data collected were processed by the C&SD.

1.7 After the cut-off date, data obtained from the selected establishments were statistically grossed up (except the 5 establishments in the branch of stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry whose figures were actual manpower statistics without projection) to reflect the overall picture of the manpower situation of the banking and finance industry.

### **Response Rate**

1.8 Of the 1 057 establishments, 800 responded, 106 refused to reply while 151 had either closed, moved or temporarily ceased operation. The effective response rate was 88.3%.

### **New Principal Jobs**

1.9 The following job titles were added to the 2009 Manpower Survey Report to cater for principal jobs which had not been included in the 2009 Manpower Survey documents:

#### **Managerial Level**

Other Managers – for unclassified managerial staff, such as Communications Manager and Settlement Manager.

#### **Supervisory Level**

Other Supervisors – for unclassified supervisory staff, such as Business Analyst.

### **Presentation of Survey Findings**

1.10 A summary of the survey findings and their analyses are presented in Section II of the survey report while the Training Board's recommendations are presented in Section III of the survey report.

## SECTION II

### SUMMARY OF SURVEY FINDINGS

#### Introduction

2.1 Data collected from the 1 057 selected establishments (samples) have been processed by the C&SD and statistically projected (except the 5 establishments in the branch of stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry whose figures were actual manpower statistics without projection) to reflect the overall picture of the manpower situation of the whole banking and finance industry. This section presents the projected statistics/actual manpower statistics of the survey findings and all statistical tables are given in Appendix 5.

#### Presentation of Survey Findings

2.2 For simplicity sake, the following short titles used for the 9 branches covered in the 2007 Survey will also be used in the 2009 Survey:

	<u>Full Name</u>	<u>Short Title</u>
Branch 1:	Licensed banks, restricted licence banks and local representative offices of foreign banks	BANKS
Branch 2:	Deposit-taking companies	DTCS
Branch 3:	Investment and holding companies	INVEST COS
Branch 4:	Personal loans and related companies	PL COS
Branch 5:	Stock and share companies	SS COS
Branch 6:	Commodity futures and gold bullion brokers/dealers	C DEALERS
Branch 7:	Stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry	C EXCHANGES
Branch 8:	Money changers and foreign exchange brokers/dealers	M CHANGERS
Branch 9:	Other financial companies	OF COS

The trade definitions of these branches are given in Appendix C of the survey documents.

## Survey Findings of Core Manpower Statistics

(Appendix 5 – Table 1, Tables 1.1 to 1.9)

2.3 The survey reveals that in January 2009, 129 088 persons were employed in the banking and finance industry of which 25 739 (20.0%) were managerial staff, 50 743 (39.3%) were supervisory staff, 40 951 (31.7%) were clerical staff and 11 655 (9.0%) were other supporting staff.

2.4 The distribution of employees by branch and by job level is shown in Table A and Figures 1(a)-1(b). The BANKS is the largest branch which had 87 944 employees, or 68.1% of the total number of employees in the industry. The second and the third largest branches are the OF COS Branch (with 18 505 employees or 14.3%) and the SS COS Branch (with 10 432 employees or 8.1%) respectively.

Table A : Manpower Structure by Branch and by Job Level

<u>Branch</u>	<u>Number of Employees</u>				<u>Total (%)**</u>
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Other Supporting Staff (%)*</u>	
1. BANKS	18 262 (20.8)	34 261 (38.9)	25 653 (29.2)	9 768 (11.1)	<b>87 944 (68.1)</b>
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(%)\* As percentage of the total number of employees in the branch.

(%)\*\* As percentage of the total number of employees in the industry.

Figure 1(a) : Distribution of Employees by Branch and by Job Level

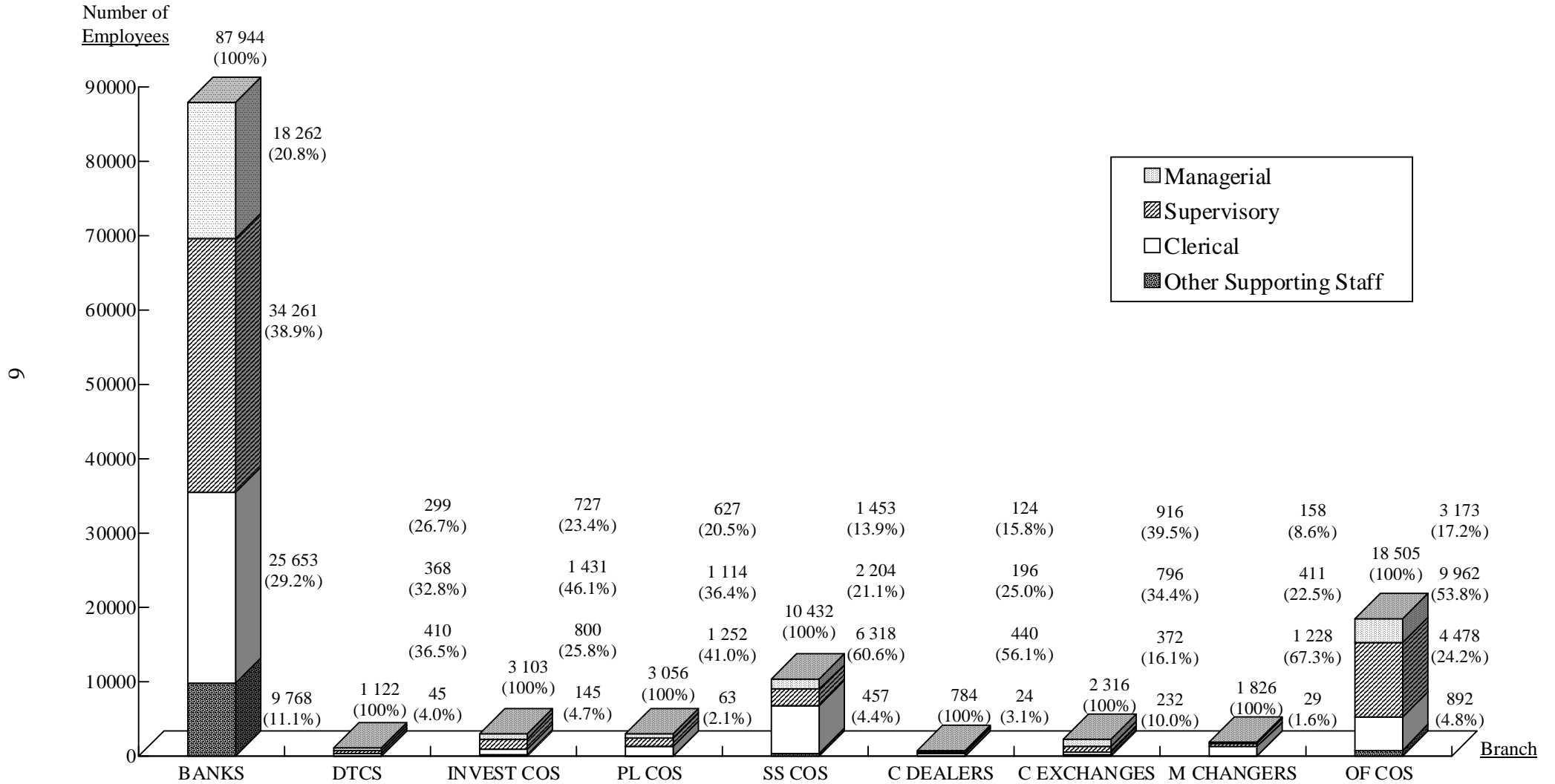
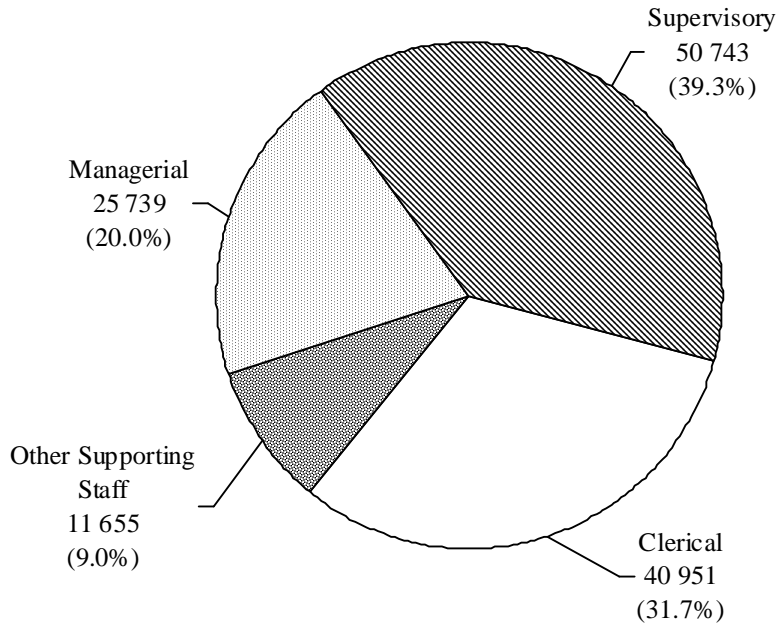


Figure 1(b) : Distribution of Employees by Job Level

Total Number of Employees : 129 088



2.5 The three principal jobs with the largest number of employees at various job levels are summarized as follows: (For details, please refer to Table 1 in Appendix 5)

<u>Managerial Level</u>	<u>Number of Employees</u>
(a) Manager-Branch	2 078
(b) Manager-Corporate Banking/ Commercial Banking/Relationship	1 587
(c) Financial Adviser/Portfolio Manager	1 538
<u>Supervisory Level</u>	
(a) Operations Officer	5 982
(b) Financial Adviser Representative/ Personal Consultant	5 025
(c) Sales Officer-Investment Products	2 849
<u>Clerical Level</u>	
(a) Teller	9 920
(b) General Clerk	9 264
(c) Securities and Futures Assistant	6 210



## **Changes in the 2009 Survey**

2.6 In the 2009 Survey, a new question with respect to the training expenses was added. Employers were requested to provide information on the investment on the training function in the current year by comparing the training expenses of the previous year and the training budget for the next year. Employers were also requested to give views on the incentives to encourage employers to provide training to their employees.

2.7 In the 2009 Survey, employers were requested to report the five training topics which are most important to the manpower development in the banking and finance industry whereas in the 2007 Survey, employers were requested to estimate the trainees hours planned for their employees. It is expected that the training topics reported by employers may reflect more precisely the manpower requirement for the industry. Readers of the manpower survey report, in particular the training providers, could plan their course portfolios to meet the market needs.

2.8 To avoid distortion of manpower information, the 2009 Survey did not collect the manpower statistics of Hong Kong banking and finance personnel working in Mainland subsidiaries as these statistics may not be available in Hong Kong companies. However, the 2007 Survey has asked employers to report these manpower statistics.

2.9 The 2009 Survey did not collect the number of banking and finance personnel who possessed the licences to carry on regulated activities as required by the Securities and Futures Commission (SFC) as well as the licences to deal with insurance business as required by the Office of the Commissioner of Insurance (OCI) as these statistics can be obtained from the websites of SFC and OCI.

2.10 Owing to the changes of the survey questionnaire design, the data collected in 2007 Survey and 2009 Survey may not be directly comparable. Readers of the manpower survey report are advised to take note of this when they compare the manpower statistics in the two manpower survey reports.

## The Size of the Banking and Finance Industry in 2009 (as at 31.12.2008)

2.11 The banking and finance industry had 7 344 financial institutions in 2009 (as at 31.12.2008) as shown in Table B.

Table B: Number of Financial Institutions

	<u>Licensed Banks*</u>	<u>Restricted Licence Banks*</u>	<u>Deposit-taking Companies*</u>	<u>Local Representative Office of Foreign Banks*</u>	<u>Establishments in the Other Financial Sectors#</u>	<u>Total</u>
2009	145	27	28	71	7 073	<b>7 344</b>
2007	138	31	33	84	6 493	<b>6 779</b>
Change	7	-4	-5	-13	580	<b>565</b>
(%)	(5.1)	(-12.9)	(-15.2)	(-15.5)	(8.9)	<b>(8.3)</b>

\* Source: Hong Kong Monetary Authority.

# Source: Central Register of the Census and Statistics Department, HKSAR.

2.12 The total number of financial institutions in the banking and finance industry had increased by 565 establishments from January 2007 to January 2009. The number of authorized institutions, local representative office of foreign banks had decreased by 2 and 13 respectively. In the same period, establishments in the other financial sectors had increased by 580.

## **Analyses of Manpower Statistics**

2.13 The manpower statistics of 9 branches have been grouped into the following 4 sectors for analysis purpose:

Sector 1: Banking Sector (BANKS Branch)

Sector 2: DTC Sector (DTCS Branch)

Sector 3: Securities Sector (SS COS Branch)

Sector 4: Other Financial Sectors (Other branches include the following six branches):

- (i) INVEST COS
- (ii) PL COS
- (iii) C DEALERS
- (iv) C EXCHANGES
- (v) M CHANGERS
- (vi) OF COS

2.14 The branches are grouped for data analysis to match with the establishments in the Hong Kong 3-tier banking system. In addition, the manpower statistics of stock and share companies in the industry would be analysed and reported under the Securities Sector. Following the implementation of the “Closer Economic Partnership Arrangement” (CEPA), employees working in the stock and share companies are allowed to work in the securities markets in Mainland provided that they can get the licence granted by The Securities Association of China. Furthermore, the Supplement VI to the CEPA further strengthened the cooperation in the area of finance that the Mainland shall allow qualified Mainland securities companies approved by the China Securities Regulatory Commission to set up subsidiaries in Hong Kong in accordance with the relevant requirements. The manpower situation of the Securities Sector therefore is worth noting.

## Manpower Changes

2.15 The manpower of the banking and finance industry had increased from 111 622 in 2007 to 129 088 in 2009 by 17 466 persons (+15.6%). The changes in the number of employees between 2007 and 2009 by sector and by job level are summarized in Table C and Figure 2.

Table C: Manpower Changes

(i) Manpower Changes by Sector

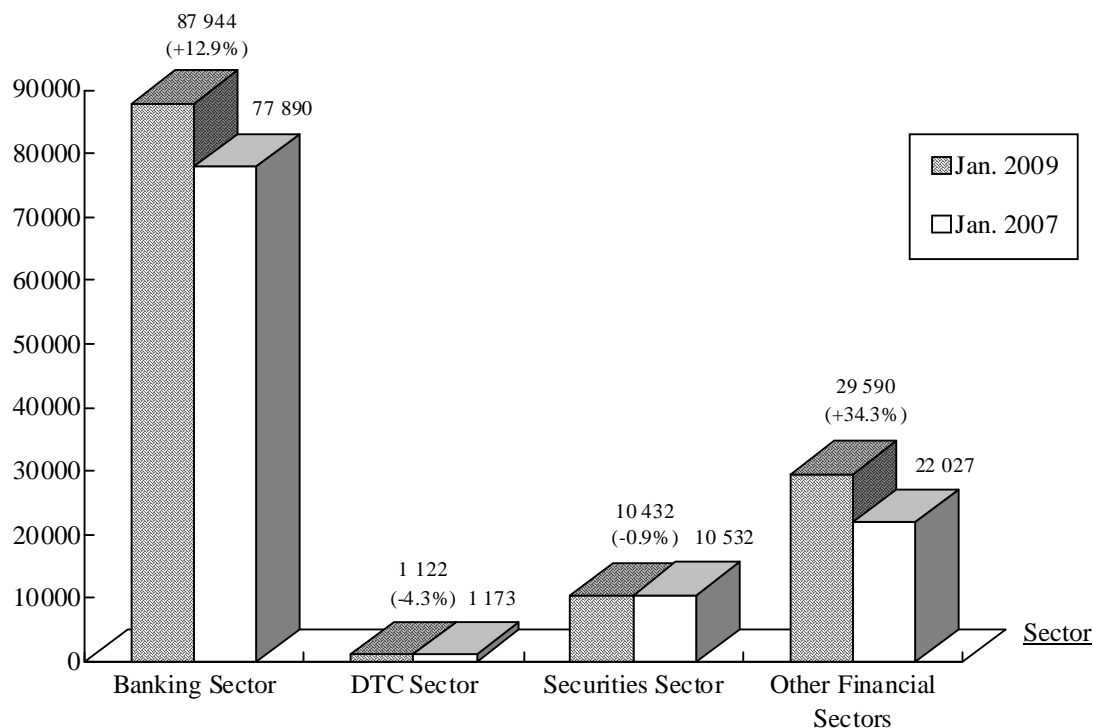
<u>Sector</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Banking Sector	87 944	77 890	+10 054 (+12.9%)
DTC Sector	1 122	1 173	-51 (-4.3%)
Securities Sector	10 432	10 532	-100 (-0.9%)
Other Financial Sectors	29 590	22 027	+7 563 (+34.3%)
<b>Total</b>	<b>129 088</b>	<b>111 622</b>	<b>+17 466 (+15.6%)</b>

(ii) Manpower Changes by Job Level

<u>Job Level</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Managerial	25 739	23 478	+2 261 (+9.6%)
Supervisory	50 743	38 259	+12 484 (+32.6%)
Clerical	40 951	40 846	+105 (+0.3%)
Other Supporting Staff	11 655	9 039	+2 616 (+28.9%)
<b>Total</b>	<b>129 088</b>	<b>111 622</b>	<b>+17 466 (+15.6%)</b>

Figure 2: Manpower Changes

Number of Employees



2.16 Following the implementation of CEPA and the business boom in the economic cycle in 2007 and the first half of 2008, the general level of business activities in Hong Kong was high, in particular for banking and financial services, and investment advisory services. The manpower demand in the 2 sectors; namely, the Banking Sector and the Other Financial Sectors had increased. The manpower demand growth rates for these 2 sectors were 12.9% and 34.3% respectively.

2.17 With the evolution of financial systems in the Mainland such as the speeding up of the development of direct financing, securities and futures markets, etc., the Securities Sector was expected to be prosperous. However, there had been minor decrease in manpower demand in this Sector that the manpower growth rate was -0.9% in the past 2 years.

2.18 In the past 2 years, the number of deposit-taking companies decreased by 5 and this sector had experienced contraction that the manpower had decreased by 51 or 4.3% of the persons engaged in this sector in January 2007.

2.19 With regard to the manpower demand by principal jobs, the following 24 principal jobs had over 50% of rate of change in manpower in the past 2 years:

	<u>Principal Job</u>	<u>Manpower Change (%)</u>
1.	Investment Officer	2 545 (1172.8%)
2.	Sales Officer-Investment Products	2 347 (467.5%)
3.	Mandatory Provident Fund Officer	358 (389.1%)
4.	E-Commerce Manager	200 (163.9%)
5.	Risk Manager	346 (158.0%)
6.	Manager-Property/Real Estate	55 (105.8%)
7.	Remittances Officer	544 (102.1%)
8.	Investment Analyst	1 102 (96.5%)
9.	Telemarketing Representative	505 (94.4%)
10.	Manager-Mandatory Provident Fund	48 (94.1%)
11.	Manager-Private Banking	543 (79.7%)
12.	Sales Officer-Insurance Products	-408 (-72.1%)
13.	Manager-Insurance Products	-239 (-69.7%)
14.	Administration Officer	471 (69.4%)
15.	Credit/Loan Officer	1 095 (62.6%)
16.	Internal Audit Clerk	62 (62.0%)
17.	Manager-Financial Institutions/ Correspondent Banking	89 (61.8%)
18.	Money Changers Clerk	629 (60.1%)
19.	Manager-Corporate Banking/ Commercial Banking/Relationship	577 (57.1%)
20.	Credit Analyst	315 (55.3%)
21.	Legal Adviser	106 (54.6%)
22.	Human Resources Officer	319 (54.1%)
23.	Compliance Officer	158 (52.7%)
24.	Financial Adviser Representative/ Personal Consultant	1 684 (50.4%)

2.20 It is evidenced by the above findings that principal jobs related to investment, mandatory provident fund, private banking, risk management and regulations compliance had higher growth rates over the past 2 years. During the economic boom, the demand for investment officer/financial advisers, etc. were high as apart from wealthy individuals, small savers had also participated in financial market activities. Before the outbreak of the financial tsunami in the second half of 2008, the general level of business activities in the community was prosperous.

2.21 The implementation of the “Individual Travel Scheme” to Hong Kong in recent years also helped develop the money changes, remittances and foreign exchanges business in Hong Kong. Hence, the manpower engaging in foreign exchange services had increased to capture the business.

2.22 It should be noted that the manpower engaging in insurance business in the past 2 years decreased by 60% -70%, this might be due to the fact that some jobs related to insurance had been retitled to financial planners, personal consultants and financial advisers, etc.

2.23 Regarding the manpower changes by job level, the supervisory level and the other supporting staff had larger growth rates. The number of employees at supervisory level had increased by 12 484 persons, a growth of 32.6% of the 38 259 persons employed in January 2007. In the same period, the number of other supporting staff had increased by 2 616 persons, or 28.9% of the 9 039 persons employed in January 2007. The increase was expected to be sales officers and frontline staff.

2.24 The managerial staff had increased by 2 261 persons or 9.6% of the 23 478 persons employed in January 2007. The increase of managerial staff is less than the increase of supervisory staff. It may also reflect the trend that more supervisory staff were trained to take up part of the workload of managerial staff, therefore, the need for managerial staff had experienced a slight increase in the past 2 years. On the other hand, the number of clerical staff were stable over the past 2 years that it had a mild growth rate of 0.3% of the 40 846 persons employed in January 2007. It was a trend that most financial institutions had outsourced their clerical support to places outside Hong Kong, e.g. India, Malaysia and Tianjin, etc.

## Manpower Trend in the Past 10 Years

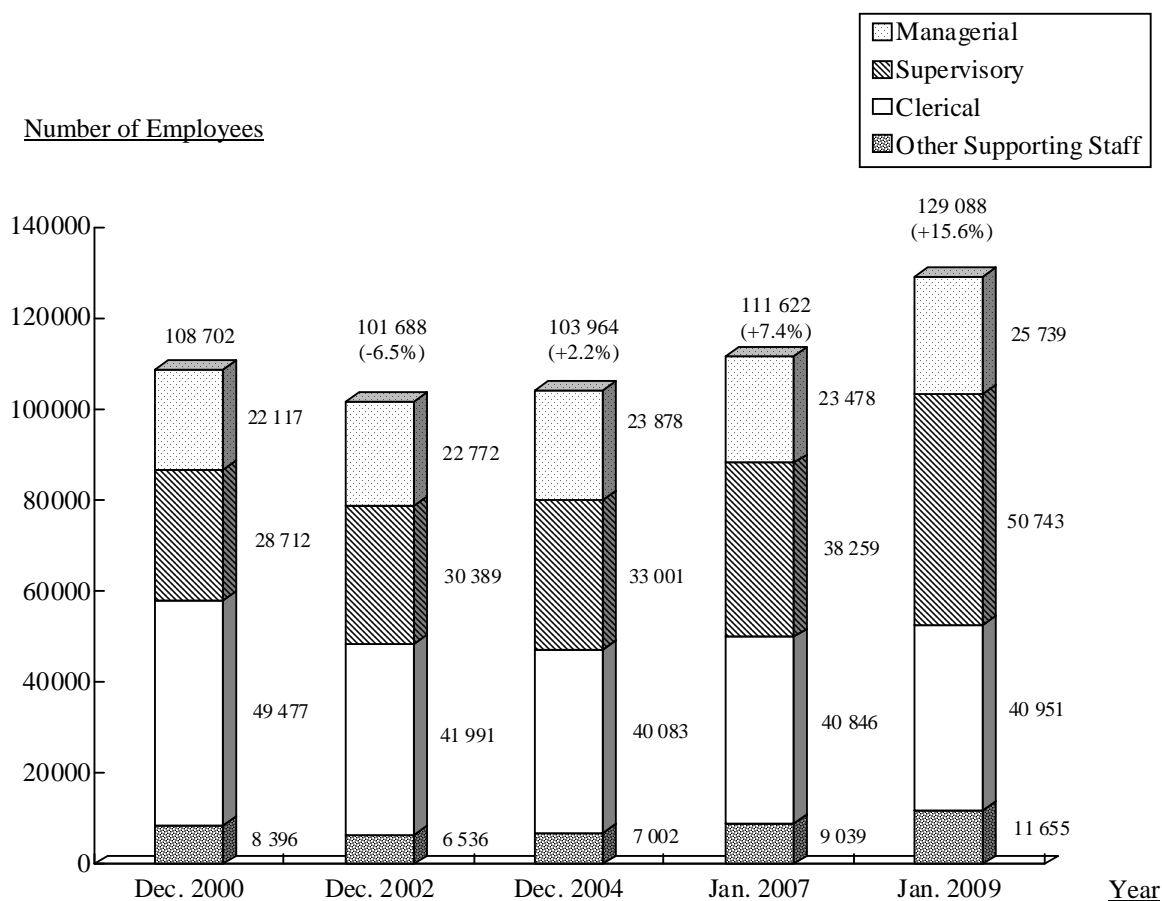
2.25 Generally speaking, the stage of economic cycle, the business environment as well as government policies, etc. have large impacts on manpower demand for the industry. Table D and Figure 3 show the manpower trend of the banking and finance industry in the past 8 years. It should be noted that the overall manpower for the banking and finance industry has been increasing over the past 6 years.

Table D: Manpower Trend of the Banking and Finance Industry in the Past 8 Years

<u>Job Level</u>	<u>Number of Employees Engaged in the Industry</u>				
	<u>Dec. 2000</u>	<u>Dec. 2002</u>	<u>Dec. 2004</u>	<u>Jan. 2007</u>	<u>Jan. 2009</u>
Managerial	22 117	22 772	23 878	23 478	25 739
Supervisory	28 712	30 389	33 001	38 259	50 743
Clerical	49 477	41 991	40 083	40 846	40 951
Other Supporting Staff	8 396	6 536	7 002	9 039	11 655
<b>Total</b>	<b>108 702</b>	<b>101 688</b>	<b>103 964</b>	<b>111 622</b>	<b>129 088</b>
<b>Manpower Change (%)*</b>		<b>-7 014(-6.5%)</b>	<b>+2 276(+2.2%)</b>	<b>+7 658(+7.4%)</b>	<b>+17 466(+15.6%)</b>

(%)\* The manpower change is derived by using the manpower figures of the previous survey.

Figure 3: Manpower Trend of the Banking and Finance Industry in the Past 8 Years





**Number of Vacancies in the Industry**  
(Appendix 5 – Table 1, Tables 1.1 to 1.9)

2.26 At the time of the survey, employers reported 926 vacancies in the banking and finance industry, representing 0.7% of the manpower demand (130 014) which is defined as the number of employees plus the number of vacancies. The vacancies by branch and by job level are summarized in Table E and Figures 4(a)-4(b). The BANKS Branch had 511 vacancies, or 55.2% of the total vacancies in the industry. The OF COS Branch had 228 vacancies (24.6%) and both the INVEST COS and SS COS Branch had 41 vacancies (4.4%).

Table E: Number of Vacancies

<u>Branch</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Other Supporting Staff (%)*</u>	<u>Total (%)**</u>
1. BANKS	65 (12.7)	263 (51.5)	117 (22.9)	66 (12.9)	<b>511</b> <b>(55.2)</b>
2. DTCS	4 (25.0)	2 (12.5)	8 (50.0)	2 (12.5)	<b>16</b> <b>(1.8)</b>
3. INVEST COS	-	41 (100)	-	-	<b>41</b> <b>(4.4)</b>
4. PL COS	1 (3.4)	4 (13.8)	24 (82.8)	-	<b>29</b> <b>(3.1)</b>
5. SS COS	-	10 (24.4)	25 (61.0)	6 (14.6)	<b>41</b> <b>(4.4)</b>
6. C DEALERS	-	1 (3.8)	25 (96.2)	-	<b>26</b> <b>(2.8)</b>
7. C EXCHANGES	5 (14.7)	6 (17.6)	19 (55.9)	4 (11.8)	<b>34</b> <b>(3.7)</b>
8. M CHANGERS	-	-	-	-	-
9. OF COS	26 (11.4)	165 (72.4)	33 (14.5)	4 (1.7)	<b>228</b> <b>(24.6)</b>
<b>Total (%)**</b>	<b>101 (10.9)</b>	<b>492 (53.1)</b>	<b>251 (27.1)</b>	<b>82 (8.9)</b>	<b>926</b> <b>(100)</b>

(%)\* As percentage of the total number of vacancies in the branch.

(%)\*\* As percentage of the total number of vacancies in the industry.

Figure 4(a) : Distribution of Vacancies by Branch and by Job Level

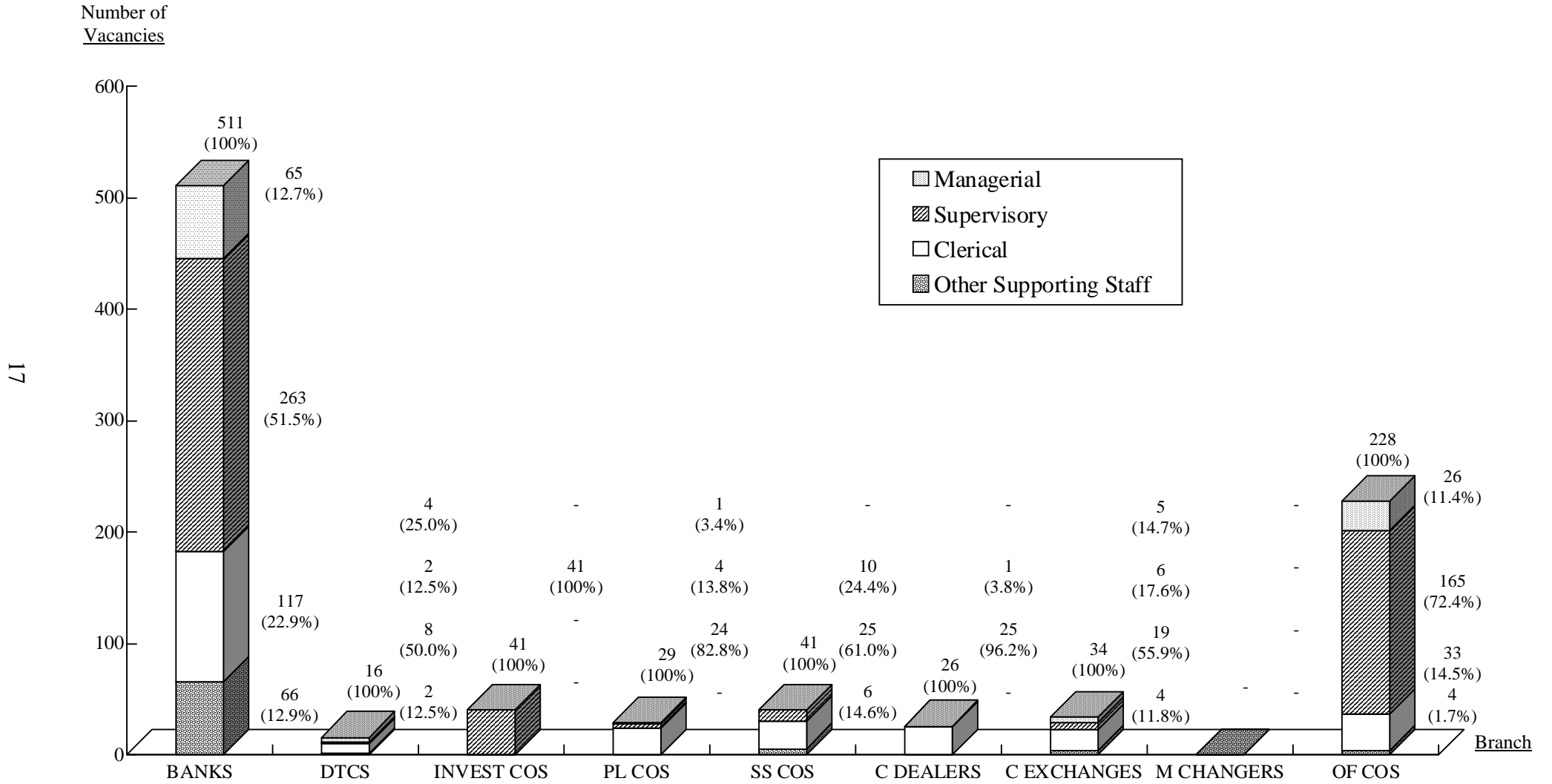
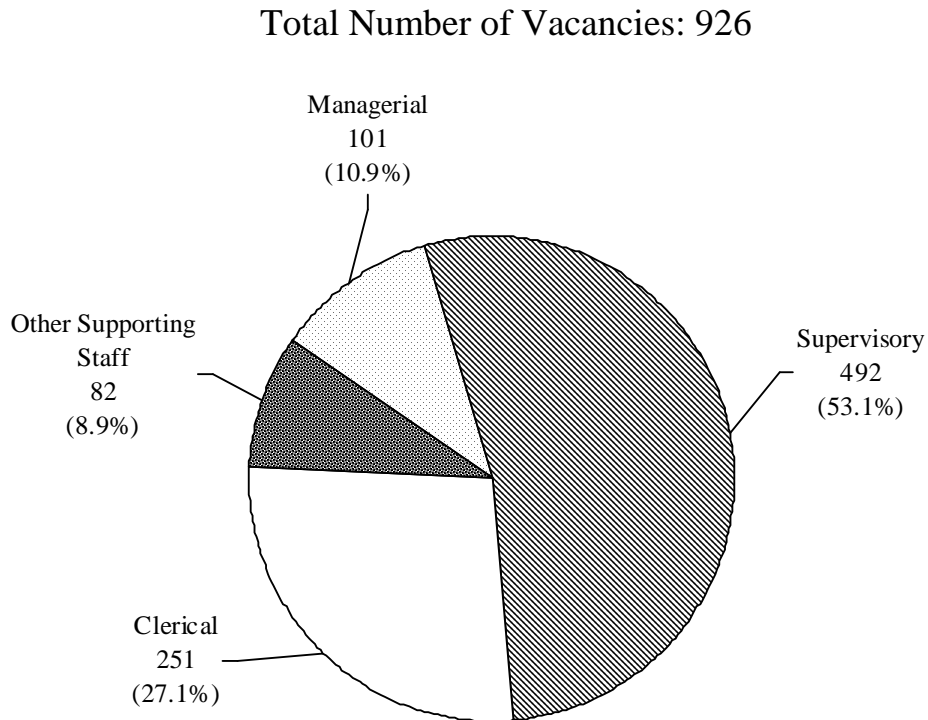


Figure 4(b) : Number of Vacancies by Job Level



2.27 The three principal jobs with the largest number of vacancies at various job levels are summarized as follows: (For details, please refer to Table 1 in Appendix 5)

<u>Managerial Level</u>	<u>Number of Vacancies</u>
(a) Manager-Foreign Exchange/Money Market/ Interest Rate Products/Debt Market	23
(b) Manager-Private Banking	10
(c) Manager-Branch	8
<u>Supervisory Level</u>	
(a) Financial Adviser Representative/ Personal Consultant	115
(b) Investment Analyst	96
(c) Operations Officer	76
<u>Clerical Level</u>	
(a) Teller	115
(b) Securities and Futures Assistant	48
(c) General Clerk	37

## Changes in Vacancy Situation

2.28 Employers reported 926 vacancies in January 2009. Comparing to the 1 947 vacancies reported by employers in January 2007, the number of vacancies had decreased by 1 021 (-52.4%). The changes in vacancy situation between 2007 and 2009 are summarized in Table F and Figure 5.

Table F: Vacancy Situation

(i) Vacancy Situation by Sector

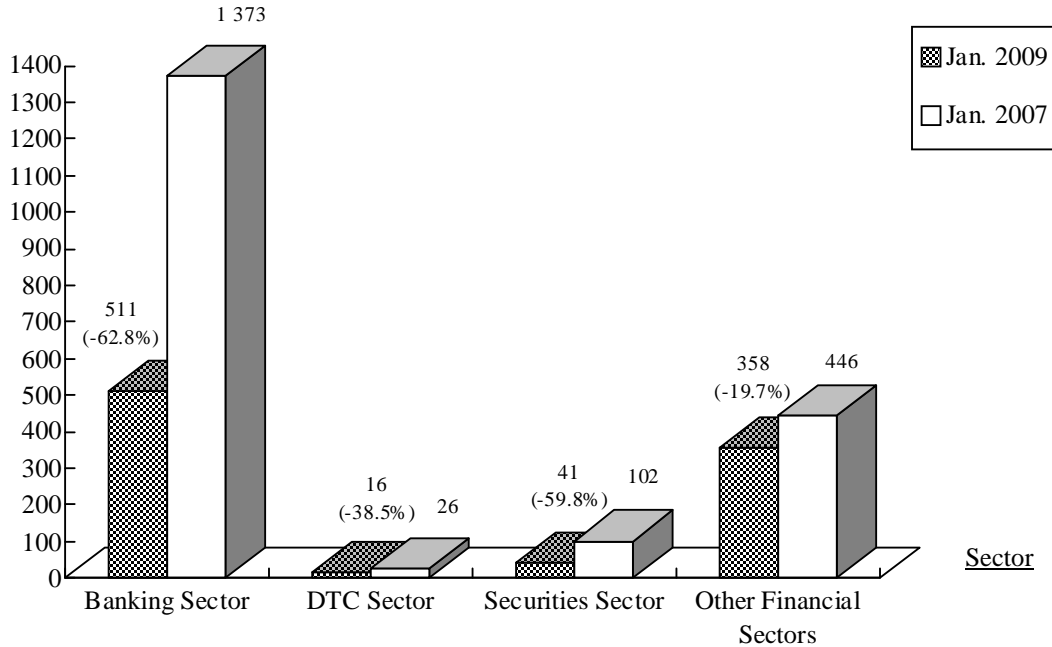
<u>Sector</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Banking Sector	511	1 373	-862 (-62.8%)
DTC Sector	16	26	-10 (-38.5%)
Securities Sector	41	102	-61 (-59.8%)
Other Financial Sectors	358	446	-88 (-19.7%)
<b>Total</b>	<b>926</b>	<b>1 947</b>	<b>-1 021 (-52.4%)</b>

(ii) Vacancy Situation by Job Level

<u>Job Level</u>	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Change (%)</u>
Managerial	101	551	-450 (-81.7%)
Supervisory	492	782	-290 (-37.1%)
Clerical	251	495	-244 (-49.3%)
Other Supporting Staff	82	119	-37 (-31.1%)
<b>Total</b>	<b>926</b>	<b>1 947</b>	<b>-1 021 (-52.4%)</b>
Vacancy rate as percentage of manpower demand	0.7%	1.7%	

Figure 5: Vacancy Situation

Number of Vacancies



2.29 All the 4 Sectors in the industry had reported less vacancies in January 2009 than in January 2007. The number of vacancies in the Banking Sector decreased by 862, which was 62.8% of the 1 373 vacancies reported by employers in January 2007. The number of vacancies reported by employers in the Other Financial Sectors decreased by 88 (19.7% of 446 vacancies reported in January 2007).

**Forecast of Manpower Demand Growth in 2010**

*(Appendix 5 – Table 1, Tables 1.1 to 1.9)*

2.30 Employers forecast that the manpower demand of the industry by January 2010 would be 129 899 persons, representing a decrease of 115 persons, or 0.1% contraction of manpower, compared with the manpower demand of 130 014 persons in January 2009. The forecast number of employees by January 2010 for each branch are summarized in Table G and Figures 6(a)-6(b). The three branches with the largest manpower forecast were C DEALERS (1.7%), SS COS (0.7%) and OF COS (0.1%).

Table G : Forecast Manpower Demand Growth in 2010

<u>Branch</u>	<u>Job Level</u>	<u>Manpower Demand#</u>	<u>Forecast Number of Employees</u>	<u>Growth (%)*</u>	
		<u>Jan. 2009</u>	<u>Jan. 2010</u>		
1. BANKS	Managerial	18 327	18 354	27	(0.1)
	Supervisory	34 524	34 439	-85	(-0.2)
	Clerical	25 770	25 617	-153	(-0.6)
	Other Supporting Staff	9 834	9 837	3	(0.0)
	<b>Sub-total</b>	<b>88 455</b>	<b>88 247</b>	<b>-208</b>	<b>(-0.2)</b>
2. DTCS	Managerial	303	303	0	(0.0)
	Supervisory	370	370	0	(0.0)
	Clerical	418	418	0	(0.0)
	Other Supporting Staff	47	47	0	(0.0)
	<b>Sub-total</b>	<b>1 138</b>	<b>1 138</b>	<b>0</b>	<b>(0.0)</b>
3. INVEST COS	Managerial	727	723	-4	(-0.6)
	Supervisory	1 472	1 472	0	(0.0)
	Clerical	800	803	3	(0.4)
	Other Supporting Staff	145	145	0	(0.0)
	<b>Sub-total</b>	<b>3 144</b>	<b>3 143</b>	<b>-1</b>	<b>(0.0)</b>
4. PL COS	Managerial	628	628	0	(0.0)
	Supervisory	1 118	1 118	0	(0.0)
	Clerical	1 276	1 276	0	(0.0)
	Other Supporting Staff	63	63	0	(0.0)
	<b>Sub-total</b>	<b>3 085</b>	<b>3 085</b>	<b>0</b>	<b>(0.0)</b>
5. SS COS	Managerial	1 453	1 461	8	(0.6)
	Supervisory	2 214	2 217	3	(0.1)
	Clerical	6 343	6 403	60	(0.9)
	Other Supporting Staff	463	463	0	(0.0)
	<b>Sub-total</b>	<b>10 473</b>	<b>10 544</b>	<b>71</b>	<b>(0.7)</b>
6. C DEALERS	Managerial	124	124	0	(0.0)
	Supervisory	197	197	0	(0.0)
	Clerical	465	479	14	(3.0)
	Other Supporting Staff	24	24	0	(0.0)
	<b>Sub-total</b>	<b>810</b>	<b>824</b>	<b>14</b>	<b>(1.7)</b>
7. C EXCHANGES	Managerial	921	921	0	(0.0)
	Supervisory	802	797	-5	(-0.6)
	Clerical	391	393	2	(0.5)
	Other Supporting Staff	236	236	0	(0.0)
	<b>Sub-total</b>	<b>2 350</b>	<b>2 347</b>	<b>-3</b>	<b>(-0.1)</b>
8. M CHANGERS	Managerial	158	158	0	(0.0)
	Supervisory	411	402	-9	(-2.2)
	Clerical	1 228	1 225	-3	(-0.2)
	Other Supporting Staff	29	29	0	(0.0)
	<b>Sub-total</b>	<b>1 826</b>	<b>1 814</b>	<b>-12</b>	<b>(-0.7)</b>
9. OF COS	Managerial	3 199	3 203	4	(0.1)
	Supervisory	10 127	10 153	26	(0.3)
	Clerical	4 511	4 505	-6	(-0.1)
	Other Supporting Staff	896	896	0	(0.0)
	<b>Sub-total</b>	<b>18 733</b>	<b>18 757</b>	<b>24</b>	<b>(0.1)</b>
<b>All Branches</b>	<b>Managerial</b>	<b>25 840</b>	<b>25 875</b>	<b>35</b>	<b>(0.1)</b>
	<b>Supervisory</b>	<b>51 235</b>	<b>51 165</b>	<b>-70</b>	<b>(-0.1)</b>
	<b>Clerical</b>	<b>41 202</b>	<b>41 119</b>	<b>-83</b>	<b>(-0.2)</b>
	<b>Other Supporting Staff</b>	<b>11 737</b>	<b>11 740</b>	<b>3</b>	<b>(0.0)</b>
	<b>Total</b>	<b>130 014</b>	<b>129 899</b>	<b>-115</b>	<b>(-0.1)</b>

# Manpower Demand is defined as the total number of employees plus vacancies.  
 (%)\* As percentage of forecast manpower demand growth using 2009 as base year.

Figure 6(a) : Employers' Forecast Manpower Growth by Branch

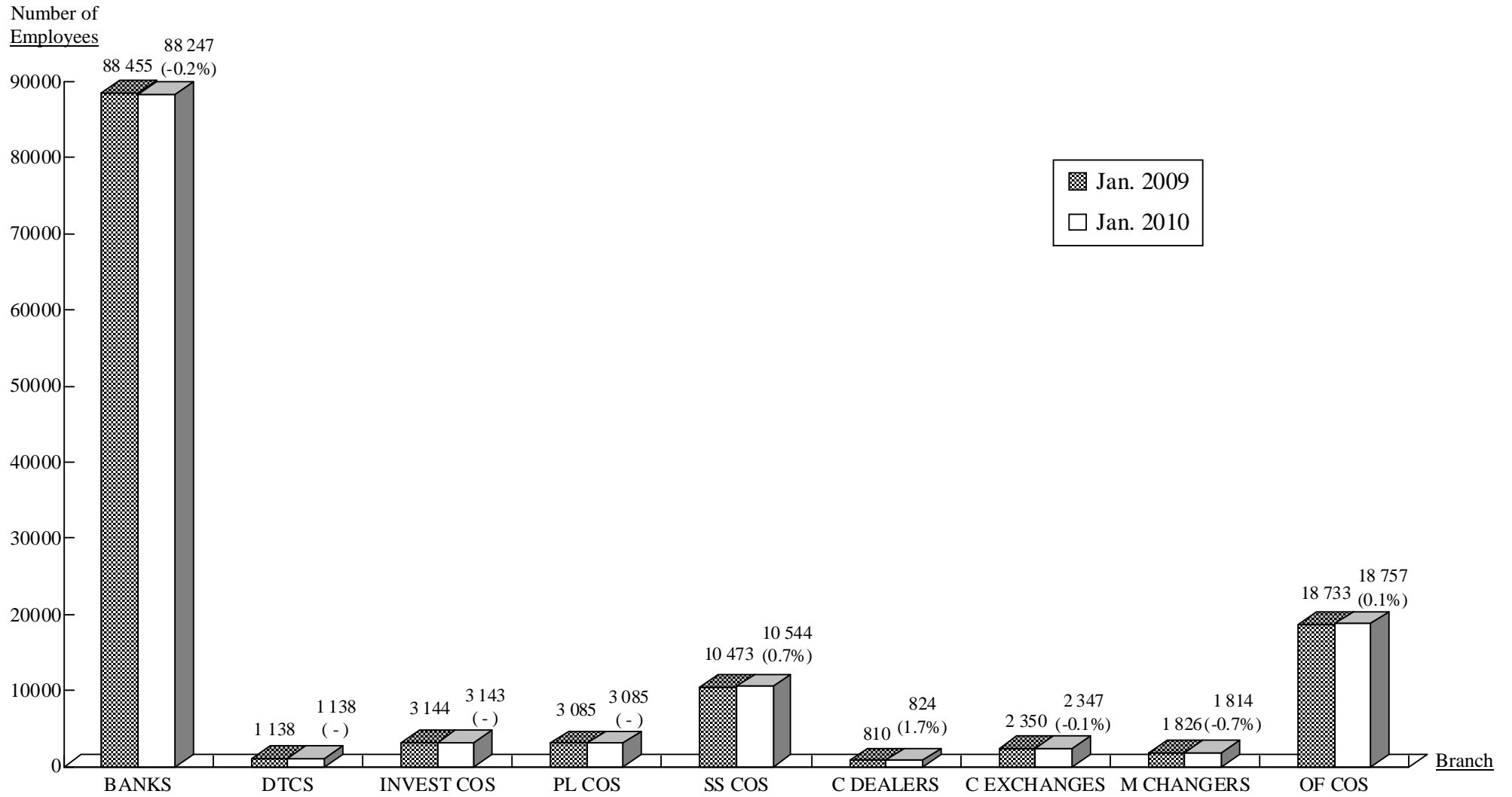
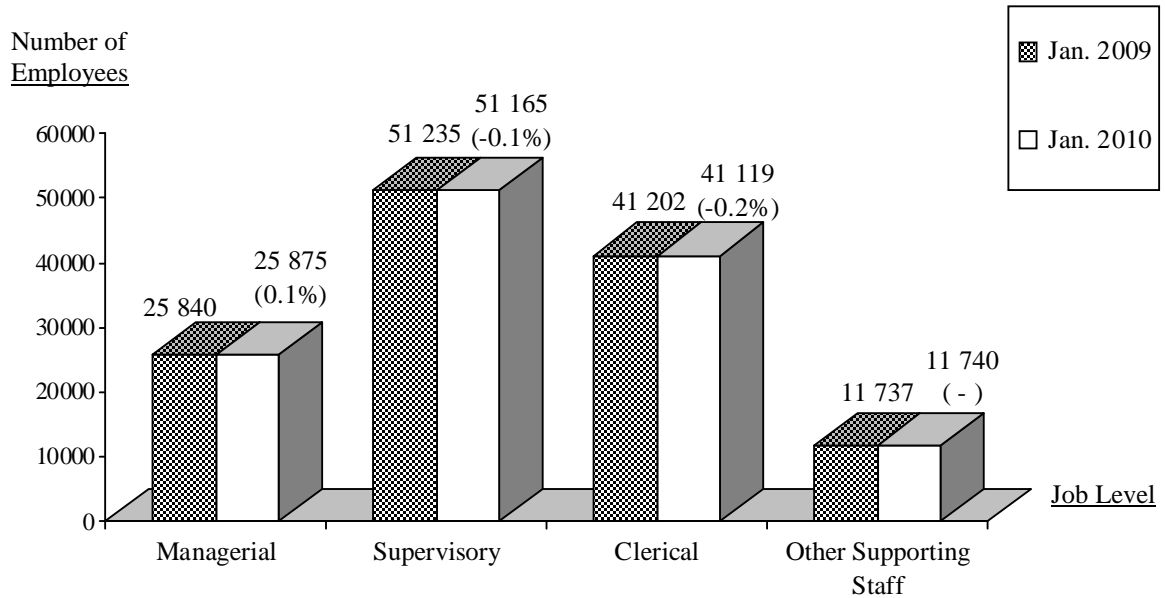


Figure 6(b): Employers' Forecast Manpower Growth in January 2010  
by Job Level



Figures in brackets are the growth rates using Jan. 2009 as a base.

2.31 The three principal jobs with the highest manpower growth in the next 12 months at various job levels are summarized as follows: (For details, please refer to Table 1 in Appendix 5)

	Increase in Number of Employees	Growth Rate
<u>Managerial Level</u>		
(a) Manager-Foreign Exchange/ Money Market/Interest Rate Products/Debt Market	29	4.2%
(b) Manager-Compliance	15	3.6%
(c) Manager-Insurance Products	3	2.9%
<u>Supervisory Level</u>		
(a) Mandatory Provident Fund Officer	22	4.9%
(b) Investment Analyst	96	4.3%
(c) Management Trainee	13	3.2%
<u>Clerical Level</u>		
(a) Telemarketing Representative	28	2.7%
(b) Securities and Futures Assistant	98	1.6%
(c) Teller	141	1.4%



## Minimum Education Requirement of Employees

(Appendix 5 – Table 2, Tables 2.1 to 2.9)

2.32 Employers were asked to indicate the minimum education requirement of employees ranging from university degree or above to secondary 5 or below. The survey findings on the minimum education which employers preferred their employees to have are summarized in Table H and Figure 7.

Table H : Minimum Education Requirement of Employees in the Banking and Finance Industry

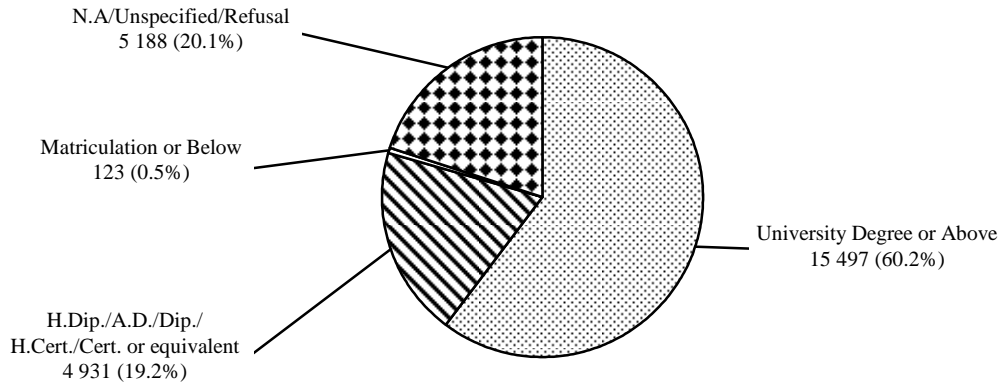
24	<u>Job Level</u>	<u>Number of Employees</u>					<u>Total</u>	
		<u>University Degree or Above (%)*</u>	<u>Higher Diploma/ Associate Degree or equivalent (%)*</u>	<u>Diploma/ Higher Certificate/ Certificate or equivalent (%)*</u>	<u>Matriculation/ Secondary 5 or equivalent (%)*</u>	<u>Below Secondary 5 (%)*</u>		<u>Not Applicable/ Unspecified/Refusal (%)*</u>
	Managerial	15 497 (60.2)	4 703 (18.3)	228 (0.9)	123 (0.5)	- (-)	5 188 (20.1)	<b>25 739 (100)</b>
	Supervisory	18 808 (37.1)	8 732 (17.2)	8 591 (16.9)	6 269 (12.4)	- (-)	8 343 (16.4)	<b>50 743 (100)</b>
	Clerical	10 (-)	991 (2.4)	497 (1.2)	36 862 (90.0)	147 (0.4)	2 444 (6.0)	<b>40 951 (100)</b>
	<b>Total (%)**</b>	<b>34 315 (29.2)</b>	<b>14 426 (12.3)</b>	<b>9 316 (8.0)</b>	<b>43 254 (36.8)</b>	<b>147 (0.1)</b>	<b>15 975 (13.6)</b>	<b>117 433 (100)</b>

(%)\* As percentage of the total number of employees at the same job level in the industry.

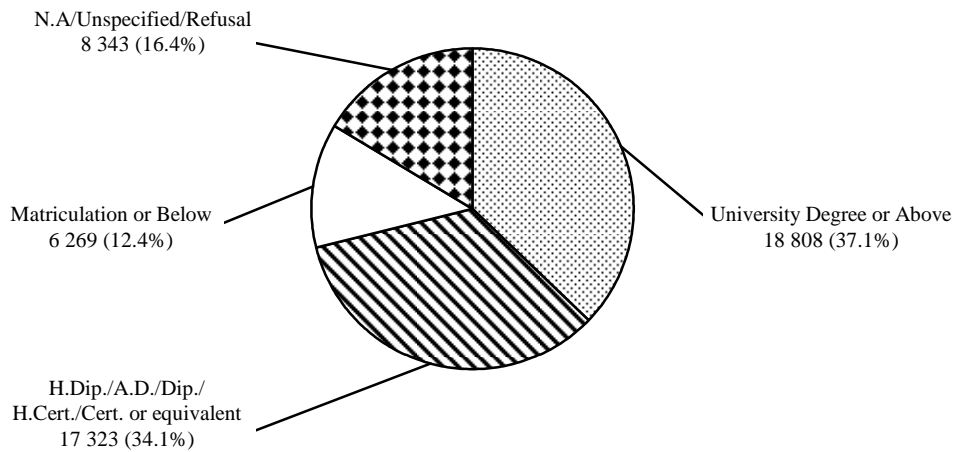
(%\*\*)\* As percentage of the total number of employees (excluding 11 655 other supporting staff) in the industry.

**Figure 7 : Minimum Education Requirement of Employees  
in the Banking and Finance Industry by Job Level**

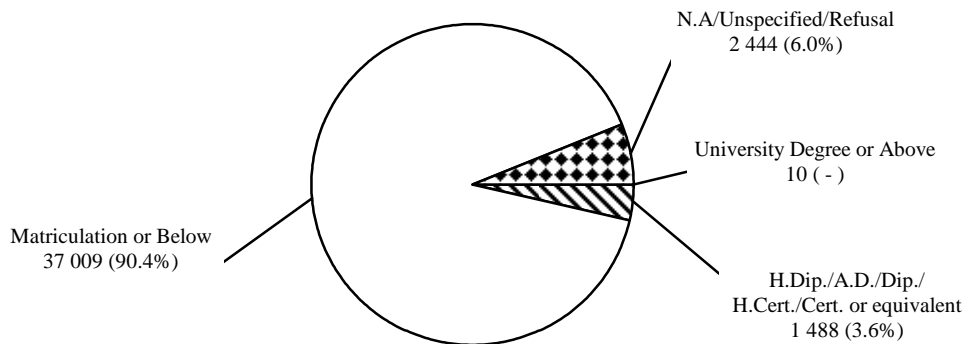
Managerial: 25 739 Employees



Supervisory: 50 743 Employees



Clerical: 40 951 Employees



2.33 The minimum education requirement of employees preferred by employers in the branches of BANKS, DTCS and SS COS are summarized in Tables I to K.

Table I : Minimum Education Requirement of Employees Preferred by Employers in the BANKS Branch

<u>Job Level</u>	<u>Number of Employees</u>						<b>Total</b>
	<u>University Degree or Above (%)*</u>	<u>Higher Diploma/ Associate Degree or equivalent (%)*</u>	<u>Diploma/ Higher Certificate/ Certificate or equivalent (%)*</u>	<u>Matriculation/ Secondary 5 or equivalent (%)*</u>	<u>Below Secondary 5 (%)*</u>	<u>Not Applicable/ Unspecified/Refusal (%)*</u>	
Managerial	10 954 (60.0)	3 086 (16.9)	71 (0.4)	- (-)	- (-)	4 151 (22.7)	<b>18 262 (100)</b>
Supervisory	11 021 (32.2)	5 739 (16.8)	6 960 (20.3)	3 056 (8.9)	- (-)	7 485 (21.8)	<b>34 261 (100)</b>
Clerical	- (-)	8 (0.1)	156 (0.6)	23 223 (90.5)	- (-)	2 266 (8.8)	<b>25 653 (100)</b>
<b>Total (%)**</b>	<b>21 975 (28.1)</b>	<b>8 833 (11.3)</b>	<b>7 187 (9.2)</b>	<b>26 279 (33.6)</b>	<b>- (-)</b>	<b>13 902 (17.8)</b>	<b>78 176 (100)</b>

(%)\* As percentage of the total number of employees at the same job level in the BANKS Branch.

(%)\*\* As percentage of the total number of employees (excluding 9 768 other supporting staff) in the BANKS Branch.

Table J : Minimum Education Requirement of Employees Preferred by Employers in the DTCS Branch

<u>Job Level</u>	<u>Number of Employees</u>						<b>Total</b>
	<u>University Degree or Above (%)*</u>	<u>Higher Diploma/ Associate Degree or equivalent (%)*</u>	<u>Diploma/ Higher Certificate/ Certificate or equivalent (%)*</u>	<u>Matriculation/ Secondary 5 or equivalent (%)*</u>	<u>Below Secondary 5 (%)*</u>	<u>Not Applicable/ Unspecified/Refusal (%)*</u>	
Managerial	276 (92.3)	22 (7.4)	- (-)	- (-)	- (-)	1 (0.3)	<b>299 (100)</b>
Supervisory	248 (67.4)	59 (16.0)	52 (14.1)	5 (1.4)	- (-)	4 (1.1)	<b>368 (100)</b>
Clerical	- (-)	- (-)	1 (0.2)	409 (99.8)	- (-)	- (-)	<b>410 (100)</b>
<b>Total (%)**</b>	<b>524 (48.7)</b>	<b>81 (7.5)</b>	<b>53 (4.9)</b>	<b>414 (38.4)</b>	<b>- (-)</b>	<b>5 (0.5)</b>	<b>1 077 (100)</b>

(%)\* As percentage of the total number of employees at the same job level in the DTCS Branch.

(%)\*\* As percentage of the total number of employees (excluding 45 other supporting staff) in the DTCS Branch.

Table K : Minimum Education Requirement of Employees Preferred by Employers in the SS COS Branch

<u>Job Level</u>	<u>Number of Employees</u>						<b>Total</b>
	<u>University Degree or Above (%)*</u>	<u>Higher Diploma/ Associate Degree or equivalent (%)*</u>	<u>Diploma/ Higher Certificate/ Certificate or equivalent (%)*</u>	<u>Matriculation/ Secondary 5 or equivalent (%)*</u>	<u>Below Secondary 5 (%)*</u>	<u>Not Applicable/ Unspecified/Refusal (%)*</u>	
Managerial	1 044 (71.8)	39 (2.7)	77 (5.3)	58 (4.0)	- (-)	235 (16.2)	<b>1 453 (100)</b>
Supervisory	898 (40.7)	337 (15.3)	331 (15.0)	546 (24.8)	- (-)	92 (4.2)	<b>2 204 (100)</b>
Clerical	10 (0.2)	- (-)	166 (2.6)	6 058 (95.9)	7 (0.1)	77 (1.2)	<b>6 318 (100)</b>
<b>Total (%)**</b>	<b>1 952 (19.6)</b>	<b>376 (3.8)</b>	<b>574 (5.7)</b>	<b>6 662 (66.8)</b>	<b>7 (0.1)</b>	<b>404 (4.0)</b>	<b>9 975 (100)</b>

(%)\* As percentage of the total number of employees at the same job level in the SS COS Branch.

(%)\*\* As percentage of the total number of employees (excluding 457 other supporting staff) in the SS COS Branch.

## Comparison of Minimum Education Requirement of Employees

2.34 The survey findings showed that employers preferred their employees at the supervisory and managerial levels to possess higher diploma, associate degree and university degree or above education level. For the clerical staff, matriculation and secondary 5 were the minimum education requirements of employees. The three highest percentages of the minimum education requirements of employees at three major job levels reported by employers in 2009 Survey and 2007 Survey are summarized in Table L. (For details, please refer to Table H in paragraph 2.32)

Table L: Comparison of Minimum Education Requirement of Employees in the Banking and Finance Industry

<u>Education Level</u>	<u>Managerial</u>		<u>Supervisory</u>		<u>Clerical</u>	
	<u>2009</u>	<u>2007</u>	<u>2009</u>	<u>2007</u>	<u>2009</u>	<u>2007</u>
Professional Qualification*		7.2%				
University Degree or Above	60.2%	73.9%	37.1%	35.9%		2.8%
Higher Diploma/Associate Degree or equivalent	18.3%	1.4%	17.2%	26.7%	2.4%	
Diploma/Higher Certificate/Certificate or equivalent			16.9%	16.7%		7.4%
Matriculation/Secondary 5 or equivalent					90.0%	86.3%
Not Applicable/Unspecified/Refusal	20.1%				6.0%	

\* In the 2009 Survey, employers were requested to indicate whether or not the professional qualification was required for each principal job whereas in the 2007 Survey, the professional qualification was one of the minimum education/qualification requirements for each principal job.

**Professional Qualification Requirement  
of Banking and Finance Personnel**

*(Appendix 5 – Table 3, Tables 3.1 to 3.9)*

2.35 Generally speaking, employers preferred their employees at managerial level and supervisory level to possess professional qualifications. It should be noted that some employers did not provide information to this question. The statistics of employers’ replies on the professional qualification requirement are shown in Table M below.

**Table M : Professional Qualification  
Requirement of Banking and Finance Personnel**

<u>Job Level</u>	<u>Number of Employees (%)</u>						
	<u>Professional Qualification Required</u>		<u>Professional Qualification Not Required</u>		<u>Not Applicable/ Unspecified/ Refusal</u>		<u>Total</u>
Managerial	3 473	(13.5)	16 943	(65.8)	5 323	(20.7)	<b>25 739 (100)</b>
Supervisory	1 721	(3.4)	39 266	(77.4)	9 756	(19.2)	<b>50 743 (100)</b>
Clerical	-	(-)	37 328	(91.2)	3 623	(8.8)	<b>40 951 (100)</b>
<b>Total</b>	<b>5 194</b>	<b>(4.4)</b>	<b>93 537</b>	<b>(79.6)</b>	<b>18 702</b>	<b>(16.0)</b>	<b>117 433 (100)</b>

**Employees' Minimum Requirement on Year(s) of Experience in the Industry**  
(Appendix 5 – Table 4, Tables 4.1 to 4.9)

2.36 Employers were requested to give their views on the working experience required for job holders of each principal job. The employees' minimum requirement on year(s) of experience in the banking and finance industry are summarized in Table N and Figure 8.

Table N: Employees' Minimum Requirement on Year(s) of Experience in the Banking and Finance Industry

<u>Job Level</u>	<u>Number of Employees</u>					<u>Total</u>
	<u>1 Year or Less</u> (%)*	<u>2-4 Years</u> (%)*	<u>5-10 Years</u> (%)*	<u>Over 10 Years</u> (%)*	<u>Not Applicable/ Unspecified/ Refusal</u> (%)*	
Managerial	- (-)	173 (0.7)	15 507 (60.2)	4 200 (16.3)	5 859 (22.8)	<b>25 739</b> <b>(100)</b>
Supervisory	74 (0.1)	28 961 (57.1)	11 995 (23.6)	345 (0.7)	9 368 (18.5)	<b>50 743</b> <b>(100)</b>
Clerical	17 214 (42.1)	19 985 (48.8)	711 (1.7)	7 (-)	3 034 (7.4)	<b>40 951</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>17 288</b> <b>(14.7)</b>	<b>49 119</b> <b>(41.8)</b>	<b>28 213</b> <b>(24.0)</b>	<b>4 552</b> <b>(3.9)</b>	<b>18 261</b> <b>(15.6)</b>	<b>117 433</b> <b>(100)</b>

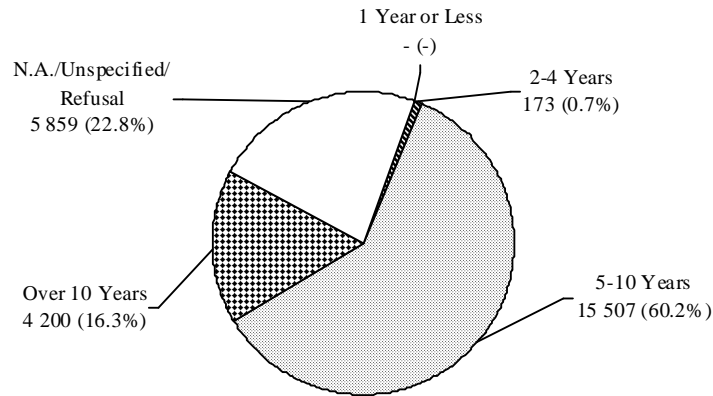
(%)\* As percentage of the total number of employees at the same job level in the industry.

(%)\*\* As percentage of the total number of employees (excluding 11 655 other supporting staff) in the industry.

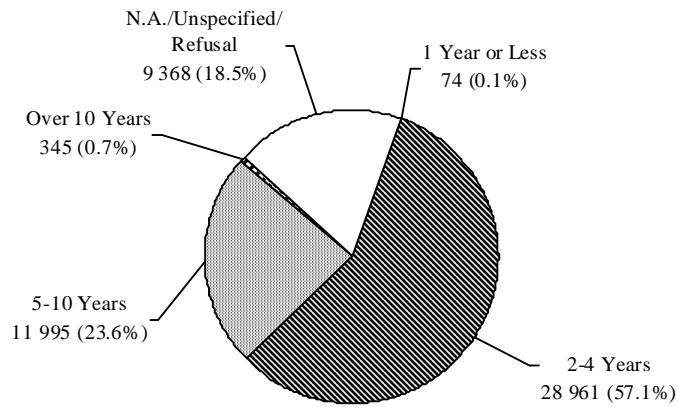


Figure 8: Employees' Minimum Requirement on Year(s) of Experience in the Banking and Finance Industry

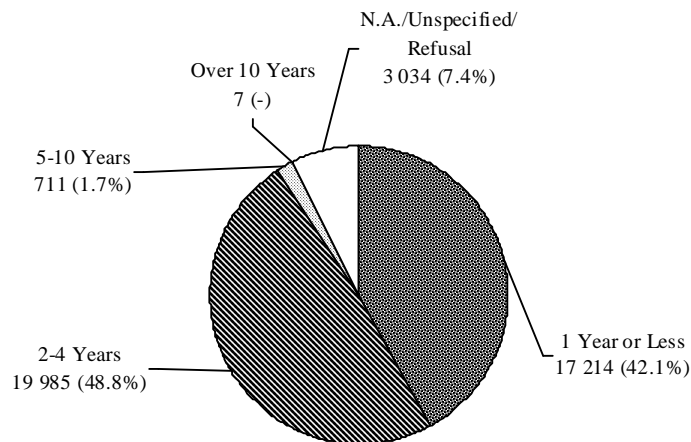
Managerial: 25 739 Employees



Supervisory: 50 743 Employees



Clerical: 40 951 Employees



2.37 Employees' minimum requirement on year(s) of experience in the BANKS, DTCS and SS COS branches are summarized in Tables O to Q.

Table O: Employees' Minimum Requirement on Year(s) of Experience in the BANKS Branch

<u>Job Level</u>	<u>Number of Employees</u>					<u>Total</u>
	<u>1 Year or Less</u> (%)*	<u>2-4 Years</u> (%)*	<u>5-10 Years</u> (%)*	<u>Over 10 Years</u> (%)*	<u>Not Applicable/ Unspecified/ Refusal</u> (%)*	
Managerial	- (-)	7 (0.1)	11 363 (62.2)	2 740 (15.0)	4 152 (22.7)	<b>18 262</b> <b>(100)</b>
Supervisory	74 (0.2)	19 736 (57.6)	6 942 (20.2)	20 (0.1)	7 489 (21.9)	<b>34 261</b> <b>(100)</b>
Clerical	13 153 (51.3)	10 182 (39.7)	49 (0.2)	2 (-)	2 267 (8.8)	<b>25 653</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>13 227</b> <b>(16.9)</b>	<b>29 925</b> <b>(38.3)</b>	<b>18 354</b> <b>(23.5)</b>	<b>2 762</b> <b>(3.5)</b>	<b>13 908</b> <b>(17.8)</b>	<b>78 176</b> <b>(100)</b>

(%)\* As percentage of the total number of employees at the same job level in the BANKS Branch.

(%)\*\* As percentage of the total number of employees (excluding 9 768 other supporting staff) in the BANKS Branch.

Table P: Employees' Minimum Requirement on Year(s) of Experience in the DTCS Branch

<u>Job Level</u>	<u>Number of Employees</u>					<u>Total</u>
	<u>1 Year or Less</u> (%)*	<u>2-4 Years</u> (%)*	<u>5-10 Years</u> (%)*	<u>Over 10 Years</u> (%)*	<u>Not Applicable/ Unspecified/ Refusal</u> (%)*	
Managerial	- (-)	17 (5.7)	153 (51.2)	128 (42.8)	1 (0.3)	<b>299</b> <b>(100)</b>
Supervisory	- (-)	175 (47.5)	182 (49.5)	7 (1.9)	4 (1.1)	<b>368</b> <b>(100)</b>
Clerical	226 (55.1)	178 (43.4)	6 (1.5)	- (-)	- (-)	<b>410</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>226</b> <b>(21.0)</b>	<b>370</b> <b>(34.3)</b>	<b>341</b> <b>(31.7)</b>	<b>135</b> <b>(12.5)</b>	<b>5</b> <b>(0.5)</b>	<b>1 077</b> <b>(100)</b>

(%)\* As percentage of the total number of employees at the same job level in the DTCS Branch.

(%)\*\* As percentage of the total number of employees (excluding 45 other supporting staff) in the DTCS Branch.

Table Q : Employees' Minimum Requirement on  
Year(s) of Experience in the SS COS Branch

Job Level	<u>Number of Employees</u>					<u>Total</u>
	<u>1 Year or Less</u> (%)*	<u>2-4 Years</u> (%)*	<u>5-10 Years</u> (%)*	<u>Over 10 Years</u> (%)*	<u>Not Applicable/ Unspecified/ Refusal</u> (%)*	
Managerial	- (-)	15 (1.0)	942 (64.8)	261 (18.0)	235 (16.2)	<b>1 453</b> <b>(100)</b>
Supervisory	- (-)	1 207 (54.7)	905 (41.1)	- (-)	92 (4.2)	<b>2 204</b> <b>(100)</b>
Clerical	1 866 (29.6)	4 337 (68.6)	38 (0.6)	- (-)	77 (1.2)	<b>6 318</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>1 866</b> <b>(18.7)</b>	<b>5 559</b> <b>(55.7)</b>	<b>1 885</b> <b>(18.9)</b>	<b>261</b> <b>(2.6)</b>	<b>404</b> <b>(4.1)</b>	<b>9 975</b> <b>(100)</b>

(%)\* As percentage of the total number of employees at the same job level in the SS COS Branch.

(%)\*\* As percentage of the total number of employees (excluding 457 other supporting staff) in the SS COS Branch.

**Comparison of Employees' Minimum Requirement on Year(s) of Experience in the Banking and Finance Industry**

2.38 The survey findings showed that employers required their employees at managerial level to have a minimum of 5 to over 10 years of working experience in the industry. For supervisory staff, a minimum of 2 to 10 years of working experience in the industry was required. For clerical level, staff members with 1 year or less working experience in the industry were also acceptable. The three highest percentages of the minimum requirement on year(s) of working experience in the industry at three major job levels reported by employers in 2009 Survey and 2007 Survey are summarized in Table R. (For details, please refer to Table N in paragraph 2.36)

Table R: Comparison of Employees' Minimum Requirement on Year(s) of Experience in the Banking and Finance Industry

<u>Year(s) of Experience</u>	<u>Managerial</u>		<u>Supervisory</u>		<u>Clerical</u>	
	<u>2009</u>	<u>2007</u>	<u>2009</u>	<u>2007</u>	<u>2009</u>	<u>2007</u>
1 Year or Less				1.0%	42.1%	41.9%
2 - 4 Years		1.3%	57.1%	51.7%	48.8%	51.2%
5 - 10 Years	60.2%	59.3%	23.6%	27.7%		1.2%
Over 10 Years	16.3%	16.5%				
Not Applicable/Unspecified/ Refusal	22.8%		18.5%		7.4%	

**Distribution of Employees  
by Average Monthly Income Range**  
(Appendix 5 – Table 5, Tables 5.1 to 5.9)

2.39 Table S shows the distribution of employees by average monthly income range at different job levels. It should be noted that it is not the intention of this survey to collect information on the income of banking and finance personnel and the following income data only serve to cross-check the reliability of manpower data at various job levels.

Table S : Number of Employees by Average Monthly Income Range by Job Level

Job Level	<u>Number of Employees</u>										<b>Total</b>
	\$6,000 and Below (%)*	\$6,001 to \$10,000 (%)*	\$10,001 to \$20,000 (%)*	\$20,001 to \$30,000 (%)*	\$30,001 to \$40,000 (%)*	\$40,001 to \$60,000 (%)*	\$60,001 to \$80,000 (%)*	\$80,001 to \$100,000 (%)*	Above \$100,000 (%)*	Not Applicable/ Unspecified Refusal (%)*	
Managerial	- (-)	- (-)	7 (-)	1 609 (6.3)	4 325 (16.8)	6 974 (27.1)	2 688 (10.4)	1 874 (7.3)	1 785 (6.9)	6 477 (25.2)	<b>25 739</b> <b>(100)</b>
Supervisory	- (-)	59 (0.1)	16 429 (32.4)	14 642 (28.9)	7 306 (14.4)	3 004 (5.9)	67 (0.1)	68 (0.1)	21 (-)	9 147 (18.1)	<b>50 743</b> <b>(100)</b>
Clerical	5 (-)	7 348 (17.9)	29 472 (72.0)	321 (0.8)	50 (0.1)	5 (-)	- (-)	- (-)	- (-)	3 750 (9.2)	<b>40 951</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>5</b> <b>(-)</b>	<b>7 407</b> <b>(6.3)</b>	<b>45 908</b> <b>(39.1)</b>	<b>16 572</b> <b>(14.1)</b>	<b>11 681</b> <b>(10.0)</b>	<b>9 983</b> <b>(8.5)</b>	<b>2 755</b> <b>(2.3)</b>	<b>1 942</b> <b>(1.7)</b>	<b>1 806</b> <b>(1.5)</b>	<b>19 374</b> <b>(16.5)</b>	<b>117 433</b> <b>(100)</b>

(%)\* As percentage of the total number of employees at the same job level in the industry.

(%)\*\* As percentage of the total number of employees (excluding 11 655 other supporting staff) in the industry.

**Comparison of the Distribution of Employees  
by Average Monthly Income Range**

2.40 The survey findings showed that the average monthly income range of managerial staff spread widely from \$20,001 to Above \$100,000 per month whereas the average monthly income range for supervisory and clerical staff were concentrated on 4 ranges . The three highest percentages of the average monthly income range of employees at three major job levels reported by employers are summarized in Table T. (For details, please refer to Table S in paragraph 2.39)

Table T: Comparison of Employees' Average Monthly  
Income Range by Job Level

<u>Average Monthly Income Range</u>	<u>Managerial</u>		<u>Supervisory</u>		<u>Clerical</u>	
	<u>2009</u>	<u>2007</u>	<u>2009</u>	<u>2007</u>	<u>2009</u>	<u>2007</u>
\$6,001 to \$10,000					17.9%	25.0%
\$10,001 to \$20,000			32.4%	32.3%	72.0%	48.7%
\$20,001 to \$30,000		8.8%	28.9%	23.8%		0.7%
\$30,001 to \$40,000	16.8%	13.5%		6.4%		
\$40,001 to \$60,000	27.1%	22.6%				
Not Applicable/Unspecified/Refusal	25.2%		18.1%		9.2%	

**Staff Turnover in the Past 12 Months**  
(Appendix 5 – Table 6, Tables 6.1 to 6.9)

2.41 The staff turnover is defined as the total number of employees having left their companies in a specified period of time. The total number of employees who had resigned in the 12-month period prior to the survey were 17 581 (15.0% of the 117 433 persons engaged in the three major job levels in the industry) whereas the total number of persons recruited in the same period were 17 084 (14.5% of 117 433 persons engaged in the three major job levels in the industry). The staff turnover statistics are shown in Tables U to V and Figure 9.

Table U: Number of Employees Resigned  
in the Past 12 Months  
by Branch and by Job Level

<u>Branch</u>	<u>Number of Employees Resigned</u>			<u>Total (%)**</u>
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	
1. BANKS	1 986 (16.5)	4 167 (34.7)	5 855 (48.8)	12 008 <b>(68.3)</b>
2. DTCS	45 (38.1)	37 (31.4)	36 (30.5)	118 <b>(0.7)</b>
3. INVEST COS	328 (30.5)	362 (33.6)	387 (35.9)	1 077 <b>(6.1)</b>
4. PL COS	6 (1.5)	58 (14.8)	329 (83.7)	393 <b>(2.2)</b>
5. SS COS	159 (16.1)	211 (21.4)	617 (62.5)	987 <b>(5.6)</b>
6. C DEALERS	4 (4.2)	15 (15.6)	77 (80.2)	96 <b>(0.6)</b>
7. C EXCHANGES	43 (35.5)	55 (45.5)	23 (19.0)	121 <b>(0.7)</b>
8. M CHANGERS	3 (1.7)	30 (16.7)	146 (81.6)	179 <b>(1.0)</b>
9. OF COS	515 (19.8)	1 070 (41.1)	1 017 (39.1)	2 602 <b>(14.8)</b>
<b>Total (%)**</b>	<b>3 089 (17.6)</b>	<b>6 005 (34.1)</b>	<b>8 487 (48.3)</b>	<b>17 581 (100)</b>

(%)\* As percentage of the total number of employees resigned in the branch.

(%)\*\* As percentage of the total number of employees resigned in the industry.

Table V: Number of Recruits  
in the Past 12 Months  
by Branch and by Job Level

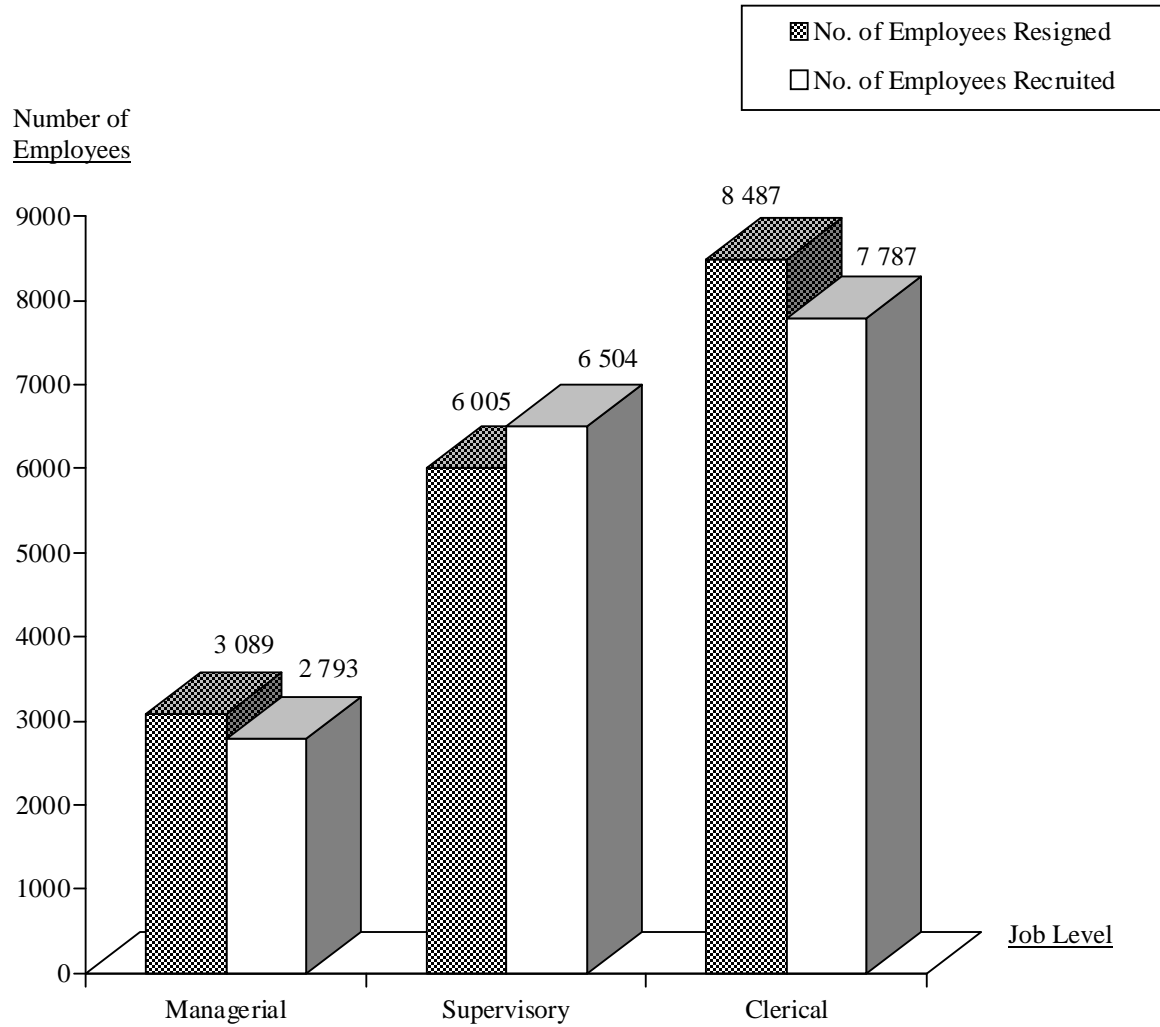
<u>Branch</u>	<u>Number of Recruits</u>						<u>Total (%)**</u>	
	<u>Managerial (%)*</u>		<u>Supervisory (%)*</u>		<u>Clerical (%)*</u>			
1. BANKS	2 013	(16.9)	4 556	(38.1)	5 375	(45.0)	<b>11 944</b>	<b>(69.9)</b>
2. DTCS	82	(52.6)	54	(34.6)	20	(12.8)	<b>156</b>	<b>(0.9)</b>
3. INVEST COS	165	(21.9)	253	(33.7)	334	(44.4)	<b>752</b>	<b>(4.4)</b>
4. PL COS	2	(0.6)	52	(15.6)	280	(83.8)	<b>334</b>	<b>(2.0)</b>
5. SS COS	161	(15.6)	302	(29.3)	568	(55.1)	<b>1 031</b>	<b>(6.0)</b>
6. C DEALERS	4	(4.9)	11	(13.4)	67	(81.7)	<b>82</b>	<b>(0.5)</b>
7. C EXCHANGES	38	(27.0)	58	(41.1)	45	(31.9)	<b>141</b>	<b>(0.8)</b>
8. M CHANGERS	2	(1.3)	40	(26.1)	111	(72.6)	<b>153</b>	<b>(0.9)</b>
9. OF COS	326	(13.1)	1 178	(47.3)	987	(39.6)	<b>2 491</b>	<b>(14.6)</b>
<b>Total (%)**</b>	<b>2 793</b>	<b>(16.3)</b>	<b>6 504</b>	<b>(38.1)</b>	<b>7 787</b>	<b>(45.6)</b>	<b>17 084</b>	<b>(100)</b>

(%)\* As percentage of the total number of recruits in the branch.

(%)\*\* As percentage of the total number of recruits in the industry.



Figure 9: Staff Turnover in the Banking and Finance Industry in the past 12 Months by Job Level



## Staff Turnover

2.42 In the 12 months prior to the survey, 17 581 employees resigned from the establishments of the industry while 17 084 persons were recruited to fill the vacancies. The staff turnover rate<sup>λ</sup> was 15.0% in 2009. The staff turnover rate was higher than that in 2007 (12.3%). The staff turnover statistics of the 4 sectors are summarized in Table W. (For details, please refer to Tables U and V in paragraph 2.41)

Table W: Staff Turnover in the Past 12 Months by Sector

<u>Sector</u>	<u>Number of Employees Resigned (%)*</u>	<u>Number of Employees Recruited (%)**</u>
Banking Sector	12 008 (68.3)	11 944 (69.9)
DTC Sector	118 (0.7)	156 (0.9)
Securities Sector	987 (5.6)	1 031 (6.0)
Other Financial Sectors	4 468 (25.4)	3 953 (23.2)
<b>Total</b>	<b>17 581 (100)</b>	<b>17 084 (100)</b>

(%)\* As percentage of total number of employees resigned in the industry.

(%)\*\* As percentage of total number of employees recruited in the industry.

$$\lambda \text{ Staff Turnover Rate in a Specified Period of Time} = \frac{\text{No. of Employees Left in the Specified Period of Time}}{\text{Average No. of Employees in the Specified Period of Time}}$$

The average no. of employees could be the no. of employees at the end of the specified period if the no. of employees is stable throughout that specified period.

2.43 The staff turnover statistics of the Banking and Finance Industry, Banking Sector (BANKS Branch), DTC Sector (DTCS Branch), Securities Sector (SS COS Branch) and the Other Financial Sectors are summarized in Tables X to Z and AA to AL. It should be noted that 0.3% of the persons leaving the banking and finance industry joined the insurance industry and 1.1% of the recruits joining the banking and finance industry were personnel from the insurance industry.

## ***Banking and Finance Industry***

Table X : Number of Employees Leaving the Banking and Finance Industry in the Past 12 Months by Reason

	<u>Reason</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a)	Taking up another job in the banking/finance industry or starting own finance related business	1 262 (4.9)	2 617 (5.2)	2 965 (7.2)	<b>6 844 (38.9)</b>
(b)	Taking up a job in the insurance industry or starting own insurance related business	12 (-)	11 (-)	24 (0.1)	<b>47 (0.3)</b>
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry	146 (0.6)	527 (1.0)	759 (1.9)	<b>1 432 (8.1)</b>
(d)	Emigration	19 (0.1)	50 (0.1)	33 (0.1)	<b>102 (0.6)</b>
(e)	Repatriation	50 (0.2)	33 (0.1)	17 (-)	<b>100 (0.6)</b>
(f)	Retirement	135 (0.5)	156 (0.3)	207 (0.5)	<b>498 (2.8)</b>
(g)	Further studies	35 (0.1)	96 (0.2)	480 (1.2)	<b>611 (3.5)</b>
(h)	Retrenchment	183 (0.7)	208 (0.4)	247 (0.6)	<b>638 (3.6)</b>
(i)	Company re-structured/closed	103 (0.4)	55 (0.1)	126 (0.3)	<b>284 (1.6)</b>
(j)	Expiry of employment contract	20 (0.1)	27 (0.1)	355 (0.9)	<b>402 (2.3)</b>
(k)	Poor performance	79 (0.3)	300 (0.6)	437 (1.1)	<b>816 (4.6)</b>
(l)	Other reasons <sup>△</sup>	377 (1.5)	619 (1.2)	1 072 (2.6)	<b>2 068 (11.8)</b>
(m)	Reasons unknown	668 (2.6)	1 306 (2.6)	1 765 (4.3)	<b>3 739 (21.3)</b>
	<b>Total</b>	<b>3 089 (12.0)</b>	<b>6 005 (11.8)</b>	<b>8 487 (20.7)</b>	<b>17 581 (100)</b>
	Total Number of Employees at the same job level in the Industry	25 739	50 743	40 951	117 433#
	Staff Turnover Rate@				15.0%

(%)\* As percentage of the total number of employees at the same job level in the Industry.

(%)\*\* As percentage of the total number of employees leaving the Industry.

△ Other reasons included taking care of family and health problems, etc.

# Total number of employees in the Industry excluding 11 655 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the Industry}}{\text{Total No. of Employees in the Industry Excluding 11 655 Other Supporting Staff}}$

Table Y : Number of Recruits by the Banking and Finance Industry  
in the Past 12 Months by Source

<u>Source</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) From another bank/ finance company	1 700 (6.6)	3 313(6.5)	3 229(7.9)	<b>8 242(48.2)</b>
(b) From an insurance company/insurance intermediary/insurance related company	17 (0.1)	88(0.2)	83(0.2)	<b>188(1.1)</b>
(c) From a company outside the banking/ finance/insurance industry	- (-)	868(1.7)	1 513(3.7)	<b>2 381(13.9)</b>
(d) From a college/ school direct				
University Graduate	- (-)	646(1.3)	324(0.8)	<b>970(5.7)</b>
Sub-degree Holder	- (-)	24(-)	398(1.0)	<b>422(2.5)</b>
Secondary School Leaver	- (-)	11(-)	273(0.7)	<b>284(1.7)</b>
(e) Other sources <sup>△</sup>	10 (-)	17(-)	7(-)	<b>34(0.2)</b>
(f) Sources unspecified	1 066 (4.1)	1 537(3.0)	1 960(4.8)	<b>4 563(26.7)</b>
<b>Total</b>	<b>2 793 (10.9)</b>	<b>6 504(12.8)</b>	<b>7 787(19.0)</b>	<b>17 084(100)</b>
Total Number of Employees at the same job level in the Industry	25 739	50 743	40 951	117 433#

(%)\* As percentage of the total number of employees at the same job level in the Industry.

(%)\*\* As percentage of the total number of employees recruited in the Industry.

△ Other sources included employees transferred from Head Office Overseas.

# Total number of employees in the Industry excluding 11 655 other supporting staff.

Table Z : Number of Recruits by the Banking and Finance Industry in the Past 12 Months by Geographic Origin

<u>Geographic Origin</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Hong Kong	2 586 (10.0)	6 288 (12.4)	7 708 (18.8)	<b>16 582 (97.1)</b>
(b) The Mainland of China	52 (0.2)	91 (0.2)	21 (0.1)	<b>164 (1.0)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	30 (0.1)	22 (-)	36 (0.1)	<b>88 (0.5)</b>
(e) Other places <sup>△</sup>	117 (0.5)	92 (0.2)	22 (0.1)	<b>231 (1.3)</b>
(f) Geographic Origins unspecified	8 (-)	11 (-)	- (-)	<b>19 (0.1)</b>
<b>Total</b>	<b>2 793 (10.9)</b>	<b>6 504 (12.8)</b>	<b>7 787 (19.0)</b>	<b>17 084 (100)</b>
Total Number of Employees at the same job level in the Industry	25 739	50 743	40 951	117 433#

(%)\* As percentage of the total number of employees at the same job level in the Industry.

(%)\*\* As percentage of the total number of employees recruited in the Industry.

△ Other places included USA, UK, Australia and some countries in Europe and Asia.

# Total number of employees in the Industry excluding 11 655 other supporting staff.

## **BANKS Branch**

Table AA : Number of Employees Leaving the BANKS Branch  
in the Past 12 Months by Reason

<u>Reason</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Taking up another job in the banking/finance industry or starting own finance related business	801 (4.4)	1 547 (4.5)	1 795 (7.0)	<b>4 143 (34.5)</b>
(b) Taking up a job in the insurance industry or starting own insurance related business	10 (0.1)	6 (-)	11 (-)	<b>27 (0.2)</b>
(c) Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/ insurance industry	59 (0.3)	370 (1.1)	544 (2.1)	<b>973 (8.1)</b>
(d) Emigration	18 (0.1)	41 (0.1)	22 (0.1)	<b>81 (0.7)</b>
(e) Repatriation	20 (0.1)	19 (0.1)	14 (0.1)	<b>53 (0.4)</b>
(f) Retirement	109 (0.6)	111 (0.3)	183 (0.7)	<b>403 (3.3)</b>
(g) Further studies	29 (0.2)	87 (0.3)	434 (1.7)	<b>550 (4.6)</b>
(h) Retrenchment	161 (0.9)	155 (0.5)	54 (0.2)	<b>370 (3.1)</b>
(i) Company re-structured/closed	4 (-)	2 (-)	1 (-)	<b>7 (0.1)</b>
(j) Expiry of employment contract	15 (0.1)	17 (-)	350 (1.4)	<b>382 (3.2)</b>
(k) Poor performance	60 (0.3)	181 (0.5)	303 (1.2)	<b>544 (4.5)</b>
(l) Other reasons <sup>△</sup>	354 (1.9)	605 (1.8)	993 (3.9)	<b>1 952 (16.3)</b>
(m) Reasons unknown	346 (1.9)	1 026 (3.0)	1 151 (4.5)	<b>2 523 (21.0)</b>
<b>Total</b>	<b>1 986 (10.9)</b>	<b>4 167 (12.2)</b>	<b>5 855 (22.8)</b>	<b>12 008 (100)</b>
Total Number of Employees at the same job level in the BANKS Branch	18 262	34 261	25 653	78 176#
Staff Turnover Rate@				15.4%

(%)\* As percentage of the total number of employees at the same job level in the BANKS Branch.

(%)\*\* As percentage of the total number of employees leaving the BANKS Branch.

△ Other reasons included taking care of family and health problems, etc.

# Total number of employees in the BANKS Branch excluding 9 768 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the BANKS Branch}}{\text{Total No. of Employees in the BANKS Branch Excluding 9 768 Other Supporting Staff}}$

Table AB : Number of Recruits by the BANKS Branch  
in the Past 12 Months by Source

<u>Source</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) From another bank/ finance company	1 114 (6.1)	1 918(5.6)	1 785(7.0)	<b>4 817(40.3)</b>
(b) From an insurance company/insurance intermediary/insurance related company	15 (0.1)	78(0.2)	55(0.2)	<b>148(1.2)</b>
(c) From a company outside the banking/ finance/insurance industry	- (-)	513(1.5)	884(3.4)	<b>1 397(11.7)</b>
(d) From a college/ school direct				
University Graduate	- (-)	528(1.5)	243(0.9)	<b>771(6.5)</b>
Sub-degree Holder	- (-)	24(0.1)	364(1.4)	<b>388(3.2)</b>
Secondary School Leaver	- (-)	10(-)	237(0.9)	<b>247(2.1)</b>
(e) Other sources <sup>△</sup>	- (-)	-(-)	-(-)	<b>0(-)</b>
(f) Sources unspecified	884 (4.8)	1 485(4.3)	1 807(7.0)	<b>4 176(35.0)</b>
<b>Total</b>	<b>2 013 (11.0)</b>	<b>4 556(13.3)</b>	<b>5 375(21.0)</b>	<b>11 944(100)</b>
Total Number of Employees at the same job level in the BANKS Branch	18 262	34 261	25 653	78 176#

(%)\* As percentage of the total number of employees at the same job level in the BANKS Branch.

(%)\*\* As percentage of the total number of employees recruited in the BANKS Branch.

△ Other sources included employees transferred from Head Office Overseas.

# Total number of employees in the BANKS Branch excluding 9 768 other supporting staff.

Table AC : Number of Recruits by the BANKS Branch in the Past 12 Months by Geographic Origin

<u>Geographic Origin</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Hong Kong	1 916 (10.5)	4 496 (13.1)	5 340 (20.8)	<b>11 752 (98.4)</b>
(b) The Mainland of China	44 (0.2)	44 (0.1)	2 (-)	<b>90 (0.8)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	9 (-)	7 (-)	24 (0.1)	<b>40 (0.3)</b>
(e) Other places <sup>△</sup>	44 (0.2)	9 (-)	9 (-)	<b>62 (0.5)</b>
(f) Geographic Origins unspecified	- (-)	- (-)	- (-)	<b>0 (-)</b>
<b>Total</b>	<b>2 013 (11.0)</b>	<b>4 556 (13.3)</b>	<b>5 375 (21.0)</b>	<b>11 944 (100)</b>
Total Number of Employees at the same job level in the BANKS Branch	18 262	34 261	25 653	78 176#

(%)\* As percentage of the total number of employees at the same job level in the BANKS Branch.

(%)\*\* As percentage of the total number of employees recruited in the BANKS Branch.

△ Other places included USA, UK, Australia and some countries in Europe and Asia.

# Total number of employees in the BANKS Branch excluding 9 768 other supporting staff.



## DTCS Branch

Table AD : Number of Employees Leaving the DTCS Branch  
in the Past 12 Months by Reason

<u>Reason</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Taking up another job in the banking/finance industry or starting own finance related business	28 (9.4)	23 (6.3)	8 (2.0)	<b>59 (50.0)</b>
(b) Taking up a job in the insurance industry or starting own insurance related business	- (-)	- (-)	- (-)	<b>0 (-)</b>
(c) Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry	- (-)	2 (0.5)	4 (1.0)	<b>6 (5.1)</b>
(d) Emigration	- (-)	- (-)	- (-)	<b>0 (-)</b>
(e) Repatriation	- (-)	- (-)	- (-)	<b>0 (-)</b>
(f) Retirement	- (-)	- (-)	- (-)	<b>0 (-)</b>
(g) Further studies	2 (0.7)	2 (0.5)	1 (0.2)	<b>5 (4.3)</b>
(h) Retrenchment	6 (2.0)	- (-)	18 (4.4)	<b>24 (20.3)</b>
(i) Company re-structured/closed	- (-)	- (-)	- (-)	<b>0 (-)</b>
(j) Expiry of employment contract	3 (1.0)	- (-)	- (-)	<b>3 (2.5)</b>
(k) Poor performance	- (-)	- (-)	1 (0.2)	<b>1 (0.9)</b>
(l) Other reasons <sup>△</sup>	4 (1.3)	1 (0.3)	- (-)	<b>5 (4.2)</b>
(m) Reasons unknown	2 (0.7)	9 (2.4)	4 (1.0)	<b>15 (12.7)</b>
<b>Total</b>	<b>45 (15.1)</b>	<b>37 (10.1)</b>	<b>36 (8.8)</b>	<b>118 (100)</b>
Total Number of Employees at the same job level in the DTCS Branch	299	368	410	1 077#
Staff Turnover Rate@				11.0%

(%)\* As percentage of the total number of employees at the same job level in the DTCS Branch.

(%)\*\* As percentage of the total number of employees leaving the DTCS Branch.

△ Other reasons included taking care of family and health problems, etc.

# Total number of employees in the DTCS Branch excluding 45 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the DTCS Branch}}{\text{Total No. of Employees in the DTCS Branch Excluding 45 Other Supporting Staff}}$

Table AE : Number of Recruits by the DTCS Branch  
in the Past 12 Months by Source

<u>Source</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) From another bank/ finance company	73 (24.4)	47(12.8)	10(2.4)	<b>130(83.3)</b>
(b) From an insurance company/insurance intermediary/insurance related company	- (-)	1(0.3)	- (-)	<b>1(0.6)</b>
(c) From a company outside the banking/ finance/insurance industry	- (-)	5(1.4)	8(2.0)	<b>13(8.3)</b>
(d) From a college/ school direct				
University Graduate	- (-)	-(-)	-(-)	<b>0(-)</b>
Sub-degree Holder	- (-)	-(-)	-(-)	<b>0(-)</b>
Secondary School Leaver	- (-)	1(0.3)	-(-)	<b>1(0.6)</b>
(e) Other sources <sup>△</sup>	9 (3.0)	-(-)	1(0.2)	<b>10(6.4)</b>
(f) Sources unspecified	- (-)	-(-)	1(0.2)	<b>1(0.6)</b>
<b>Total</b>	<b>82 (27.4)</b>	<b>54(14.7)</b>	<b>20(4.9)</b>	<b>156(100)</b>
Total Number of Employees at the same job level in the DTCS Branch	299	368	410	1 077#

(%)\* As percentage of the total number of employees at the same job level in the DTCS Branch.

(%)\*\* As percentage of the total number of employees recruited in the DTCS Branch.

△ Other sources included employees transferred from Head Office Overseas.

# Total number of employees in the DTCS Branch excluding 45 other supporting staff.

Table AF : Number of Recruits by the DTCS Branch in the Past 12 Months by Geographic Origin

<u>Geographic Origin</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Hong Kong	63 (21.1)	54 (14.7)	20 (4.9)	<b>137 (87.8)</b>
(b) The Mainland of China	4 (1.3)	- (-)	- (-)	<b>4 (2.6)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	- (-)	- (-)	- (-)	<b>0 (-)</b>
(e) Other places <sup>△</sup>	15 (5.0)	- (-)	- (-)	<b>15 (9.6)</b>
(f) Geographic Origins unspecified	- (-)	- (-)	- (-)	<b>0 (-)</b>
<b>Total</b>	<b>82 (27.4)</b>	<b>54 (14.7)</b>	<b>20 (4.9)</b>	<b>156 (100)</b>
Total Number of Employees at the same job level in the DTCS Branch	299	368	410	1 077#

(%)\* As percentage of the total number of employees at the same job level in the DTCS Branch.

(%)\*\* As percentage of the total number of employees recruited in the DTCS Branch.

△ Other places included USA, UK, Australia and some countries in Europe and Asia.

# Total number of employees in the DTCS Branch excluding 45 other supporting staff.

## SS COS Branch

Table AG : Number of Employees Leaving the SS COS Branch  
in the Past 12 Months by Reason

<u>Reason</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Taking up another job in the banking/finance industry or starting own finance related business	49 (3.4)	128 (5.8)	289 (4.6)	<b>466 (47.2)</b>
(b) Taking up a job in the insurance industry or starting own insurance related business	- (-)	1 (-)	- (-)	<b>1 (0.1)</b>
(c) Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry	23 (1.6)	3 (0.1)	55 (0.9)	<b>81 (8.2)</b>
(d) Emigration	- (-)	- (-)	- (-)	<b>0 (-)</b>
(e) Repatriation	5 (0.3)	- (-)	- (-)	<b>5 (0.5)</b>
(f) Retirement	12 (0.8)	- (-)	14 (0.2)	<b>26 (2.6)</b>
(g) Further studies	2 (0.1)	2 (0.1)	42 (0.7)	<b>46 (4.7)</b>
(h) Retrenchment	3 (0.2)	16 (0.7)	20 (0.3)	<b>39 (4.0)</b>
(i) Company re-structured/closed	2 (0.1)	16 (0.7)	33 (0.5)	<b>51 (5.2)</b>
(j) Expiry of employment contract	2 (0.1)	2 (0.1)	2 (-)	<b>6 (0.6)</b>
(k) Poor performance	5 (0.3)	12 (0.5)	41 (0.6)	<b>58 (5.9)</b>
(l) Other reasons <sup>△</sup>	5 (0.3)	5 (0.2)	10 (0.2)	<b>20 (2.0)</b>
(m) Reasons unknown	51 (3.5)	26 (1.2)	111 (1.8)	<b>188 (19.0)</b>
<b>Total</b>	<b>159 (10.9)</b>	<b>211 (9.6)</b>	<b>617 (9.8)</b>	<b>987 (100)</b>
Total Number of Employees at the same job level in the SS COS Branch	1 453	2 204	6 318	9 975 #
Staff Turnover Rate@				9.9%

(%)\* As percentage of the total number of employees at the same job level in the SS COS Branch.

(%)\*\* As percentage of the total number of employees leaving the SS COS Branch.

△ Other reasons included taking care of family and health problems, etc.

# Total number of employees in the SS COS Branch excluding 457 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the SS COS Branch}}{\text{Total No. of Employees in the SS COS Branch Excluding 457 Other Supporting Staff}}$

Table AH : Number of Recruits by the SS COS Branch  
in the Past 12 Months by Source

<u>Source</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) From another bank/ finance company	138 (9.5)	242(11.0)	426(6.7)	<b>806(78.2)</b>
(b) From an insurance company/insurance intermediary/insurance related company	- (-)	-(-)	6(0.1)	<b>6(0.6)</b>
(c) From a company outside the banking/ finance/insurance industry	- (-)	36(1.6)	60(0.9)	<b>96(9.3)</b>
(d) From a college/ school direct				
University Graduate	- (-)	20(0.9)	42(0.7)	<b>62(6.0)</b>
Sub-degree Holder	- (-)	-(-)	6(0.1)	<b>6(0.6)</b>
Secondary School Leaver	- (-)	-(-)	12(0.2)	<b>12(1.1)</b>
(e) Other sources <sup>△</sup>	- (-)	4(0.2)	6(0.1)	<b>10(1.0)</b>
(f) Sources unspecified	23 (1.6)	-(-)	10(0.2)	<b>33(3.2)</b>
<b>Total</b>	<b>161 (11.1)</b>	<b>302(13.7)</b>	<b>568(9.0)</b>	<b>1 031(100)</b>
Total Number of Employees at the same job level in the SS COS Branch	1 453	2 204	6 318	9 975#

(%)\* As percentage of the total number of employees at the same job level in the SS COS Branch.

(%)\*\* As percentage of the total number of employees recruited in the SS COS Branch.

△ Other sources included employees transferred from Head Office Overseas.

# Total number of employees in the SS COS Branch excluding 457 other supporting staff.

Table AI : Number of Recruits by the SS COS Branch in the  
Past 12 Months by Geographic Origin

<u>Geographic Origin</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u><b>Total (%)**</b></u>
(a) Hong Kong	119 (8.2)	261 (11.8)	544 (8.6)	<b>924 (89.6)</b>
(b) The Mainland of China	1 (0.1)	8 (0.4)	4 (0.1)	<b>13 (1.3)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	3 (0.2)	8 (0.4)	12 (0.2)	<b>23 (2.2)</b>
(e) Other places <sup>△</sup>	38 (2.6)	25 (1.1)	8 (0.1)	<b>71 (6.9)</b>
(f) Geographic Origins unspecified	- (-)	- (-)	- (-)	<b>0 (-)</b>
<b>Total</b>	<b>161 (11.1)</b>	<b>302 (13.7)</b>	<b>568 (9.0)</b>	<b>1 031 (100)</b>
Total Number of Employees at the same job level in the SS COS Branch	1 453	2 204	6 318	9 975#

(%)\* As percentage of the total number of employees at the same job level in the SS COS Branch.

(%)\*\* As percentage of the total number of employees recruited in the SS COS Branch.

△ Other places included USA, UK, Australia and some countries in Europe and Asia.

# Total number of employees in the SS COS Branch excluding 457 other supporting staff.

## Other Financial Sectors

Table AJ : Number of Employees Leaving the Other Financial Sectors in the Past 12 Months by Reason

	<u>Reason</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a)	Taking up another job in the banking/finance industry or starting own finance related business	384 (6.7)	919 (6.6)	873 (10.2)	<b>2 176 (48.7)</b>
(b)	Taking up a job in the insurance industry or starting own insurance related business	2 (-)	4 (-)	13 (0.2)	<b>19 (0.4)</b>
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry	64 (1.1)	152 (1.1)	156 (1.8)	<b>372 (8.3)</b>
(d)	Emigration	1 (-)	9 (0.1)	11 (0.1)	<b>21 (0.5)</b>
(e)	Repatriation	25 (0.4)	14 (0.1)	3 (-)	<b>42 (0.9)</b>
(f)	Retirement	14 (0.2)	45 (0.3)	10 (0.1)	<b>69 (1.5)</b>
(g)	Further studies	2 (-)	5 (-)	3 (-)	<b>10 (0.2)</b>
(h)	Retrenchment	13 (0.2)	37 (0.3)	155 (1.8)	<b>205 (4.6)</b>
(i)	Company re-structured/closed	97 (1.7)	37 (0.3)	92 (1.1)	<b>226 (5.1)</b>
(j)	Expiry of employment contract	- (-)	8 (0.1)	3 (-)	<b>11 (0.3)</b>
(k)	Poor performance	14 (0.2)	107 (0.8)	92 (1.1)	<b>213 (4.8)</b>
(l)	Other reasons <sup>△</sup>	14 (0.2)	8 (0.1)	69 (0.8)	<b>91 (2.0)</b>
(m)	Reasons unknown	269 (4.7)	245 (1.8)	499 (5.8)	<b>1 013 (22.7)</b>
	<b>Total</b>	<b>899 (15.7)</b>	<b>1 590 (11.4)</b>	<b>1 979 (23.1)</b>	<b>4 468 (100)</b>
	Total Number of Employees at the same job level in the Other Financial Sectors	5 725	13 910	8 570	28 205#
	Staff Turnover Rate@				15.8%

(%)\* As percentage of the total number of employees at the same job level in the Other Financial Sectors.

(%)\*\* As percentage of the total number of employees leaving the Other Financial Sectors.

△ Other reasons included taking care of family and health problems, etc.

# Total number of employees in the Other Financial Sectors excluding 1 385 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the Other Financial Sectors}}{\text{Total No. of Employees in the Other Financial Sectors Excluding 1 385 Other Supporting Staff}}$

Table AK : Number of Recruits by the Other Financial Sectors  
in the Past 12 Months by Source

<u>Source</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) From another bank/ finance company	375 (6.6)	1 106(8.0)	1 008(11.8)	<b>2 489(63.0)</b>
(b) From an insurance company/insurance intermediary/insurance related company	2 (-)	9(0.1)	22(0.3)	<b>33(0.8)</b>
(c) From a company outside the banking/ finance/insurance industry	- (-)	314(2.3)	561(6.5)	<b>875(22.1)</b>
(d) From a college/ school direct				
University Graduate	- (-)	98(0.7)	39(0.5)	<b>137(3.5)</b>
Sub-degree Holder	- (-)	-(-)	28(0.3)	<b>28(0.7)</b>
Secondary School Leaver	- (-)	-(-)	24(0.3)	<b>24(0.6)</b>
(e) Other sources <sup>△</sup>	1 (-)	13(0.1)	-(-)	<b>14(0.4)</b>
(f) Sources unspecified	159 (2.8)	52(0.4)	142(1.7)	<b>353(8.9)</b>
<b>Total</b>	<b>537 (9.4)</b>	<b>1 592(11.4)</b>	<b>1 824(21.3)</b>	<b>3 953(100)</b>
Total Number of Employees at the same job level in the Other Financial Sectors	5 725	13 910	8 570	28 205#

(%)\* As percentage of the total number of employees at the same job level in the Other Financial Sectors.

(%)\*\* As percentage of the total number of employees recruited in the Other Financial Sectors.

△ Other sources included employees transferred from Head Office Overseas.

# Total number of employees in the Other Financial Sectors excluding 1 385 other supporting staff.



Table AL : Number of Recruits by the Other Financial Sectors in the Past 12 Months by Geographic Origin

<u>Geographic Origin</u>	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
(a) Hong Kong	488 (8.5)	1 477 (10.6)	1 804 (21.1)	<b>3 769 (95.4)</b>
(b) The Mainland of China	3 (0.1)	39 (0.3)	15 (0.2)	<b>57 (1.4)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	18 (0.3)	7 (0.1)	- (-)	<b>25 (0.6)</b>
(e) Other places <sup>△</sup>	20 (0.3)	58 (0.4)	5 (0.1)	<b>83 (2.1)</b>
(f) Geographic Origins unspecified	8 (0.1)	11 (0.1)	- (-)	<b>19 (0.5)</b>
<b>Total</b>	<b>537 (9.4)</b>	<b>1 592 (11.4)</b>	<b>1 824 (21.3)</b>	<b>3 953 (100)</b>
Total Number of Employees at the same job level in the Other Financial Sectors	5 725	13 910	8 570	28 205#

(%)\* As percentage of the total number of employees at the same job level in the Other Financial Sectors.

(%)\*\* As percentage of the total number of employees recruited in the Other Financial Sectors.

△ Other places included USA, UK, Australia and some countries in Europe and Asia.

# Total number of employees in the Other Financial Sectors excluding 1 385 other supporting staff.

2.44 As shown in Table W in paragraph 2.42, there was insufficient supply of manpower to fill up vacant job positions in the industry in the 12 months prior to the survey. The staff turnover rate of each sector is summarized as follows:

	<u>Banking Sector</u>	<u>DTC Sector</u>	<u>Securities Sector</u>	<u>Other Financial Sectors</u>	<u>Banking and Finance Industry</u>
Staff Turnover Rate	15.4%	11.0%	9.9%	15.8%	15.0%

The staff turnover rate of the Other Financial Sectors was the highest among the 4 sectors. Most of the establishments in the Other Financial Sectors are SMEs. Generally speaking, the staff turnover rate is higher in SMEs than in large firms. As shown in Table X in paragraph 2.43, 8.1% of employees had changed their jobs to non-banking/finance/insurance business. Furthermore, those leaving the industry by emigration, repatriation, retirement, pursuing further studies and retrenchment (a total of 11.1%) might not join the industry again. Therefore, the banking and finance industry has to train up sufficient manpower with appropriate job skills for the replacement of those leaving the industry.

## Number of Internal Promotions

(Appendix 5 – Table 7)

2.45 There were 3 780 employees promoted internally at three major job levels in banking and financial institutions. The distribution of internal promotions by branch and by job level is summarized in Table AM.

Table AM : Distribution of Internal Promotions by Branch and by Job Level

<u>Branch</u>	<u>Number of Employees</u>			<u>Total (%)**</u>
	<u>From Supervisor to Manager (%)*</u>	<u>From Clerk to Supervisor (%)*</u>	<u>From Others to Clerk (%)*</u>	
1. BANKS	978 (31.4)	2 088 (67.2)	43 (1.4)	<b>3 109 (82.3)</b>
2. DTCS	7 (36.8)	11 (57.9)	1 (5.3)	<b>19 (0.5)</b>
3. INVEST COS	90 (43.7)	116 (56.3)	- (-)	<b>206 (5.4)</b>
4. PL COS	1 (7.1)	13 (92.9)	- (-)	<b>14 (0.4)</b>
5. SS COS	22 (34.4)	42 (65.6)	- (-)	<b>64 (1.7)</b>
6. C DEALERS	1 (8.3)	11 (91.7)	- (-)	<b>12 (0.3)</b>
7. C EXCHANGES	24 (55.8)	14 (32.6)	5 (11.6)	<b>43 (1.1)</b>
8. M CHANGERS	- (-)	8 (100)	- (-)	<b>8 (0.2)</b>
9. OF COS	139 (45.6)	152 (49.8)	14 (4.6)	<b>305 (8.1)</b>
<b>Total (%)**</b>	<b>1 262 (33.4)</b>	<b>2 455 (64.9)</b>	<b>63 (1.7)</b>	<b>3 780 (100)</b>

(%)\* As percentage of the total internal promotions in the branch.

(%)\*\* As percentage of the total internal promotions in the banking and finance industry.

2.46 There have been 3 780 (2.9% of the 129 088 persons engaged) banking and finance personnel promoted within the establishments in the industry. The number of internal promotions from various job levels are summarized in Table AN below. It indicated that employees at the supervisory level had a better opportunity to get promotion. Generally speaking, employers preferred to fill management positions by employees promoted from within the company, e.g. 31.1% of the managerial positions were taken up by supervisors via internal promotions. (For details, please refer to Table 7 of Appendix 5)

Table AN : Distribution of Internal Promotions among Job Levels

<u>Job Level</u>	<u>Number of Internal Promotions</u>	<u>Total Number of Recruits</u>	<u>Percentage of Number of Internal Promotions to Total Number of Recruits</u>
From Supervisor to Manager	1 262	4 055	31.1%
From Clerk to Supervisor	2 455	8 959	27.4%
From Others to Clerk	63	7 850	0.8%
<b>Total</b>	<b>3 780</b>	<b>20 864</b>	<b>18.1%</b>

### **Recruitment Difficulties**

(Appendix 5 – Tables 8 to 9, Tables 9.1 to 9.9)

2.47 The 2009 Survey reveals that some employers in the industry had encountered recruitment difficulties in the 12 months prior to the fieldwork of the survey. Table AO shows that 6.0% of the establishments had experienced difficulties in recruiting supervisory staff, whereas for clerical staff and managerial staff, the percentages were 3.7% and 1.9% respectively.

Table AO : Number of Establishments Encountered Recruitment Difficulties in the Past 12 Months

<u>Recruitment Difficulties</u>	<u>Number of Establishments</u>		
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>
Yes	77 (1.9)	241 (6.0)	150 (3.7)
No	173 (4.3)	401 (9.9)	474 (11.7)
Have not recruited or tried to recruit	3 738 (92.5)	3 346 (82.8)	3 364 (83.3)
Unspecified/Refusal Cases	51 (1.3)	51 (1.3)	51 (1.3)
<b>Total</b>	<b>4 039 (100)</b>	<b>4 039 (100)</b>	<b>4 039 (100)</b>

(%)\* As percentage of the total number of establishments responded at the same job level.

2.48 The 2009 Survey reveals that the main reasons of recruitment difficulties were “Lack of candidates with relevant experience and training” and “Working conditions/remuneration package could not meet recruits’ expectations”. The ratios of these 2 reasons to total reasons were 52.3% and 28.5% respectively. It should be noted that following the development of new products and financial services in the industry, employees should endeavour to equip themselves with updated product knowledge and upgrade their job skills to catch up with the needs of the rapid changing business environment. Table AP shows the reasons of recruitment difficulties and their respective percentages.

Table AP : Reasons of Recruitment Difficulties in the Past 12 Months

<u>Reason</u>	<u>Number of Establishments</u>			
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
General labour shortage in Hong Kong	9 (9.0)	13 (5.0)	17 (10.9)	<b>39 (7.6)</b>
Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions	- (-)	- (-)	- (-)	<b>0 (-)</b>
Lack of candidates with relevant experience and training	64 (64.0)	129 (49.8)	77 (49.0)	<b>270 (52.3)</b>
Working conditions/remuneration package could not meet recruits’ expectations	27 (27.0)	57 (22.0)	63 (40.1)	<b>147 (28.5)</b>
Other reasons#	- (-)	60 (23.2)	- (-)	<b>60 (11.6)</b>
<b>Total</b>	<b>100 (100)</b>	<b>259 (100)</b>	<b>157 (100)</b>	<b>516 (100)</b>

(%)\* As percentage of the total reasons of recruitment difficulties at the same job level.

(%)\*\* As percentage of the total reasons of recruitment difficulties in the industry.

# Other reasons included the candidates should possess special language skills.

**Number of Hong Kong Employees  
Having to Work in Mainland**  
(Appendix 5 – Table 10)

2.49 The 2009 Survey reveals that there were 1 650 employees who had to work in Mainland during the survey period. Of these, 561 (34.0%) were on Stationed Basis and 1 089 (66.0%) were on Travelling Basis. The number of employees who had to work in Mainland in Jan. 2009 and the estimated number of employees who would work in Mainland in Jan. 2010 are summarized in Table AQ.

Table AQ : Number of Hong Kong Employees  
Having to Work in Mainland in Jan. 2009 and Jan. 2010

<u>Working Mode</u>	<u>Number of Employees</u>		
	<u>Jan. 2009(%)*</u>	<u>Jan. 2010 (%)*</u>	<u>Forecast Growth (%)**</u>
Stationed Basis	561 (34.0)	550 (32.4)	-11 (-2.0)
Travelling Basis	1 089 (66.0)	1 147 (67.6)	58 (5.3)
<b>Total</b>	<b>1 650 (100)</b>	<b>1 697 (100)</b>	<b>47 (2.8)</b>

(%)\* As percentage of the total number of employees (in two working modes) having to work in Mainland.

(%)\*\* The forecast growth rate is derived by using Jan. 2009 as a base.

2.50 The 2009 Survey reveals that the number of employees who had to work in the Mainland had increased in the past 2 years. Comparison of the number of Hong Kong employees who had to work in the Mainland in Jan. 2009 and Jan. 2007 is summarized in Table AR.

Table AR : Comparison of the Number of Hong Kong Employees  
Having to Work in the Mainland in Jan. 2009 and Jan. 2007

<u>Working Mode</u>	<u>Number of Employees</u>		
	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Changes Increase (Decrease)</u>
Stationed Basis	561 34.0%	266 25.7%	295 110.9%
Travelling Basis	1 089 66.0%	770 74.3%	319 41.4%
<b>Total</b>	<b>1 650 100%</b>	<b>1 036 100%</b>	<b>614 59.3%</b>

2.51 As shown in Table AR, the number of Hong Kong employees who had to station on the Mainland for operational needs had increased by 295 persons; an increase of 110.9% in comparison with the 266 persons reported in 2007. It is understandable that following the implementation of CEPA, more banking and finance personnel were taking part in the business operations developed in the Mainland. During the same period, the number of Hong Kong employees who had participated on the Mainland operations on travelling basis had also increased by 319 persons, or 41.4% of the 770 persons reported in 2007. The banking and finance personnel on travelling basis were mainly to support the company's operations in the Mainland.

**Effects of Mainland Operations  
on Hong Kong Employees**  
(Appendix 5 – Table 11)

2.52 The 2009 Survey shows that 44 additional employees need to be recruited to handle the Mainland operations. In addition, employers reported that 18 employees had to be trained for the purpose of handling operations in the Mainland. The statistics in Jan. 2009 and estimated figures for Jan. 2010 are summarized in Table AS below.

Table AS : Effects of Mainland Operations  
on Hong Kong Employees in Jan. 2009 and Jan. 2010

<u>Effects</u>	<u>Number of Employees</u>		
	<u>Jan. 2009</u>	<u>Jan. 2010</u>	<u>Forecast Growth (%)*</u>
Additional employees need to be recruited	44	49	5 (11.4)
Number of existing employees to be trained for Mainland operations	18	20	2 (11.1)

(%)\* The forecast growth rate is derived by using Jan. 2009 as a base.

2.53 The 2009 Survey reveals that 44 additional employees needed to be recruited as a result of Mainland operations. Employers further reported that 18 existing employees had to be trained for the purposes of handling operations in the Mainland. Comparison of the effects of Mainland operations on Hong Kong employees in Jan. 2009 and Jan. 2007 is summarized in Table AT.

Table AT : Comparison of Effects of Mainland Operations on Hong Kong Employees in Jan. 2009 and Jan. 2007

<u>Effects</u>	<u>Number of Employees</u>		
	<u>Jan. 2009</u>	<u>Jan. 2007</u>	<u>Changes Increase (Decrease)</u>
Additional employees need to be recruited	44	115	(71) (61.7%)
Number of existing employees to be trained for Mainland operations	18	173	(155) (89.6%)

2.54 The 2009 Survey shows that Hong Kong companies needed not recruit large number of additional employees to cope with their Mainland operations. One of the reasons might be due to the localization of employees in the Mainland. Furthermore, the number of employees needed to be trained for Mainland operations reported by employers seemed to be moderate.



**Comparison of Training Expenses of the Previous Year  
and Training Budget for the Next Year**

*(Appendix 5 – Tables 12 to 13)*

2.55 The 2009 Survey reveals that 3 758 (93.0% of 4 039) establishments had maintained their staff training expenses more or less the same in 2007 and 2008. 110 (2.7% of 4 039) establishments had reported that they had increased their staff training expenses in 2008. Details of the changes are summarized in Table AU.

Table AU: Comparison of Training Expenses  
in 2008 and 2007

<u>Training Expenses of 2008 Compared with Those of 2007</u>		<u>Number of Establishments</u>	<u>(Percentage)</u>
No Change		3 758	(93.0)
Increase by	> 50%	24	(0.6)
	21% - 50%	16	(0.4)
	11% - 20%	33	(0.8)
	5% -10%	24	(0.6)
	< 5%	13	(0.3)
	<b>Sub-total</b>	<b>110</b>	<b>(2.7)</b>
Decrease by	> 50%	41	(1.0)
	21% - 50%	14	(0.4)
	11% - 20%	4	(0.1)
	5% -10%	2	(0.1)
	< 5%	1	( - )
	<b>Sub-total</b>	<b>62</b>	<b>(1.6)</b>
Unspecified/Refusal Cases		109	(2.7)
<b>Total</b>		<b>4 039</b>	<b>(100)</b>

2.56 With regard to the training budget for 2009, survey findings show that 90.7% of 4 039 establishments (3 664) had planned to maintain the same training budget for 2009 with those spent in 2008. Table AV shows the statistics reflected by 2009 Survey.

Table AV: Comparison of Training Budget for 2009 with Training Expenses of 2008

<u>Training Budget for 2009 Compared with Training Expenses of 2008</u>	<u>Number of Establishments</u>	<u>(Percentage)</u>
No Change	3 664	(90.7)
-----		
Increase by > 50%	53	(1.3)
21% - 50%	16	(0.4)
11% - 20%	54	(1.4)
5% -10%	23	(0.6)
< 5%	30	(0.7)
-----		
<b>Sub-total</b>	<b>176</b>	<b>(4.4)</b>
Decrease by > 50%	19	(0.5)
21% - 50%	30	(0.7)
11% - 20%	30	(0.7)
5% -10%	8	(0.2)
< 5%	3	(0.1)
-----		
<b>Sub-total</b>	<b>90</b>	<b>(2.2)</b>
Unspecified/Refusal Cases	109	(2.7)
-----		
<b>Total</b>	<b>4 039</b>	<b>(100)</b>
-----		

2.57 176 (4.4% of 4 039) establishments indicated that they would increase their staff training budget at various ranges for 2009. Furthermore, 3 664 (90.7% of 4 039) establishments would maintain their staff training expenses unchanged. It seems that the training function is important in the manpower development, despite the financial tsunami and low business activities in the community, employers in the banking and finance industry were willing to invest in the staff training function.

## **Topics of Training for Manpower Development**

*(Appendix 5 – Table 14)*

2.58 In the 2009 Survey, employers were asked to give ideas on the training topics which were important to the manpower development in the banking and finance industry. The topics of training for various job levels in the industry listed in the order of importance are summarized in Tables AW to AY, whereas topics of training by sector and by job level are summarized in Tables AZ, AAA to AAH.

### Table AW: Topics of Training for Managerial Staff

1. Risk Management
2. Problem Solving and Decision Making
3. Strategic Management
4. Marketing Management
5. Principles and Practices of Management

### Table AX: Topics of Training for Supervisory Staff

1. Financial Markets Operations
2. Risk Management
3. Financial Statement Analysis
4. Enhancing Quality Customer Services
5. Financial Risk Management

### Table AY: Topics of Training for Clerical Staff

1. Spoken English
2. Communication Skills
3. Interpersonal Skills
4. Putonghua
5. Marketing/Selling Skills

I: Topics of Training for Banking Sector

Table AZ: Topics of Training for Managerial Staff

1. Risk Management
2. Problem Solving and Decision Making
3. Strategic Management
4. Crisis Management
5. Principles and Practices of Management

Table AAA: Topics of Training for Supervisory Staff

1. Enhancing Quality Customer Services
2. Trade Finance
3. Financial Statement Analysis
4. Coaching and Counseling
5. Compliance of Various Ordinances
6. Financial Markets Operations

Table AAB: Topics of Training for Clerical Staff

1. Spoken English
2. Putonghua
3. English Writing
4. Interpersonal Skills
5. Communication Skills

## II: Topics of Training for DTC Sector

### Table AAC: Topics of Training for Managerial Staff

1. Strategic Management
2. Risk Management
3. Marketing Management
4. Problem Solving and Decision Making
5. Compliance of Various Ordinances
6. Crisis Management

### Table AAD: Topics of Training for Supervisory Staff

1. Financial Statement Analysis
2. Financial Markets Operations
3. Credit Analysis – Spreading and Ratio Analysis
4. Enhancing Quality Customer Services
5. Financial Risk Management

### Table AAE: Topics of Training for Clerical Staff

1. English Writing
2. Communication Skills
3. Presentation Skills
4. Interpersonal Skills
5. Spoken English

### III: Topics of Training for Securities Sector

Table AAF: Topics of Training for Managerial Staff

1. Risk Management
2. Problem Solving and Decision Making
3. Marketing Management
4. Strategic Management
5. Principles and Practices of Management

Table AAG: Topics of Training for Supervisory Staff

1. Securities and Futures Regulations
2. Security Analysis
3. Risk Management
4. Enhancing Quality Customer Services
5. Financial Markets Operations

Table AAH: Topics of Training for Clerical Staff

1. Securities and Futures Regulations
2. Security Analysis
3. Communication Skills
4. Interpersonal Skills
5. Putonghua

2.59 Generally speaking, Risk Management, Problem Solving and Decision Making Skills, Strategic Management, Marketing Management and Principles and Practices of Management are important training topics for managerial staff. Basic banking and finance-related knowledge such as Financial Markets Operations, Financial Statement Analysis, Financial Risk Management, Communication Skills, Interpersonal Skills and Language Skills, etc. are crucial to supervisors and clerks.

2.60 Apart from the topics of training listed in Table 14 of Appendix 5, employers also suggested the following training topics for banking and finance personnel:

1. Psychology;
2. Integrity; and
3. Customer Service Skills.

**Incentives to Encourage Employers to Provide Training to Their Employees**

*(Appendix 5 – Table 15)*

2.61 In the 2009 Survey, employers were requested to suggest means to encourage establishments to provide training to their employees. Survey findings showed that “Reimbursement of course fees to employers”, “Provision of subsidy to employers” and “Government loan/grant to employers” were the incentives to encourage employers to invest in staff training function. The percentages of the number of establishments suggested the above 3 means were 38.2%, 36.4% and 21.0% respectively. Other incentives to encourage employers to provide staff training included Continuing Education Fund and Tax Exemption, etc.

**Estimated Percentage of Training Provided by External Course Providers in the Next 12 Months**

*(Appendix 5 – Table 16)*

2.62 The 2009 Survey reveals that some establishments would sponsor their employees to take part in training programmes provided by external course providers in the next 12 months. Details figures are shown in Table AAI. Generally speaking, the number of establishments fully relied on the training programmes provided by external course providers is less than the number of establishments sourcing out only part of their staff training function to external course providers. It should be noted that for establishments which did not sponsor employees to attend external training programmes might not provide in-house training to their employees as this Survey did not ask for this information.

Table AAI: Estimated Percentage of Training Provided by External Course Providers in the Next 12 Months

<u>Job Level</u>	<u>Number of Establishments</u>					
	<u>0%</u>	<u>1% - 24%</u>	<u>25% - 49%</u>	<u>50% - 74%</u>	<u>75% - 99%</u>	<u>100%</u>
Managerial	1 014	255	42	59	207	268
Supervisory	2 005	336	59	178	258	444
Clerical	1 657	251	71	111	163	285

**Part-time Employees  
Employed in the Banking and Finance Industry**

2.63 In the 2009 Survey, 1 288 part-time employees were employed in the banking and finance industry to help the full-time employees provide the financial services to the community. Table AAJ shows the part-time employees' statistics in Jan. 2009 and Jan. 2007. Survey findings showed that about 1 288 part-time employees (1.1% of 117 433 full-time employees) were employed in the industry. It can be concluded that only a small number of part-time staff were recruited to assist the full-time employees to carry out business activities of banking and financial institutions.

Table AAJ: Comparison of Part-time Employees in Jan. 2009 and Jan. 2007

<u>Job level</u>	<u>Jan. 2009</u>		<u>Jan. 2007</u>		<u>Changes Increase (Decrease)</u>
	<u>Full-time Employees</u>	<u>Part-time Employees</u>	<u>Full-time Employees</u>	<u>Part-time Employees</u>	
Managerial	25 739	-	23 478	5	(5)
Supervisory	50 743	42	38 259	6	36
Clerical	40 951	1 246	40 846	549	697
<b>Total</b>	<b>117 433</b>	<b>1 288</b>	<b>102 583</b>	<b>560</b>	<b>728</b>

**Forecast of Additional Manpower in the Next 12 Months**

2.64 In the 2009 Survey, employers were requested to forecast their manpower in the next 12 months taking into consideration their expectation of the business trend and the future economic development. Table AAK below shows the forecast of manpower demand in the next 12 months by sector. The forecast of additional manpower in the next 12 months for the three major job levels reported by employers are given in Table AAL. (For details, please refer to Table G in paragraph 2.30)

Table AAK: Forecast of Manpower Demand in Jan. 2010 by Sector

<u>Sector</u>	<u>Manpower Demand in Jan. 2009</u>	<u>Forecast Manpower Demand in Jan. 2010</u>	<u>Manpower Growth (%)*</u>
Banking Sector	88 455	88 247	-208 (-0.2)
DTC Sector	1 138	1 138	- (-)
Securities Sector	10 473	10 544	71 (0.7)
Other Financial Sectors	29 948	29 970	22 (0.1)
<b>Total</b>	<b>130 014</b>	<b>129 899</b>	<b>-115 (-0.1)</b>

(%)\* As percentage of forecast manpower growth using Jan. 2009 as a base.



Table AAL: Forecast of Additional Manpower in the Next 12 Months

	<u>Manpower Demand # in Jan 2009</u>	<u>Forecast of Additional Manpower in the Next 12 Months (%)*</u>
<u>Banking Sector</u>		
Managerial	18 327	27 (0.1)
Supervisory	34 524	-85 (-0.2)
Clerical	25 770	-153 (-0.6)
<u>DTC Sector</u>		
Managerial	303	- (-)
Supervisory	370	- (-)
Clerical	418	- (-)
<u>Securities Sector</u>		
Managerial	1 453	8 (0.6)
Supervisory	2 214	3 (0.1)
Clerical	6 343	60 (0.9)
<u>Other Financial Sectors</u>		
Managerial	5 757	- (-)
Supervisory	14 127	12 (0.1)
Clerical	8 671	10 (0.1)
<b><u>Total</u></b>		
<b>Managerial</b>	<b>25 840</b>	<b>35 (0.1)</b>
<b>Supervisory</b>	<b>51 235</b>	<b>-70 (-0.1)</b>
<b>Clerical</b>	<b>41 202</b>	<b>-83 (-0.2)</b>

# Manpower Demand is defined as the total number of employees plus vacancies in Jan. 2009.  
 (%)\* As percentage of the Manpower Demand.

## Wastage

2.65 The term wastage is defined as those leaving the industry by reasons of taking up insurance/non-banking/non-finance jobs or starting own non-finance business, emigration, repatriation, retirement, pursuing further studies and retrenchment.

## Projected Additional Manpower Requirements in the Next 12 Months

2.66 The projected manpower requirements for additional manpower and replacement for wastage in 2010 by job level and by sector can be deduced and shown in Table AAM below:

Table AAM: Projected Additional Manpower Requirements for 2010

	<u>Current No. of Employees</u>	<u>Wastage* Rate</u>	<u>Replacement for Wastage</u>	<u>Projected Additional Employees for 2010</u>	<u>Projected Additional Manpower Requirements for 2010</u>
<u>Banking Sector</u>					
Managerial	18 262	2%	365	27	392
Supervisory	34 261	2%	685	-85	600
Clerical	25 653	5%	1 283	-153	1 130
<u>DTC Sector</u>					
Managerial	299	3%	9	-	9
Supervisory	368	1%	4	-	4
Clerical	410	6%	25	-	25
<u>Securities Sector</u>					
Managerial	1 453	3%	44	8	52
Supervisory	2 204	1%	22	3	25
Clerical	6 318	2%	126	60	186
<u>Other Financial Sectors</u>					
Managerial	5 725	2%	115	-	115
Supervisory	13 910	2%	278	12	290
Clerical	8 570	4%	343	10	353
<b><u>Total</u></b>					
<b>Managerial</b>	<b>25 739</b>	<b>-</b>	<b>533</b>	<b>35</b>	<b>568</b>
<b>Supervisory</b>	<b>50 743</b>	<b>-</b>	<b>989</b>	<b>-70</b>	<b>919</b>
<b>Clerical</b>	<b>40 951</b>	<b>-</b>	<b>1 777</b>	<b>-83</b>	<b>1 694</b>

\* The wastage rates are derived from Tables AA, AD, AG and AJ.

## Manpower Projection by Using the Labour Market Analysis Method

2.67 Apart from the employers' forecast, the Secretariat has used the Labour Market Analysis Method (LMA) to project the manpower of the Banking and Finance Industry for future years. A detailed description of the LMA is given in Appendix 7.

2.68 In the previous surveys, the LMA was used to project the manpower requirements for the industry. Due to the uncertainty in the financial markets' operations and other unknown external factors, especially after the financial tsunami, statistical modeling approach fails to capture the manpower trend. As such, the LMA is found inapplicable in projecting the manpower for the banking and finance industry in the next few years. Instead, the employers' forecast of manpower for the next 12 months was used to project the manpower requirements for the industry. The projected additional manpower requirements derived from the employers' forecast is summarized in Table AAN below.

Table AAN: Projected Additional Manpower Requirements for 2010

<u>Job Level</u>	<u>Forecast Manpower Demand in Jan. 2010</u>	<u>Manpower Demand in Jan. 2009</u>	<u>Projected Additional Manpower for 2010</u>	<u>Replacement for Wastage</u>	<u>Projected Additional Manpower Requirements for 2010</u>
Managerial	25 875	25 840	35	533	568
Supervisory	51 165	51 235	-70	989	919
Clerical	41 119	41 202	-83	1 777	1 694
<b>Total</b>	<b>118 159</b>	<b>118 274</b>	<b>-118</b>	<b>3 299</b>	<b>3 181</b>

## Manpower Supply and Demand

### Demand for Banking and Finance Personnel

2.69 In accordance with the projected additional manpower requirements for 2010 listed in Table AAN in the preceding paragraph, the industry need additional employees to take up 568 managerial positions, 919 supervisory positions and 1 694 clerical positions. Regarding the analysis of the minimum education requirement of employees as shown in Table L in paragraph 2.34, the industry need 683 (342 + 341) persons who possess a university degree or above education level to take up positions of the above three job levels. In addition, the industry need to recruit 458 (104 + 313+ 41) persons who possess sub-degree qualification to take up positions of the above three job levels. It should be noted that some employers did not indicate the minimum education requirement for some principal jobs, the percentages of principal jobs without specifying the minimum education requirement for three job levels were 20.1%, 16.4% and 6.0% respectively. Users of the survey findings should note that the manpower demand for university degree and sub-degree holders in the industry might be higher than 683 persons and 458 persons as revealed in the 2009 Survey.

## Supply of Banking and Finance Personnel

2.70 Based on the information provided by the University Grants Committee of Hong Kong (UGC), the Hong Kong Institute of Vocational Education (IVE) and course providers\* running banking and finance-related courses accredited by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, the planned number of graduates in banking and finance and related disciplines is summed up in Table AAO below:

Table AAO : Supply of Banking and Finance and Related-disciplines Graduates

	<u>Estimated Number of Graduates in 2009/10</u>
Degree**	2 260
Sub-degree	1 720
<b>Total</b>	<b>3 980</b>

\* The Training Board wrote to course providers requesting them to provide information on their estimated number of degree and sub-degree graduates in 2009/10. It should be noted that only 26% of the course providers replied, as such, the total number of graduates may be underestimated. Users of the survey findings should note that the data collected might not be comprehensive.

\*\* Degree includes Finance and related-disciplines such as Business Administration, Sales and Marketing, etc.

2.71 The manpower demand for local banking and finance and related-disciplines graduates in the next 12 months is presented below:

Table AAP : Demand for Local Graduates of Banking and Finance and Related-disciplines in the Next 12 Months

	<u>Employers' Demand for Employees with Degree or Sub-degree Qualifications</u>
Degree	683
Sub-degree	458
<b>Total</b>	<b>1 141</b>

2.72 It appears from Table AAO that the supply of 3 980 local graduates of banking and finance and related-disciplines from tertiary institutions in the next 12 months should be able to meet the demand. Nevertheless, it should be noted that the projected additional manpower requirements for 2010 as shown in paragraph 2.68 are 3 181. It is expected that the manpower demand at managerial and supervisory levels could be met by internal promotions, recruitment from other trades, from the labour market in addition to fresh graduates. As for clerical positions, the additional demand of 1 694 is only a small fraction of over 100 000 Form 5/Form 7 school leavers every year. The Training Board therefore believes that there should be adequate manpower supply to meet the additional demand in the industry.

## SECTION III

### RECOMMENDATIONS

#### **Utilization of the 2009 Manpower Survey Report**

3.1 The 2009 Manpower Survey Report was compiled with the aim to furnishing users with information on the manpower situation and training needs of in-service personnel in the banking and finance industry. Users are advised to take note that after the fieldwork of the Survey, there had been changes in the business environment which might have significant effects on the manpower supply and demand situation in the industry.

#### **Survey Findings**

3.2 Having analyzed the survey findings, the Training Board accepts that the findings reflect the manpower and training situation of the banking and finance personnel in the surveyed establishments. As the establishments selected for the survey had sufficient representation of the industry, the Training Board recommends that the survey results could be used as a reference when employers formulate manpower training and development strategies for their employees.

3.3 The Training Board would also like to thank all focus group members for their valuable views and comments on the analyses of manpower statistics of the 2009 Manpower Survey, business outlook of the banking and finance industry and the manpower training and development strategies for banking and finance personnel. Their views have been incorporated into relevant sections of the manpower survey report for public reference.

#### **Future Surveys**

3.4 The Training Board considers that the current practice of conducting manpower surveys at a 2-year interval is useful in building a series of historical data for comparison and for projecting future manpower requirements. As Hong Kong's economy is changing so rapidly, it is essential that the manpower demand and supply situation be closely monitored to enable the Training Board to recommend measures to meet training requirements of the banking and finance industry.

#### **Impacts on Manpower Requirements**

3.5 Hong Kong is one of the international financial centres in the world. The global economic situation as well as the performance of the international financial markets, in particular the American and European markets have significant effects on Hong Kong's economy given the close linkage of business and financial activities of Hong Kong with other financial centres.

3.6 The implementation of the Closer Economic Partnership Arrangement (CEPA) and the evolution of financial systems in the Mainland also strengthen the cooperations between Hong Kong and the Mainland. The expansion of operations of some Chinese banks to Hong Kong in the short-run enhances the demand on banking and financial personnel in the Hong Kong community.

3.7 The outbreak of financial tsunami in the second half of 2008 slowed business activities in the Hong Kong community. However, the economy showed signs of recovery in the second half of 2009 and some large banks have made plans to resume recruitment to cater for the possible expansion of business for the remainder of the year;

### **Manpower Training**

3.8 Following the advancement in technology and the communication network, the banking and financial institutions have continually developed new financial products and services to cater for the needs of the community. After the financial tsunami, the policies and procedures to monitor the sales of investment products, the compliance of various ordinances governing the provision of financial services, etc. were tightened. In response, banking and finance personnel need skills upgrading training to ensure the provision of effective and efficient services.

### **Training Programmes**

3.9 With regard to the mode of training, the Training Board recommends that in addition to the systematic in-house training programmes provided to their employees, employers should make good use of services provided by external training course providers. Apart from the Continuing Education Fund to support the lifelong learning process for employees' self-development, employers indicated that means such as reimbursement of course fees to employers, provision of subsidy to employers and government loan/grant to employers would help encourage them to provide training to their employees.

3.10 As evidenced by the employers' suggestions on the training topics which are important to the manpower development in the banking and finance industry, a wide spectrum of training programmes should be provided to banking and finance personnel. The provision of training to employees not only upgrades the job knowledge and skills of employees, but also broadens and deepens the exposures of employees in different segments of the industry.

3.11 Topics of training courses/programmes for the Banking Sector, DTC Sector and the Securities Sector by job level and by order of importance are recommended as follows:

I: Topics of Training for Banking Sector

<u>Job Level</u>	<u>Topics of Training</u>
Managerial	Risk Management Problem Solving and Decision Making Strategic Management Crisis Management Principles and Practices of Management
Supervisory	Enhancing Quality Customer Services Trade Finance Financial Statement Analysis Coaching and Counseling Compliance of Various Ordinances Financial Markets Operations
Clerical	Spoken English Putonghua English Writing Interpersonal Skills Communication Skills

II: Topics of Training for DTC Sector

<u>Job Level</u>	<u>Topics of Training</u>
Managerial	Strategic Management Risk Management Marketing Management Problem Solving and Decision Making Compliance of Various Ordinances Crisis Management
Supervisory	Financial Statement Analysis Financial Markets Operations Credit Analysis – Spreading and Ratio Analysis Enhancing Quality Customer Services Financial Risk Management



Clerical	English Writing Communication Skills Presentation Skills Interpersonal Skills Spoken English
----------	--

III: Topics of Training for Securities Sector

<u>Job Level</u>	<u>Topics of Training</u>
Managerial	Risk Management Problem Solving and Decision Making Marketing Management Strategic Management Principles and Practices of Management
Supervisory	Securities and Futures Regulations Security Analysis Risk Management Enhancing Quality Customer Services Financial Markets Operations
Clerical	Securities and Futures Regulations Security Analysis Communication Skills Interpersonal Skills Putonghua

3.12 In view of the fact that the most wanted attributes of banking and finance personnel include good work attitude, willingness to accept responsibilities, initiative as well as possessing good communication and presentation skills, team spirit and professional ethics, the Training Board recommends that training programmes on the above topics should also be offered to banking and finance personnel to help them acquire the wanted attributes in order to provide high quality of services to customers.

3.13 Furthermore, same topics of training courses/programmes could be offered to banking and finance personnel at various job levels. Nevertheless, the depth of the training courses/programmes should be adjusted in accordance to the needs of target participants for training effectiveness.

Banking and Finance Industry Training Board  
Membership List  
(as at 20.8.2009)

Chairman:

Mr LI Man-kiu, Adrian, JP (nominated by The Hong Kong Association of Banks)

Members:

Mr Pete BUNDY (nominated by The DTC Association)

Ms CHAN Sau-ching, Susanna (representing the Executive Director of the Vocational Training Council)

Mrs FU KWONG Wing-ting, Francine (nominated by the Institute of Financial Planners of Hong Kong Ltd.)

Dr FUNG King-fai, Mike (nominated by a local tertiary institution)

Mr FUNG Wei-lung, Brian (nominated by the Hong Kong Securities Association Ltd.)

Mr KWOK San-fat, Albert (nominated by The Hong Kong Association of Banks)

Ms Belinda LIU (nominated by The Hong Kong Association of Banks)

Mr NG Tze-wai, Anthony (nominated by a small and medium financial institution)

Ms Doris PAK (representing the Chairman of the Securities and Futures Commission)

Mr Thomas TSUI (ad personam)

Ms WONG Chi-ching, Aloysia (representing the Chief Executive of the Hong Kong Monetary Authority)

Mr Eric YIP (representing the Chief Executive Officer of the Hong Kong Exchanges and Clearing Ltd.)

Secretary:

Miss WONG Po-ha, Betty (Vocational Training Council)

Banking and Finance Industry Training Board

Working Party on 2009 Manpower Survey  
Membership List

Convener:

Dr FUNG King-fai, Mike  
Associate Professor  
School of Accounting and Finance  
The Hong Kong Polytechnic University

Members:

Ms CHAN Sau-ching, Susanna  
Senior Assistant Executive Director  
Vocational Training Council

Dr Ida S F CHIU  
Head of Department  
Department of Business Administration  
Hong Kong Institute of Vocational Education  
(Sha Tin)  
Vocational Training Council

Mr Brian FUNG  
General Manager  
Kaiser Investment Holdings Ltd.

Ms Cindy HAR  
Head of Organization Development  
Human Resources Division  
Dah Sing Bank, Ltd.

Mr William LAM  
Statistician  
Census and Statistics Department, HKSAR

Mr Bosco MAK  
Assistant Executive Director  
Vocational Training Council

Mr Thomas TSUI  
Assistant General Manager  
Hang Seng Bank Ltd.

Secretary:

Miss WONG Po-ha, Betty  
Vocational Training Council

Banking and Finance Industry Training Board

Focus Group of 2009 Manpower Survey  
of the Banking and Finance Industry  
Membership List

Convener:

Ms CHAN Sau-ching, Susanna  
Senior Assistant Executive Director  
Vocational Training Council

Members:

Dr FUNG King-fai, Mike  
Associate Professor  
School of Accounting and Finance  
The Hong Kong Polytechnic University

Mr Gabriel HUEN  
Division Director, Tsim Sha Tsui Division  
The Hongkong and Shanghai Banking  
Corporation Ltd.

Mr Ben KWONG  
Chief Operating Officer  
KGI Asia Ltd.

Ms Margaret LEE  
Managing Director  
Regional Head - Financial Institutions  
Greater China & Japan  
Origination & Client Coverage  
Standard Chartered Bank (Hong Kong) Ltd.

Ms Carrie LEUNG  
Chief Executive Officer  
The Hong Kong Institute of Bankers

Dr LEUNG Man-kwong  
Associate Professor  
School of Accounting and Finance  
The Hong Kong Polytechnic University

Ms Fiona WONG  
Director – Human Resources  
and Administration  
Taifook Securities Group Ltd.

Mr Bosco MAK  
Assistant Executive Director  
Vocational Training Council

Miss Gigi HO  
Senior Project Officer  
Vocational Training Council

Secretary:

Miss WONG Po-ha, Betty  
Vocational Training Council

Banking and Finance Industry Training Board

Terms of Reference

1. To determine the manpower demand of the industry, including the collection and analysis of relevant manpower and student/trainee statistics and information on socio-economic, technological and labour market developments.
2. To assess and review whether the manpower supply for the industry matches with the manpower demand.
3. To recommend to the Vocational Training Council the development of vocational education and training facilities to meet the assessed manpower demand.
4. To advise the Hong Kong Institute of Vocational Education (IVE) and training & development centres on the direction and strategic development of their programmes in the relevant disciplines.
5. To advise on the course planning, curriculum development and quality assurance systems of the IVE and training & development centres.
6. To prescribe job specifications for the principal jobs in the industry defining the skills, knowledge and training required.
7. To advise on training programmes for the principal jobs in the industry specifying the time a trainee needs to spend on each skill element.
8. To tender advice in respect of skill assessments, trade tests and certification for in-service workers, apprentices and trainees, for the purpose of ascertaining that the specified skill standards have been attained.
9. To advise on the conduct of skill competitions in key trades in the industry for the promotion of vocational education and training as well as participation in international competitions.
10. To liaise with relevant bodies, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments, on matters pertaining to the development and promotion of vocational education and training in the industry.
11. To organize seminars/conferences/symposia on vocational education and training for the industry.
12. To advise on the publicity relating to the activities of the Training Board and relevant vocational education and training programmes of the VTC.
13. To submit to the Council an annual report on the Training Board's work and its recommendations on the strategies for programmes in the relevant disciplines.
14. To undertake any other functions delegated by the Council in accordance with Section 7 of the Vocational Training Council Ordinance.

## The 2009 Manpower Survey of the Banking &amp; Finance Industry

Sampling Plan

<u>Branch</u>	<u>Industry</u>	<u>Employment Size</u>	<u>No. of Establishments/ Companies</u>	<u>Sampling Fraction</u>	<u>Sample Size</u>
*1.	Banks & Representative offices of foreign banks	1-19	89	1.00	89
		20-49	38	1.00	38
		50-99	33	1.00	33
		100-499	28	1.00	28
		500-999	11	1.00	11
		1000 & Above	23	1.00	23
	Sub-total		222		222
*2.	Deposit-taking companies	1-19	12	1.00	12
		20-49	8	1.00	8
		50-99	1	1.00	1
		100-499	3	1.00	3
		Sub-total	24		24
3.	Investment & holding companies	1-19	3048	0.03	91
		20-49	109	0.20	22
		50-99	31	1.00	31
		100-499	21	1.00	21
		500-999	1	1.00	1
		1000 & Above	1	1.00	1
	Sub-total	3211		167	
4.	Personal loans, mortgages, instalment credits, finance leasing, factoring & bill discounting companies	1-19	512	0.15	77
		20-49	18	1.00	18
		50-99	4	1.00	4
		100-499	2	1.00	2
		Sub-total	536		101
5.	Stock & share companies	1-19	598	0.15	91
		20-49	89	0.40	37
		50-99	18	1.00	19
		100-499	15	1.00	15
		Sub-total	720		162
6.	Commodity futures & gold bullion brokers / dealers	1-19	115	0.80	92
		20-49	7	1.00	7
		50-99	3	1.00	3
		Sub-total	125		102
7.	Stock, bullion & commodity exchanges and statutory bodies in the banking and finance industry	20-49	1	1.00	1
		100-499	2	1.00	2
		500-999	2	1.00	2
		Sub-total	5		5
8.	Money changers & foreign exchange brokers / dealers	1-19	464	0.20	94
		20-49	5	1.00	5
		50-99	2	1.00	2
		100-499	1	1.00	1
		Sub-total	472		102
9.	Financial institutions & financial services, n.e.c.	1-19	1867	0.05	94
		20-49	112	0.25	28
		50-99	17	1.00	17
		100-499	29	1.00	29
		500-999	1	1.00	1
		1000 & Above	3	1.00	3
	Sub-total	2029		172	
Total for all branches			7344		1057

\* At company level

Headquarters Division 2 總辦事處二科  
20F, Skyline Tower, 39 Wang Kwong Road, Kowloon Bay, Kowloon, Hong Kong  
香港九龍九龍灣宏光道39號宏天廣場20樓  
www.vtc.edu.hk

Telephone No 電話

Facsimile No 傳真 3748 9400

Our Reference 本局檔號 BF/1/2 (2009)

Your Reference 來函檔號



5<sup>th</sup> January 2009

Dear Sir/Madam,

The 2009 Manpower Survey of the  
Banking and Finance Industry

I am writing to solicit your cooperation in the 2009 Manpower Survey, conducted by the Banking and Finance Industry Training Board (BFTB) of the Vocational Training Council.

The Banking and Finance Industry Training Board is appointed by the Chief Executive of the Hong Kong Special Administrative Region (HKSAR) to advise on matters pertaining to manpower training in the banking and finance industry. In order to collect information on the latest manpower situation and formulate meaningful recommendations on manpower training for the industry, the Training Board will conduct the captioned survey from 12<sup>th</sup> January 2009 to 12<sup>th</sup> February 2009.

Over the past years, the manpower survey findings were widely used by employers and training institutions as reference materials for formulating their manpower and business plans. Your participation in the survey is important to its success and I sincerely hope that the survey will provide you with the relevant manpower statistics to assist in the formulation of your company's human resources development plans and strategies.

----  
I enclose one copy each of the Survey Questionnaire, Explanatory Notes, Trade Definitions and Job Descriptions of Principal Banking and Finance Jobs for your reference and completion. During the survey period, an officer from Census and Statistics Department (C&SD) will call and visit you or your authorized representative to answer any queries and collect the completed questionnaire for data processing.

I wish to assure you that the information collected will be handled in strict confidence and will be published only in the form of statistical summaries without reference to individual organizations. May I also draw your kind attention to the fact that the HKSAR may use the data collected from this survey to assist in the formulation of manpower development policies. For compliance with the Privacy Ordinance, we wish to solicit your explicit consent for us to share our data with the HKSAR for the specific purpose of government's manpower planning and training, with the understanding that confidentiality will again be strictly observed.

The Manpower Survey Report will be uploaded onto the VTC website at <http://bftb.vtc.edu.hk>. Kindly provide us with your e-mail address in the enclosed questionnaire and you will be informed of the release of the Survey Report in due course.

Thank you for your kind participation and contribution to the Banking and Finance Industry. Should you have any queries in connection with the survey, please contact the Manpower Statistics Section of the C&SD by telephoning 2116 8301.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Adrian Li', written over a horizontal line.

(Adrian Li)  
Chairman  
Banking and Finance Industry  
Training Board

**Checklist of the Documents of the  
2009 Manpower Survey of the Banking and Finance Industry**

1. Invitation Letter from the Chairman of the Banking and Finance Industry Training Board.
  
2. Survey Questionnaire – Appendix A  
For the item on Nature of Business, please refer to Appendix C (Trade Definitions) for data entry.  
  
For Survey Questionnaire – Part I, please refer to Appendix D (Job Descriptions and Job Code List) for data entry for Column A and Codes listed under Column (I) for data entry for Columns E, G and H.  
  
For Columns B and C, please refer to your company records for data entry.  
  
For Survey Questionnaire – Parts II and III, please refer to your company records for data entry.
  
3. Explanatory Notes – Appendix B  
The contents of Appendix B are general guidelines for the completion of the whole survey questionnaire.
  
4. Trade Definitions - Appendix C
  
5. Job Descriptions of Principal Banking and Finance Jobs - Appendix D



<b>CONFIDENTIAL</b> WHEN ENTERED WITH DATA	填入數據後即成 機密文件
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VOCATIONAL TRAINING COUNCIL  
職業訓練局

THE 2009 MANPOWER SURVEY OF THE BANKING AND FINANCE INDUSTRY  
銀行及金融業 2009 年人力調查

QUESTIONNAIRE (ESTABLISHMENT PARTICULARS)  
調查表 (機構資料)

(PLEASE READ THE ATTACHED EXPLANATORY NOTES BEFORE COMPLETING THIS QUESTIONNAIRE)  
(請於填表前詳閱附註)

For Official Use Only: 此欄毋須填寫							
Rec. Type	Survey Code	Industry Code	Establishment No.	Enumerator's No.	Editor's No.	Check Digit	No. of Employees Covered by the Questionnaire
1	2 2						
1	2 3	4 5 6 7 8 9	10 11 12 13 14 15	16 17	18 19	20 21 22	23 24 25 26 27

Name of Establishment: \_\_\_\_\_  
機構名稱

Address: \_\_\_\_\_  
地址

Total No. of Full-time Employees in Your Establishment: \_\_\_\_\_  
機構的全職僱員總數

Nature of Business\*:  
業務性質

- |  |  |   |  |
|--|--|---|--|
| <input type="checkbox"/> Licensed Banks, Restricted Licence Banks and Local Rep. Offices of Foreign Banks<br>持牌銀行、有限牌照銀行及外國銀行本港代表辦事處 | <input type="checkbox"/> Deposit-taking Companies<br>接受存款公司                                | <input type="checkbox"/> Investment and Holding Companies<br>投資及控股公司  | <input type="checkbox"/> Personal Loans and Related Companies<br>私人貸款及有關公司                   |
| <input type="checkbox"/> Stock and Share Companies<br>股票公司   | <input type="checkbox"/> Commodity Futures and Gold Bullion Brokers/Dealers<br>期貨及黃金經紀/交易商 | <input type="checkbox"/> Stock, Bullion & Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry<br>股票、黃金及期貨交易公司及銀行及金融業內的法定機構 | <input type="checkbox"/> Money Changers and Foreign Exchange Brokers/Dealers<br>兌換商及外匯經紀/交易商 |
| <input type="checkbox"/> Other Financial Companies<br>其他財務公司   |  |   |  |

Name of Person to Contact: \_\_\_\_\_  
聯絡人姓名

Position: \_\_\_\_\_  
職位

Tel. No.: \_\_\_\_\_ - \_\_\_\_\_  
電話

Fax No.: \_\_\_\_\_  
圖文傳真

E-mail: \_\_\_\_\_  
電郵

\* Please tick as appropriate  
請✓在格內

VOCATIONAL TRAINING COUNCIL  
職業訓練局  
THE 2009 MANPOWER SURVEY OF THE BANKING AND FINANCE INDUSTRY  
銀行及金融業 2009 年人力調查  
QUESTIONNAIRE (PART I)  
調查表(第一部分)

(A) Principal Jobs 主要職務			(B) No. of Employees at Date of Survey 現有僱員人數	(C) No. of Vacancies at Date of Survey 現有空缺數目	(D) Forecast No. of Employees in 12 Months' Time 預測 12個月後的僱員人數	(E) Minimum Education Requirement for the principal job 此主要職務的基本教育程度要求 (see Column I) (見 I 欄)	(F) Requirement of Professional Qualification for the Principal Job ("✓" for yes "x" for No) 此主要職務要求專業資格 (是"✓"/否"x")	(G) Minimum Requirement on Year(s) of Experience in the Industry 在此行業的基本年資要求 (see Column I) (見 I 欄)	(H) Average Monthly Income Range 平均每月收入的幅度 (see Column I) (見 I 欄)	(I) Please use the following Codes for Columns (E), (G) and (H). 請按下列編號，填入(E)、(G)及(H)欄內。
Title 職稱	Rec. Type 紀錄類型	Code 編號							For Column (E) 供(E)欄用	
		8-10	11-14	15-17	18-21	22	23	24	25	
1	2									
2	2									
3	2									
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36	2									

If additional lines are necessary, please tick here and enter on supplementary sheet(s).  
如此頁不敷應用，請先✓，然後另紙繼續填寫。

VOCATIONAL TRAINING COUNCIL  
職業訓練局  
THE 2009 MANPOWER SURVEY OF THE  
BANKING AND FINANCE INDUSTRY  
銀行及金融業 2009 年人力調查  
QUESTIONNAIRE (PART II)  
調查表 (第二部分)

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Er. No. \_\_\_\_\_

Est. No. \_\_\_\_\_

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason:  
按原因劃分，過去 12 個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：

- (I) Leaving of the company is initiated by the employee  
由僱員主動申請離職

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	8	11	14
(b) Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	17	20	23
(c) Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	26	29	32
(d) Emigration 移民	35	38	41
(e) Repatriation 回國	44	47	50
(f) Retirement 退休	53	56	59
(g) Further studies 繼續進修	62	65	68
(h) Other reasons 其他原因	71	74	77

Please specify  
請註明

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(II) Leaving of the company is initiated by the company  
由公司安排僱員離職

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) Retrenchment 裁員	99	92	95
(b) Company re-structured/closed 公司改組/結業	98	101	104
(c) Expiry of employment contract 僱傭合約期滿	107	110	113
(d) Poor performance 工作表現欠佳	116	119	122
(e) Other reasons 其他原因	125	128	131

Please specify \_\_\_\_\_  
請註明 \_\_\_\_\_

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2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source :  
按來源劃分，過去 12 個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：

Source 來源	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) From another bank/finance company 來自另一間銀行/財務機構	144	147	150
(b) From an insurance company/insurance intermediary/insurance related company 來自保險公司/保險中介人/ 與保險業務有關的公司	153	156	159
(c) From a company outside the banking/ finance/insurance industry 來自銀行/財務/ 保險業以外的機構	162	165	168
(d) From a college/school direct 直接來自院校/學校			
(i) University Graduate 大學畢業生	171	174	177
(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑/副學士）	180	183	186
(iii) Secondary School Leaver 中學畢業生	189	192	195
(e) Other sources 其他來源	198	201	204

Please specify \_\_\_\_\_  
請註明 \_\_\_\_\_

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3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin :  
按地域來源劃分，過去 12 個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：

Geographic Origin 地域來源	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) Hong Kong 香港	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 217	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 220	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 223
(b) The Mainland of China 中國內地	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 226	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 229	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 232
(c) Macau 澳門	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 235	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 238	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 241
(d) Taiwan 台灣	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 244	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 247	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 250
(e) Other places 其他地方	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 253	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 256	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 259

Please specify \_\_\_\_\_  
請註明 \_\_\_\_\_

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262 265 268 271

4. The number of internal promotions in the past 12 months (1.1.2008 to 31.12.2008) :  
過去 12 個月內（1.1.2008 至 31.12.2008）由內部晉升的僱員人數：

From 由	To 至	No. of Internal Promotions 由內部晉升的僱員人數
(a) Supervisor 主管	Manager 經理	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 272
(b) Clerk 文員	Supervisor 主管	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 275
(c) Others 其他職級	Clerk 文員	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 278

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- End of Questionnaire (Part II) -  
- 調查表（第二部分）完 -

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職業訓練局  
THE 2009 MANPOWER SURVEY OF THE  
BANKING AND FINANCE INDUSTRY  
銀行及金融業 2009 年人力調查  
QUESTIONNAIRE (PART III)  
調查表 (第三部分)

1. Has your company experienced any recruitment difficulty in the past 12 months (1.1.2008 to 31.12.2008)?  
過去12個月內 (1.1.2008 至 31.12.2008) 貴機構在招聘僱員時有否遇到困難?

	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) Yes 有	<input type="checkbox"/> 282	<input type="checkbox"/> 283	<input type="checkbox"/> 284
(b) No 沒有	<input type="checkbox"/> 285	<input type="checkbox"/> 286	<input type="checkbox"/> 287
(c) Has not recruited or tried to recruit in the past 12 months 過去12個月未曾招聘或未有嘗試招聘僱員	<input type="checkbox"/> 288	<input type="checkbox"/> 289	<input type="checkbox"/> 290

2. If your company has experienced recruitment difficulty in the past 12 months (1.1.2008-31.12.2008), what do you think are the reasons? You may provide more than 1 reason for each job level.  
如貴機構過去12個月內(1.1.2008-31.12.2008)在招聘員工方面有困難，你認為是什麼原因？每職級可提供多於一項原因。

	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	<input type="checkbox"/> 291	<input type="checkbox"/> 292	<input type="checkbox"/> 293
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、 銀行及財務等) 畢業生數目不足	<input type="checkbox"/> 294	<input type="checkbox"/> 295	<input type="checkbox"/> 296
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	<input type="checkbox"/> 297	<input type="checkbox"/> 298	<input type="checkbox"/> 299
(d) Working conditions/remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	<input type="checkbox"/> 300	<input type="checkbox"/> 301	<input type="checkbox"/> 302
(e) Other reasons 其他原因	<input type="checkbox"/> 303	<input type="checkbox"/> 304	<input type="checkbox"/> 305

Please specify  
請註明

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3. The number of employees of your company who have to work in the Mainland of China (including those still on Hong Kong company's payroll):

貴機構須在中國內地工作的香港僱員人數(只包括繼續由香港公司發薪的僱員)：

	At Date of Survey 現時	In January 2010 2010年1月時
(a) <u>Managerial</u> <u>經理級</u>		
- Stationed Basis 長駐	□□□□ 308	□□□□ 311
- Travelling Basis 非長駐	□□□□ 314	□□□□ 317
(b) <u>Supervisory</u> <u>主管級</u>		
- Stationed Basis 長駐	□□□□ 320	□□□□ 323
- Travelling Basis 非長駐	□□□□ 326	□□□□ 329
(c) <u>Clerical</u> <u>文員級</u>		
- Stationed Basis 長駐	□□□□ 332	□□□□ 335
- Travelling Basis 非長駐	□□□□ 338	□□□□ 341

Note: Stationed Basis means 50% or above of the working time that an employee has to stay in the Mainland of China.

註：長駐指一位僱員有百分之五十或以上的工作時間需要在中國內地。

4. The effects on your Hong Kong employees as a result of Mainland operations:

內地業務對貴機構本地僱員的影響：

	At Date of Survey 現時	In January 2010 2010年1月時
(a) How many additional employees do you need to recruit? 因在內地發展業務而須增聘的僱員數目有多少？	□□□□ 344	□□□□ 347
(b) Number of existing employees to be trained to deal with Mainland operations in terms of control, communication skills and Mainland regulations. 為處理內地業務而須接受管理、溝通技巧、內地法規等方面訓練的現職僱員數目。	□□□□ 350	□□□□ 353
(c) Any other effects? 其他影響？		
Please specify 請註明		

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361

5. Please give information on the training expenses of your company in 2007-2009.  
請提供貴機構在2007-2009年的訓練支出情況。

	(a) The training expenses in 2008 as compared with those in 2007 2008年較2007年 的訓練支出	(b) The training budget for 2009 as compared with the training expenses in 2008 2009年的訓練開支預算 較2008年的訓練開支
(i) No Change 沒有改變	<input type="checkbox"/> 362	<input type="checkbox"/> 363
(ii) Increase by 增加		
> 50%	<input type="checkbox"/> 364	<input type="checkbox"/> 365
21% - 50%	<input type="checkbox"/> 366	<input type="checkbox"/> 367
11% - 20%	<input type="checkbox"/> 368	<input type="checkbox"/> 369
5% - 10%	<input type="checkbox"/> 370	<input type="checkbox"/> 371
< 5%	<input type="checkbox"/> 372	<input type="checkbox"/> 373
(iii) Decrease by 減少		
> 50%	<input type="checkbox"/> 374	<input type="checkbox"/> 375
21% - 50%	<input type="checkbox"/> 376	<input type="checkbox"/> 377
11% - 20%	<input type="checkbox"/> 378	<input type="checkbox"/> 379
5% - 10%	<input type="checkbox"/> 380	<input type="checkbox"/> 381
< 5%	<input type="checkbox"/> 382	<input type="checkbox"/> 383

6. Please suggest 5 types/topics of training that are considered the most important for the development of banking and finance manpower. Examples of training topics are given below for reference.  
請就貴機構認為對銀行及金融業人力發展至為重要的五項訓練類別/課題作出建議。  
一些訓練課題例子載列於本問題之後以供參考。

	Order of Importance (1 to 5, 1 is the most important) 重要性 1至5，1為最重要	Code 編號	Please specify if the suggested type/topic of training is not included in the list of examples provided. 如建議的訓練類別/課題不包括在所提供的 例子清單內，請詳細註明。
(a) <u>Managerial</u> 經理級	1	<input type="text"/> 384	_____
	2	<input type="text"/> 387	_____
	3	<input type="text"/> 390	_____
	4	<input type="text"/> 393	_____
	5	<input type="text"/> 396	_____
(b) <u>Supervisory</u> 主管級	1	<input type="text"/> 399	_____
	2	<input type="text"/> 402	_____
	3	<input type="text"/> 405	_____
	4	<input type="text"/> 408	_____
	5	<input type="text"/> 411	_____
(c) <u>Clerical</u> 文員級	1	<input type="text"/> 414	_____
	2	<input type="text"/> 417	_____
	3	<input type="text"/> 420	_____
	4	<input type="text"/> 423	_____
	5	<input type="text"/> 426	_____

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Examples of Training Topics  
訓練課題的例子

(I) Code 編號	Skills/Knowledge 技能/知識	(II) Code 編號	Skills/Knowledge 技能/知識	(III) Code 編號	Skills/Knowledge 技能/知識
<b>General Management Knowledge</b> 一般管理知識		<b>Basic Job-related Knowledge</b> 基本業務知識		<b>Generic Skills</b> 通用技能	
101	Principles & Practice of Management 管理理論與實務	201	Enhancing Quality Customer Services 提升顧客服務的質素	301	English Writing 英文書寫
102	Problem Solving & Decision Making 解決困難及作出決定	202	Financial Statement Analysis 財務報表分析	302	Spoken English 英語會話
103	Strategic Management 策略管理	203	Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	303	Chinese Writing 中文書寫
104	Marketing Management 市場管理	204	Trade Finance 貿易融資	304	Cantonese 廣東話
105	Quality Management 優質服務管理	205	Securities & Futures Regulation 證券及期貨條例	305	Putonghua 普通話
106	Risk Management 風險管理	206	Securities Analysis 股票分析	306	Interpersonal Skills 人際關係技巧
107	Stress Management 壓力處理	207	Foreign Exchange 外匯	307	Marketing/Selling Skills 市場推廣／銷售技巧
108	Crisis Management 危機管理	208	Financial Markets Operations 財務市場運作	308	Information Systems Application Skills 資訊系統應用技巧
109	Human Resources Management 人力資源管理	209	Asset Valuation & Portfolio Management 資產估值及組合管理	309	Communication Skills 溝通技巧
110	Leadership 領導才能	210	SME Financial Management & Practice 中小企財務管理及實務	310	Presentation Skills 表達技巧
111	Team Building 團隊之建立	211	Corporate Finance 企業融資		
112	Motivation 激勵	212	International Business Management 國際企業管理		
113	Coaching & Counseling 訓練及輔導下屬	213	Financial Risk Management 財務風險管理		
114	Dealing with Conflict 處理衝突	214	General Insurance 一般保險		
115	Implementing Change 推行變革	215	Long Term Insurance 長期保險		
116	Time Management 時間管理	216	Provident Fund 公積金		
117	Environmental Management 環境管理	217	Skills in Differentiating Bank Notes 鑑別鈔票技巧		
118	Relationship Management 關係管理	218	Anti-Money Laundering Compliance 反洗黑錢法規		
119	Fund Management 基金管理	219	Anti-Corruption Regulations 反貪污條例		
120	Custodian Services 託管服務	220	Company Law in Mainland 中國公司法		
121	Compliance of Various Ordinances 不同法規的監管				
122	Financial Engineering 金融工程				
123	Talent Management (Please also specify your expectations in this topic in the spaces provided next to your choice for Q6) 人才管理 (請在你對第六題選擇此項目旁 的空位註明你對此課題的期望)				

7. What incentives do you think may encourage employers to provide training to their employees

(you may provide more than one answer)?

你認為有什麼方法可有效鼓勵僱主提供訓練予其僱員(可提供多於一項答案)?

436 Reimbursement of course fees to employers  
向僱主退還僱員學費

437 Provision of subsidy to employers  
提供僱員訓練津貼予僱主

438 Government loan/grant to employers  
政府給予僱主貸款/補助金

439 Others (Please specify) e.g. Best Employer Award  
其他(請註明)例如 最佳僱主獎

(i) \_\_\_\_\_

(ii) \_\_\_\_\_

(iii) \_\_\_\_\_

8. Please estimate the percentage of training to be provided by external course providers to your employees in the next 12 months.

請估計在未來12個月，貴機構的僱員訓練將由外間培訓機構提供的百分比。

	Managerial 經理級	Supervisory 主管級	Clerical 文員級
0%	<input type="checkbox"/> 440	<input type="checkbox"/> 441	<input type="checkbox"/> 442
1% - 24%	<input type="checkbox"/> 443	<input type="checkbox"/> 444	<input type="checkbox"/> 445
25% - 49%	<input type="checkbox"/> 446	<input type="checkbox"/> 447	<input type="checkbox"/> 448
50% - 74%	<input type="checkbox"/> 449	<input type="checkbox"/> 450	<input type="checkbox"/> 451
75% - 99%	<input type="checkbox"/> 452	<input type="checkbox"/> 453	<input type="checkbox"/> 454
100%	<input type="checkbox"/> 455	<input type="checkbox"/> 456	<input type="checkbox"/> 457

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9. If your company employs part-time staff to perform job duties in addition to those full-time employees reported in Part I, please state the total number of these part-time staff.  
 除了在第一部分填報的全職僱員外，如貴機構亦有聘用兼職員工協助工作，請提供此等兼職員工的總數。

	Present No. of Full-time Employees (Reported in Part I) 現有全職的 僱員人數 (在第一部分填報的數據)	No. of Part-time Employees 兼職僱員人數										
(a) Managerial 經理級	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 460						<table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 464					
(b) Supervisory 主管級	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 468						<table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 472					
(c) Clerical 文員級	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 476						<table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 480					

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- End of Questionnaire (Part III) -  
 - 調查表 (第三部分) 完 -

**Thank you for your co-operation**  
**多謝合作**

**The completed questionnaire will be collected by an officer from the Census and Statistics Department.**  
**政府統計處職員會收回填妥的調查表。**

The 2009 Manpower Survey of the Banking and Finance Industry

Explanatory Notes

1. All information collected will be treated in strict confidence and will be published only in the form of statistical summaries without reference to individual organizations.
2. Before completing the questionnaire, please read carefully the trade definitions, the job titles and job descriptions in Appendices C and D respectively.
3. Please complete all columns ('A' to 'H') of the Questionnaire (Part I) which are applicable and insert a zero (0) in any column which is not.
4. Principal Jobs - Column 'A'
  - (a) Please refer to the job code list in Appendix D. The titles may not be the same as those adopted by your organization, but if the descriptions of a certain job in your organization is the same or basically the same as the job descriptions of, for example, Manager - Business Development as given in Appendix D, then for the purpose of this survey you should regard that job holder as a Manager - Business Development regardless of his actual title in your organization.
  - (b) Please add under 'Other Principal Jobs' Section the jobs not covered by Appendix D but are considered as principal jobs in your organization. Please briefly outline their job descriptions and indicate their skill levels on a blank sheet.
  - (c) 'Other Supporting Staff' refer to those employees whose activities are not usually specific to banking, such as secretaries, bank guards, and messengers. Please provide information as required by Columns B, C and D of the Questionnaire (Part I).

5. Number of Employees at Date of Survey - Column 'B'

Please fill in the total number of employees for each principal job at the date of the survey.

6. Number of Vacancies at Date of Survey - Column 'C'

Please fill in the number of immediately available job openings at the date of the survey.

7. Forecast Number of Employees in 12 Months' Time - Column 'D'

Please fill in the forecast number of employees for each principal job in the next 12 months.

8. Minimum Education Requirement for the Principal Job - Column 'E'

The purpose of this column is to solicit your view on the minimum education from the codes in Column I of the questionnaire which your organization requires an employee in a particular position should possess.

9. Requirement of Professional Qualification for the Principal Job - Column 'F'

Please insert "✓" if the principal job requires a professional qualification and "×" if it does not.

10. Minimum Requirement on Year(s) of Experience in the Industry - Column 'G'

The purpose of this column is to solicit your view on the minimum year(s) of experience in the industry from the codes in Column I of the questionnaire which your organization requires an employee in a particular position should possess.

11. Average Monthly Income Range – Column 'H'

Please fill in the average monthly income range of employees in each principal job in accordance with the codes in Column I of the questionnaire. The monthly income should include basic salary, overtime pay, other allowances, commission and bonus. If you have more than one employee doing the same principal job, please enter in this column the average monthly income range for that principal job which is given by:

$$\frac{\text{Total amount of monthly income of all employees performing that principal job}}{\text{Total number of employees performing that principal job}}$$

12. Please fill in relevant columns of Questionnaire (Part II).

13. Please fill in relevant columns of Questionnaire (Part III).

Trade Definitions

1. Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks

This group consists of licensed banks, restricted licence banks and local representative offices of foreign banks.

(a) Licensed Banks

Licensed banks may operate current and savings accounts, and accept deposits of any size and maturity from the public and pay or collect cheques drawn by or paid in by customers.

(b) Restricted License Banks

Restricted licence banks are principally engaged in merchant banking and capital market activities. They may take deposits of any maturity of HK\$500,000 and above.

(c) Local Representative Offices of Foreign Banks

Overseas banks may establish local representative offices in Hong Kong. However, these offices are not allowed to engage in any banking business and their role is confined mainly to liaison work between the bank and its customers in Hong Kong.

2. Deposit-taking Companies

This group consists of deposit-taking companies. Deposit-taking companies are mostly owned by, or otherwise associated with, banks. These companies engage in a range of specialized activities, including consumer finance and securities business. They may take deposits of HK\$100,000 or above with an original term of maturity of at least three months.

3. Investment and Holding Companies

This group consists of establishments engaged in the investment of money in financial assets, and establishments engaged in holding shares of subsidiary companies or associated companies. This group includes holding companies, investment holding companies, operation of private equity, precious metals investment, security investment and shares investment.

4. Personal Loans and Related Companies e.g. Mortgages, Instalment Credits, Finance Leasing, and Other Credit Granting

This group consists of establishments providing financial assistance to customers for the purchase of machinery and equipment not readily available in the leasing companies. Also included are personal loan/credit companies, licensed money lenders, mortgage companies, hire-purchase/instalment companies, credit unions, factoring companies, bill discounting or financing companies and loan/mortgage brokers.

5. Stock and Share Companies

This group consists of establishments engaged in buying and selling stocks and shares on behalf of clients, including branch offices of overseas commission houses dealing in foreign stocks and shares.

6. Commodity Futures and Gold Bullion Brokers/Dealers

This group consists of establishments engaged in buying and selling commodity futures (including financial futures) or gold bullion on behalf of clients, including branch offices of overseas commission houses dealing in commodity futures (including financial futures) or gold bullion.

7. Stock, Bullion & Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry

This group consists of establishments providing services by securities and futures exchanges, bullion exchanges and 3 statutory bodies in the banking and finance industry.

8. Money Changers and Foreign Exchange Brokers/Dealers

This group consists of establishments engaged in buying and selling foreign currencies on their own or on behalf of clients.

9. Other Financial Companies

This group consists of bank clearing houses; credit card services; investment advisory services; nominee companies; trustees and custodians; remittances services; dividend distribution houses; and fund management, etc.

Job Descriptions of Principal Banking and Finance Jobs

Some of the job titles may not be identical to those used in your organization. But if the jobs have similar or related functions, please treat them as the same and complete relevant columns of the questionnaire. A job code list is also attached at the end of this appendix for easy reference.

**(I) Administration and Management**

Code No.	Job Title	Job Descriptions
Managerial Level		
101	Assistant to Chief Executive Officer/Director	Assists top management to perform administrative duties.
102	Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager	Provides leadership and direction to achieve the goals and objectives of the company. Develops and guides the corporate strategy, action plans, risk policy, annual budgets and business plans.
103	Chief Representative	Supervises the activities of the representative office. Collects information on the local market and coordinates with head office on business development opportunities.
104	Manager - Administration	Manages the administrative function of the organization.
105	Manager - Branch Operations	Manages the operational activities of all branches. Streamlines and standardizes branches operational procedures and systems. Formulates strategies for the expansion and consolidation of branches. Decides and provides solutions to problems.
106	Zone/District Manager	Manages the network of branches in the specified zone. Plans the overall strategies on marketing, staffing and business expansion within the zone. Coordinates all activities among branches within the zone.



Code No.	Job Title	Job Descriptions
<b>Supervisory Level</b>		
201	Administration Officer	Assists managers to perform administrative work in various departments of the company.
202	Management Trainee	Assimilates supervisory level knowledge and expertise from various departments through on-the-job and off-the-job training. Prepares to take up a supervisory position after the completion of training programmes.
203	Representative	Assists the chief representative in carrying out activities of the representative office.

**(II) Treasury and Foreign Exchange**

Code No.	Job Title	Job Descriptions
<b>Managerial Level</b>		
107	Head of Treasury and Capital Markets	Directs all activities of the treasury department. Controls company's cashflow and nostro account reconciliation. Manages the overall liquidity requirements of the company.
108	Manager - Foreign Exchange/Money Market/ Interest Rate Products/Debt Market	Deals independently within pre-defined guidelines. Promotes relationship with other institutions, dealers and brokers. Researches and analyses all available data to keep the company and customers informed of changing market conditions.
109	Manager - Settlement	Establishes operational procedures for treasury transactions. Confirms deals and authorizes payments. Monitors the operations of the real time settlement systems. Plans and develops the remittance strategies for the company.
110	Risk Manager	Manages various risks of the company including Value at Risk, credit risk, market risk, operation risk, etc. Plans and develops relevant policies and monitors their implementation to ensure that the overall operation of the company is in compliance with requirements of the regulatory bodies.

Code No.	Job Title	Job Descriptions
<b>Supervisory Level</b>		
204	Foreign Exchange and Money Market Dealer	Deals independently within authorized limits or with advice from seniors in currency trading and money market activities. Maintains customer relations by keeping customers informed of foreign exchange and money market conditions.
205	Remittances Officer	Supervises facilities for the transfer of funds to and from overseas as well as money exchange operations through counter services.
206	Settlement Officer	Provides Foreign Exchange and Money Market Dealers with support services for currency dealing and money market activities. Keeps currency positions in agreement with dealers and controls balances held in correspondent bank accounts.
<b>Clerical Level</b>		
301	Money Changers Clerk	Performs clerical duties in money changers in respect of the conversion of foreign exchanges including data recording and transaction posting.

**(III) Investment**

Code No.	Job Title	Job Descriptions
<b>Managerial Level</b>		
111	Chief Investment Officer/ Manager - Investment	Plans and executes overall investment strategies of the company. Implements investment policy and distribution policy. Manages the investment and fund portfolios.
112	Financial Adviser/ Portfolio Manager	Supervises the day-to-day administration of investment portfolios for customers. Selects securities for the investment portfolios. Promotes various investment portfolios to customers.
113	Manager - Investment Services	Plans, directs and controls activities of the investment product department. Provides advisory services to individual and institution customers.

Code No.	Job Title	Job Descriptions
114	Manager - Private Banking	Identifies and develops relationships with high net worth individuals or families from a specified target segment. Provides services such as multi-currency deposit accounts, foreign exchange, global portfolio management and trustee services.
115	Manager - Securities/ Custodian Services	Supervises the day-to-day operation of nominee services, for example, dividend payments, bonus shares, rights issues and custodian services for brokerage distribution activities. Handles operation support for new issues.
116	Manager - Securities, Futures and Commodities Trading	Buys and sells securities, futures or commodities for proprietary accounts and customers. Monitors margin and compliance requirements.
Supervisory Level		
207	Financial Adviser Representative/ Personal Consultant	Buys and sells unit trusts or mutual funds units and other investment products in accordance with customers' instructions. Advises customers of market conditions and the history and prospects of various corporations. Presents features of selected fund portfolios and investment products to customers. Calculates rates of proposed plans and draws up sale and purchase contracts.
208	Investment Analyst	Collects, analyses and evaluates economic, market and company data for investment purposes. Reviews securities held in trust and makes investment recommendations.
209	Investment Officer	Assists Manager - Investment Services to carry out the activities of the investment product department.
210	Sales Officer - Investment Products	Assists the Manager-Investment Services to promote the sales of various investment/investment-linked products.
211	Sales Officer-Securities	Promotes securities trading services to customers. Directs prospective customers to Manager-Securities, Futures and Commodities Trading to follow up.
212	Securities Settlement Officer	Handles all aspects of securities operations in areas of settlement, nominee and custodian services, etc.

Code No.	Job Title	Job Descriptions
Clerical Level		
302	Securities and Futures Assistant	Carries out clients' orders on securities and futures.
303	Securities Settlement Clerk	Assists the Securities Settlement Officer to process the documents and maintain transaction records in securities dealings.

**(IV) Operations**

Code No.	Job Title	Job Descriptions
Managerial Level		
117	Manager - Branch	Manages operations, customer services, loans, business development and personnel administration within the framework of organization policies and procedures. Directs branch staff in providing services to customers, establishes objectives in all areas of branch performance and meets the profitability targets of the branch.
118	Manager - Insurance Products	Plans, develops and promotes the insurance products of the company. Manages the daily operation of the insurance product department.
119	Manager-Mandatory Provident Fund	Plans, directs and monitors activities of the Mandatory Provident Fund (MPF) Services Department. Advises individual and corporate customers on the MPF Schemes and maintain customer relations in respect of the MPF services.
120	Manager - Trade Finance Operations	Manages the activities of trade finance operations. Directs the operating units of the division to provide accurate and timely services on the finance of imports and exports with or without letters of credit, collections, incoming and outgoing payments, foreign exchange, indemnities of letters of credit and acceptances in support of trade financing transactions.
121	Manager - Trust	Plans, directs and controls the activities of trust department. Provides estate administration services to customers. Manages, develops and maintains personal and corporate trust businesses.

Code No.	Job Title	Job Descriptions
<b>Supervisory Level</b>		
213	Insurance Products Officer	Supervises the daily operation of the insurance product department and helps the Manager-Insurance Products plan and develop insurance products strategies.
214	Mandatory Provident Fund Officer	Assists the Manager-Mandatory Provident Fund to implement and monitor the plans and activities of the Mandatory Provident Fund Services Department.
215	Operations Officer	Assists in the supervision of operations including customer services, personnel matters, office security and administration.
216	Sales Officer - Insurance Products	Assists the Manager-Insurance Products to promote the sales of various insurance products.
217	Telecommunications Officer	Supervises the daily operations of the telecommunications department; verifies the telecommunications received and despatches the messages to relevant departments to follow up. Monitors the procedures in effecting telecommunications.
218	Trade Finance Operations Officer	Supervises and directs the provision of accurate and timely service on the finance of imports and exports with or without letters of credit, collections, incoming and outgoing payments, foreign exchange, indemnities of letters of credit and acceptances in support of trade financing transactions.
219	Trust Officer	Settles estates, administers trust and performs agency services.
<b>Clerical Level</b>		
304	Cashier	Monitors cash movements and daily cash positions. Establishes the cash journal in record. Assists tellers in providing counter services as required.
305	General Clerk	Performs clerical duties in various departments including filing, typing, data recording, operating office machines, receiving customers and providing information.

Code No.	Job Title	Job Descriptions
306	Mailing Clerk	Collects and despatches company mails. Sorts incoming messages and correspondence and distributes them to parties concerned.
307	Receptionist/Telephone Operator	Greets visitors and directs visitors and incoming telephone calls to appropriate sections for service.
308	Trade Finance Operations Checker	Examines documents to ensure compliance with terms of documentary credits and collections. Informs customers of discrepancies and arranges amendment or waiver. Confirms charges levied on bills accounts complying with rules and guidelines established by management.
309	Trade Finance Operations Clerk	Performs clerical duties in trade finance operations department. Prepares documents including issuing, advising, and confirming letters of credit, bills acceptances or advances. Executes payment.
310	Teller	Performs counter services and cross-sells banking products and services.

**(V) Credit and Loans**

Code No.	Job Title	Job Descriptions
<b>Managerial Level</b>		
122	Manager - Credit	Manages departmental activities in relation to the provision of credit facilities to customers in accordance with established policies and procedures. Supervises, directs and controls commercial/consumer lending activities.
123	Manager - Credit Card	Manages the operation of the credit card department including new card issues, credit/cash advances to cardholders and collection of debts, etc. Plans sales and marketing activities to expand credit card business. Provides adequate security measures to safeguard the interests of the parties concerned.
124	Manager - Financial Institutions/Correspondent Banking	Supervises the international banking business department. Deals with interbank activities. Recommends credit lines for transactions with correspondent banks.

Code No.	Job Title	Job Descriptions
<b>Supervisory Level</b>		
220	Credit Analyst	Evaluates the financial strength of loan accounts by performing credit analyses. Prepares credit proposals in accordance with results of credit analyses.
221	Credit Card Officer	Assists the Manager-Credit Card in carrying out some of the functions, such as marketing the credit card business, implementing credit policies, supervising the operations of credit card accounts, or monitoring past-due bills and delinquent accounts.
222	Credit Information Officer	Conducts enquiries on and keeps records of customers' background and history, financial strength and loan commitments, results of company searches, reports from relevant trade and commerce associations, and newspaper clippings and other references. Attends to requests from financial institutions and other reputable parties on customers' credit standing and general information.
223	Credit/Loan Officer	Supervises the collection and analyses of financial data of loan accounts, assesses the value of collaterals and maintains an up-to-date credit library for assessment of credit facilities. Evaluates and processes loan applications. Monitors loan repayment activities and consults solicitors on legal actions to collect loans of doubtful and bad accounts.
224	Hire Purchase/Leasing Officer	Supervises the operation of instalment loan and leasing activities. Maintains relationships with equipment and vehicle dealers to promote and develop business. Takes legal actions against delinquent accounts.
<b>Clerical Level</b>		
311	Credit/Loan Clerk	Performs clerical duties in the credit/loan department, such as opening and closing customer files, indexing, posting, filing, typing and preparing newspaper clippings.

**(VI) Business Development**

Code No.	Job Title	Job Descriptions
<b>Managerial Level</b>		
125	Manager - Business Development	Plans, coordinates and implements the organization's business development strategy. Integrates the marketing plans of various functional areas. Identifies and analyses opportunities to increase the business in respect of commercial/consumer products.
126	Manager - Corporate Banking/Commercial Banking/Relationship	Plans, develops and conducts marketing activities to cultivate and develop trade finance, project finance, syndicated facilities and other corporate/commercial bank products. Manages banking facilities accorded to corporate/commercial customers.
127	Manager - Liaison	Develops and maintains good customer relations with existing customers. Explores potential customers to promote the company's products and services.
128	Manager - Marketing/Product Development	Plans, directs and coordinates marketing research activities. Develops and launches new products and services to meet customer needs in order to increase the company's market share.
<b>Supervisory Level</b>		
225	Business Development Officer	Solicits business from existing and prospective customers. Prepares call reports and credit proposals. Monitors loan portfolios and brings issues to management's attention as required.
226	Liaison Officer	Assists Manager - Liaison to maintain good customer relations with existing customers and explore potential customers for the company.
227	Marketing Officer	Assists the Manager-Corporate Banking/Commercial Banking/Relationship to conduct marketing activities on trade finance, project finance, syndicated facilities and other corporate/commercial bank products.
228	Telemarketing Officer	Promotes company products and services through telephone calls.
<b>Clerical Level</b>		
312	Telemarketing Representative	Assists the Telemarketing Officer to promote company products and services through telephone calls.



**(VII) Accounting**

Code No.	Job Title	Job Descriptions
Managerial Level		
129	Chief Financial Officer/ Financial Controller	Develops and implements financial policies and procedures. Oversees management information adequacy and the compliance with statutory requirements. Assesses strategic initiatives including mergers, acquisitions and diversions.
130	Manager - Accounting	Manages accounting activities and develops accounting and control procedures. Supervises the preparation of reporting requirements.
Supervisory Level		
229	Accounting Officer	Supervises the work of the accounting staff to ensure the provision of reliable accounting information and records. Assists the Manager-Accounting in analysing statistics and preparing management reports and statutory returns.
Clerical Level		
313	Accounting Clerk	Raises vouchers and completes posting of accounting entries. Assists in preparing financial statements, statistical reports and statutory returns.

**(VIII) Information Technology**

Code No.	Job Title	Job Descriptions
Managerial Level		
131	Chief Information Officer/ Chief Technology Officer/ Manager - IT	Plans, develops, maintains and controls the provision of information technology services to the company and customers. Analyses and recommends information technology solutions.
132	E-Commerce Manager	Plans the overall strategies of the e-business department. Identifies the potential customer sector and develops the e-commerce products and services to meet the market needs. Develops relevant marketing strategies to enhance the company's competitiveness and profitability.

Code No.	Job Title	Job Descriptions
<b>Supervisory Level</b>		
230	Computer Operations Officer	Supervises routine operations of main frame computers. Assists in scheduling and coordinating activities of operations.
231	IT Audit Officer	Supervises the auditing function of all IT systems. Reviews operations of all IT systems and recommends measures to control effectively the application of these systems.
232	Programmer/Technology Officer	Performs programming and assists in programme designs and/or specifications.
233	Systems Analyst	Analyses and develops systems for assigned projects. Formulates statements of objectives or problems and devises solutions. Produces flow charts, block diagrams or pseudocode descriptions for applications systems.
<b>Clerical Level</b>		
314	Computer Operator	Operates electronic data processing equipment. Controls running of tapes, disks and drums in electronic data processing equipment according to instructions of the Computer Operations Officer.

**(IX) Human Resources**

Code No.	Job Title	Job Descriptions
<b>Managerial Level</b>		
133	Manager - Human Resources	Develops, maintains and administers human resources management programmes. Duties include staff recruitment, placement, training and development, performance appraisal, salary administration, employee relations, safety procedures, and medical and other benefits.

Code No.	Job Title	Job Descriptions
134	Manager - Training/ Learning and Development	Plans the overall training and development strategies of the company. Develops, coordinates and administers programmes for the orientation, education and training of employees. Identifies employees' training needs in consultation with management. Evaluates the effectiveness of training activities.
Supervisory Level		
234	Human Resources Officer	Assists in implementing personnel policies and functions including interviews, recruitment, placement, compensation, counselling and staff exit procedures. Advises divisions or departments on personnel issues.
235	Training Officer/Instructor	Identifies training needs, defines objectives, develops course contents, prepares course notes and audio-visual material, and conducts training. Evaluates training effectiveness and implements and recommends necessary modifications. Maintains supplies of training materials.

**(X) Special Functions**

Code No.	Job Title	Job Descriptions
Managerial Level		
135	Company Secretary	Provides corporate secretarial services and advises the Board to ensure compliance with relevant laws and regulations. Plans and organizes general meeting(s).
136	Economist/Manager - Economic Research	Plans and conducts research on various business and economic situations. Summarizes and interprets research findings, especially for the current and long-term trends in investment risks and measurable economic influences on investments. Prepares detailed study reports on commercial and industrial sectors and other activities of the economy.
137	Legal Adviser	Provides general counsel to the company in all aspects of daily operations.

Code No.	Job Title	Job Descriptions
138	Manager - Compliance	Organizes, monitors and ensures that the company is in compliance with relevant ordinances, regulations, rules and guidelines.
139	Manager - Corporate Communications/Public Relations	Manages the public relations department. Plans, develops and conducts public relations activities to build up and enhance the company's image.
140	Manager - Internal Audit	Plans, directs and supervises the audit function including financial audit and IT audit of the company. Evaluates the adequacy of systems of control and procedures. Provides management with audit reports and suggestions for improvement.
141	Manager - Organization/Productivity/Quality/Re-Engineering	Evaluates operational efficiency of all divisions and departments. Studies work flow and makes recommendation on work methods, manpower, space and equipment requirements. Establishes working procedures and measuring standards for the organization.
142	Manager - Property/Real Estate	Manages a portfolio of properties including commercial and residential buildings. Plans and controls leasing, selling, construction, improvement, maintenance and repairs.
Supervisory Level		
236	Compliance Officer	Supervises the daily operations of the company to ensure that they are in compliance with relevant ordinances, regulations, rules and guidelines. Reports to and obtains instructions from the Manager-Compliance if necessary.
237	Internal Audit Officer	Supervises activities of an internal audit team. Audits independently records of assets, liabilities, incomes and expenditures of the organization. Reviews operations and administrative functions and recommends effective internal control systems.
238	Organization/Productivity/Quality/Re-Engineering Officer	Studies the work flow of operations, evaluates work methods and recommends improvements to working procedures.

Code No.	Job Title	Job Descriptions
Clerical Level		
315	Internal Audit Clerk	Performs internal audit duties under the supervision of the Internal Audit Officer/IT Audit Officer. Assists in compiling audit reports.

**Others**

Code No.	Job Title	Job Descriptions
199 299	OTHER PRINCIPAL JOBS - Managerial Level - Supervisory Level	In this column, please write below the jobs not classified by us but are considered as principal jobs in your organization. Please briefly outline their job descriptions and indicate their skill levels (199/299) on a blank sheet. Please provide information as required by Columns B to H of the Questionnaire (Part I). Please also complete Questionnaire (Part II and Part III).
401	OTHER SUPPORTING STAFF	In this column, please provide information as required by Columns B, C and D of the Questionnaire (Part I). Other supporting staff refer to those employees whose activities are not usually specific to banking, such as secretaries, bank guards, and messengers.

Job Code List for the  
2009 Manpower Survey of the Banking and Finance Industry

**(I) Administration and Management**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	101	Assistant to Chief Executive Officer/Director
	102	Chief Executive Officer/Chief Operating Officer/ Managing Director/General Manager
	103	Chief Representative
	104	Manager - Administration
	105	Manager - Branch Operations
	106	Zone/District Manager
Supervisory	201	Administration Officer
	202	Management Trainee
	203	Representative

**(II) Treasury and Foreign Exchange**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	107	Head of Treasury and Capital Markets
	108	Manager - Foreign Exchange/Money Market/ Interest Rate Products/Debt Market
	109	Manager - Settlement
	110	Risk Manager
Supervisory	204	Foreign Exchange and Money Market Dealer
	205	Remittances Officer
	206	Settlement Officer
Clerical	301	Money Changers Clerk

### **(III) Investment**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	111	Chief Investment Officer/Manager - Investment
	112	Financial Adviser/Portfolio Manager
	113	Manager - Investment Services
	114	Manager - Private Banking
	115	Manager - Securities/Custodian Services
	116	Manager - Securities, Futures and Commodities Trading
Supervisory	207	Financial Adviser Representative/Personal Consultant
	208	Investment Analyst
	209	Investment Officer
	210	Sales Officer-Investment Products
	211	Sales Officer-Securities
	212	Securities Settlement Officer
Clerical	302	Securities and Futures Assistant
	303	Securities Settlement Clerk

### **(IV) Operations**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	117	Manager - Branch
	118	Manager - Insurance Products
	119	Manager - Mandatory Provident Fund
	120	Manager - Trade Finance Operations
	121	Manager - Trust
Supervisory	213	Insurance Products Officer
	214	Mandatory Provident Fund Officer
	215	Operations Officer
	216	Sales Officer-Insurance Products
	217	Telecommunications Officer
	218	Trade Finance Operations Officer
	219	Trust Officer

Clerical	304	Cashier
	305	General Clerk
	306	Mailing Clerk
	307	Receptionist/Telephone Operator
	308	Trade Finance Operations Checker
	309	Trade Finance Operations Clerk
	310	Teller

**(V) Credit and Loans**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	122	Manager - Credit
	123	Manager - Credit Card
	124	Manager - Financial Institutions/Correspondent Banking
Supervisory	220	Credit Analyst
	221	Credit Card Officer
	222	Credit Information Officer
	223	Credit/Loan Officer
	224	Hire Purchase/Leasing Officer
Clerical	311	Credit/Loan Clerk

**(VI) Business Development**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	125	Manager - Business Development
	126	Manager - Corporate Banking/Commercial Banking/Relationship
	127	Manager - Liaison
	128	Manager - Marketing/Product Development
Supervisory	225	Business Development Officer
	226	Liaison Officer
	227	Marketing Officer
	228	Telemarketing Officer
Clerical	312	Telemarketing Representative



**(VII) Accounting**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	129	Chief Financial Officer/Financial Controller
	130	Manager - Accounting
Supervisory	229	Accounting Officer
Clerical	313	Accounting Clerk

**(VIII) Information Technology**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	131	Chief Information Officer/Chief Technology Officer/ Manager - IT
	132	E-Commerce Manager
Supervisory	230	Computer Operations Officer
	231	IT Audit Officer
	232	Programmer/Technology Officer
	233	Systems Analyst
Clerical	314	Computer Operator

**(IX) Human Resources**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	133	Manager - Human Resources
	134	Manager - Training/Learning and Development
Supervisory	234	Human Resources Officer
	235	Training Officer/Instructor

(X) **Special Functions**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	135	Company Secretary
	136	Economist/Manager - Economic Research
	137	Legal Adviser
	138	Manager - Compliance
	139	Manager - Corporate Communications/Public Relations
	140	Manager - Internal Audit
	141	Manager - Organization/Productivity/Quality/Re-Engineering
	142	Manager - Property/Real Estate
Supervisory	236	Compliance Officer
	237	Internal Audit Officer
	238	Organization/Productivity/Quality/Re-Engineering Officer
Clerical	315	Internal Audit Clerk

**Others**

OTHER PRINCIPAL JOBS

199 - Managerial Level

299 - Supervisory Level

401 OTHER SUPPORTING STAFF



各位僱主：

銀行及金融業 2009 年人力調查

謹代表職業訓練局屬下銀行及金融業訓練委員會致函，懇請貴機構提供協助，以便本會進行 2009 年銀行及金融業人力調查。

銀行及金融業訓練委員會由香港特別行政區行政長官委任，負責就業內人力訓練事宜提供意見。本會將於 2009 年 1 月 12 日至 2 月 12 日期間進行調查，蒐集業內人力情況的最新資料，就人力訓練制訂適當建議。

…… 過往人力調查收集所得的數據均被僱主及培訓機構廣泛應用於制訂人力及商業計劃上，而貴機構的參與實是人力調查取得成功的關鍵。本會期望是次人力調查能為貴機構提供相關的人力數據，以便制訂人力資源發展計劃和策略。

現隨函附上調查表、附註、業務性質說明及主要職務工作說明，以供參閱填覆。調查期間，政府統計處職員將造訪貴機構負責人或其授權代表，解答有關問題，同時收回填妥的調查表，作資料處理。

調查所得資料絕對保密，只以摘要統計數字發表，並不會提及個別機構。此外，香港特別行政區政府或會使用是次調查收集所得的數據，以制定人力發展政策。基於私隱條例規定，現請貴機構明確表示，同意本會與香港特別行政區政府分享所得數據，以供政府作人力規劃之用，本會與香港特別行政區政府將會嚴格遵守保密原則。

…… 人力調查報告書會上載本局網頁，網址為 <http://bftb.vtc.edu.hk>，歡迎下載。請於夾附調查表填上貴機構電郵地址，以便通知報告書的發表日期。

多謝貴機構積極參與及對銀行及金融業作出貢獻。如對調查有任何疑問，可致電 2116 8301 與政府統計處人力統計組聯絡。

銀行及金融業訓練委員會主席  
李民橋

2009 年 1 月 5 日

## 銀行及金融業 2009 年人力調查文件清單

1. 銀行及金融業訓練委員會主席給予僱主的邀請信

2. 調查問卷 – 附錄 A

請參考附錄 C(業務性質說明)的資料填寫業務性質一項。

調查問卷 – 第一部份，請參考附錄 D(主要職務工作說明及職務編號表)的資料填寫 A 欄 及參考 I 欄的編號填寫 E, G 及 H 欄。

請參考貴機構的資料，填寫 B 欄及 C 欄。

調查問卷 – 第二部份及第三部份，請參考貴機構的資料填寫。

3. 附註 – 附錄 B

附錄 B 的內容為填寫調查問卷的指引。

4. 業務性質說明 – 附錄 C

5. 銀行及金融機構主要職務工作說明 – 附錄 D

銀行及金融業 2009 年人力調查

附註

1. 調查所得資料絕對保密，只以摘要統計數字發表，並不會提及個別機構。
2. 填寫調查表前，請細閱附錄 C 業務性質說明，以及附錄 D 主要職務工作說明。
3. 請填寫調查表(第一部分)內各欄(‘A’至‘H’)；如某欄不適用，請在該欄填上 (0) 號。
4. 主要職務 — ‘A’ 欄
  - (a) 請參閱附錄 D 的職務編號表。該等職稱可能與貴機構所採用的不同，但僱員的工作性質，如與附錄 D 某職稱（例如經理—業務發展）的工作說明相同或基本相若，則可將其歸類為同一職務（即經理—業務發展），而不論其實際職稱為何。
  - (b) 請於「其他主要職務」項下填寫貴機構的其他主要職務而該職務未有包括在附錄 D 內者，並另紙扼要說明其工作內容及所屬技能等級。
  - (c) 「其他輔助員工」指並非專責銀行事務的員工，例如秘書、護衛員及信差等。請填寫調查表（第一部份）之 B、C、D 各欄所需的資料。

5. 現有僱員人數 — ‘B’ 欄

請填寫調查期間貴機構內各主要職務的僱員人數。

6. 現有空缺數目 — ‘C’ 欄

請填上調查期間，貴機構各職位的空缺數目。

7. 預測未來 12 個月的僱員人數 — ‘D’ 欄

請填上預測 12 個月後，貴機構各主要職務的僱員人數。

8. 僱員基本教育程度的要求 — ‘E’ 欄

此欄旨在徵詢貴機構對各類職位僱員應具備的基本教育程度的意見，請以調查表‘I’欄的編號表示。

9. 該主要職務對於專業資格的要求 — ‘F’ 欄

如該主要職務要求專業資格，請填“✓”，如否，請填“x”。

10. 僱員在此行業的基本年資要求 — ‘G’ 欄

此欄旨在徵詢貴機構對各類職位僱員應具備在此行業的基本年資的意見，請以調查表‘I’欄的編號表示。

11. 平均每月收入的幅度 — ‘H’ 欄

請根據調查表‘I’欄的編號填上各主要職務僱員平均每月收入的幅度。每月收入包括基本薪金、超時津貼、其他津貼、佣金及花紅。假如有超過一名僱員從事相同性質的工作，請於本欄填寫該職務的平均每月收入的幅度，計算方法如下：

$$\frac{\text{從事該職務的所有僱員收入總額}}{\text{從事該職務的僱員總人數}}$$

12. 請填寫調查表(第二部分)的相關欄位。

13. 請填寫調查表(第三部分)的相關欄位。

業務性質說明

1. 持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處

這類包括持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處。

(a) 持牌銀行

持牌銀行可以接受公眾任何銀碼及任何期間的儲蓄及往來存款，及兌付客戶開立的支票或替客戶收妥存入支票的款項。

(b) 有限制牌照銀行

有限制牌照銀行主要從事商人銀行及資本市場的活動。此類銀行可以接受任何期間港幣伍拾萬或以上的存款。

(c) 外國銀行本港代表辦事處

外國銀行可在本港建立辦事處，惟該等辦事處不能從事任何銀行業務，他們的角色是為外國銀行聯絡本港的客戶。

2. 接受存款公司

這類包括接受存款公司。接受存款公司大部份由銀行全資擁有或與銀行聯營。這些公司提供各類的專業服務，包括消費者財務及股票業務。接受存款公司可接受客戶港幣拾萬元或以上而存款期間為三個月或以上的存款。

3. 投資及控股公司

這類包括投資財務資產及持有附屬公司或聯營公司股份的公司。這類包括控股公司、投資控股公司、私人股份的營運、貴重金屬投資、證券投資及股票投資公司。

4. 私人貸款及有關公司，例如按揭、分期信貸、  
財務租賃及其他信貸服務

這類包括租賃公司（向客戶提供財務協助：由公司購買其未備有的機器或設備，然後以租賃方式租予客戶使用）、私人貸款／信貸公司、持牌放債人、按揭公司、分期付款公司、儲蓄互助社、收債公司、貼現票據或財務公司，以及貸款／按揭經紀。

5. 股票公司

這類包括替客戶買賣股票的公司，以及從事外國股票交易的海外委託交易行的分行。

6. 期貨及黃金經紀／交易商

這類包括替客戶買賣期貨(包括金融期貨)或黃金的公司，以及從事期貨(包括金融期貨)或黃金交易的海外委託交易行的分行。

7. 股票、黃金及期貨交易公司、及銀行及金融業內的法定機構

這類包括股票及期貨、黃金等交易服務的公司，及三間銀行及金融業內的法定機構。

8. 兌換商及外匯經紀／交易商

這類包括本身從事或替客戶買賣外幣的公司。

9. 其他財務公司

這類包括銀行票據交換所；提供信用卡服務、投資顧問服務的公司；代理人公司；信託及代管人公司；匯兌服務、股息分配公司及基金管理公司等。



## 銀行及金融機構主要職務工作說明

表內部分職稱與貴機構所使用的可能有別，但如工作性質相同，請歸類為同一職務，並填寫調查表的相關欄位。此附錄末段有全部職務的編號表，以便查閱。

### (I) 行政與管理

編號	職稱	工作說明
經理級		
101	行政總裁助理／董事助理	協助高層管理人員執行行政職務。
102	行政總裁／總運作主任／ 常務董事／總經理	統領員工，定出方向，實踐公司目標。發展及推行機構策略、工作計劃、風險政策、每年財政預算及業務計劃。
103	首席代表	監督外國銀行本港代表辦事處的工作。收集有關本地市場的資料，並與海外總行合作，開拓業務發展機會。
104	經理—行政	管理機構的行政工作。
105	經理—分行運作	管理所有分行的運作。精簡及統一各分行的運作程序及系統。制訂擴展分行網及業務的策略。確立問題並提出解決方法。
106	區域經理	管理指定區域內的分行網絡。策劃區內整體市場推廣、人事編配及業務擴展策略。統籌區內分行所有工作。
主管級		
201	行政主任	協助經理於公司的不同部門執行行政工作。
202	見習主任	透過在職及職外訓練，在多個部門汲取有關督導工作的知識及技巧。完成訓練後可擔任督導級職位。
203	代表	協助首席代表推行外國銀行本港代表辦事處的工作。

## (II) 庫務及外匯

編號	職稱	工作說明
經理級		
107	庫務及資本市場主管	主管庫務部門的工作；控制公司現金流量及我行帳戶對賬；管理公司整體流動資金的需求。
108	經理－外匯／拆放市場／利率產品／債務市場	按預定的指引獨立處理事務。促進與其他機構、交易員及經紀之間關係。研究及分析現有數據，讓公司及客戶得知最新市場情況。
109	經理－結算	為庫務交易訂立程序。確定交易及授權付款。監管即時交收制度運作；策劃及擬訂匯款策略。
110	風險經理	管理公司的各種風險，包括風險數值、信貸風險、市場風險、營運風險等。策劃及發展有關政策，監管其推行情況，確保公司整體運作符合監管機構要求。
主管級		
204	外匯及拆放市場交易員	在授權範圍內或在上級指導下，獨立進行外幣買賣及拆放市場交易。知會客戶有關外匯及拆放市場情況，以維持與客戶的關係。
205	匯兌主任	監督調撥資金往海外或從海外調撥資金的服務，以及於櫃檯進行的貨幣兌換交易。
206	結算主任	協助「外匯及拆放市場交易員」處理有關外幣交易及拆放市場工作。紀錄外幣頭寸，確保與交易員紀錄相符，並控制代理銀行帳戶的結餘。
文員級		
301	貨幣兌換文員	執行於外幣兌換中的文書工作，包括數據紀錄及交易過帳。

### (III) 投資

編號	職稱	工作說明
經理級		
111	總投資主任／經理－投資	策劃及執行公司整體投資策略。推行投資及分惠政策。管理投資計劃及基金組合。
112	財務顧問／基金組合經理	監督基金組合的日常管理工作。選擇證券作投資組合。向客戶推廣各類投資組合。
113	經理－投資服務	策劃、指導及監控投資產品部工作。向個別客戶或機構客戶提供顧問服務。
114	經理－私人銀行	在一指定的客戶階層內，與高收入的個人或家庭發展業務關係。提供多項服務，包括多種貨幣存款、外匯以至全球投資組合管理及信託服務等。
115	經理－證券／代管人服務	監督代理人服務的日常運作，如派發股息、紅股、認股權及託管服務的分惠事宜。負責股票及債券發行的輔助工作。
116	經理－證券、期貨及商品交易	為業主帳戶及客戶買賣證券、期貨或商品。監管保證金交易，並確保符合有關規定。
主管級		
207	財務顧問代表／私人顧問	按照客戶指示買賣單位信託基金、互惠基金或其他投資產品。向客戶提供有關市場情況、各間公司的歷史和前景的意見。向客戶推介選定的基金組合及投資產品。計算建議計劃的息率，並擬訂買賣合約。
208	投資分析員	收集、分析及評估有關經濟、市場及公司狀況等資料，以作投資參考。檢討信託代管的證券及提出投資建議。
209	投資主任	協助經理－投資服務執行投資產品部的工作。
210	銷售主任－投資產品	協助「經理－投資服務」推廣銷售不同投資／與投資有關的產品。
211	銷售主任－證券	向客戶推廣證券交易服務。將準客戶轉介「經理－證券、期貨及商品交易」跟進。
212	證券交收結算主任	處理所有關於證券運作的事宜，如結算、代理人及代管人服務等。

編號	職稱	工作說明
文員級		
302	證券及期貨助理	按照客戶指示，處理證券及期貨交易。
303	證券交收結算文員	協助證券交收結算主任處理文件，保存證券交易紀錄。

#### (IV) 營運

編號	職稱	工作說明
經理級		
117	經理—分行	因應機構政策及程序，管理分行日常運作、客戶服務、貸款服務、業務發展及人事。指導職員為客戶提供服務，訂定各項工作目標，以達至分行的利潤指標。
118	經理—保險產品	策劃、發展及推廣公司的保險產品。管理保險產品部的日常運作。
119	經理—強制性公積金	計劃、指導及監察強制性公積金服務部的工作。為個人及公司客戶提供強積金計劃的意見，並維繫客戶關係。
120	經理—貿易融資運作	管理貿易融資運作。指引部門內的運作單位，提供準確而適時的融資服務，包括是否有信用證的出入口融資、託收、收款付款、外匯、信用證的承兌或擔保。
121	經理—信託	策劃、指導及監察信託部工作。為客戶提供遺產管理服務。管理、發展及維持個人及團體的信託業務。
主管級		
213	保險產品主任	監督保險產品部日常運作。協助「經理—保險產品」策劃及發展保險產品策略。
214	強制性公積金主任	協助「經理—強制性公積金」執行及監察強制性公積金服務部的計劃及業務。
215	運作主任	協助監督業務的運作，包括客戶服務、人事、辦公室保安及管理。

編號	職稱	工作說明
主管級（續）		
216	銷售主任－保險產品	協助「經理－保險產品」推廣不同保險產品的銷售。
217	電訊主任	監督電訊部日常運作。核對收到的電訊資料，分發至負責部門跟進。監察電訊資料送出程序。
218	貿易融資運作主任	監督及指導員工，提供準確適時的融資服務，包括是否有信用證的出入口融資、託收、收款付款，外匯、信用證的承兌或擔保。
219	信託主任	管理遺產、執行信託責任及提供代理人服務。
文員級		
304	出納員	監管現金流動情況及每日現金頭寸。保存現金日記帳。協助櫃檯服務員提供客戶所需服務。
305	一般文員	負責各部門文書工作，包括文件歸檔、打字、資料紀錄、操作辦公室器材、接待客戶及提供資料。
306	郵遞文員	收發公司郵件。將所收訊息及郵件歸類，並分發予有關部門。
307	接待員／電話操作員	招待訪客，並將訪客及來電轉介至適當部門。
308	貿易融資運作核對員	查驗文件，確保符合信用證及託收條款。通知客戶有關差異，並安排修改或豁免條款規定。確保收取的押匯費用符合管理層的規定及指引。
309	貿易融資運作文員	負責貿易融資運作部文書工作。編製文件，包括開立、通知及確認信用證、承兌票據或墊支款項。執行付款工作。
310	櫃檯員	負責櫃檯服務，推銷各類銀行產品及服務。

## (V) 授信及放款

編號	職稱	工作說明
經理級		
122	經理－授信	按照公司既定政策及程序，管理授信部工作。監督、指導及控制商業／消費信貸活動。
123	經理－信用卡	管理信用卡部門的運作，包括簽發新卡、向信用卡持有人提供信貸／現金墊款及收取債款。策劃銷售及市場推廣活動，以拓展信用卡業務。提供足夠措施，保障各有關方面的權益。
124	經理－財務機構／ 國外同業部	監督國際銀行業務部工作。處理銀行間業務，並就銀行與同業間交易的信貸限額提出建議。
主管級		
220	授信分析員	進行授信分析，以評估貸款帳戶的財政實力。根據授信分析的結果擬備貸款建議書。
221	信用卡主任	協助「經理－信用卡」執行部份職務，例如推廣信用卡業務、推行授信政策、督導信用卡帳戶的運作、監管過期票據及怠帳等。
222	資信調查主任	查詢及保存客戶的歷史及背景資料、財政實力及放款債務報告、公司查冊結果、工商團體報告、新聞剪報及其他有關資料。回覆財務機構及其他具信譽公司的查詢，以便提供有關客戶信貸情況及一般資料。
223	授信／放款主任	監督收集及分析貸款帳戶的財務資料，評估抵押品的價值，維持最新的信貸資料庫，以便評估信貸額。評估及處理貸款申請。監管還款事宜，並諮詢律師意見，以便採取法律行動追討問題帳戶及壞帳戶的貸款。
224	分期付款／租賃主任	監督分期貸款及租賃工作。與機器設備及汽車經紀保持聯繫，以推廣及拓展業務。對拖欠帳戶採取法律行動。

編號	職稱	工作說明
文員級		
311	授信／放款文員	負責授信／放款部文書工作，例如開立及註銷客戶檔案、編製客戶索引、過帳、歸檔、打字及剪報等。

## (VI) 業務發展

編號	職稱	工作說明
經理級		
125	經理－業務發展	策劃、統籌、推行機構的業務發展策略。綜合各項業務的市場推廣計劃。鑑別及分析可以促進商業／消費產品業務的方法。
126	經理－機構銀行／商業銀行／關係推廣	策劃、發展及推行市場推廣活動，開拓建立貿易／項目融資計劃、集團放款業務，以及其他機構／商業銀行產品。管理機構／商業客戶的各類銀行信貸。
127	經理－聯絡	發展及維持現有客戶的良好關係。發掘有潛質的客戶以推廣公司的產品及服務。
128	經理－市場推廣／產品開發	策劃、指導及統籌市場研究工作。開發及推出新產品及服務，滿足客戶需要，提高公司的市場佔有率。
主管級		
225	業務發展主任	向現有及準客戶招徠業務。擬備客戶探訪報告及貸款建議書。監管各類放款項目，並在有需要時知會管理層。
226	聯絡主任	協助經理－聯絡維持現有客戶的良好關係及為公司發掘有潛質的客戶。
227	市場推廣主任	協助「經理－機構銀行／商業銀行／關係推廣」進行貿易／項目融資計劃、集團放款業務及其他機構／商業銀行產品的推廣活動。
228	電話市場推廣主任	透過電話推廣公司產品及服務。
文員級		
312	電話市場推廣代表	協助「電話市場推廣主任」，透過電話推廣公司產品及服務。

## (VII) 會計

編號	職稱	工作說明
經理級		
129	總財務主任／財務監督	發展及推行財務政策及程序。監察管理資料是否足夠及符合法定要求。評估策略性工作，包括合併、收購及業務多元化等。
130	經理－會計	管理會計工作，發展會計及管理程序。監督報表編製工作，以符合監管機構的呈報規定。
主管級		
229	會計主任	監督會計人員的工作，確保會計資料及紀錄準確。協助「經理－會計」分析統計資料、編制管理報告及法定報表。
文員級		
313	會計文員	開立付款憑單及過帳。協助擬備財務報表、統計報告及法定報表。

## (VIII) 資訊科技

編號	職稱	工作說明
經理級		
131	總資訊主任／ 總科技主任／ 經理－資訊科技	策劃、發展、維持及控制提供予內部及客戶的資訊科技服務。分析及建議資訊科技方面的解決方案。
132	電子商貿經理	策劃電子商業部門的整體策略。確定準客戶類別，並發展電子商貿產品及服務，應付市場需求。釐定有關市場推廣策略，提高公司的競爭力及利潤。



編號	職稱	工作說明
主管級		
230	電腦運作主任	監督大型電腦日常操作。協助編排及協調電腦運作程序表。
231	資訊科技稽核主任	監督所有資訊科技系統的稽核工作。檢討所有資訊科技系統的運作，並建議措施，以便有效監管這些系統的應用。
232	程式員／科技主任	編製程式，並協助設計程式及／或訂立規格。
233	系統分析員	分析及發展特定項目的系統。編寫目標或問題報表，並設計解決方案。為應用系統繪製流程圖、立體圖或編寫擬密碼說明。
文員級		
314	電腦操作員	操作電子資料處理器材。按「電腦運作主任」指示控制磁帶、磁碟、磁鼓操作。

#### (IX) 人力資源

編號	職稱	工作說明
經理級		
133	經理－人力資源	發展、維繫及推行人力資源管理計劃。工作範圍包括：員工招聘、調配、訓練及發展、工作表現評核、薪金管理、僱員關係、安全措施、醫療及其他福利。
134	經理－訓練／學習及培訓	策劃公司的整體培訓策略。發展、統籌及推行入職輔導，並為僱員提供所需教育及訓練。與管理層磋商，確定僱員的訓練需要。評估訓練工作成效。

編號	職稱	工作說明
主管級		
234	人力資源主任	協助推行人事政策及有關工作，包括：面試、招聘、職位調配、賠償、輔導及離職程序，並就人事問題，向各部門提供意見。
235	訓練主任／導師	確定訓練需要，訂定訓練目標、發展課程內容、製備講義及視聽教材，以及講解訓練課程。評估訓練成效，提出並推行修訂建議。保存及提供訓練資料。

### (X) 特別職務

編號	職稱	工作說明
經理級		
135	公司秘書	為機構提供公司秘書服務，並向董事會提供意見，確保公司符合有關法律及規例。籌劃一般會議。
136	經濟研究員／ 經理－經濟研究	策劃及進行各行業情況及經濟動向研究。概述及闡釋調查結果，特別是目前及長期的投資風險趨勢，以及影響投資的可計量經濟因素。擬備有關工商業狀況及經濟動向的詳細研究報告。
137	法律顧問	對公司日常運作提供一般法律意見。
138	經理－條例執行	組織及監察日常運作，確保公司符合有關條例、規例、規則及指引。
139	經理－企業傳訊／ 公共關係	管理公共關係部門。策劃、發展及進行公關活動，以建立及提高公司形像。
140	經理－內部稽核	策劃、指引及督導機構內的稽核工作，包括財務及資訊科技方面。評估監管制度及有關程序是否足夠。向管理層提交稽核報告，並建議改善方法。
141	經理－組織／生產力／ 質素／工序重整	評估各部門的運作效率。研究工作流程，並就工作方法、人力需求、空間使用及添置設備等事宜提出建議。為機構制訂工作程序及量度標準。

編號	職稱	工作說明
經理級 (續)		
142	經理—產業／房地產	管理各類房地產，包括商業及住宅樓宇。策劃及控制產業的出租、銷售、建築及維修。
主管級		
236	條例執行主任	監督公司日常運作，以符合有關法例、規例、規則及指引。有需要時向「經理—條例執行」匯報及聽取指示。
237	內部稽核主任	監督內部稽核小組工作。獨立審核機構的資產、負債及收支紀錄。檢討營運及行政工作，並建議有效的內部監管制度。
238	組織／生產力／質素／工序重整主任	研究工作流程，評估工作方法，並建議工作程序改善方法。
文員級		
315	內部稽核文員	在「內部稽核主任」／「資訊科技稽核主任」監督下，執行稽核工作。協助編製稽核報告。

### 其他

編號	職稱	工作說明
199 299	其他主要職務 —經理級 —主管級	請在此欄填上貴機構的其他主要職務，並另紙簡述這些職務的工作範圍及指出其所屬技能等級(199/299)。請同時填寫調查表(第一部分)內B至H各欄的資料。並請填寫調查表(第二及第三部分)。
401	其他輔助員工	請在此欄填寫調查表(第一部分)內B、C、D各欄所需資料。「其他輔助員工」指一般並非專責銀行事務的員工，例如秘書、護衛員及信差等。

## 銀行及金融業2009年人力調查

### 職務編號表

#### (I) 行政與管理

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	101	行政總裁助理／董事助理
	102	行政總裁／總運作主任／常務董事／總經理
	103	首席代表
	104	經理－行政
	105	經理－分行運作
	106	區域經理
主管級	201	行政主任
	202	見習主任
	203	代表

#### (II) 庫務及外匯

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	107	庫務及資本市場主管
	108	經理－外匯／拆放市場／利率產品／債務市場
	109	經理－結算
	110	風險經理
主管級	204	外匯及拆放市場交易員
	205	匯兌主任
	206	結算主任
文員級	301	貨幣兌換文員

### (III) 投資

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	111	總投資主任／經理－投資
	112	財務顧問／基金組合經理
	113	經理－投資服務
	114	經理－私人銀行
	115	經理－證券／代管人服務
	116	經理－證券、期貨及商品交易
主管級	207	財務顧問代表／私人顧問
	208	投資分析員
	209	投資主任
	210	銷售主任－投資產品
	211	銷售主任－證券
	212	證券交收結算主任
文員級	302	證券及期貨助理
	303	證券交收結算文員

### (IV) 營運

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	117	經理－分行
	118	經理－保險產品
	119	經理－強制性公積金
	120	經理－貿易融資運作
	121	經理－信託
	主管級	213
214		強制性公積金主任
215		運作主任
216		銷售主任－保險產品
217		電訊主任
218		貿易融資運作主任
219		信託主任

文員級	304	出納員
	305	一般文員
	306	郵遞文員
	307	接待員／電話操作員
	308	貿易融資運作核對員
	309	貿易融資運作文員
	310	櫃檯員

**(V) 授信及放款**

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	122	經理－授信
	123	經理－信用卡
	124	經理－財務機構／國外同業部
主管級	220	授信分析員
	221	信用卡主任
	222	資信調查主任
	223	授信／放款主任
	224	分期付款／租賃主任
文員級	311	授信／放款文員

**(VI) 業務發展**

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	125	經理－業務發展
	126	經理－機構銀行／商業銀行／關係推廣
	127	經理－聯絡
	128	經理－市場推廣／產品開發
主管級	225	業務發展主任
	226	聯絡主任
	227	市場推廣主任
	228	電話市場推廣主任
文員級	312	電話市場推廣代表

## (VII) 會計

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	129	總財務主任／財務監督
	130	經理－會計
主管級	229	會計主任
文員級	313	會計文員

## (VIII) 資訊科技

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	131	總資訊主任／總科技主任／經理－資訊科技
	132	電子商貿經理
主管級	230	電腦運作主任
	231	資訊科技稽核主任
	232	程式員／科技主任
	233	系統分析員
文員級	314	電腦操作員

## (IX) 人力資源

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	133	經理－人力資源
	134	經理－訓練／學習及培訓
主管級	234	人力資源主任
	235	訓練主任／導師

(X) **特別職務**

<u>職 級</u>	<u>編 號</u>	<u>職 稱</u>
經理級	135	公司秘書
	136	經濟研究員／經理－經濟研究
	137	法律顧問
	138	經理－條例執行
	139	經理－企業傳訊／公共關係
	140	經理－內部稽核
	141	經理－組織／生產力／質素／工序重整
	142	經理－產業／房地產
	142	經理－產業／房地產
主管級	236	條例執行主任
	237	內部稽核主任
	238	組織／生產力／質素／工序重整主任
文員級	315	內部稽核文員

**其他**

	其他主要職務
199	－經理級
299	－主管級
401	其他輔助員工



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Table 1 : Manpower Statistics  
(Banking and Finance Industry)

表 1 : 人力資料  
(銀行及金融業)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	246	-	246	246
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／總經理	823	1	824	823
Chief Representative 首席代表	61	-	61	60
Manager - Administration 經理—行政	370	-	370	369
Manager - Branch Operations 經理—分行運作	256	3	259	259
Zone/District Manager 區域經理	181	-	181	181
Head of Treasury and Capital Markets 庫務及資本市場主管	188	4	192	192
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／債務市場	683	23	706	712
Manager - Settlement 經理—結算	282	-	282	282
Risk Manager 風險經理	565	1	566	571
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	497	3	500	499
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	1 538	4	1 542	1 546
Manager - Investment Services 經理—投資服務	1 240	-	1 240	1 240
Manager - Private Banking 經理—私人銀行	1 224	10	1 234	1 234
Manager - Securities/Custodian Services 經理—證券／代管人服務	172	-	172	172
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	1 064	-	1 064	1 064
Manager - Branch 經理—分行	2 078	8	2 086	2 044
Manager - Insurance Products 經理—保險產品	104	-	104	107
Manager - Mandatory Provident Fund 經理—強制性公積金	99	2	101	101

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	473	-	473	476
Manager - Trust 經理—信託	199	-	199	202
Manager - Credit 經理—授信	1 248	7	1 255	1 272
Manager - Credit Card 經理—信用卡	259	-	259	264
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	233	-	233	233
Manager - Business Development 經理—業務發展	694	4	698	706
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	1 587	-	1 587	1 591
Manager - Liaison 經理—聯絡	65	-	65	65
Manager - Marketing/Product Development 經理—市場推廣／產品開發	589	1	590	590
Chief Financial Officer/Financial Controller 總財務主任／財務監督	230	3	233	233
Manager - Accounting 經理—會計	725	2	727	729
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	1 475	7	1 482	1 487
E-Commerce Manager 電子商貿經理	322	-	322	322
Manager - Human Resources 經理—人力資源	478	-	478	478
Manager - Training/Learning and Development 經理—訓練／學習及培訓	174	-	174	174
Company Secretary 公司秘書	107	-	107	107
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	191	1	192	192
Legal Adviser 法律顧問	300	2	302	302
Manager - Compliance 經理—條例執行	419	2	421	434
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	170	-	170	173
Manager - Internal Audit 經理—內部稽核	328	-	328	328
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	120	-	120	120

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	107	-	107	107
Other Manager 其他經理	3 575	13	3 588	3 588
<b>Sub-total 小計</b>	<b>25 739</b>	<b>101</b>	<b>25 840</b>	<b>25 875</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	1 150	6	1 156	1 152
Management Trainee 見習主任	402	13	415	415
Representative 代表	93	-	93	92
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	1 333	22	1 355	1 346
Remittances Officer 匯兌主任	1 077	-	1 077	1 077
Settlement Officer 結算主任	577	1	578	578
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	5 025	115	5 140	5 096
Investment Analyst 投資分析員	2 244	96	2 340	2 340
Investment Officer 投資主任	2 762	33	2 795	2 799
Sales Officer – Investment Products 銷售主任—投資產品	2 849	-	2 849	2 865
Sales Officer – Securities 銷售主任—證券	334	-	334	334
Securities Settlement Officer 證券交收結算主任	1 949	1	1 950	1 950
Insurance Products Officer 保險產品主任	184	-	184	184
Mandatory Provident Fund Officer 強制性公積金主任	450	20	470	472
Operations Officer 運作主任	5 982	76	6 058	6 059
Sales Officer – Insurance Products 銷售主任—保險產品	158	-	158	158
Telecommunications Officer 電訊主任	84	-	84	84
Trade Finance Operations Officer 貿易融資運作主任	1 223	-	1 223	1 228
Trust Officer 信託主任	168	-	168	168
Credit Analyst 授信分析員	885	6	891	891
Credit Card Officer 信用卡主任	743	-	743	743
Credit Information Officer 資信調查主任	204	-	204	204

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	2 843	14	2 857	2 842
Hire Purchase/Leasing Officer 分期付款／租賃主任	213	1	214	214
Business Development Officer 業務發展主任	2 562	2	2 564	2 540
Liaison Officer 聯絡主任	206	6	212	212
Marketing Officer 市場推廣主任	2 076	3	2 079	2 060
Telemarketing Officer 電話市場推廣主任	401	2	403	405
Accounting Officer 會計主任	1 893	8	1 901	1 909
Computer Operations Officer 電腦運作主任	824	15	839	838
IT Audit Officer 資訊科技稽核主任	84	2	86	86
Programmer/Technology Officer 程式員／科技主任	2 149	14	2 163	2 170
Systems Analyst 系統分析員	1 509	9	1 518	1 518
Human Resources Officer 人力資源主任	909	-	909	908
Training Officer/Instructor 訓練主任／導師	185	4	189	189
Compliance Officer 條例執行主任	458	-	458	464
Internal Audit Officer 內部稽核主任	574	3	577	579
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	192	-	192	192
Other Supervisor 其他主管	3 789	20	3 809	3 804
<b>Sub-total 小計</b>	<b>50 743</b>	<b>492</b>	<b>51 235</b>	<b>51 165</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	1 675	-	1 675	1 672
Securities and Futures Assistant 證券及期貨助理	6 210	48	6 258	6 308
Securities Settlement Clerk 證券交收結算文員	1 945	5	1 950	1 966
Cashier 出納員	781	-	781	655
General Clerk 一般文員	9 264	37	9 301	9 252
Mailing Clerk 郵遞文員	255	-	255	255
Receptionist/Telephone Operator 接待員／電話操作員	643	1	644	650

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	862	-	862	862
Trade Finance Operations Clerk 貿易融資運作文員	1 377	1	1 378	1 384
Teller 櫃檯員	9 920	115	10 035	10 061
Credit/Loan Clerk 授信／放款文員	3 709	24	3 733	3 706
Telemarketing Representative 電話市場推廣代表	1 040	18	1 058	1 068
Accounting Clerk 會計文員	2 017	-	2 017	2 019
Computer Operator 電腦操作員	1 091	2	1 093	1 099
Internal Audit Clerk 內部稽核文員	162	-	162	162
<b>Sub-total 小計</b>	<b>40 951</b>	<b>251</b>	<b>41 202</b>	<b>41 119</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	11 655	82	11 737	11 740
<b>Sub-total 小計</b>	<b>11 655</b>	<b>82</b>	<b>11 737</b>	<b>11 740</b>
<b>Total 總計</b>	<b>129 088</b>	<b>926</b>	<b>130 014</b>	<b>129 899</b>

Table 1.1 : Manpower Statistics  
(Licensed Banks, Restricted Licence Banks  
and Local Representative Offices of Foreign Banks)

表 1.1 : 人力資料  
(持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處)

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後 的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	136	-	136	136
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／ 總經理	374	-	374	374
Chief Representative 首席代表	49	-	49	48
Manager - Administration 經理—行政	203	-	203	202
Manager - Branch Operations 經理—分行運作	227	3	230	230
Zone/District Manager 區域經理	153	-	153	153
Head of Treasury and Capital Markets 庫務及資本市場主管	151	4	155	155
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／ 債務市場	504	21	525	531
Manager - Settlement 經理—結算	162	-	162	162
Risk Manager 風險經理	488	1	489	494
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	149	2	151	151
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	902	2	904	904
Manager - Investment Services 經理—投資服務	590	-	590	590
Manager - Private Banking 經理—私人銀行	1 208	-	1 208	1 208
Manager - Securities/Custodian Services 經理—證券／代管人服務	108	-	108	108
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	131	-	131	131
Manager - Branch 經理—分行	1 930	7	1 937	1 895
Manager - Insurance Products 經理—保險產品	98	-	98	101
Manager - Mandatory Provident Fund 經理—強制性公積金	60	-	60	60

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	445	-	445	448
Manager - Trust 經理—信託	84	-	84	87
Manager - Credit 經理—授信	787	6	793	810
Manager - Credit Card 經理—信用卡	234	-	234	239
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	232	-	232	232
Manager - Business Development 經理—業務發展	564	-	564	566
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	1 526	-	1 526	1 530
Manager - Liaison 經理—聯絡	13	-	13	13
Manager - Marketing/Product Development 經理—市場推廣／產品開發	423	1	424	424
Chief Financial Officer/Financial Controller 總財務主任／財務監督	73	3	76	76
Manager - Accounting 經理—會計	432	2	434	436
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	1 168	-	1 168	1 173
E-Commerce Manager 電子商貿經理	277	-	277	277
Manager - Human Resources 經理—人力資源	343	-	343	343
Manager - Training/Learning and Development 經理—訓練／學習及培訓	142	-	142	142
Company Secretary 公司秘書	54	-	54	54
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	49	-	49	49
Legal Adviser 法律顧問	185	-	185	185
Manager - Compliance 經理—條例執行	297	1	298	311
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	102	-	102	105
Manager - Internal Audit 經理—內部稽核	264	-	264	264
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	96	-	96	96

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	99	-	99	99
Other Manager 其他經理	2 750	12	2 762	2 762
<b>Sub-total 小計</b>	<b>18 262</b>	<b>65</b>	<b>18 327</b>	<b>18 354</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	891	6	897	893
Management Trainee 見習主任	392	12	404	404
Representative 代表	49	-	49	48
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	912	8	920	920
Remittances Officer 匯兌主任	438	-	438	438
Settlement Officer 結算主任	411	1	412	412
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	2 464	23	2 487	2 436
Investment Analyst 投資分析員	945	93	1 038	1 038
Investment Officer 投資主任	1 018	-	1 018	1 018
Sales Officer – Investment Products 銷售主任—投資產品	1 314	-	1 314	1 314
Sales Officer – Securities 銷售主任—證券	253	-	253	253
Securities Settlement Officer 證券交收結算主任	770	-	770	770
Insurance Products Officer 保險產品主任	174	-	174	174
Mandatory Provident Fund Officer 強制性公積金主任	79	-	79	81
Operations Officer 運作主任	5 677	76	5 753	5 754
Sales Officer – Insurance Products 銷售主任—保險產品	157	-	157	157
Telecommunications Officer 電訊主任	79	-	79	79
Trade Finance Operations Officer 貿易融資運作主任	1 024	-	1 024	1 029
Trust Officer 信託主任	119	-	119	119
Credit Analyst 授信分析員	689	6	695	695
Credit Card Officer 信用卡主任	598	-	598	598
Credit Information Officer 資信調查主任	160	-	160	160



Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	2 003	9	2 012	1 997
Hire Purchase/Leasing Officer 分期付款／租賃主任	160	-	160	160
Business Development Officer 業務發展主任	2 296	-	2 296	2 272
Liaison Officer 聯絡主任	33	6	39	39
Marketing Officer 市場推廣主任	1 801	3	1 804	1 785
Telemarketing Officer 電話市場推廣主任	260	-	260	262
Accounting Officer 會計主任	1 083	7	1 090	1 098
Computer Operations Officer 電腦運作主任	508	3	511	510
IT Audit Officer 資訊科技稽核主任	43	-	43	43
Programmer/Technology Officer 程式員／科技主任	1 731	1	1 732	1 739
Systems Analyst 系統分析員	1 050	-	1 050	1 050
Human Resources Officer 人力資源主任	534	-	534	533
Training Officer/Instructor 訓練主任／導師	149	-	149	149
Compliance Officer 條例執行主任	253	-	253	259
Internal Audit Officer 內部稽核主任	476	3	479	479
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	173	-	173	173
Other Supervisor 其他主管	3 095	6	3 101	3 101
<b>Sub-total 小計</b>	<b>34 261</b>	<b>263</b>	<b>34 524</b>	<b>34 439</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	340	-	340	340
Securities and Futures Assistant 證券及期貨助理	916	-	916	913
Securities Settlement Clerk 證券交收結算文員	434	-	434	434
Cashier 出納員	778	-	778	652
General Clerk 一般文員	6 826	-	6 826	6 778
Mailing Clerk 郵遞文員	113	-	113	113
Receptionist/Telephone Operator 接待員／電話操作員	303	-	303	303

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	818	-	818	818
Trade Finance Operations Clerk 貿易融資運作文員	1 297	1	1 298	1 304
Teller 櫃檯員	9 916	115	10 031	10 057
Credit/Loan Clerk 授信／放款文員	2 063	1	2 064	2 045
Telemarketing Representative 電話市場推廣代表	534	-	534	544
Accounting Clerk 會計文員	791	-	791	788
Computer Operator 電腦操作員	433	-	433	437
Internal Audit Clerk 內部稽核文員	91	-	91	91
<b>Sub-total 小計</b>	<b>25 653</b>	<b>117</b>	<b>25 770</b>	<b>25 617</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	9 768	66	9 834	9 837
<b>Sub-total 小計</b>	<b>9 768</b>	<b>66</b>	<b>9 834</b>	<b>9 837</b>
<b>Total 總計</b>	<b>87 944</b>	<b>511</b>	<b>88 455</b>	<b>88 247</b>

Table 1.2 : Manpower Statistics  
(Deposit-taking Companies)

表 1.2 : 人力資料  
(接受存款公司)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	12	-	12	12
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／總經理	29	-	29	29
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	9	-	9	9
Manager - Branch Operations 經理—分行運作	5	-	5	5
Zone/District Manager 區域經理	5	-	5	5
Head of Treasury and Capital Markets 庫務及資本市場主管	6	-	6	6
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／債務市場	9	2	11	11
Manager - Settlement 經理—結算	3	-	3	3
Risk Manager 風險經理	4	-	4	4
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	3	-	3	3
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	4	-	4	4
Manager - Investment Services 經理—投資服務	8	-	8	8
Manager - Private Banking 經理—私人銀行	5	-	5	5
Manager - Securities/Custodian Services 經理—證券／代管人服務	-	-	-	-
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	2	-	2	2
Manager - Branch 經理—分行	45	1	46	46
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	20	-	20	20
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	31	-	31	31
Manager - Credit Card 經理—信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	1	-	1	1
Manager - Business Development 經理—業務發展	12	-	12	12
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	14	-	14	14
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	18	-	18	18
Chief Financial Officer/Financial Controller 總財務主任／財務監督	8	-	8	8
Manager - Accounting 經理—會計	10	-	10	10
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	9	-	9	9
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理—人力資源	4	-	4	4
Manager - Training/Learning and Development 經理—訓練／學習及培訓	2	-	2	2
Company Secretary 公司秘書	5	-	5	5
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	-	-	-	-
Legal Adviser 法律顧問	3	-	3	3
Manager - Compliance 經理—條例執行	6	-	6	6
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	-	-	-	-
Manager - Internal Audit 經理—內部稽核	6	-	6	6
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-
Other Manager 其他經理	1	1	2	2
<b>Sub-total 小計</b>	<b>299</b>	<b>4</b>	<b>303</b>	<b>303</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	14	-	14	14
Management Trainee 見習主任	-	-	-	-
Representative 代表	-	-	-	-
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	19	-	19	19
Remittances Officer 匯兌主任	11	-	11	11
Settlement Officer 結算主任	31	-	31	31
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	1	-	1	1
Investment Analyst 投資分析員	5	-	5	5
Investment Officer 投資主任	2	-	2	2
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-
Sales Officer – Securities 銷售主任—證券	-	-	-	-
Securities Settlement Officer 證券交收結算主任	-	-	-	-
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	58	-	58	58
Sales Officer – Insurance Products 銷售主任—保險產品	1	-	1	1
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	28	-	28	28
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	15	-	15	15
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	39	-	39	39
Hire Purchase/Leasing Officer 分期付款／租賃主任	5	1	6	6
Business Development Officer 業務發展主任	17	-	17	17
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	28	-	28	28
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	21	-	21	21
Computer Operations Officer 電腦運作主任	6	-	6	6
IT Audit Officer 資訊科技稽核主任	1	-	1	1
Programmer/Technology Officer 程式員／科技主任	13	-	13	13
Systems Analyst 系統分析員	10	-	10	10
Human Resources Officer 人力資源主任	12	-	12	12
Training Officer/Instructor 訓練主任／導師	2	-	2	2
Compliance Officer 條例執行主任	7	-	7	7
Internal Audit Officer 內部稽核主任	19	-	19	19
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	3	1	4	4
<b>Sub-total 小計</b>	<b>368</b>	<b>2</b>	<b>370</b>	<b>370</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	-	-	-	-
Securities and Futures Assistant 證券及期貨助理	1	-	1	1
Securities Settlement Clerk 證券交收結算文員	1	-	1	1
Cashier 出納員	3	-	3	3
General Clerk 一般文員	48	-	48	48
Mailing Clerk 郵遞文員	4	-	4	4
Receptionist/Telephone Operator 接待員／電話操作員	15	-	15	15

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	16	-	16	16
Trade Finance Operations Clerk 貿易融資運作文員	41	-	41	41
Teller 櫃檯員	4	-	4	4
Credit/Loan Clerk 授信／放款文員	226	8	234	234
Telemarketing Representative 電話市場推廣代表	1	-	1	1
Accounting Clerk 會計文員	27	-	27	27
Computer Operator 電腦操作員	15	-	15	15
Internal Audit Clerk 內部稽核文員	8	-	8	8
<b>Sub-total 小計</b>	<b>410</b>	<b>8</b>	<b>418</b>	<b>418</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	45	2	47	47
<b>Sub-total 小計</b>	<b>45</b>	<b>2</b>	<b>47</b>	<b>47</b>
<b>Total 總計</b>	<b>1 122</b>	<b>16</b>	<b>1 138</b>	<b>1 138</b>

Table 1.3 : Manpower Statistics  
(Investment and Holding Companies)

表 1.3 : 人力資料  
(投資及控股公司)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	5	-	5	5
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／ 總經理	42	-	42	41
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	17	-	17	17
Manager - Branch Operations 經理—分行運作	-	-	-	-
Zone/District Manager 區域經理	-	-	-	-
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／ 債務市場	-	-	-	-
Manager - Settlement 經理—結算	-	-	-	-
Risk Manager 風險經理	-	-	-	-
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	192	-	192	191
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	26	-	26	26
Manager - Investment Services 經理—投資服務	158	-	158	158
Manager - Private Banking 經理—私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理—證券／代管人服務	8	-	8	8
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	13	-	13	13
Manager - Branch 經理—分行	-	-	-	-
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-



Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	-	-	-	-
Manager - Credit Card 經理—信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	12	-	12	10
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	-	-	-	-
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	9	-	9	9
Chief Financial Officer/Financial Controller 總財務主任／財務監督	43	-	43	43
Manager - Accounting 經理—會計	70	-	70	70
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	14	-	14	14
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理—人力資源	19	-	19	19
Manager - Training/Learning and Development 經理—訓練／學習及培訓	8	-	8	8
Company Secretary 公司秘書	14	-	14	14
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	34	-	34	34
Legal Adviser 法律顧問	8	-	8	8
Manager - Compliance 經理—條例執行	10	-	10	10
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	11	-	11	11
Manager - Internal Audit 經理—內部稽核	9	-	9	9
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	5	-	5	5
Other Manager 其他經理	-	-	-	-
<b>Sub-total 小計</b>	<b>727</b>	<b>-</b>	<b>727</b>	<b>723</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	37	-	37	37
Management Trainee 見習主任	-	-	-	-
Representative 代表	-	-	-	-
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-
Remittances Officer 匯兌主任	-	-	-	-
Settlement Officer 結算主任	-	-	-	-
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	17	25	42	42
Investment Analyst 投資分析員	263	-	263	263
Investment Officer 投資主任	700	-	700	700
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-
Sales Officer – Securities 銷售主任—證券	-	-	-	-
Securities Settlement Officer 證券交收結算主任	10	-	10	10
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	39	-	39	39
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	-	-	-	-
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	-	-	-	-
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	-	-	-
Business Development Officer 業務發展主任	12	-	12	12
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	12	-	12	12
Telemarketing Officer 電話市場推廣主任	3	-	3	3
Accounting Officer 會計主任	173	-	173	173
Computer Operations Officer 電腦運作主任	26	-	26	26
IT Audit Officer 資訊科技稽核主任	10	-	10	10
Programmer/Technology Officer 程式員／科技主任	29	8	37	37
Systems Analyst 系統分析員	20	8	28	28
Human Resources Officer 人力資源主任	52	-	52	52
Training Officer/Instructor 訓練主任／導師	-	-	-	-
Compliance Officer 條例執行主任	16	-	16	16
Internal Audit Officer 內部稽核主任	7	-	7	7
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	5	-	5	5
<b>Sub-total 小計</b>	<b>1 431</b>	<b>41</b>	<b>1 472</b>	<b>1 472</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	-	-	-	-
Securities and Futures Assistant 證券及期貨助理	83	-	83	83
Securities Settlement Clerk 證券交收結算文員	35	-	35	35
Cashier 出納員	-	-	-	-
General Clerk 一般文員	302	-	302	305
Mailing Clerk 郵遞文員	40	-	40	40
Receptionist/Telephone Operator 接待員／電話操作員	45	-	45	45

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	-	-	-	-
Telemarketing Representative 電話市場推廣代表	20	-	20	20
Accounting Clerk 會計文員	227	-	227	227
Computer Operator 電腦操作員	40	-	40	40
Internal Audit Clerk 內部稽核文員	8	-	8	8
<b>Sub-total 小計</b>	<b>800</b>	<b>-</b>	<b>800</b>	<b>803</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	145	-	145	145
<b>Sub-total 小計</b>	<b>145</b>	<b>-</b>	<b>145</b>	<b>145</b>
<b>Total 總計</b>	<b>3 103</b>	<b>41</b>	<b>3 144</b>	<b>3 143</b>

Table 1.4 : Manpower Statistics  
(Personal Loans and Related Companies)

表 1.4 : 人力資料  
(私人貸款及有關公司)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	3	-	3	3
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／ 總經理	29	-	29	29
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	21	-	21	21
Manager - Branch Operations 經理—分行運作	9	-	9	9
Zone/District Manager 區域經理	16	-	16	16
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／ 債務市場	-	-	-	-
Manager - Settlement 經理—結算	-	-	-	-
Risk Manager 風險經理	1	-	1	1
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	-	-	-	-
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	-	-
Manager - Investment Services 經理—投資服務	-	-	-	-
Manager - Private Banking 經理—私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理—證券／代管人服務	-	-	-	-
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	-	-	-	-
Manager - Branch 經理—分行	60	-	60	60
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	371	1	372	372
Manager - Credit Card 經理—信用卡	5	-	5	5
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	11	-	11	11
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	1	-	1	1
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	40	-	40	40
Chief Financial Officer/Financial Controller 總財務主任／財務監督	2	-	2	2
Manager - Accounting 經理—會計	18	-	18	18
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	4	-	4	4
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理—人力資源	8	-	8	8
Manager - Training/Learning and Development 經理—訓練／學習及培訓	4	-	4	4
Company Secretary 公司秘書	2	-	2	2
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	-	-	-	-
Legal Adviser 法律顧問	4	-	4	4
Manager - Compliance 經理—條例執行	4	-	4	4
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	6	-	6	6
Manager - Internal Audit 經理—內部稽核	8	-	8	8
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-
Other Manager 其他經理	-	-	-	-
<b>Sub-total 小計</b>	<b>627</b>	<b>1</b>	<b>628</b>	<b>628</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	12	-	12	12
Management Trainee 見習主任	-	-	-	-
Representative 代表	-	-	-	-
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-
Remittances Officer 匯兌主任	-	-	-	-
Settlement Officer 結算主任	-	-	-	-
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	-	-	-
Investment Analyst 投資分析員	-	-	-	-
Investment Officer 投資主任	13	-	13	13
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-
Sales Officer – Securities 銷售主任—證券	-	-	-	-
Securities Settlement Officer 證券交收結算主任	-	-	-	-
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	18	-	18	18
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	97	-	97	97
Credit Card Officer 信用卡主任	6	-	6	6
Credit Information Officer 資信調查主任	14	-	14	14

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	678	3	681	681
Hire Purchase/Leasing Officer 分期付款／租賃主任	22	-	22	22
Business Development Officer 業務發展主任	46	-	46	46
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	59	-	59	59
Telemarketing Officer 電話市場推廣主任	35	-	35	35
Accounting Officer 會計主任	50	-	50	50
Computer Operations Officer 電腦運作主任	7	-	7	7
IT Audit Officer 資訊科技稽核主任	-	-	-	-
Programmer/Technology Officer 程式員／科技主任	12	1	13	13
Systems Analyst 系統分析員	-	-	-	-
Human Resources Officer 人力資源主任	24	-	24	24
Training Officer/Instructor 訓練主任／導師	4	-	4	4
Compliance Officer 條例執行主任	9	-	9	9
Internal Audit Officer 內部稽核主任	8	-	8	8
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	-	-	-	-
<b>Sub-total 小計</b>	<b>1 114</b>	<b>4</b>	<b>1 118</b>	<b>1 118</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	-	-	-	-
Securities and Futures Assistant 證券及期貨助理	-	-	-	-
Securities Settlement Clerk 證券交收結算文員	-	-	-	-
Cashier 出納員	-	-	-	-
General Clerk 一般文員	100	-	100	100
Mailing Clerk 郵遞文員	2	-	2	2
Receptionist/Telephone Operator 接待員／電話操作員	10	1	11	11



Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	944	13	957	957
Telemarketing Representative 電話市場推廣代表	91	10	101	101
Accounting Clerk 會計文員	55	-	55	55
Computer Operator 電腦操作員	42	-	42	42
Internal Audit Clerk 內部稽核文員	8	-	8	8
<b>Sub-total 小計</b>	<b>1 252</b>	<b>24</b>	<b>1 276</b>	<b>1 276</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	63	-	63	63
<b>Sub-total 小計</b>	<b>63</b>	<b>-</b>	<b>63</b>	<b>63</b>
<b>Total 總計</b>	<b>3 056</b>	<b>29</b>	<b>3 085</b>	<b>3 085</b>

Table 1.5 : Manpower Statistics  
(Stock and Share Companies)

表 1.5 : 人力資料  
(股票公司)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	23	-	23	23
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／總經理	154	-	154	154
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	54	-	54	54
Manager - Branch Operations 經理—分行運作	7	-	7	7
Zone/District Manager 區域經理	-	-	-	-
Head of Treasury and Capital Markets 庫務及資本市場主管	1	-	1	1
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／債務市場	4	-	4	4
Manager - Settlement 經理—結算	53	-	53	53
Risk Manager 風險經理	8	-	8	8
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	15	-	15	15
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	20	-	20	24
Manager - Investment Services 經理—投資服務	34	-	34	34
Manager - Private Banking 經理—私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理—證券／代管人服務	4	-	4	4
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	692	-	692	692
Manager - Branch 經理—分行	18	-	18	18
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	1	-	1	1
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	17	-	17	17
Manager - Credit Card 經理—信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	12	-	12	16
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	1	-	1	1
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	7	-	7	7
Chief Financial Officer/Financial Controller 總財務主任／財務監督	35	-	35	35
Manager - Accounting 經理—會計	64	-	64	64
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	56	-	56	56
E-Commerce Manager 電子商貿經理	5	-	5	5
Manager - Human Resources 經理—人力資源	25	-	25	25
Manager - Training/Learning and Development 經理—訓練／學習及培訓	-	-	-	-
Company Secretary 公司秘書	5	-	5	5
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	9	-	9	9
Legal Adviser 法律顧問	10	-	10	10
Manager - Compliance 經理—條例執行	40	-	40	40
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	2	-	2	2
Manager - Internal Audit 經理—內部稽核	12	-	12	12
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	1	-	1	1
Other Manager 其他經理	64	-	64	64
<b>Sub-total 小計</b>	<b>1 453</b>	<b>-</b>	<b>1 453</b>	<b>1 461</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	66	-	66	66
Management Trainee 見習主任	5	-	5	5
Representative 代表	-	-	-	-
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	24	-	24	24
Remittances Officer 匯兌主任	-	-	-	-
Settlement Officer 結算主任	18	-	18	18
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	95	-	95	98
Investment Analyst 投資分析員	117	-	117	117
Investment Officer 投資主任	119	-	119	119
Sales Officer – Investment Products 銷售主任—投資產品	130	-	130	130
Sales Officer – Securities 銷售主任—證券	42	-	42	42
Securities Settlement Officer 證券交收結算主任	922	-	922	922
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	12	-	12	12
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	5	-	5	5
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	9	-	9	9
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	10	-	10	10

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	31	-	31	31
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	-	-	-
Business Development Officer 業務發展主任	3	-	3	3
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	11	-	11	11
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	206	-	206	206
Computer Operations Officer 電腦運作主任	120	10	130	130
IT Audit Officer 資訊科技稽核主任	-	-	-	-
Programmer/Technology Officer 程式員／科技主任	51	-	51	51
Systems Analyst 系統分析員	58	-	58	58
Human Resources Officer 人力資源主任	70	-	70	70
Training Officer/Instructor 訓練主任／導師	-	-	-	-
Compliance Officer 條例執行主任	56	-	56	56
Internal Audit Officer 內部稽核主任	19	-	19	19
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	5	-	5	5
<b>Sub-total 小計</b>	<b>2 204</b>	<b>10</b>	<b>2 214</b>	<b>2 217</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	-	-	-	-
Securities and Futures Assistant 證券及期貨助理	3 976	22	3 998	4 046
Securities Settlement Clerk 證券交收結算文員	1 162	1	1 163	1 175
Cashier 出納員	-	-	-	-
General Clerk 一般文員	296	2	298	298
Mailing Clerk 郵遞文員	14	-	14	14
Receptionist/Telephone Operator 接待員／電話操作員	83	-	83	83

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後 的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-
Trade Finance Operations Clerk 貿易融資運作文員	3	-	3	3
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	161	-	161	161
Telemarketing Representative 電話市場推廣代表	-	-	-	-
Accounting Clerk 會計文員	453	-	453	453
Computer Operator 電腦操作員	163	-	163	163
Internal Audit Clerk 內部稽核文員	7	-	7	7
<b>Sub-total 小計</b>	<b>6 318</b>	<b>25</b>	<b>6 343</b>	<b>6 403</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	457	6	463	463
<b>Sub-total 小計</b>	<b>457</b>	<b>6</b>	<b>463</b>	<b>463</b>
<b>Total 總計</b>	<b>10 432</b>	<b>41</b>	<b>10 473</b>	<b>10 544</b>

Table 1.6 : Manpower Statistics  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 1.6 : 人力資料  
(期貨及黃金經紀/交易商)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理/董事助理	-	-	-	-
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/常務董事/總經理	11	-	11	11
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	3	-	3	3
Manager - Branch Operations 經理—分行運作	-	-	-	-
Zone/District Manager 區域經理	3	-	3	3
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/利率產品/債務市場	5	-	5	5
Manager - Settlement 經理—結算	5	-	5	5
Risk Manager 風險經理	2	-	2	2
Chief Investment Officer/Manager - Investment 總投資主任/經理—投資	14	-	14	14
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-
Manager - Investment Services 經理—投資服務	2	-	2	2
Manager - Private Banking 經理—私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理—證券/代管人服務	-	-	-	-
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	68	-	68	68
Manager - Branch 經理—分行	-	-	-	-
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	-	-	-	-
Manager - Credit Card 經理—信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	1	-	1	1
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	-	-	-	-
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	2	-	2	2
Chief Financial Officer/Financial Controller 總財務主任／財務監督	-	-	-	-
Manager - Accounting 經理—會計	1	-	1	1
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	3	-	3	3
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理—人力資源	-	-	-	-
Manager - Training/Learning and Development 經理—訓練／學習及培訓	-	-	-	-
Company Secretary 公司秘書	-	-	-	-
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	1	-	1	1
Legal Adviser 法律顧問	-	-	-	-
Manager - Compliance 經理—條例執行	1	-	1	1
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	-	-	-	-
Manager - Internal Audit 經理—內部稽核	2	-	2	2
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-



Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-
Other Manager 其他經理	-	-	-	-
<b>Sub-total 小計</b>	<b>124</b>	<b>-</b>	<b>124</b>	<b>124</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	5	-	5	5
Management Trainee 見習主任	-	-	-	-
Representative 代表	-	-	-	-
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	11	-	11	11
Remittances Officer 匯兌主任	-	-	-	-
Settlement Officer 結算主任	-	-	-	-
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	23	-	23	23
Investment Analyst 投資分析員	9	-	9	9
Investment Officer 投資主任	6	-	6	6
Sales Officer – Investment Products 銷售主任—投資產品	21	-	21	21
Sales Officer – Securities 銷售主任—證券	7	-	7	7
Securities Settlement Officer 證券交收結算主任	76	-	76	76
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	2	-	2	2
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	-	-	-	-
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	-	-	-	-
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	-	-	-
Business Development Officer 業務發展主任	2	-	2	2
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	3	-	3	3
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	14	1	15	15
Computer Operations Officer 電腦運作主任	4	-	4	4
IT Audit Officer 資訊科技稽核主任	-	-	-	-
Programmer/Technology Officer 程式員／科技主任	6	-	6	6
Systems Analyst 系統分析員	1	-	1	1
Human Resources Officer 人力資源主任	4	-	4	4
Training Officer/Instructor 訓練主任／導師	-	-	-	-
Compliance Officer 條例執行主任	2	-	2	2
Internal Audit Officer 內部稽核主任	-	-	-	-
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	-	-	-	-
<b>Sub-total 小計</b>	<b>196</b>	<b>1</b>	<b>197</b>	<b>197</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	-	-	-	-
Securities and Futures Assistant 證券及期貨助理	317	25	342	344
Securities Settlement Clerk 證券交收結算文員	64	-	64	70
Cashier 出納員	-	-	-	-
General Clerk 一般文員	14	-	14	14
Mailing Clerk 郵遞文員	-	-	-	-
Receptionist/Telephone Operator 接待員／電話操作員	13	-	13	19

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	-	-	-	-
Telemarketing Representative 電話市場推廣代表	6	-	6	6
Accounting Clerk 會計文員	20	-	20	20
Computer Operator 電腦操作員	6	-	6	6
Internal Audit Clerk 內部稽核文員	-	-	-	-
<b>Sub-total 小計</b>	<b>440</b>	<b>25</b>	<b>465</b>	<b>479</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	24	-	24	24
<b>Sub-total 小計</b>	<b>24</b>	<b>-</b>	<b>24</b>	<b>24</b>
<b>Total 總計</b>	<b>784</b>	<b>26</b>	<b>810</b>	<b>824</b>

Table 1.7 : Manpower Statistics  
(Stock, Bullion and Commodity Exchanges and  
Statutory Bodies in the Banking and Finance Industry)

表 1.7 : 人力資料  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後 的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	2	-	2	2
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／ 總經理	8	1	9	9
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	6	-	6	6
Manager - Branch Operations 經理—分行運作	-	-	-	-
Zone/District Manager 區域經理	-	-	-	-
Head of Treasury and Capital Markets 庫務及資本市場主管	5	-	5	5
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／ 債務市場	5	-	5	5
Manager - Settlement 經理—結算	2	-	2	2
Risk Manager 風險經理	1	-	1	1
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	1	1	2	2
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	3	2	5	5
Manager - Investment Services 經理—投資服務	-	-	-	-
Manager - Private Banking 經理—私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理—證券／代管人服務	2	-	2	2
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	-	-	-	-
Manager - Branch 經理—分行	-	-	-	-
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	-	-	-	-
Manager - Credit Card 經理—信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	1	-	1	1
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	-	-	-	-
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	11	-	11	11
Chief Financial Officer/Financial Controller 總財務主任／財務監督	4	-	4	4
Manager - Accounting 經理—會計	11	-	11	11
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	69	-	69	69
E-Commerce Manager 電子商貿經理	4	-	4	4
Manager - Human Resources 經理—人力資源	8	-	8	8
Manager - Training/Learning and Development 經理—訓練／學習及培訓	2	-	2	2
Company Secretary 公司秘書	3	-	3	3
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	8	1	9	9
Legal Adviser 法律顧問	14	-	14	14
Manager - Compliance 經理—條例執行	-	-	-	-
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	19	-	19	19
Manager - Internal Audit 經理—內部稽核	9	-	9	9
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	2	-	2	2
Other Manager 其他經理	716	-	716	716
<b>Sub-total 小計</b>	<b>916</b>	<b>5</b>	<b>921</b>	<b>921</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	1	-	1	1
Management Trainee 見習主任	5	1	6	6
Representative 代表	3	-	3	3
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-
Remittances Officer 匯兌主任	-	-	-	-
Settlement Officer 結算主任	4	-	4	4
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	-	-	-
Investment Analyst 投資分析員	1	-	1	1
Investment Officer 投資主任	-	-	-	-
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-
Sales Officer – Securities 銷售主任—證券	-	-	-	-
Securities Settlement Officer 證券交收結算主任	2	-	2	2
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	1	-	1	1
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	-	-	-	-
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	-	-	-	-
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	-	-	-
Business Development Officer 業務發展主任	-	-	-	-
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	7	-	7	7
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	20	-	20	20
Computer Operations Officer 電腦運作主任	23	-	23	23
IT Audit Officer 資訊科技稽核主任	1	-	1	1
Programmer/Technology Officer 程式員／科技主任	23	-	23	23
Systems Analyst 系統分析員	77	-	77	77
Human Resources Officer 人力資源主任	16	-	16	16
Training Officer/Instructor 訓練主任／導師	5	-	5	5
Compliance Officer 條例執行主任	-	-	-	-
Internal Audit Officer 內部稽核主任	4	-	4	4
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	603	5	608	603
<b>Sub-total 小計</b>	<b>796</b>	<b>6</b>	<b>802</b>	<b>797</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	-	-	-	-
Securities and Futures Assistant 證券及期貨助理	-	-	-	-
Securities Settlement Clerk 證券交收結算文員	3	-	3	3
Cashier 出納員	-	-	-	-
General Clerk 一般文員	312	19	331	331
Mailing Clerk 郵遞文員	7	-	7	7
Receptionist/Telephone Operator 接待員／電話操作員	10	-	10	10

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	-	-	-	-
Telemarketing Representative 電話市場推廣代表	-	-	-	-
Accounting Clerk 會計文員	11	-	11	13
Computer Operator 電腦操作員	29	-	29	29
Internal Audit Clerk 內部稽核文員	-	-	-	-
<b>Sub-total 小計</b>	<b>372</b>	<b>19</b>	<b>391</b>	<b>393</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	232	4	236	236
<b>Sub-total 小計</b>	<b>232</b>	<b>4</b>	<b>236</b>	<b>236</b>
<b>Total 總計</b>	<b>2 316</b>	<b>34</b>	<b>2 350</b>	<b>2 347</b>



Table 1.8 : Manpower Statistics  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 1.8 : 人力資料  
(兌換商及外匯經紀/交易商)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理/董事助理	-	-	-	-
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/常務董事/總經理	17	-	17	17
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	-	-	-	-
Manager - Branch Operations 經理—分行運作	-	-	-	-
Zone/District Manager 區域經理	-	-	-	-
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/利率產品/債務市場	102	-	102	102
Manager - Settlement 經理—結算	7	-	7	7
Risk Manager 風險經理	-	-	-	-
Chief Investment Officer/Manager - Investment 總投資主任/經理—投資	-	-	-	-
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-
Manager - Investment Services 經理—投資服務	20	-	20	20
Manager - Private Banking 經理—私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理—證券/代管人服務	-	-	-	-
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	-	-	-	-
Manager - Branch 經理—分行	-	-	-	-
Manager - Insurance Products 經理—保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-
Manager - Trust 經理—信託	-	-	-	-
Manager - Credit 經理—授信	-	-	-	-
Manager - Credit Card 經理—信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	-	-	-	-
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	-	-	-	-
Manager - Liaison 經理—聯絡	-	-	-	-
Manager - Marketing/Product Development 經理—市場推廣／產品開發	2	-	2	2
Chief Financial Officer/Financial Controller 總財務主任／財務監督	-	-	-	-
Manager - Accounting 經理—會計	5	-	5	5
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	3	-	3	3
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理—人力資源	2	-	2	2
Manager - Training/Learning and Development 經理—訓練／學習及培訓	-	-	-	-
Company Secretary 公司秘書	-	-	-	-
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	-	-	-	-
Legal Adviser 法律顧問	-	-	-	-
Manager - Compliance 經理—條例執行	-	-	-	-
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	-	-	-	-
Manager - Internal Audit 經理—內部稽核	-	-	-	-
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-
Other Manager 其他經理	-	-	-	-
<b>Sub-total 小計</b>	<b>158</b>	<b>-</b>	<b>158</b>	<b>158</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	7	-	7	7
Management Trainee 見習主任	-	-	-	-
Representative 代表	-	-	-	-
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	204	-	204	195
Remittances Officer 匯兌主任	144	-	144	144
Settlement Officer 結算主任	23	-	23	23
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	-	-	-
Investment Analyst 投資分析員	-	-	-	-
Investment Officer 投資主任	-	-	-	-
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-
Sales Officer – Securities 銷售主任—證券	-	-	-	-
Securities Settlement Officer 證券交收結算主任	-	-	-	-
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	-	-	-	-
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	-	-	-	-
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	-	-	-	-

Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	-	-	-	-
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	-	-	-
Business Development Officer 業務發展主任	-	-	-	-
Liaison Officer 聯絡主任	-	-	-	-
Marketing Officer 市場推廣主任	3	-	3	3
Telemarketing Officer 電話市場推廣主任	7	-	7	7
Accounting Officer 會計主任	5	-	5	5
Computer Operations Officer 電腦運作主任	3	-	3	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-
Programmer/Technology Officer 程式員／科技主任	4	-	4	4
Systems Analyst 系統分析員	3	-	3	3
Human Resources Officer 人力資源主任	5	-	5	5
Training Officer/Instructor 訓練主任／導師	-	-	-	-
Compliance Officer 條例執行主任	3	-	3	3
Internal Audit Officer 內部稽核主任	-	-	-	-
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Other Supervisor 其他主管	-	-	-	-
<b>Sub-total 小計</b>	<b>411</b>	<b>-</b>	<b>411</b>	<b>402</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	1 176	-	1 176	1 173
Securities and Futures Assistant 證券及期貨助理	-	-	-	-
Securities Settlement Clerk 證券交收結算文員	-	-	-	-
Cashier 出納員	-	-	-	-
General Clerk 一般文員	25	-	25	25
Mailing Clerk 郵遞文員	-	-	-	-
Receptionist/Telephone Operator 接待員／電話操作員	4	-	4	4

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	-	-	-	-
Telemarketing Representative 電話市場推廣代表	-	-	-	-
Accounting Clerk 會計文員	21	-	21	21
Computer Operator 電腦操作員	2	-	2	2
Internal Audit Clerk 內部稽核文員	-	-	-	-
<b>Sub-total 小計</b>	<b>1 228</b>	<b>-</b>	<b>1 228</b>	<b>1 225</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	29	-	29	29
<b>Sub-total 小計</b>	<b>29</b>	<b>-</b>	<b>29</b>	<b>29</b>
<b>Total 總計</b>	<b>1 826</b>	<b>-</b>	<b>1 826</b>	<b>1 814</b>

Table 1.9 : Manpower Statistics  
(Other Financial Companies)

表 1.9 : 人力資料  
(其他財務公司)

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	65	-	65	65
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／總經理	159	-	159	159
Chief Representative 首席代表	12	-	12	12
Manager - Administration 經理—行政	57	-	57	57
Manager - Branch Operations 經理—分行運作	8	-	8	8
Zone/District Manager 區域經理	4	-	4	4
Head of Treasury and Capital Markets 庫務及資本市場主管	25	-	25	25
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理—外匯／拆放市場／利率產品／債務市場	54	-	54	54
Manager - Settlement 經理—結算	50	-	50	50
Risk Manager 風險經理	61	-	61	61
Chief Investment Officer/Manager - Investment 總投資主任／經理—投資	123	-	123	123
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	583	-	583	583
Manager - Investment Services 經理—投資服務	428	-	428	428
Manager - Private Banking 經理—私人銀行	11	10	21	21
Manager - Securities/Custodian Services 經理—證券／代管人服務	50	-	50	50
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	158	-	158	158
Manager - Branch 經理—分行	25	-	25	25
Manager - Insurance Products 經理—保險產品	6	-	6	6
Manager - Mandatory Provident Fund 經理—強制性公積金	39	2	41	41

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Trade Finance Operations 經理—貿易融資運作	7	-	7	7
Manager - Trust 經理—信託	115	-	115	115
Manager - Credit 經理—授信	42	-	42	42
Manager - Credit Card 經理—信用卡	20	-	20	20
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業部	-	-	-	-
Manager - Business Development 經理—業務發展	81	4	85	89
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／商業銀行／ 關係推廣	45	-	45	45
Manager - Liaison 經理—聯絡	52	-	52	52
Manager - Marketing/Product Development 經理—市場推廣／產品開發	77	-	77	77
Chief Financial Officer/Financial Controller 總財務主任／財務監督	65	-	65	65
Manager - Accounting 經理—會計	114	-	114	114
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	149	7	156	156
E-Commerce Manager 電子商貿經理	36	-	36	36
Manager - Human Resources 經理—人力資源	69	-	69	69
Manager - Training/Learning and Development 經理—訓練／學習及培訓	16	-	16	16
Company Secretary 公司秘書	24	-	24	24
Economist/Manager - Economic Research 經濟研究員／經理—經濟研究	90	-	90	90
Legal Adviser 法律顧問	76	2	78	78
Manager - Compliance 經理—條例執行	61	1	62	62
Manager - Corporate Communications/ Public Relations 經理—企業傳訊／公共關係	30	-	30	30
Manager - Internal Audit 經理—內部稽核	18	-	18	18
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／質素／ 工序重整	24	-	24	24

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-
Other Manager 其他經理	44	-	44	44
<b>Sub-total 小計</b>	<b>3 173</b>	<b>26</b>	<b>3 199</b>	<b>3 203</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	117	-	117	117
Management Trainee 見習主任	-	-	-	-
Representative 代表	41	-	41	41
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	163	14	177	177
Remittances Officer 匯兌主任	484	-	484	484
Settlement Officer 結算主任	90	-	90	90
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	2 425	67	2 492	2 496
Investment Analyst 投資分析員	904	3	907	907
Investment Officer 投資主任	904	33	937	941
Sales Officer – Investment Products 銷售主任—投資產品	1 384	-	1 384	1 400
Sales Officer – Securities 銷售主任—證券	32	-	32	32
Securities Settlement Officer 證券交收結算主任	169	1	170	170
Insurance Products Officer 保險產品主任	10	-	10	10
Mandatory Provident Fund Officer 強制性公積金主任	371	20	391	391
Operations Officer 運作主任	175	-	175	175
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-
Telecommunications Officer 電訊主任	5	-	5	5
Trade Finance Operations Officer 貿易融資運作主任	166	-	166	166
Trust Officer 信託主任	49	-	49	49
Credit Analyst 授信分析員	75	-	75	75
Credit Card Officer 信用卡主任	139	-	139	139
Credit Information Officer 資信調查主任	20	-	20	20



Job Title 職稱	No. of Employees at Date of Survey 現有 僱員人數	No. of Vacancies at Date of Survey 現有 空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的 僱員人數
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Credit/Loan Officer 授信／放款主任	92	2	94	94
Hire Purchase/Leasing Officer 分期付款／租賃主任	26	-	26	26
Business Development Officer 業務發展主任	186	2	188	188
Liaison Officer 聯絡主任	173	-	173	173
Marketing Officer 市場推廣主任	152	-	152	152
Telemarketing Officer 電話市場推廣主任	96	2	98	98
Accounting Officer 會計主任	321	-	321	321
Computer Operations Officer 電腦運作主任	127	2	129	129
IT Audit Officer 資訊科技稽核主任	29	2	31	31
Programmer/Technology Officer 程式員／科技主任	280	4	284	284
Systems Analyst 系統分析員	290	1	291	291
Human Resources Officer 人力資源主任	192	-	192	192
Training Officer/Instructor 訓練主任／導師	25	4	29	29
Compliance Officer 條例執行主任	112	-	112	112
Internal Audit Officer 內部稽核主任	41	-	41	43
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	19	-	19	19
Other Supervisor 其他主管	78	8	86	86
<b>Sub-total 小計</b>	<b>9 962</b>	<b>165</b>	<b>10 127</b>	<b>10 153</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	159	-	159	159
Securities and Futures Assistant 證券及期貨助理	917	1	918	921
Securities Settlement Clerk 證券交收結算文員	246	4	250	248
Cashier 出納員	-	-	-	-
General Clerk 一般文員	1 341	16	1 357	1 353
Mailing Clerk 郵遞文員	75	-	75	75
Receptionist/Telephone Operator 接待員／電話操作員	160	-	160	160

Job Title 職稱	No. of Employees at Date of Survey 現有僱員人數	No. of Vacancies at Date of Survey 現有空缺額	Manpower Demand 人力需求	Forecast No. of Employees in 12 Months' Time 預計12個月後的僱員人數
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>				
Trade Finance Operations Checker 貿易融資運作核對員	28	-	28	28
Trade Finance Operations Clerk 貿易融資運作文員	36	-	36	36
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	315	2	317	309
Telemarketing Representative 電話市場推廣代表	388	8	396	396
Accounting Clerk 會計文員	412	-	412	415
Computer Operator 電腦操作員	361	2	363	365
Internal Audit Clerk 內部稽核文員	40	-	40	40
<b>Sub-total 小計</b>	<b>4 478</b>	<b>33</b>	<b>4 511</b>	<b>4 505</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	892	4	896	896
<b>Sub-total 小計</b>	<b>892</b>	<b>4</b>	<b>896</b>	<b>896</b>
<b>Total 總計</b>	<b>18 505</b>	<b>228</b>	<b>18 733</b>	<b>18 757</b>

Table 2 : Employees' Minimum Education Requirement for the  
Principal Job  
(Banking and Finance Industry)

表 2 : 僱員在各主要職務的基本教育程度要求  
(銀行及金融業)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	164	64	2	-	-	-	16	<b>246</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	668	116	14	-	-	-	25	<b>823</b>
Chief Representative 首席代表	60	1	-	-	-	-	-	<b>61</b>
Manager - Administration 經理－行政	253	83	15	8	-	-	11	<b>370</b>
Manager - Branch Operations 經理－分行運作	213	21	-	-	-	-	22	<b>256</b>
Zone/District Manager 區域經理	130	32	-	-	-	-	19	<b>181</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	91	84	-	-	-	-	13	<b>188</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	444	182	17	5	-	-	35	<b>683</b>
Manager - Settlement 經理－結算	189	66	-	-	-	-	27	<b>282</b>
Risk Manager 風險經理	403	111	-	-	-	-	51	<b>565</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	363	131	-	2	-	-	1	<b>497</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	1 087	394	-	20	-	-	37	<b>1 538</b>
Manager - Investment Services 經理－投資服務	837	302	34	-	-	-	67	<b>1 240</b>
Manager - Private Banking 經理－私人銀行	1 047	25	-	-	-	-	152	<b>1 224</b>
Manager - Securities/ Custodian Services 經理－證券/代管人服務	108	64	-	-	-	-	-	<b>172</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	767	159	57	52	-	-	29	<b>1 064</b>
Manager - Branch 經理－分行	1 088	796	-	7	-	-	187	<b>2 078</b>
Manager - Insurance Products 經理－保險產品	75	12	-	-	-	-	17	<b>104</b>
Manager - Mandatory Provident Fund 經理－強制性公積金	92	7	-	-	-	-	-	<b>99</b>
Manager - Trade Finance Operations 經理－貿易融資運作	332	118	8	-	-	-	15	<b>473</b>
Manager - Trust 經理－信託	31	112	-	-	-	-	56	<b>199</b>
Manager - Credit 經理－授信	800	304	14	28	-	-	102	<b>1 248</b>
Manager - Credit Card 經理－信用卡	216	33	-	-	-	-	10	<b>259</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	149	53	-	-	-	-	31	<b>233</b>
Manager - Business Development 經理－業務發展	383	172	18	1	-	-	120	<b>694</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	1 187	224	28	-	-	-	148	<b>1 587</b>
Manager - Liaison 經理－聯絡	37	20	-	-	-	-	8	<b>65</b>
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	481	66	1	-	-	-	41	<b>589</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	187	29	-	-	-	-	14	<b>230</b>
Manager - Accounting 經理－會計	509	166	2	-	-	-	48	<b>725</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	1 198	161	-	-	-	-	116	<b>1 475</b>
E-Commerce Manager 電子商貿經理	262	55	-	-	-	-	5	<b>322</b>
Manager - Human Resources 經理－人力資源	348	91	3	-	-	-	36	<b>478</b>
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	140	22	-	-	-	-	12	<b>174</b>
Company Secretary 公司秘書	56	36	5	-	-	-	10	<b>107</b>
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	95	92	-	-	-	-	4	<b>191</b>
Legal Adviser 法律顧問	225	52	-	-	-	-	23	<b>300</b>
Manager - Compliance 經理－條例執行	324	60	-	-	-	-	35	<b>419</b>
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	94	58	4	-	-	-	14	<b>170</b>
Manager - Internal Audit 經理－內部稽核	231	73	-	-	-	-	24	<b>328</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	89	21	2	-	-	-	8	<b>120</b>
Manager - Property/Real Estate 經理－產業/房地產	44	35	4	-	-	-	24	<b>107</b>
Other Manager 其他經理	-	-	-	-	-	-	3 575	<b>3 575</b>
<b>Sub-total 小計</b>	<b>15 497</b>	<b>4 703</b>	<b>228</b>	<b>123</b>	<b>0</b>	<b>0</b>	<b>5 188</b>	<b>25 739</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	321	159	359	56	9	-	246	<b>1 150</b>
Management Trainee 見習主任	224	95	51	-	-	-	32	<b>402</b>
Representative 代表	78	9	2	4	-	-	-	<b>93</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	457	411	230	101	3	-	131	<b>1 333</b>
Remittances Officer 匯兌主任	148	32	283	282	311	-	21	<b>1 077</b>
Settlement Officer 結算主任	266	158	74	54	11	-	14	<b>577</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	2 975	806	361	702	139	-	42	<b>5 025</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	1 040	356	593	217	20	-	18	<b>2 244</b>
Investment Officer 投資主任	1 864	324	123	350	93	-	8	<b>2 762</b>
Sales Officer – Investment Products 銷售主任 – 投資產品	1 366	589	333	403	61	-	97	<b>2 849</b>
Sales Officer – Securities 銷售主任 – 證券	220	14	59	17	5	-	19	<b>334</b>
Securities Settlement Officer 證券交收結算主任	926	283	222	300	146	-	72	<b>1 949</b>
Insurance Products Officer 保險產品主任	34	48	54	-	-	-	48	<b>184</b>
Mandatory Provident Fund Officer 強制性公積金主任	349	90	3	3	3	-	2	<b>450</b>
Operations Officer 運作主任	1 261	1 143	106	1 028	223	-	2 221	<b>5 982</b>
Sales Officer – Insurance Products 銷售主任 – 保險產品	12	-	62	-	38	-	46	<b>158</b>
Telecommunications Officer 電訊主任	11	45	5	15	-	-	8	<b>84</b>
Trade Finance Operations Officer 貿易融資運作主任	260	221	568	32	46	-	96	<b>1 223</b>
Trust Officer 信託主任	20	60	8	-	18	-	62	<b>168</b>
Credit Analyst 授信分析員	381	232	212	19	8	-	33	<b>885</b>
Credit Card Officer 信用卡主任	515	30	147	-	-	-	51	<b>743</b>
Credit Information Officer 資信調查主任	65	53	15	5	-	-	66	<b>204</b>
Credit/Loan Officer 授信/放款主任	1 078	397	888	102	270	-	108	<b>2 843</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	98	50	30	14	-	-	21	<b>213</b>
Business Development Officer 業務發展主任	489	453	1 239	13	3	-	365	<b>2 562</b>
Liaison Officer 聯絡主任	118	29	16	20	7	-	16	<b>206</b>
Marketing Officer 市場推廣主任	851	385	736	12	10	-	82	<b>2 076</b>
Telemarketing Officer 電話市場推廣主任	95	8	247	42	3	-	6	<b>401</b>
Accounting Officer 會計主任	739	503	270	287	17	-	77	<b>1 893</b>
Computer Operations Officer 電腦運作主任	369	107	144	125	11	-	68	<b>824</b>
IT Audit Officer 資訊科技稽核主任	36	23	20	-	-	-	5	<b>84</b>
Programmer/Technology Officer 程式員/科技主任	725	421	570	218	-	-	215	<b>2 149</b>
Systems Analyst 系統分析員	572	331	179	307	-	-	120	<b>1 509</b>
Human Resources Officer 人力資源主任	297	242	224	57	13	-	76	<b>909</b>
Training Officer/Instructor 訓練主任/導師	56	33	74	-	-	-	22	<b>185</b>
Compliance Officer 條例執行主任	206	155	60	14	-	-	23	<b>458</b>
Internal Audit Officer 內部稽核主任	251	291	18	2	-	-	12	<b>574</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	35	146	6	-	-	-	5	<b>192</b>
Other Supervisor 其他主管	-	-	-	-	-	-	3 789	<b>3 789</b>
<b>Sub-total 小計</b>	<b>18 808</b>	<b>8 732</b>	<b>8 591</b>	<b>4 801</b>	<b>1 468</b>	<b>0</b>	<b>8 343</b>	<b>50 743</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	47	90	289	1 089	105	55	<b>1 675</b>
Securities and Futures Assistant 證券及期貨助理	-	433	145	1 330	4 260	-	42	<b>6 210</b>
Securities Settlement Clerk 證券交收結算文員	-	108	29	435	1 356	-	17	<b>1 945</b>
Cashier 出納員	-	-	-	10	702	-	69	<b>781</b>
General Clerk 一般文員	-	91	34	984	7 247	-	908	<b>9 264</b>
Mailing Clerk 郵遞文員	-	15	2	47	176	15	-	<b>255</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	10	7	120	381	6	119	<b>643</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	16	-	113	733	-	-	<b>862</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	33	24	180	1 134	-	6	<b>1 377</b>
Teller 櫃檯員	-	-	6	337	8 537	-	1 040	<b>9 920</b>
Credit/Loan Clerk 授信/放款文員	-	34	26	1 053	2 532	21	43	<b>3 709</b>
Telemarketing Representative 電話市場推廣代表	-	100	27	100	811	-	2	<b>1 040</b>
Accounting Clerk 會計文員	10	71	68	686	1 066	-	116	<b>2 017</b>
Computer Operator 電腦操作員	-	20	38	347	659	-	27	<b>1 091</b>
Internal Audit Clerk 內部稽核文員	-	13	1	58	90	-	-	<b>162</b>
<b>Sub-total 小計</b>	<b>10</b>	<b>991</b>	<b>497</b>	<b>6 089</b>	<b>30 773</b>	<b>147</b>	<b>2 444</b>	<b>40 951</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	11 655	<b>11 655</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11 655</b>	<b>11 655</b>
<b>Total 總計</b>	<b>34 315</b>	<b>14 426</b>	<b>9 316</b>	<b>11 013</b>	<b>32 241</b>	<b>147</b>	<b>27 630</b>	<b>129 088</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.1 : Employees' Minimum Education Requirement for the Principal Job  
(Licensed Banks, Restricted Licence Banks  
and Local Representative Offices of Foreign Banks)

表 2.1 : 僱員在各主要職務的基本教育程度要求  
(持牌銀行、有限牌照銀行及外國銀行本港代表辦事處)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	114	12	2	-	-	-	8	<b>136</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	292	65	-	-	-	-	17	<b>374</b>
Chief Representative 首席代表	48	1	-	-	-	-	-	<b>49</b>
Manager - Administration 經理－行政	159	37	-	-	-	-	7	<b>203</b>
Manager - Branch Operations 經理－分行運作	196	13	-	-	-	-	18	<b>227</b>
Zone/District Manager 區域經理	102	32	-	-	-	-	19	<b>153</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	78	60	-	-	-	-	13	<b>151</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	342	142	-	-	-	-	20	<b>504</b>
Manager - Settlement 經理－結算	139	16	-	-	-	-	7	<b>162</b>
Risk Manager 風險經理	378	64	-	-	-	-	46	<b>488</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	80	68	-	-	-	-	1	<b>149</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	529	343	-	-	-	-	30	<b>902</b>
Manager - Investment Services 經理－投資服務	402	121	-	-	-	-	67	<b>590</b>
Manager - Private Banking 經理－私人銀行	1 031	25	-	-	-	-	152	<b>1 208</b>
Manager - Securities/ Custodian Services 經理－證券/代管人服務	104	4	-	-	-	-	-	<b>108</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	118	13	-	-	-	-	-	<b>131</b>
Manager - Branch 經理－分行	980	763	-	-	-	-	187	<b>1 930</b>
Manager - Insurance Products 經理－保險產品	69	12	-	-	-	-	17	<b>98</b>
Manager - Mandatory Provident Fund 經理－強制性公積金	58	2	-	-	-	-	-	<b>60</b>
Manager - Trade Finance Operations 經理－貿易融資運作	305	117	8	-	-	-	15	<b>445</b>
Manager - Trust 經理－信託	26	2	-	-	-	-	56	<b>84</b>
Manager - Credit 經理－授信	499	212	-	-	-	-	76	<b>787</b>
Manager - Credit Card 經理－信用卡	191	33	-	-	-	-	10	<b>234</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	148	53	-	-	-	-	31	<b>232</b>
Manager - Business Development 經理－業務發展	293	141	18	-	-	-	112	<b>564</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	1 153	198	28	-	-	-	147	<b>1526</b>
Manager - Liaison 經理－聯絡	1	4	-	-	-	-	8	<b>13</b>
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	364	21	1	-	-	-	37	<b>423</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	57	6	-	-	-	-	10	<b>73</b>
Manager - Accounting 經理－會計	292	103	2	-	-	-	35	<b>432</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	977	102	-	-	-	-	89	<b>1 168</b>
E-Commerce Manager 電子商貿經理	245	31	-	-	-	-	1	<b>277</b>
Manager - Human Resources 經理－人力資源	254	52	2	-	-	-	35	<b>343</b>
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	119	11	-	-	-	-	12	<b>142</b>
Company Secretary 公司秘書	27	21	-	-	-	-	6	<b>54</b>
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	28	17	-	-	-	-	4	<b>49</b>
Legal Adviser 法律顧問	143	27	-	-	-	-	15	<b>185</b>
Manager - Compliance 經理－條例執行	239	27	-	-	-	-	31	<b>297</b>
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	62	23	4	-	-	-	13	<b>102</b>
Manager - Internal Audit 經理－內部稽核	189	58	-	-	-	-	17	<b>264</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	86	-	2	-	-	-	8	<b>96</b>
Manager - Property/Real Estate 經理－產業/房地產	37	34	4	-	-	-	24	<b>99</b>
Other Manager 其他經理	-	-	-	-	-	-	2 750	<b>2 750</b>
<b>Sub-total 小計</b>	<b>10 954</b>	<b>3 086</b>	<b>71</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4 151</b>	<b>18 262</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	197	119	310	20	-	-	245	<b>891</b>
Management Trainee 見習主任	224	90	51	-	-	-	27	<b>392</b>
Representative 代表	37	6	2	4	-	-	-	<b>49</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	289	288	211	15	3	-	106	<b>912</b>
Remittances Officer 匯兌主任	120	27	244	30	11	-	6	<b>438</b>
Settlement Officer 結算主任	170	114	53	54	6	-	14	<b>411</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	1 653	143	259	367	-	-	42	<b>2 464</b>



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	254	93	524	60	-	-	14	<b>945</b>
Investment Officer 投資主任	752	142	30	27	60	-	7	<b>1 018</b>
Sales Officer – Investment Products 銷售主任 – 投資產品	417	534	173	35	60	-	95	<b>1 314</b>
Sales Officer – Securities 銷售主任 – 證券	173	-	59	3	-	-	18	<b>253</b>
Securities Settlement Officer 證券交收結算主任	617	76	18	15	-	-	44	<b>770</b>
Insurance Products Officer 保險產品主任	24	48	54	-	-	-	48	<b>174</b>
Mandatory Provident Fund Officer 強制性公積金主任	63	8	3	-	3	-	2	<b>79</b>
Operations Officer 運作主任	1 046	1 078	85	1 026	221	-	2 221	<b>5 677</b>
Sales Officer – Insurance Products 銷售主任 – 保險產品	12	-	61	-	38	-	46	<b>157</b>
Telecommunications Officer 電訊主任	11	45	-	15	-	-	8	<b>79</b>
Trade Finance Operations Officer 貿易融資運作主任	234	215	411	23	46	-	95	<b>1 024</b>
Trust Officer 信託主任	20	14	5	-	18	-	62	<b>119</b>
Credit Analyst 授信分析員	275	184	194	3	-	-	33	<b>689</b>
Credit Card Officer 信用卡主任	376	30	141	-	-	-	51	<b>598</b>
Credit Information Officer 資信調查主任	47	32	13	2	-	-	66	<b>160</b>
Credit/Loan Officer 授信/放款主任	789	354	769	13	3	-	75	<b>2 003</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	87	28	24	-	-	-	21	<b>160</b>
Business Development Officer 業務發展主任	311	426	1 190	4	-	-	365	<b>2 296</b>
Liaison Officer 聯絡主任	12	5	-	-	-	-	16	<b>33</b>
Marketing Officer 市場推廣主任	720	323	672	5	-	-	81	<b>1 801</b>
Telemarketing Officer 電話市場推廣主任	19	-	193	39	3	-	6	<b>260</b>
Accounting Officer 會計主任	416	258	160	176	3	-	70	<b>1 083</b>
Computer Operations Officer 電腦運作主任	227	57	66	91	11	-	56	<b>508</b>
IT Audit Officer 資訊科技稽核主任	13	5	20	-	-	-	5	<b>43</b>
Programmer/Technology Officer 程式員/科技主任	500	277	530	213	-	-	211	<b>1 731</b>
Systems Analyst 系統分析員	355	115	172	307	-	-	101	<b>1 050</b>
Human Resources Officer 人力資源主任	189	95	159	11	5	-	75	<b>534</b>
Training Officer/Instructor 訓練主任/導師	55	29	43	-	-	-	22	<b>149</b>
Compliance Officer 條例執行主任	90	97	42	5	-	-	19	<b>253</b>
Internal Audit Officer 內部稽核主任	199	250	13	2	-	-	12	<b>476</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	28	134	6	-	-	-	5	<b>173</b>
Other Supervisor 其他主管	-	-	-	-	-	-	3 095	<b>3 095</b>
<b>Sub-total 小計</b>	<b>11 021</b>	<b>5 739</b>	<b>6 960</b>	<b>2 565</b>	<b>491</b>	<b>0</b>	<b>7 485</b>	<b>34 261</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	61	28	251	-	-	<b>340</b>
Securities and Futures Assistant 證券及期貨助理	-	-	-	57	859	-	-	<b>916</b>
Securities Settlement Clerk 證券交收結算文員	-	-	-	107	320	-	7	<b>434</b>
Cashier 出納員	-	-	-	10	699	-	69	<b>778</b>
General Clerk 一般文員	-	5	13	420	5 498	-	890	<b>6 826</b>
Mailing Clerk 郵遞文員	-	-	2	15	96	-	-	<b>113</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	1	1	25	163	-	113	<b>303</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	87	731	-	-	<b>818</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	21	152	1 118	-	6	<b>1 297</b>
Teller 櫃檯員	-	-	6	336	8 534	-	1040	<b>9 916</b>
Credit/Loan Clerk 授信/放款文員	-	-	14	633	1 412	-	4	<b>2 063</b>
Telemarketing Representative 電話市場推廣代表	-	-	27	5	502	-	-	<b>534</b>
Accounting Clerk 會計文員	-	-	3	293	379	-	116	<b>791</b>
Computer Operator 電腦操作員	-	-	7	141	264	-	21	<b>433</b>
Internal Audit Clerk 內部稽核文員	-	2	1	36	52	-	-	<b>91</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>8</b>	<b>156</b>	<b>2 345</b>	<b>20 878</b>	<b>0</b>	<b>2 266</b>	<b>25 653</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	9 768	<b>9 768</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9 768</b>	<b>9 768</b>
<b>Total 總計</b>	<b>21 975</b>	<b>8 833</b>	<b>7 187</b>	<b>4 910</b>	<b>21 369</b>	<b>0</b>	<b>23 670</b>	<b>87 944</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.2 : Employees' Minimum Education Requirement for the  
Principal Job  
(Deposit-taking Companies)

表 2.2 : 僱員在各主要職務的基本教育程度要求  
(接受存款公司)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	12	-	-	-	-	-	-	12
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	29	-	-	-	-	-	-	29
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理—行政	7	2	-	-	-	-	-	9
Manager - Branch Operations 經理—分行運作	5	-	-	-	-	-	-	5
Zone/District Manager 區域經理	5	-	-	-	-	-	-	5
Head of Treasury and Capital Markets 庫務及資本市場主管	6	-	-	-	-	-	-	6
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	9	-	-	-	-	-	-	9
Manager - Settlement 經理—結算	3	-	-	-	-	-	-	3
Risk Manager 風險經理	4	-	-	-	-	-	-	4
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	3	-	-	-	-	-	-	3
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	4	-	-	-	-	-	-	4
Manager - Investment Services 經理—投資服務	8	-	-	-	-	-	-	8
Manager - Private Banking 經理—私人銀行	5	-	-	-	-	-	-	5
Manager - Securities/ Custodian Services 經理—證券/代管人服務	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及 商品交易	2	-	-	-	-	-	-	2
Manager - Branch 經理—分行	44	1	-	-	-	-	-	45
Manager - Insurance Products 經理—保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理—貿易融資運作	19	1	-	-	-	-	-	20
Manager - Trust 經理—信託	-	-	-	-	-	-	-	0
Manager - Credit 經理—授信	26	5	-	-	-	-	-	31
Manager - Credit Card 經理—信用卡	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/ 國外同業部	1	-	-	-	-	-	-	1
Manager - Business Development 經理—業務發展	12	-	-	-	-	-	-	12
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	14	-	-	-	-	-	-	14
Manager - Liaison 經理—聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	7	11	-	-	-	-	-	18
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	8	-	-	-	-	-	-	8
Manager - Accounting 經理—會計	10	-	-	-	-	-	-	10
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	9	-	-	-	-	-	-	9
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理—人力資源	4	-	-	-	-	-	-	4
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	2	-	-	-	-	-	-	2
Company Secretary 公司秘書	3	2	-	-	-	-	-	5
Economist/Manager - Economic Research 經濟研究員/經理— 經濟研究	-	-	-	-	-	-	-	0
Legal Adviser 法律顧問	3	-	-	-	-	-	-	3
Manager - Compliance 經理—條例執行	6	-	-	-	-	-	-	6
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	-	-	-	-	-	-	-	0
Manager - Internal Audit 經理—內部稽核	6	-	-	-	-	-	-	6
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理—產業/房地產	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	1	1
<b>Sub-total 小計</b>	<b>276</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>299</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	6	6	2	-	-	-	-	14
Management Trainee 見習主任	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	15	2	2	-	-	-	-	19
Remittances Officer 匯兌主任	11	-	-	-	-	-	-	11
Settlement Officer 結算主任	17	3	11	-	-	-	-	31
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	1	-	-	-	-	1

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	5	-	-	-	-	-	-	5
Investment Officer 投資主任	2	-	-	-	-	-	-	2
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	48	6	1	1	2	-	-	58
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	1	-	-	-	-	1
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	21	6	-	-	-	-	1	28
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	10	3	2	-	-	-	-	15
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	14	14	11	-	-	-	-	39
Hire Purchase/Leasing Officer 分期付款/租賃主任	3	2	-	-	-	-	-	5
Business Development Officer 業務發展主任	14	-	1	2	-	-	-	17
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	16	11	1	-	-	-	-	28
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	13	2	6	-	-	-	-	21
Computer Operations Officer 電腦運作主任	5	-	1	-	-	-	-	6
IT Audit Officer 資訊科技稽核主任	1	-	-	-	-	-	-	1
Programmer/Technology Officer 程式員/科技主任	10	1	2	-	-	-	-	13
Systems Analyst 系統分析員	6	-	4	-	-	-	-	10
Human Resources Officer 人力資源主任	9	1	2	-	-	-	-	12
Training Officer/Instructor 訓練主任/導師	1	-	1	-	-	-	-	2
Compliance Officer 條例執行主任	5	1	1	-	-	-	-	7
Internal Audit Officer 內部稽核主任	16	1	2	-	-	-	-	19
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	3	3
<b>Sub-total 小計</b>	<b>248</b>	<b>59</b>	<b>52</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>368</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	-	-	1	-	-	-	<b>1</b>
Securities Settlement Clerk 證券交收結算文員	-	-	1	-	-	-	-	<b>1</b>
Cashier 出納員	-	-	-	-	3	-	-	<b>3</b>
General Clerk 一般文員	-	-	-	10	38	-	-	<b>48</b>
Mailing Clerk 郵遞文員	-	-	-	1	3	-	-	<b>4</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	4	11	-	-	<b>15</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	14	2	-	-	<b>16</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	28	13	-	-	<b>41</b>
Teller 櫃檯員	-	-	-	1	3	-	-	<b>4</b>
Credit/Loan Clerk 授信/放款文員	-	-	-	15	211	-	-	<b>226</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	1	-	-	<b>1</b>
Accounting Clerk 會計文員	-	-	-	10	17	-	-	<b>27</b>
Computer Operator 電腦操作員	-	-	-	11	4	-	-	<b>15</b>
Internal Audit Clerk 內部稽核文員	-	-	-	3	5	-	-	<b>8</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>98</b>	<b>311</b>	<b>0</b>	<b>0</b>	<b>410</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	45	<b>45</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>45</b>
<b>Total 總計</b>	<b>524</b>	<b>81</b>	<b>53</b>	<b>101</b>	<b>313</b>	<b>0</b>	<b>50</b>	<b>1 122</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.3 : Employees' Minimum Education Requirement for the Principal Job  
(Investment and Holding Companies)

表 2.3 : 僱員在各主要職務的基本教育程度要求  
(投資及控股公司)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	-	5	-	-	-	-	-	5
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	37	5	-	-	-	-	-	42
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理—行政	12	5	-	-	-	-	-	17
Manager - Branch Operations 經理—分行運作	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	-	-	0
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	-	-	-	-	-	-	-	0
Manager - Settlement 經理—結算	-	-	-	-	-	-	-	0
Risk Manager 風險經理	-	-	-	-	-	-	-	0
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	188	4	-	-	-	-	-	192
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	1	25	-	-	-	-	-	26
Manager - Investment Services 經理—投資服務	66	58	34	-	-	-	-	158
Manager - Private Banking 經理—私人銀行	-	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理—證券/代管人服務	-	8	-	-	-	-	-	8
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及 商品交易	-	13	-	-	-	-	-	13
Manager - Branch 經理—分行	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理—保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-	-	-	-	0
Manager - Trust 經理—信託	-	-	-	-	-	-	-	0
Manager - Credit 經理—授信	-	-	-	-	-	-	-	0
Manager - Credit Card 經理—信用卡	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理—業務發展	12	-	-	-	-	-	-	12
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	-	0
Manager - Liaison 經理—聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	1	8	-	-	-	-	-	9
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	34	9	-	-	-	-	-	43
Manager - Accounting 經理—會計	61	9	-	-	-	-	-	70
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	5	9	-	-	-	-	-	14
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理—人力資源	11	8	-	-	-	-	-	19
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	-	8	-	-	-	-	-	8
Company Secretary 公司秘書	5	9	-	-	-	-	-	14
Economist/Manager - Economic Research 經濟研究員/經理— 經濟研究	-	34	-	-	-	-	-	34
Legal Adviser 法律顧問	7	1	-	-	-	-	-	8
Manager - Compliance 經理—條例執行	1	9	-	-	-	-	-	10
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	3	8	-	-	-	-	-	11
Manager - Internal Audit 經理—內部稽核	-	9	-	-	-	-	-	9
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理—產業/房地產	5	-	-	-	-	-	-	5
Other Manager 其他經理	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>449</b>	<b>244</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>727</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	16	3	12	6	-	-	-	37
Management Trainee 見習主任	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	-	0
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	17	-	-	-	-	-	17



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	191	28	-	44	-	-	-	263
Investment Officer 投資主任	485	81	34	67	33	-	-	700
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	10	-	-	-	-	-	10
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	39	-	-	-	-	-	-	39
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	12	-	-	-	-	-	12
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	10	2	-	-	-	-	12
Telemarketing Officer 電話市場推廣主任	-	-	-	3	-	-	-	3
Accounting Officer 會計主任	79	73	12	9	-	-	-	173
Computer Operations Officer 電腦運作主任	6	10	10	-	-	-	-	26
IT Audit Officer 資訊科技稽核主任	-	10	-	-	-	-	-	10
Programmer/Technology Officer 程式員/科技主任	12	17	-	-	-	-	-	29
Systems Analyst 系統分析員	3	17	-	-	-	-	-	20
Human Resources Officer 人力資源主任	6	27	6	13	-	-	-	52
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	13	3	-	-	-	-	-	16
Internal Audit Officer 內部稽核主任	3	3	1	-	-	-	-	7
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	5	5
<b>Sub-total 小計</b>	<b>853</b>	<b>321</b>	<b>77</b>	<b>142</b>	<b>33</b>	<b>0</b>	<b>5</b>	<b>1 431</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	50	33	-	-	-	-	<b>83</b>
Securities Settlement Clerk 證券交收結算文員	-	2	-	33	-	-	-	<b>35</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	-	-	89	213	-	-	<b>302</b>
Mailing Clerk 郵遞文員	-	-	-	10	30	-	-	<b>40</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	17	28	-	-	<b>45</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	<b>0</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	-	-	<b>0</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	10	10	-	-	<b>20</b>
Accounting Clerk 會計文員	-	15	-	99	113	-	-	<b>227</b>
Computer Operator 電腦操作員	-	10	-	5	25	-	-	<b>40</b>
Internal Audit Clerk 內部稽核文員	-	-	-	-	8	-	-	<b>8</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>77</b>	<b>33</b>	<b>263</b>	<b>427</b>	<b>0</b>	<b>0</b>	<b>800</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	145	<b>145</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>145</b>	<b>145</b>
<b>Total 總計</b>	<b>1 302</b>	<b>642</b>	<b>144</b>	<b>405</b>	<b>460</b>	<b>0</b>	<b>150</b>	<b>3 103</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.4 : Employees' Minimum Education Requirement for the Principal Job  
(Personal Loans and Related Companies)

表 2.4 : 僱員在各主要職務的基本教育程度要求  
(私人貸款及有關公司)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	3	-	-	-	-	-	-	3
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	29	-	-	-	-	-	-	29
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	9	12	-	-	-	-	-	21
Manager - Branch Operations 經理－分行運作	9	-	-	-	-	-	-	9
Zone/District Manager 區域經理	16	-	-	-	-	-	-	16
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	-	-	0
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	-	-	-	-	-	-	-	0
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	0
Risk Manager 風險經理	1	-	-	-	-	-	-	1
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	-	-	-	-	-	-	-	0
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-	-	-	-	0
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	-	0
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理－證券/代管人服務	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	-	-	-	-	-	0
Manager - Branch 經理－分行	60	-	-	-	-	-	-	60
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	245	58	14	28	-	-	26	371
Manager - Credit Card 經理－信用卡	5	-	-	-	-	-	-	5

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	11	-	-	-	-	-	-	11
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	1	-	-	-	-	-	-	1
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	40	-	-	-	-	-	-	40
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	2	-	-	-	-	-	-	2
Manager - Accounting 經理－會計	18	-	-	-	-	-	-	18
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	3	1	-	-	-	-	-	4
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	8	-	-	-	-	-	-	8
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	4	-	-	-	-	-	-	4
Company Secretary 公司秘書	2	-	-	-	-	-	-	2
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	-	-	-	-	-	-	-	0
Legal Adviser 法律顧問	4	-	-	-	-	-	-	4
Manager - Compliance 經理－條例執行	3	1	-	-	-	-	-	4
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	6	-	-	-	-	-	-	6
Manager - Internal Audit 經理－內部稽核	8	-	-	-	-	-	-	8
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理－產業/房地產	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>487</b>	<b>72</b>	<b>14</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>627</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	6	2	4	-	-	-	-	12
Management Trainee 見習主任	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	-	0
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	-	-	-	-	-	-	-	0
Investment Officer 投資主任	13	-	-	-	-	-	-	13
Sales Officer – Investment Products 銷售主任 – 投資產品	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	18	-	-	-	-	18
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	61	8	4	16	8	-	-	97
Credit Card Officer 信用卡主任	-	-	6	-	-	-	-	6
Credit Information Officer 資信調查主任	5	4	2	3	-	-	-	14
Credit/Loan Officer 授信/放款主任	218	12	59	89	267	-	33	678
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	2	6	14	-	-	-	22
Business Development Officer 業務發展主任	-	-	36	7	3	-	-	46
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	1	1	41	6	10	-	-	59
Telemarketing Officer 電話市場推廣主任	-	-	35	-	-	-	-	35
Accounting Officer 會計主任	8	10	21	4	7	-	-	50
Computer Operations Officer 電腦運作主任	-	-	2	5	-	-	-	7
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	0
Programmer/Technology Officer 程式員/科技主任	-	-	12	-	-	-	-	12
Systems Analyst 系統分析員	-	-	-	-	-	-	-	0
Human Resources Officer 人力資源主任	5	4	14	1	-	-	-	24
Training Officer/Instructor 訓練主任/導師	-	-	4	-	-	-	-	4
Compliance Officer 條例執行主任	6	3	-	-	-	-	-	9
Internal Audit Officer 內部稽核主任	4	2	2	-	-	-	-	8
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>327</b>	<b>48</b>	<b>266</b>	<b>145</b>	<b>295</b>	<b>0</b>	<b>33</b>	<b>1 114</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	<b>0</b>
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	<b>0</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	-	-	23	77	-	-	<b>100</b>
Mailing Clerk 郵遞文員	-	-	-	2	-	-	-	<b>2</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	-	10	-	-	<b>10</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	<b>0</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	-	8	200	676	21	39	<b>944</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	91	-	-	<b>91</b>
Accounting Clerk 會計文員	-	-	2	5	48	-	-	<b>55</b>
Computer Operator 電腦操作員	-	-	-	30	12	-	-	<b>42</b>
Internal Audit Clerk 內部稽核文員	-	-	-	4	4	-	-	<b>8</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>264</b>	<b>918</b>	<b>21</b>	<b>39</b>	<b>1 252</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	63	<b>63</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>63</b>	<b>63</b>
<b>Total 總計</b>	<b>814</b>	<b>120</b>	<b>290</b>	<b>437</b>	<b>1 213</b>	<b>21</b>	<b>161</b>	<b>3 056</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.5 : Employees' Minimum Education Requirement for the  
Principal Job  
(Stock and Share Companies)

表 2.5 : 僱員在各主要職務的基本教育程度要求  
(股票公司)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	15	-	-	-	-	-	8	<b>23</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	132	-	14	-	-	-	8	<b>154</b>
Chief Representative 首席代表	-	-	-	-	-	-	-	<b>0</b>
Manager - Administration 經理－行政	28	-	15	7	-	-	4	<b>54</b>
Manager - Branch Operations 經理－分行運作	3	-	-	-	-	-	4	<b>7</b>
Zone/District Manager 區域經理	-	-	-	-	-	-	-	<b>0</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	1	-	-	-	-	-	-	<b>1</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	4	-	-	-	-	-	-	<b>4</b>
Manager - Settlement 經理－結算	30	3	-	-	-	-	20	<b>53</b>
Risk Manager 風險經理	2	1	-	-	-	-	5	<b>8</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	15	-	-	-	-	-	-	<b>15</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	13	-	-	-	-	-	7	<b>20</b>
Manager - Investment Services 經理－投資服務	34	-	-	-	-	-	-	<b>34</b>
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	<b>0</b>
Manager - Securities/ Custodian Services 經理－證券/代管人服務	4	-	-	-	-	-	-	<b>4</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	547	25	47	44	-	-	29	<b>692</b>
Manager - Branch 經理－分行	4	7	-	7	-	-	-	<b>18</b>
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	<b>0</b>
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	-	<b>0</b>
Manager - Trade Finance Operations 經理－貿易融資運作	1	-	-	-	-	-	-	<b>1</b>
Manager - Trust 經理－信託	-	-	-	-	-	-	-	<b>0</b>
Manager - Credit 經理－授信	17	-	-	-	-	-	-	<b>17</b>
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	4	-	-	-	-	-	8	12
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	1	1
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	3	-	-	-	-	-	4	7
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	31	-	-	-	-	-	4	35
Manager - Accounting 經理－會計	51	-	-	-	-	-	13	64
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	29	-	-	-	-	-	27	56
E-Commerce Manager 電子商貿經理	1	-	-	-	-	-	4	5
Manager - Human Resources 經理－人力資源	21	2	1	-	-	-	1	25
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	-	-	-	-	-	-	-	0
Company Secretary 公司秘書	1	-	-	-	-	-	4	5
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	9	-	-	-	-	-	-	9
Legal Adviser 法律顧問	2	-	-	-	-	-	8	10
Manager - Compliance 經理－條例執行	36	-	-	-	-	-	4	40
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	1	-	-	-	-	-	1	2
Manager - Internal Audit 經理－內部稽核	5	-	-	-	-	-	7	12
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理－產業/房地產	-	1	-	-	-	-	-	1
Other Manager 其他經理	-	-	-	-	-	-	64	64
<b>Sub-total 小計</b>	<b>1 044</b>	<b>39</b>	<b>77</b>	<b>58</b>	<b>0</b>	<b>0</b>	<b>235</b>	<b>1 453</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	28	16	13	7	1	-	1	66
Management Trainee 見習主任	-	-	-	-	-	-	5	5
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	12	12	-	-	-	-	24
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	12	-	6	-	-	-	-	18
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	95	-	-	-	-	-	-	95



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	57	12	3	41	-	-	4	117
Investment Officer 投資主任	71	25	16	7	-	-	-	119
Sales Officer – Investment Products 銷售主任 – 投資產品	77	18	17	18	-	-	-	130
Sales Officer – Securities 銷售主任 – 證券	27	14	-	-	-	-	1	42
Securities Settlement Officer 證券交收結算主任	227	136	157	249	125	-	28	922
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	9	2	-	1	-	-	-	12
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	5	-	-	-	-	-	-	5
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	5	4	-	-	-	-	-	9
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	10	-	-	-	-	-	-	10
Credit/Loan Officer 授信/放款主任	7	9	15	-	-	-	-	31
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	1	-	2	-	-	-	-	3
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	6	-	4	-	-	-	1	11
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	81	35	33	43	7	-	7	206
Computer Operations Officer 電腦運作主任	58	11	15	24	-	-	12	120
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	0
Programmer/Technology Officer 程式員/科技主任	30	2	11	4	-	-	4	51
Systems Analyst 系統分析員	35	3	1	-	-	-	19	58
Human Resources Officer 人力資源主任	19	15	25	10	-	-	1	70
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	30	12	1	9	-	-	4	56
Internal Audit Officer 內部稽核主任	8	11	-	-	-	-	-	19
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	5	5
<b>Sub-total 小計</b>	<b>898</b>	<b>337</b>	<b>331</b>	<b>413</b>	<b>133</b>	<b>0</b>	<b>92</b>	<b>2 204</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	-	105	982	2 849	-	40	<b>3 976</b>
Securities Settlement Clerk 證券交收結算文員	-	-	27	234	891	-	10	<b>1 162</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	-	13	46	219	-	18	<b>296</b>
Mailing Clerk 郵遞文員	-	-	-	-	8	6	-	<b>14</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	4	16	59	1	3	<b>83</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	3	-	-	-	-	<b>3</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	-	4	51	106	-	-	<b>161</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	<b>0</b>
Accounting Clerk 會計文員	10	-	10	94	339	-	-	<b>453</b>
Computer Operator 電腦操作員	-	-	-	62	95	-	6	<b>163</b>
Internal Audit Clerk 內部稽核文員	-	-	-	2	5	-	-	<b>7</b>
<b>Sub-total 小計</b>	<b>10</b>	<b>0</b>	<b>166</b>	<b>1 487</b>	<b>4 571</b>	<b>7</b>	<b>77</b>	<b>6 318</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	457	<b>457</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>457</b>	<b>457</b>
<b>Total 總計</b>	<b>1 952</b>	<b>376</b>	<b>574</b>	<b>1 958</b>	<b>4 704</b>	<b>7</b>	<b>861</b>	<b>10 432</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.6 : Employees' Minimum Education Requirement for the  
Principal Job  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 2.6 : 僱員在各主要職務的基本教育程度要求  
(期貨及黃金經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	-	-	-	-	-	-	-	<b>0</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	10	1	-	-	-	-	-	<b>11</b>
Chief Representative 首席代表	-	-	-	-	-	-	-	<b>0</b>
Manager - Administration 經理－行政	2	-	-	1	-	-	-	<b>3</b>
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	<b>0</b>
Zone/District Manager 區域經理	3	-	-	-	-	-	-	<b>3</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	-	-	<b>0</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	5	-	-	-	-	-	-	<b>5</b>
Manager - Settlement 經理－結算	5	-	-	-	-	-	-	<b>5</b>
Risk Manager 風險經理	2	-	-	-	-	-	-	<b>2</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	11	1	-	2	-	-	-	<b>14</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-	-	-	-	<b>0</b>
Manager - Investment Services 經理－投資服務	2	-	-	-	-	-	-	<b>2</b>
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	<b>0</b>
Manager - Securities/ Custodian Services 經理－證券/代管人服務	-	-	-	-	-	-	-	<b>0</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	55	3	2	8	-	-	-	<b>68</b>
Manager - Branch 經理－分行	-	-	-	-	-	-	-	<b>0</b>
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	<b>0</b>
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	-	<b>0</b>
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	-	<b>0</b>
Manager - Trust 經理－信託	-	-	-	-	-	-	-	<b>0</b>
Manager - Credit 經理－授信	-	-	-	-	-	-	-	<b>0</b>
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	1	-	-	-	1
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	2	-	-	-	-	-	-	2
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	-	-	-	-	-	0
Manager - Accounting 經理－會計	1	-	-	-	-	-	-	1
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	3	-	-	-	-	-	-	3
E-Commerce Manager 電子商務經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	-	-	-	0
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	-	-	-	-	-	-	-	0
Company Secretary 公司秘書	-	-	-	-	-	-	-	0
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	1	-	-	-	-	-	-	1
Legal Adviser 法律顧問	-	-	-	-	-	-	-	0
Manager - Compliance 經理－條例執行	1	-	-	-	-	-	-	1
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	-	-	-	-	-	-	0
Manager - Internal Audit 經理－內部稽核	2	-	-	-	-	-	-	2
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理－產業/房地產	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>105</b>	<b>5</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>124</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	5	-	-	-	-	-	-	5
Management Trainee 見習主任	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	11	-	-	-	-	-	11
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	-	0
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	2	-	-	2	19	-	-	23

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	8	-	-	1	-	-	-	9
Investment Officer 投資主任	4	-	-	1	-	-	1	6
Sales Officer – Investment Products 銷售主任 – 投資產品	14	-	4	-	1	-	2	21
Sales Officer – Securities 銷售主任 – 證券	-	-	-	2	5	-	-	7
Securities Settlement Officer 證券交收結算主任	31	8	9	24	4	-	-	76
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	2	-	-	-	-	-	-	2
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	2	-	-	-	-	-	-	2
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	2	-	-	1	-	-	-	3
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	11	-	-	3	-	-	-	14
Computer Operations Officer 電腦運作主任	3	-	-	1	-	-	-	4
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	0
Programmer/Technology Officer 程式員/科技主任	6	-	-	-	-	-	-	6
Systems Analyst 系統分析員	1	-	-	-	-	-	-	1
Human Resources Officer 人力資源主任	3	-	-	1	-	-	-	4
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	2	-	-	-	-	-	-	2
Internal Audit Officer 內部稽核主任	-	-	-	-	-	-	-	0
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>96</b>	<b>19</b>	<b>13</b>	<b>36</b>	<b>29</b>	<b>0</b>	<b>3</b>	<b>196</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	-	7	127	181	-	2	<b>317</b>
Securities Settlement Clerk 證券交收結算文員	-	-	1	21	42	-	-	<b>64</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	-	-	3	11	-	-	<b>14</b>
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	<b>0</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	3	10	-	-	<b>13</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	<b>0</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	-	-	<b>0</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	4	-	-	2	<b>6</b>
Accounting Clerk 會計文員	-	-	-	9	11	-	-	<b>20</b>
Computer Operator 電腦操作員	-	-	2	1	3	-	-	<b>6</b>
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	<b>0</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>168</b>	<b>258</b>	<b>0</b>	<b>4</b>	<b>440</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	24	<b>24</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>24</b>
<b>Total 總計</b>	<b>201</b>	<b>24</b>	<b>25</b>	<b>216</b>	<b>287</b>	<b>0</b>	<b>31</b>	<b>784</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.7 : Employees' Minimum Education Requirement for the Principal Job  
(Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry)

表 2.7 : 僱員在各主要職務的基本教育程度要求  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	1	1	-	-	-	-	-	2
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/常務董事/總經理	3	5	-	-	-	-	-	8
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	2	4	-	-	-	-	-	6
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	1	4	-	-	-	-	-	5
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	-	5	-	-	-	-	-	5
Manager - Settlement 經理－結算	-	2	-	-	-	-	-	2
Risk Manager 風險經理	-	1	-	-	-	-	-	1
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	-	1	-	-	-	-	-	1
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	3	-	-	-	-	-	3
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	-	0
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理－證券/代管人服務	-	2	-	-	-	-	-	2
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	-	-	-	0
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	1	-	-	-	-	-	-	1
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	11	-	-	-	-	-	-	11
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	1	3	-	-	-	-	-	4
Manager - Accounting 經理－會計	6	5	-	-	-	-	-	11
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	65	4	-	-	-	-	-	69
E-Commerce Manager 電子商貿經理	2	2	-	-	-	-	-	4
Manager - Human Resources 經理－人力資源	3	5	-	-	-	-	-	8
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	1	1	-	-	-	-	-	2
Company Secretary 公司秘書	3	-	-	-	-	-	-	3
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	-	8	-	-	-	-	-	8
Legal Adviser 法律顧問	5	9	-	-	-	-	-	14
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	4	15	-	-	-	-	-	19
Manager - Internal Audit 經理－內部稽核	7	2	-	-	-	-	-	9
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理－產業/房地產	2	-	-	-	-	-	-	2
Other Manager 其他經理	-	-	-	-	-	-	716	716
<b>Sub-total 小計</b>	<b>118</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>716</b>	<b>916</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	1	-	-	-	-	-	1
Management Trainee 見習主任	-	5	-	-	-	-	-	5
Representative 代表	-	3	-	-	-	-	-	3
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	4	-	-	-	-	4
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	-	-	0



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	-	1	-	-	-	-	-	1
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Sales Officer – Investment Products 銷售主任 – 投資產品	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	2	-	-	-	-	-	2
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	1	-	-	-	-	-	1
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	6	1	-	-	-	-	-	7
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	8	4	8	-	-	-	-	20
Computer Operations Officer 電腦運作主任	-	7	16	-	-	-	-	23
IT Audit Officer 資訊科技稽核主任	1	-	-	-	-	-	-	1
Programmer/Technology Officer 程式員/科技主任	6	17	-	-	-	-	-	23
Systems Analyst 系統分析員	54	23	-	-	-	-	-	77
Human Resources Officer 人力資源主任	-	13	3	-	-	-	-	16
Training Officer/Instructor 訓練主任/導師	-	2	3	-	-	-	-	5
Compliance Officer 條例執行主任	-	-	-	-	-	-	-	0
Internal Audit Officer 內部稽核主任	2	2	-	-	-	-	-	4
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	603	603
<b>Sub-total 小計</b>	<b>77</b>	<b>82</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>603</b>	<b>796</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	<b>0</b>
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	3	-	-	<b>3</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	-	-	-	312	-	-	<b>312</b>
Mailing Clerk 郵遞文員	-	-	-	-	-	7	-	<b>7</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	-	10	-	-	<b>10</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	<b>0</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	-	-	<b>0</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	<b>0</b>
Accounting Clerk 會計文員	-	-	-	5	6	-	-	<b>11</b>
Computer Operator 電腦操作員	-	-	-	5	24	-	-	<b>29</b>
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	<b>0</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>355</b>	<b>7</b>	<b>0</b>	<b>372</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	232	<b>232</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>232</b>	<b>232</b>
<b>Total 總計</b>	<b>195</b>	<b>164</b>	<b>34</b>	<b>10</b>	<b>355</b>	<b>7</b>	<b>1 551</b>	<b>2316</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.8 : Employees' Minimum Education Requirement for the Principal Job  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 2.8 : 僱員在各主要職務的基本教育程度要求  
(兌換商及外匯經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	-	-	-	-	-	-	-	0
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	17	-	-	-	-	-	-	17
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	-	-	-	-	0
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	-	-	0
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	60	5	17	5	-	-	15	102
Manager - Settlement 經理－結算	7	-	-	-	-	-	-	7
Risk Manager 風險經理	-	-	-	-	-	-	-	0
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	-	-	-	-	-	-	-	0
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-	-	-	-	0
Manager - Investment Services 經理－投資服務	20	-	-	-	-	-	-	20
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理－證券/代管人服務	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	-	-	-	0
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	-	-	-	-	0
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	2	-	-	-	-	-	-	2
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	-	-	-	-	-	0
Manager - Accounting 經理－會計	5	-	-	-	-	-	-	5
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	3	-	-	-	-	-	-	3
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	2	-	-	-	-	-	-	2
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	-	-	-	-	-	-	-	0
Company Secretary 公司秘書	-	-	-	-	-	-	-	0
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	-	-	-	-	-	-	-	0
Legal Adviser 法律顧問	-	-	-	-	-	-	-	0
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	-	-	-	-	-	-	0
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	-	-	0
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	-	-	-	-	-	-	-	0
Manager - Property/Real Estate 經理－產業/房地產	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>116</b>	<b>5</b>	<b>17</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>158</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	5	-	1	1	-	-	-	7
Management Trainee 見習主任	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	88	-	5	86	-	-	25	204
Remittances Officer 匯兌主任	17	5	35	52	20	-	15	144
Settlement Officer 結算主任	18	-	-	-	5	-	-	23
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Sales Officer – Investment Products 銷售主任 – 投資產品	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	-	-	-	-	-	0
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	2	1	-	-	-	-	-	3
Telemarketing Officer 電話市場推廣主任	7	-	-	-	-	-	-	7
Accounting Officer 會計主任	3	-	-	2	-	-	-	5
Computer Operations Officer 電腦運作主任	2	-	-	1	-	-	-	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	0
Programmer/Technology Officer 程式員/科技主任	3	-	-	1	-	-	-	4
Systems Analyst 系統分析員	1	-	2	-	-	-	-	3
Human Resources Officer 人力資源主任	4	-	-	1	-	-	-	5
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	2	-	1	-	-	-	-	3
Internal Audit Officer 內部稽核主任	-	-	-	-	-	-	-	0
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>152</b>	<b>6</b>	<b>44</b>	<b>144</b>	<b>25</b>	<b>0</b>	<b>40</b>	<b>411</b>

Job Title 職稱	Number of Employees 僱員人數							
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	-	9	221	786	105	55	<b>1 176</b>
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	<b>0</b>
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	<b>0</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	-	8	1	16	-	-	<b>25</b>
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	<b>0</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	-	1	1	2	-	-	<b>4</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	<b>0</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	-	-	<b>0</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	<b>0</b>
Accounting Clerk 會計文員	-	-	5	10	6	-	-	<b>21</b>
Computer Operator 電腦操作員	-	-	-	-	2	-	-	<b>2</b>
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	<b>0</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>233</b>	<b>812</b>	<b>105</b>	<b>55</b>	<b>1 228</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	29	<b>29</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>29</b>
<b>Total 總計</b>	<b>268</b>	<b>11</b>	<b>84</b>	<b>382</b>	<b>837</b>	<b>105</b>	<b>139</b>	<b>1 826</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 2.9 : Employees' Minimum Education Requirement for the Principal Job  
(Other Financial Companies)

表 2.9 : 僱員在各主要職務的基本教育程度要求  
(其他財務公司)

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	19	46	-	-	-	-	-	<b>65</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	119	40	-	-	-	-	-	<b>159</b>
Chief Representative 首席代表	12	-	-	-	-	-	-	<b>12</b>
Manager - Administration 經理－行政	34	23	-	-	-	-	-	<b>57</b>
Manager - Branch Operations 經理－分行運作	-	8	-	-	-	-	-	<b>8</b>
Zone/District Manager 區域經理	4	-	-	-	-	-	-	<b>4</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	5	20	-	-	-	-	-	<b>25</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/ 利率產品/債務市場	24	30	-	-	-	-	-	<b>54</b>
Manager - Settlement 經理－結算	5	45	-	-	-	-	-	<b>50</b>
Risk Manager 風險經理	16	45	-	-	-	-	-	<b>61</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理－投資	66	57	-	-	-	-	-	<b>123</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	540	23	-	20	-	-	-	<b>583</b>
Manager - Investment Services 經理－投資服務	305	123	-	-	-	-	-	<b>428</b>
Manager - Private Banking 經理－私人銀行	11	-	-	-	-	-	-	<b>11</b>
Manager - Securities/ Custodian Services 經理－證券/代管人服務	-	50	-	-	-	-	-	<b>50</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	45	105	8	-	-	-	-	<b>158</b>
Manager - Branch 經理－分行	-	25	-	-	-	-	-	<b>25</b>
Manager - Insurance Products 經理－保險產品	6	-	-	-	-	-	-	<b>6</b>
Manager - Mandatory Provident Fund 經理－強制性公積金	34	5	-	-	-	-	-	<b>39</b>
Manager - Trade Finance Operations 經理－貿易融資運作	7	-	-	-	-	-	-	<b>7</b>
Manager - Trust 經理－信託	5	110	-	-	-	-	-	<b>115</b>
Manager - Credit 經理－授信	13	29	-	-	-	-	-	<b>42</b>
Manager - Credit Card 經理－信用卡	20	-	-	-	-	-	-	<b>20</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	50	31	-	-	-	-	-	81
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	19	26	-	-	-	-	-	45
Manager - Liaison 經理－聯絡	36	16	-	-	-	-	-	52
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	51	26	-	-	-	-	-	77
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	54	11	-	-	-	-	-	65
Manager - Accounting 經理－會計	65	49	-	-	-	-	-	114
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	104	45	-	-	-	-	-	149
E-Commerce Manager 電子商貿經理	14	22	-	-	-	-	-	36
Manager - Human Resources 經理－人力資源	45	24	-	-	-	-	-	69
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	14	2	-	-	-	-	-	16
Company Secretary 公司秘書	15	4	5	-	-	-	-	24
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	57	33	-	-	-	-	-	90
Legal Adviser 法律顧問	61	15	-	-	-	-	-	76
Manager - Compliance 經理－條例執行	38	23	-	-	-	-	-	61
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	18	12	-	-	-	-	-	30
Manager - Internal Audit 經理－內部稽核	14	4	-	-	-	-	-	18
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	3	21	-	-	-	-	-	24
Manager - Property/Real Estate 經理－產業/房地產	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	44	44
<b>Sub-total 小計</b>	<b>1 948</b>	<b>1 148</b>	<b>13</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>3 173</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	58	12	17	22	8	-	-	117
Management Trainee 見習主任	-	-	-	-	-	-	-	0
Representative 代表	41	-	-	-	-	-	-	41
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	65	98	-	-	-	-	-	163
Remittances Officer 匯兌主任	-	-	4	200	280	-	-	484
Settlement Officer 結算主任	49	41	-	-	-	-	-	90
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	1 225	646	101	333	120	-	-	2 425



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>								
Investment Analyst 投資分析員	525	222	66	71	20	-	-	904
Investment Officer 投資主任	537	76	43	248	-	-	-	904
Sales Officer – Investment Products 銷售主任 – 投資產品	858	37	139	350	-	-	-	1 384
Sales Officer – Securities 銷售主任 – 證券	20	-	-	12	-	-	-	32
Securities Settlement Officer 證券交收結算主任	51	51	38	12	17	-	-	169
Insurance Products Officer 保險產品主任	10	-	-	-	-	-	-	10
Mandatory Provident Fund Officer 強制性公積金主任	286	82	-	3	-	-	-	371
Operations Officer 運作主任	117	56	2	-	-	-	-	175
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	5	-	-	-	-	5
Trade Finance Operations Officer 貿易融資運作主任	-	-	157	9	-	-	-	166
Trust Officer 信託主任	-	46	3	-	-	-	-	49
Credit Analyst 授信分析員	30	33	12	-	-	-	-	75
Credit Card Officer 信用卡主任	139	-	-	-	-	-	-	139
Credit Information Officer 資信調查主任	3	17	-	-	-	-	-	20
Credit/Loan Officer 授信/放款主任	50	8	34	-	-	-	-	92
Hire Purchase/Leasing Officer 分期付款/租賃主任	8	18	-	-	-	-	-	26
Business Development Officer 業務發展主任	161	15	10	-	-	-	-	186
Liaison Officer 聯絡主任	106	24	16	20	7	-	-	173
Marketing Officer 市場推廣主任	98	38	16	-	-	-	-	152
Telemarketing Officer 電話市場推廣主任	69	8	19	-	-	-	-	96
Accounting Officer 會計主任	120	121	30	50	-	-	-	321
Computer Operations Officer 電腦運作主任	68	22	34	3	-	-	-	127
IT Audit Officer 資訊科技稽核主任	21	8	-	-	-	-	-	29
Programmer/Technology Officer 程式員/科技主任	158	107	15	-	-	-	-	280
Systems Analyst 系統分析員	117	173	-	-	-	-	-	290
Human Resources Officer 人力資源主任	62	87	15	20	8	-	-	192
Training Officer/Instructor 訓練主任/導師	-	2	23	-	-	-	-	25
Compliance Officer 條例執行主任	58	39	15	-	-	-	-	112
Internal Audit Officer 內部稽核主任	19	22	-	-	-	-	-	41
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	7	12	-	-	-	-	-	19
Other Supervisor 其他主管	-	-	-	-	-	-	78	78
<b>Sub-total 小計</b>	<b>5 136</b>	<b>2 121</b>	<b>814</b>	<b>1 353</b>	<b>460</b>	<b>0</b>	<b>78</b>	<b>9 962</b>

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	University Degree or Above 大學學位 或以上	Higher Diploma/ Associate Degree or equivalent 高級文憑/ 副學士或 同等學歷	Diploma/ Higher Certificate/ Certificate or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation 預科	Secondary 5 or equivalent 中五或 同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL 文員級</b>								
Money Changers Clerk 貨幣兌換文員	-	47	20	40	52	-	-	<b>159</b>
Securities and Futures Assistant 證券及期貨助理	-	383	-	163	371	-	-	<b>917</b>
Securities Settlement Clerk 證券交收結算文員	-	106	-	40	100	-	-	<b>246</b>
Cashier 出納員	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	86	-	392	863	-	-	<b>1 341</b>
Mailing Clerk 郵遞文員	-	15	-	19	39	2	-	<b>75</b>
Receptionist/Telephone Operator 接待員/電話操作員	-	9	1	54	88	5	3	<b>160</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	16	-	12	-	-	-	<b>28</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	33	-	-	3	-	-	<b>36</b>
Teller 櫃檯員	-	-	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	-	34	-	154	127	-	-	<b>315</b>
Telemarketing Representative 電話市場推廣代表	-	100	-	81	207	-	-	<b>388</b>
Accounting Clerk 會計文員	-	56	48	161	147	-	-	<b>412</b>
Computer Operator 電腦操作員	-	10	29	92	230	-	-	<b>361</b>
Internal Audit Clerk 內部稽核文員	-	11	-	13	16	-	-	<b>40</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>906</b>	<b>98</b>	<b>1 221</b>	<b>2 243</b>	<b>7</b>	<b>3</b>	<b>4 478</b>
<b>OTHERS 其他</b>								
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	892	<b>892</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>892</b>	<b>892</b>
<b>Total 總計</b>	<b>7 084</b>	<b>4 175</b>	<b>925</b>	<b>2 594</b>	<b>2 703</b>	<b>7</b>	<b>1 017</b>	<b>18 505</b>

\* As the minimum education requirements of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3 : Employees' Requirement of Professional Qualification for the Principal Job (Banking and Finance Industry)

表 3 : 僱員在各主要職務的專業資格要求 (銀行及金融業)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	3 (1.2)	201 (81.7)	42 (17.1)	<b>246</b> <b>(100)</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	129 (15.7)	661 (80.3)	33 (4.0)	<b>823</b> <b>(100)</b>
Chief Representative 首席代表	11 (18.0)	50 (82.0)	- (-)	<b>61</b> <b>(100)</b>
Manager - Administration 經理—行政	- (-)	352 (95.1)	18 (4.9)	<b>370</b> <b>(100)</b>
Manager - Branch Operations 經理—分行運作	- (-)	232 (90.6)	24 (9.4)	<b>256</b> <b>(100)</b>
Zone/District Manager 區域經理	18 (9.9)	144 (79.6)	19 (10.5)	<b>181</b> <b>(100)</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	71 (37.8)	94 (50.0)	23 (12.2)	<b>188</b> <b>(100)</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	80 (11.7)	564 (82.6)	39 (5.7)	<b>683</b> <b>(100)</b>
Manager - Settlement 經理—結算	8 (2.8)	241 (85.5)	33 (11.7)	<b>282</b> <b>(100)</b>
Risk Manager 風險經理	45 (8.0)	460 (81.4)	60 (10.6)	<b>565</b> <b>(100)</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	212 (42.7)	284 (57.1)	1 (0.2)	<b>497</b> <b>(100)</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	981 (63.8)	541 (35.2)	16 (1.0)	<b>1 538</b> <b>(100)</b>
Manager - Investment Services 經理—投資服務	365 (29.4)	844 (68.1)	31 (2.5)	<b>1 240</b> <b>(100)</b>
Manager - Private Banking 經理—私人銀行	241 (19.7)	980 (80.1)	3 (0.2)	<b>1 224</b> <b>(100)</b>
Manager - Securities/ Custodian Services 經理—證券/代管人服務	19 (11.1)	96 (55.8)	57 (33.1)	<b>172</b> <b>(100)</b>
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	53 (5.0)	914 (85.9)	97 (9.1)	<b>1 064</b> <b>(100)</b>
Manager - Branch 經理—分行	153 (7.4)	1 719 (82.7)	206 (9.9)	<b>2 078</b> <b>(100)</b>
Manager - Insurance Products 經理—保險產品	36 (34.6)	51 (49.0)	17 (16.4)	<b>104</b> <b>(100)</b>
Manager - Mandatory Provident Fund 經理—強制性公積金	14 (14.1)	83 (83.9)	2 (2.0)	<b>99</b> <b>(100)</b>
Manager - Trade Finance Operations 經理—貿易融資運作	39 (8.2)	429 (90.7)	5 (1.1)	<b>473</b> <b>(100)</b>
Manager - Trust 經理—信託	- (-)	110 (55.3)	89 (44.7)	<b>199</b> <b>(100)</b>
Manager - Credit 經理—授信	87 (7.0)	1 087 (87.1)	74 (5.9)	<b>1 248</b> <b>(100)</b>
Manager - Credit Card 經理—信用卡	- (-)	249 (96.1)	10 (3.9)	<b>259</b> <b>(100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	55 (23.6)	160 (68.7)	18 (7.7)	233 (100)
Manager - Business Development 經理—業務發展	79 (11.4)	482 (69.4)	133 (19.2)	694 (100)
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	265 (16.7)	1 246 (78.5)	76 (4.8)	1 587 (100)
Manager - Liaison 經理—聯絡	- (-)	57 (87.7)	8 (12.3)	65 (100)
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	538 (91.3)	51 (8.7)	589 (100)
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	31 (13.5)	179 (77.8)	20 (8.7)	230 (100)
Manager - Accounting 經理—會計	208 (28.7)	445 (61.4)	72 (9.9)	725 (100)
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	1 357 (92.0)	118 (8.0)	1 475 (100)
E-Commerce Manager 電子商貿經理	- (-)	307 (95.3)	15 (4.7)	322 (100)
Manager - Human Resources 經理—人力資源	- (-)	425 (88.9)	53 (11.1)	478 (100)
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	1 (0.6)	151 (86.8)	22 (12.6)	174 (100)
Company Secretary 公司秘書	- (-)	91 (85.0)	16 (15.0)	107 (100)
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	9 (4.7)	111 (58.1)	71 (37.2)	191 (100)
Legal Adviser 法律顧問	147 (49.0)	126 (42.0)	27 (9.0)	300 (100)
Manager - Compliance 經理—條例執行	48 (11.5)	322 (76.8)	49 (11.7)	419 (100)
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	145 (85.3)	25 (14.7)	170 (100)
Manager - Internal Audit 經理—內部稽核	65 (19.8)	236 (72.0)	27 (8.2)	328 (100)
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	95 (79.2)	25 (20.8)	120 (100)
Manager - Property/Real Estate 經理—產業/房地產	- (-)	84 (78.5)	23 (21.5)	107 (100)
Other Manager 其他經理	- (-)	- (-)	3 575 (100)	3 575 (100)
<b>Sub-total 小計</b>	<b>3 473 (13.5)</b>	<b>16 943 (65.8)</b>	<b>5 323 (20.7)</b>	<b>25 739 (100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	895 (77.8)	255 (22.2)	1 150 (100)
Management Trainee 見習主任	- (-)	376 (93.5)	26 (6.5)	402 (100)
Representative 代表	- (-)	93 (100)	- (-)	93 (100)
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	74 (5.5)	1 125 (84.4)	134 (10.1)	1 333 (100)
Remittances Officer 匯兌主任	- (-)	1 077 (100)	- (-)	1 077 (100)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	4 (0.7)	545 (94.5)	28 (4.8)	577 (100)
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	164 (3.3)	4 207 (83.7)	654 (13.0)	5 025 (100)
Investment Analyst 投資分析員	203 (9.0)	1 846 (82.3)	195 (8.7)	2 244 (100)
Investment Officer 投資主任	193 (7.0)	2 508 (90.8)	61 (2.2)	2 762 (100)
Sales Officer – Investment Products 銷售主任—投資產品	453 (15.9)	2 375 (83.4)	21 (0.7)	2 849 (100)
Sales Officer – Securities 銷售主任—證券	167 (50.0)	149 (44.6)	18 (5.4)	334 (100)
Securities Settlement Officer 證券交收結算主任	166 (8.5)	1 671 (85.7)	112 (5.8)	1 949 (100)
Insurance Products Officer 保險產品主任	30 (16.3)	106 (57.6)	48 (26.1)	184 (100)
Mandatory Provident Fund Officer 強制性公積金主任	8 (1.8)	440 (97.8)	2 (0.4)	450 (100)
Operations Officer 運作主任	92 (1.6)	3 615 (60.4)	2 275 (38.0)	5 982 (100)
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	112 (70.9)	46 (29.1)	158 (100)
Telecommunications Officer 電訊主任	- (-)	71 (84.5)	13 (15.5)	84 (100)
Trade Finance Operations Officer 貿易融資運作主任	5 (0.4)	1 149 (94.0)	69 (5.6)	1 223 (100)
Trust Officer 信託主任	- (-)	75 (44.6)	93 (55.4)	168 (100)
Credit Analyst 授信分析員	22 (2.5)	827 (93.4)	36 (4.1)	885 (100)
Credit Card Officer 信用卡主任	- (-)	692 (93.1)	51 (6.9)	743 (100)
Credit Information Officer 資信調查主任	- (-)	121 (59.3)	83 (40.7)	204 (100)
Credit/Loan Officer 授信/放款主任	- (-)	2 780 (97.8)	63 (2.2)	2 843 (100)
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	174 (81.7)	39 (18.3)	213 (100)
Business Development Officer 業務發展主任	- (-)	2 185 (85.3)	377 (14.7)	2 562 (100)
Liaison Officer 聯絡主任	- (-)	182 (88.3)	24 (11.7)	206 (100)
Marketing Officer 市場推廣主任	- (-)	2 004 (96.5)	72 (3.5)	2 076 (100)
Telemarketing Officer 電話市場推廣主任	- (-)	395 (98.5)	6 (1.5)	401 (100)
Accounting Officer 會計主任	122 (6.4)	1 546 (81.7)	225 (11.9)	1 893 (100)
Computer Operations Officer 電腦運作主任	- (-)	740 (89.8)	84 (10.2)	824 (100)
IT Audit Officer 資訊科技稽核主任	- (-)	69 (82.1)	15 (17.9)	84 (100)
Programmer/Technology Officer 程式員/科技主任	- (-)	1 832 (85.2)	317 (14.8)	2 149 (100)
Systems Analyst 系統分析員	- (-)	1 238 (82.0)	271 (18.0)	1 509 (100)
Human Resources Officer 人力資源主任	- (-)	771 (84.8)	138 (15.2)	909 (100)
Training Officer/Instructor 訓練主任/導師	- (-)	161 (87.0)	24 (13.0)	185 (100)
Compliance Officer 條例執行主任	5 (1.1)	407 (88.9)	46 (10.0)	458 (100)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	13 (2.3)	532 (92.7)	29 (5.0)	574 (100)
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	175 (91.1)	17 (8.9)	192 (100)
Other Supervisor 其他主管	- (-)	- (-)	3 789 (100)	3 789 (100)
<b>Sub-total 小計</b>	<b>1 721 (3.4)</b>	<b>39 266 (77.4)</b>	<b>9 756 (19.2)</b>	<b>50 743 (100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	1 596 (95.3)	79 (4.7)	1 675 (100)
Securities and Futures Assistant 證券及期貨助理	- (-)	5 650 (91.0)	560 (9.0)	6 210 (100)
Securities Settlement Clerk 證券交收結算文員	- (-)	1 861 (95.7)	84 (4.3)	1 945 (100)
Cashier 出納員	- (-)	712 (91.2)	69 (8.8)	781 (100)
General Clerk 一般文員	- (-)	8 108 (87.5)	1 156 (12.5)	9 264 (100)
Mailing Clerk 郵遞文員	- (-)	214 (83.9)	41 (16.1)	255 (100)
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	493 (76.7)	150 (23.3)	643 (100)
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	846 (98.1)	16 (1.9)	862 (100)
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	1 344 (97.6)	33 (2.4)	1 377 (100)
Teller 櫃檯員	- (-)	8 880 (89.5)	1 040 (10.5)	9 920 (100)
Credit/Loan Clerk 授信/放款文員	- (-)	3 627 (97.8)	82 (2.2)	3 709 (100)
Telemarketing Representative 電話市場推廣代表	- (-)	1 030 (99.0)	10 (1.0)	1 040 (100)
Accounting Clerk 會計文員	- (-)	1 780 (88.2)	237 (11.8)	2 017 (100)
Computer Operator 電腦操作員	- (-)	1 036 (95.0)	55 (5.0)	1 091 (100)
Internal Audit Clerk 內部稽核文員	- (-)	151 (93.2)	11 (6.8)	162 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>37 328 (91.2)</b>	<b>3 623 (8.8)</b>	<b>40 951 (100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	11 655 (100)	11 655 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>0 (0)</b>	<b>11 655 (100)</b>	<b>11 655 (100)</b>
<b>Total 總計</b>	<b>5 194 (4.0)</b>	<b>93 537 (72.5)</b>	<b>30 357 (23.5)</b>	<b>129 088 (100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.1 : Employees' Requirement of Professional Qualification for the Principal Job  
(Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks)

表 3.1 : 僱員在各主要職務的專業資格要求  
(持牌銀行、有限牌照銀行及外國銀行本港代表辦事處)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	2 (1.5)	130 (95.6)	4 (2.9)	136 (100)
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	107 (28.6)	267 (71.4)	- (-)	374 (100)
Chief Representative 首席代表	9 (18.4)	40 (81.6)	- (-)	49 (100)
Manager - Administration 經理—行政	- (-)	199 (98.0)	4 (2.0)	203 (100)
Manager - Branch Operations 經理—分行運作	- (-)	209 (92.1)	18 (7.9)	227 (100)
Zone/District Manager 區域經理	18 (11.8)	116 (75.8)	19 (12.4)	153 (100)
Head of Treasury and Capital Markets 庫務及資本市場主管	66 (43.7)	82 (54.3)	3 (2.0)	151 (100)
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	74 (14.7)	420 (83.3)	10 (2.0)	504 (100)
Manager - Settlement 經理—結算	6 (3.7)	154 (95.1)	2 (1.2)	162 (100)
Risk Manager 風險經理	42 (8.6)	431 (88.3)	15 (3.1)	488 (100)
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	125 (83.9)	23 (15.4)	1 (0.7)	149 (100)
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	827 (91.7)	59 (6.5)	16 (1.8)	902 (100)
Manager - Investment Services 經理—投資服務	192 (32.5)	368 (62.4)	30 (5.1)	590 (100)
Manager - Private Banking 經理—私人銀行	237 (19.6)	968 (80.1)	3 (0.3)	1 208 (100)
Manager - Securities/ Custodian Services 經理—證券/代管人服務	17 (15.7)	91 (84.3)	- (-)	108 (100)
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	20 (15.3)	111 (84.7)	- (-)	131 (100)
Manager - Branch 經理—分行	153 (7.9)	1 590 (82.4)	187 (9.7)	1 930 (100)
Manager - Insurance Products 經理—保險產品	36 (36.7)	45 (45.9)	17 (17.4)	98 (100)
Manager - Mandatory Provident Fund 經理—強制性公積金	2 (3.3)	58 (96.7)	- (-)	60 (100)
Manager - Trade Finance Operations 經理—貿易融資運作	38 (8.5)	402 (90.4)	5 (1.1)	445 (100)
Manager - Trust 經理—信託	- (-)	32 (38.1)	52 (61.9)	84 (100)
Manager - Credit 經理—授信	68 (8.6)	672 (85.4)	47 (6.0)	787 (100)
Manager - Credit Card 經理—信用卡	- (-)	224 (95.7)	10 (4.3)	234 (100)

Job Title 職稱	Number of Employees 僱員人數			
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	Total 總計
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	54 (23.3)	160 (69.0)	18 (7.7)	232 (100)
Manager - Business Development 經理—業務發展	74 (13.1)	379 (67.2)	111 (19.7)	564 (100)
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	265 (17.4)	1205 (78.9)	56 (3.7)	1 526 (100)
Manager - Liaison 經理—聯絡	- (-)	13 (100)	- (-)	13 (100)
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	388 (91.7)	35 (8.3)	423 (100)
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	22 (30.1)	46 (63.0)	5 (6.9)	73 (100)
Manager - Accounting 經理—會計	173 (40.0)	237 (54.9)	22 (5.1)	432 (100)
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	1 086 (93.0)	82 (7.0)	1 168 (100)
E-Commerce Manager 電子商貿經理	- (-)	277 (100)	- (-)	277 (100)
Manager - Human Resources 經理—人力資源	- (-)	320 (93.3)	23 (6.7)	343 (100)
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	130 (91.5)	12 (8.5)	142 (100)
Company Secretary 公司秘書	- (-)	49 (90.7)	5 (9.3)	54 (100)
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	1 (2.0)	44 (89.8)	4 (8.2)	49 (100)
Legal Adviser 法律顧問	125 (67.6)	46 (24.8)	14 (7.6)	185 (100)
Manager - Compliance 經理—條例執行	48 (16.2)	229 (77.1)	20 (6.7)	297 (100)
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	89 (87.3)	13 (12.7)	102 (100)
Manager - Internal Audit 經理—內部稽核	61 (23.1)	187 (70.8)	16 (6.1)	264 (100)
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	88 (91.7)	8 (8.3)	96 (100)
Manager - Property/Real Estate 經理—產業/房地產	- (-)	76 (76.8)	23 (23.2)	99 (100)
Other Manager 其他經理	- (-)	- (-)	2 750 (100)	2 750 (100)
<b>Sub-total 小計</b>	<b>2 862 (15.7)</b>	<b>11 740 (64.3)</b>	<b>3 660 (20.0)</b>	<b>18 262 (100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	646 (72.5)	245 (27.5)	891 (100)
Management Trainee 見習主任	- (-)	366 (93.4)	26 (6.6)	392 (100)
Representative 代表	- (-)	49 (100)	- (-)	49 (100)
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	14 (1.5)	861 (94.4)	37 (4.1)	912 (100)
Remittances Officer 匯兌主任	- (-)	438 (100)	- (-)	438 (100)



Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	408 (99.3)	3 (0.7)	<b>411</b> <b>(100)</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	144 (5.8)	2 299 (93.3)	21 (0.9)	<b>2 464</b> <b>(100)</b>
Investment Analyst 投資分析員	53 (5.6)	883 (93.4)	9 (1.0)	<b>945</b> <b>(100)</b>
Investment Officer 投資主任	- (-)	1 011 (99.3)	7 (0.7)	<b>1 018</b> <b>(100)</b>
Sales Officer – Investment Products 銷售主任—投資產品	453 (34.5)	851 (64.7)	10 (0.8)	<b>1 314</b> <b>(100)</b>
Sales Officer – Securities 銷售主任—證券	166 (65.6)	69 (27.3)	18 (7.1)	<b>253</b> <b>(100)</b>
Securities Settlement Officer 證券交收結算主任	166 (21.6)	560 (72.7)	44 (5.7)	<b>770</b> <b>(100)</b>
Insurance Products Officer 保險產品主任	30 (17.2)	96 (55.2)	48 (27.6)	<b>174</b> <b>(100)</b>
Mandatory Provident Fund Officer 強制性公積金主任	8 (10.1)	69 (87.4)	2 (2.5)	<b>79</b> <b>(100)</b>
Operations Officer 運作主任	92 (1.6)	3 366 (59.3)	2 219 (39.1)	<b>5 677</b> <b>(100)</b>
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	111 (70.7)	46 (29.3)	<b>157</b> <b>(100)</b>
Telecommunications Officer 電訊主任	- (-)	71 (89.9)	8 (10.1)	<b>79</b> <b>(100)</b>
Trade Finance Operations Officer 貿易融資運作主任	- (-)	955 (93.3)	69 (6.7)	<b>1 024</b> <b>(100)</b>
Trust Officer 信託主任	- (-)	66 (55.5)	53 (44.5)	<b>119</b> <b>(100)</b>
Credit Analyst 授信分析員	4 (0.6)	682 (99.0)	3 (0.4)	<b>689</b> <b>(100)</b>
Credit Card Officer 信用卡主任	- (-)	547 (91.5)	51 (8.5)	<b>598</b> <b>(100)</b>
Credit Information Officer 資信調查主任	- (-)	94 (58.8)	66 (41.2)	<b>160</b> <b>(100)</b>
Credit/Loan Officer 授信/放款主任	- (-)	1 948 (97.3)	55 (2.7)	<b>2 003</b> <b>(100)</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	139 (86.9)	21 (13.1)	<b>160</b> <b>(100)</b>
Business Development Officer 業務發展主任	- (-)	1 931 (84.1)	365 (15.9)	<b>2 296</b> <b>(100)</b>
Liaison Officer 聯絡主任	- (-)	33 (100)	- (-)	<b>33</b> <b>(100)</b>
Marketing Officer 市場推廣主任	- (-)	1 739 (96.6)	62 (3.4)	<b>1 801</b> <b>(100)</b>
Telemarketing Officer 電話市場推廣主任	- (-)	254 (97.7)	6 (2.3)	<b>260</b> <b>(100)</b>
Accounting Officer 會計主任	99 (9.1)	924 (85.3)	60 (5.6)	<b>1 083</b> <b>(100)</b>
Computer Operations Officer 電腦運作主任	- (-)	461 (90.7)	47 (9.3)	<b>508</b> <b>(100)</b>
IT Audit Officer 資訊科技稽核主任	- (-)	38 (88.4)	5 (11.6)	<b>43</b> <b>(100)</b>
Programmer/Technology Officer 程式員/科技主任	- (-)	1 526 (88.2)	205 (11.8)	<b>1 731</b> <b>(100)</b>
Systems Analyst 系統分析員	- (-)	954 (90.9)	96 (9.1)	<b>1 050</b> <b>(100)</b>
Human Resources Officer 人力資源主任	- (-)	474 (88.8)	60 (11.2)	<b>534</b> <b>(100)</b>
Training Officer/Instructor 訓練主任/導師	- (-)	127 (85.2)	22 (14.8)	<b>149</b> <b>(100)</b>
Compliance Officer 條例執行主任	1 (0.4)	235 (92.9)	17 (6.7)	<b>253</b> <b>(100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	- (-)	465 (97.7)	11 (2.3)	<b>476</b> <b>(100)</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	168 (97.1)	5 (2.9)	<b>173</b> <b>(100)</b>
Other Supervisor 其他主管	- (-)	- (-)	3 095 (100)	<b>3 095</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>1 230</b> <b>(3.6)</b>	<b>25 914</b> <b>(75.6)</b>	<b>7 117</b> <b>(20.8)</b>	<b>34 261</b> <b>(100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	340 (100)	- (-)	<b>340</b> <b>(100)</b>
Securities and Futures Assistant 證券及期貨助理	- (-)	916 (100)	- (-)	<b>916</b> <b>(100)</b>
Securities Settlement Clerk 證券交收結算文員	- (-)	427 (98.4)	7 (1.6)	<b>434</b> <b>(100)</b>
Cashier 出納員	- (-)	709 (91.1)	69 (8.9)	<b>778</b> <b>(100)</b>
General Clerk 一般文員	- (-)	5 956 (87.3)	870 (12.7)	<b>6 826</b> <b>(100)</b>
Mailing Clerk 郵遞文員	- (-)	113 (100)	- (-)	<b>113</b> <b>(100)</b>
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	193 (63.7)	110 (36.3)	<b>303</b> <b>(100)</b>
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	818 (100)	- (-)	<b>818</b> <b>(100)</b>
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	1 297 (100)	- (-)	<b>1 297</b> <b>(100)</b>
Teller 櫃檯員	- (-)	8 876 (89.5)	1040 (10.5)	<b>9 916</b> <b>(100)</b>
Credit/Loan Clerk 授信/放款文員	- (-)	2 063 (100)	- (-)	<b>2 063</b> <b>(100)</b>
Telemarketing Representative 電話市場推廣代表	- (-)	534 (100)	- (-)	<b>534</b> <b>(100)</b>
Accounting Clerk 會計文員	- (-)	681 (86.1)	110 (13.9)	<b>791</b> <b>(100)</b>
Computer Operator 電腦操作員	- (-)	412 (95.2)	21 (4.8)	<b>433</b> <b>(100)</b>
Internal Audit Clerk 內部稽核文員	- (-)	91 (100)	- (-)	<b>91</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>23 426</b> <b>(91.3)</b>	<b>2 227</b> <b>(8.7)</b>	<b>25 653</b> <b>(100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	9 768 (100)	<b>9 768</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>0</b> <b>(0)</b>	<b>9 768</b> <b>(100)</b>	<b>9 768</b> <b>(100)</b>
<b>Total</b> <b>總計</b>	<b>4 092</b> <b>(4.6)</b>	<b>61 080</b> <b>(69.5)</b>	<b>22 772</b> <b>(25.9)</b>	<b>87 944</b> <b>(100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.2 : Employees' Requirement of Professional Qualification for the Principal Job  
(Deposit-taking Companies)

表 3.2 : 僱員在各主要職務的專業資格要求  
(接受存款公司)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	12 (100)	- (-)	12 (100)
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	5 (17.2)	24 (82.8)	- (-)	29 (100)
Chief Representative 首席代表	- (-)	- (-)	- (-)	0 (0)
Manager - Administration 經理—行政	- (-)	9 (100)	- (-)	9 (100)
Manager - Branch Operations 經理—分行運作	- (-)	5 (100)	- (-)	5 (100)
Zone/District Manager 區域經理	- (-)	5 (100)	- (-)	5 (100)
Head of Treasury and Capital Markets 庫務及資本市場主管	4 (66.7)	2 (33.3)	- (-)	6 (100)
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	1 (11.1)	8 (88.9)	- (-)	9 (100)
Manager - Settlement 經理—結算	- (-)	3 (100)	- (-)	3 (100)
Risk Manager 風險經理	- (-)	4 (100)	- (-)	4 (100)
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	3 (100)	- (-)	- (-)	3 (100)
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	3 (75.0)	1 (25.0)	- (-)	4 (100)
Manager - Investment Services 經理—投資服務	4 (50.0)	4 (50.0)	- (-)	8 (100)
Manager - Private Banking 經理—私人銀行	4 (80.0)	1 (20.0)	- (-)	5 (100)
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	- (-)	- (-)	0 (0)
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	- (-)	2 (100)	- (-)	2 (100)
Manager - Branch 經理—分行	- (-)	45 (100)	- (-)	45 (100)
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	0 (0)
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	0 (0)
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	20 (100)	- (-)	20 (100)
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	0 (0)
Manager - Credit 經理—授信	2 (6.5)	29 (93.5)	- (-)	31 (100)
Manager - Credit Card 經理—信用卡	- (-)	- (-)	- (-)	0 (0)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	1 (100)	- (-)	- (-)	1 (100)
Manager - Business Development 經理—業務發展	1 (8.3)	11 (91.7)	- (-)	12 (100)
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	14 (100)	- (-)	14 (100)
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	0 (0)
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	18 (100)	- (-)	18 (100)
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	2 (25.0)	6 (75.0)	- (-)	8 (100)
Manager - Accounting 經理—會計	1 (10.0)	9 (90.0)	- (-)	10 (100)
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	9 (100)	- (-)	9 (100)
E-Commerce Manager 電子商貿經理	- (-)	- (-)	- (-)	0 (0)
Manager - Human Resources 經理—人力資源	- (-)	4 (100)	- (-)	4 (100)
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	2 (100)	- (-)	2 (100)
Company Secretary 公司秘書	- (-)	5 (100)	- (-)	5 (100)
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	- (-)	- (-)	0 (0)
Legal Adviser 法律顧問	- (-)	3 (100)	- (-)	3 (100)
Manager - Compliance 經理—條例執行	- (-)	6 (100)	- (-)	6 (100)
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	- (-)	- (-)	0 (0)
Manager - Internal Audit 經理—內部稽核	- (-)	6 (100)	- (-)	6 (100)
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	0 (0)
Manager - Property/Real Estate 經理—產業/房地產	- (-)	- (-)	- (-)	0 (0)
Other Manager 其他經理	- (-)	- (-)	1 (100)	1 (100)
<b>Sub-total 小計</b>	<b>31 (10.4)</b>	<b>267 (89.3)</b>	<b>1 (0.3)</b>	<b>299 (100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	14 (100)	- (-)	14 (100)
Management Trainee 見習主任	- (-)	- (-)	- (-)	0 (0)
Representative 代表	- (-)	- (-)	- (-)	0 (0)
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	19 (100)	- (-)	19 (100)
Remittances Officer 匯兌主任	- (-)	11 (100)	- (-)	11 (100)

Job Title 職稱	Number of Employees 僱員人數			
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	31 (100)	- (-)	31 (100)
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	1 (100)	- (-)	1 (100)
Investment Analyst 投資分析員	- (-)	5 (100)	- (-)	5 (100)
Investment Officer 投資主任	- (-)	2 (100)	- (-)	2 (100)
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	- (-)	- (-)	0 (0)
Sales Officer – Securities 銷售主任—證券	- (-)	- (-)	- (-)	0 (0)
Securities Settlement Officer 證券交收結算主任	- (-)	- (-)	- (-)	0 (0)
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	0 (0)
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	0 (0)
Operations Officer 運作主任	- (-)	58 (100)	- (-)	58 (100)
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	1 (100)	- (-)	1 (100)
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Officer 貿易融資運作主任	- (-)	28 (100)	- (-)	28 (100)
Trust Officer 信託主任	- (-)	- (-)	- (-)	0 (0)
Credit Analyst 授信分析員	- (-)	15 (100)	- (-)	15 (100)
Credit Card Officer 信用卡主任	- (-)	- (-)	- (-)	0 (0)
Credit Information Officer 資信調查主任	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Officer 授信/放款主任	- (-)	39 (100)	- (-)	39 (100)
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	5 (100)	- (-)	5 (100)
Business Development Officer 業務發展主任	- (-)	17 (100)	- (-)	17 (100)
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	0 (0)
Marketing Officer 市場推廣主任	- (-)	28 (100)	- (-)	28 (100)
Telemarketing Officer 電話市場推廣主任	- (-)	- (-)	- (-)	0 (0)
Accounting Officer 會計主任	- (-)	21 (100)	- (-)	21 (100)
Computer Operations Officer 電腦運作主任	- (-)	6 (100)	- (-)	6 (100)
IT Audit Officer 資訊科技稽核主任	- (-)	1 (100)	- (-)	1 (100)
Programmer/Technology Officer 程式員/科技主任	- (-)	13 (100)	- (-)	13 (100)
Systems Analyst 系統分析員	- (-)	10 (100)	- (-)	10 (100)
Human Resources Officer 人力資源主任	- (-)	12 (100)	- (-)	12 (100)
Training Officer/Instructor 訓練主任/導師	- (-)	2 (100)	- (-)	2 (100)
Compliance Officer 條例執行主任	- (-)	7 (100)	- (-)	7 (100)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	- (-)	19 (100)	- (-)	<b>19</b> <b>(100)</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Supervisor 其他主管	- (-)	- (-)	3 (100)	<b>3</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>365</b> <b>(99.2)</b>	<b>3</b> <b>(0.8)</b>	<b>368</b> <b>(100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Securities and Futures Assistant 證券及期貨助理	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Securities Settlement Clerk 證券交收結算文員	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Cashier 出納員	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
General Clerk 一般文員	- (-)	48 (100)	- (-)	<b>48</b> <b>(100)</b>
Mailing Clerk 郵遞文員	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	15 (100)	- (-)	<b>15</b> <b>(100)</b>
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	16 (100)	- (-)	<b>16</b> <b>(100)</b>
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	41 (100)	- (-)	<b>41</b> <b>(100)</b>
Teller 櫃檯員	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Credit/Loan Clerk 授信/放款文員	- (-)	226 (100)	- (-)	<b>226</b> <b>(100)</b>
Telemarketing Representative 電話市場推廣代表	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Accounting Clerk 會計文員	- (-)	27 (100)	- (-)	<b>27</b> <b>(100)</b>
Computer Operator 電腦操作員	- (-)	15 (100)	- (-)	<b>15</b> <b>(100)</b>
Internal Audit Clerk 內部稽核文員	- (-)	8 (100)	- (-)	<b>8</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>410</b> <b>(100)</b>	<b>0</b> <b>(0)</b>	<b>410</b> <b>(100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	45 (100)	<b>45</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>0</b> <b>(0)</b>	<b>45</b> <b>(100)</b>	<b>45</b> <b>(100)</b>
<b>Total</b> <b>總計</b>	<b>31</b> <b>(2.7)</b>	<b>1 042</b> <b>(92.9)</b>	<b>49</b> <b>(4.4)</b>	<b>1 122</b> <b>(100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.3 : Employees' Requirement of Professional Qualification for the Principal Job  
(Investment and Holding Companies)

表 3.3 : 僱員在各主要職務的專業資格要求  
(投資及控股公司)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	- (-)	5 (100)	5 (100)
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	1 (2.4)	36 (85.7)	5 (11.9)	42 (100)
Chief Representative 首席代表	- (-)	- (-)	- (-)	0 (0)
Manager - Administration 經理—行政	- (-)	12 (70.6)	5 (29.4)	17 (100)
Manager - Branch Operations 經理—分行運作	- (-)	- (-)	- (-)	0 (0)
Zone/District Manager 區域經理	- (-)	- (-)	- (-)	0 (0)
Head of Treasury and Capital Markets 庫務及資本市場主管	- (-)	- (-)	- (-)	0 (0)
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	- (-)	- (-)	- (-)	0 (0)
Manager - Settlement 經理—結算	- (-)	- (-)	- (-)	0 (0)
Risk Manager 風險經理	- (-)	- (-)	- (-)	0 (0)
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	17 (8.9)	175 (91.1)	- (-)	192 (100)
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	25 (96.2)	1 (3.8)	- (-)	26 (100)
Manager - Investment Services 經理—投資服務	58 (36.7)	100 (63.3)	- (-)	158 (100)
Manager - Private Banking 經理—私人銀行	- (-)	- (-)	- (-)	0 (0)
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	- (-)	8 (100)	8 (100)
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	- (-)	5 (38.5)	8 (61.5)	13 (100)
Manager - Branch 經理—分行	- (-)	- (-)	- (-)	0 (0)
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	0 (0)
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	0 (0)
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	- (-)	- (-)	0 (0)
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	0 (0)
Manager - Credit 經理—授信	- (-)	- (-)	- (-)	0 (0)
Manager - Credit Card 經理—信用卡	- (-)	- (-)	- (-)	0 (0)

Job Title 職稱	Number of Employees 僱員人數			
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	Total 總計
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	2 (16.7)	10 (83.3)	- (-)	<b>12</b> <b>(100)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	1 (11.1)	8 (88.9)	<b>9</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	- (-)	34 (79.1)	9 (20.9)	<b>43</b> <b>(100)</b>
Manager - Accounting 經理—會計	10 (14.2)	51 (72.9)	9 (12.9)	<b>70</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	5 (35.7)	9 (64.3)	<b>14</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Human Resources 經理—人力資源	- (-)	10 (52.6)	9 (47.4)	<b>19</b> <b>(100)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	- (-)	8 (100)	<b>8</b> <b>(100)</b>
Company Secretary 公司秘書	- (-)	5 (35.7)	9 (64.3)	<b>14</b> <b>(100)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	- (-)	34 (100)	<b>34</b> <b>(100)</b>
Legal Adviser 法律顧問	- (-)	7 (87.5)	1 (12.5)	<b>8</b> <b>(100)</b>
Manager - Compliance 經理—條例執行	- (-)	1 (10.0)	9 (90.0)	<b>10</b> <b>(100)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	3 (27.3)	8 (72.7)	<b>11</b> <b>(100)</b>
Manager - Internal Audit 經理—內部稽核	- (-)	- (-)	9 (100)	<b>9</b> <b>(100)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Other Manager 其他經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>113</b> <b>(15.5)</b>	<b>461</b> <b>(63.4)</b>	<b>153</b> <b>(21.1)</b>	<b>727</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	34 (91.9)	3 (8.1)	<b>37</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Representative 代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Remittances Officer 匯兌主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>



Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	- (-)	17 (100)	<b>17</b> <b>(100)</b>
Investment Analyst 投資分析員	33 (12.5)	214 (81.4)	16 (6.1)	<b>263</b> <b>(100)</b>
Investment Officer 投資主任	33 (4.7)	667 (95.3)	- (-)	<b>700</b> <b>(100)</b>
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Sales Officer – Securities 銷售主任—證券	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Securities Settlement Officer 證券交收結算主任	- (-)	- (-)	10 (100)	<b>10</b> <b>(100)</b>
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Operations Officer 運作主任	- (-)	39 (100)	- (-)	<b>39</b> <b>(100)</b>
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Trade Finance Operations Officer 貿易融資運作主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Trust Officer 信託主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit Analyst 授信分析員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit Card Officer 信用卡主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit Information Officer 資信調查主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit/Loan Officer 授信/放款主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Business Development Officer 業務發展主任	- (-)	- (-)	12 (100)	<b>12</b> <b>(100)</b>
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Marketing Officer 市場推廣主任	- (-)	2 (16.7)	10 (83.3)	<b>12</b> <b>(100)</b>
Telemarketing Officer 電話市場推廣主任	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Accounting Officer 會計主任	- (-)	110 (63.6)	63 (36.4)	<b>173</b> <b>(100)</b>
Computer Operations Officer 電腦運作主任	- (-)	16 (61.5)	10 (38.5)	<b>26</b> <b>(100)</b>
IT Audit Officer 資訊科技稽核主任	- (-)	- (-)	10 (100)	<b>10</b> <b>(100)</b>
Programmer/Technology Officer 程式員/科技主任	- (-)	12 (41.4)	17 (58.6)	<b>29</b> <b>(100)</b>
Systems Analyst 系統分析員	- (-)	3 (15.0)	17 (85.0)	<b>20</b> <b>(100)</b>
Human Resources Officer 人力資源主任	- (-)	25 (48.1)	27 (51.9)	<b>52</b> <b>(100)</b>
Training Officer/Instructor 訓練主任/導師	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Compliance Officer 條例執行主任	- (-)	13 (81.2)	3 (18.8)	<b>16</b> <b>(100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	- (-)	4 (57.1)	3 (42.9)	7 (100)
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	0 (0)
Other Supervisor 其他主管	- (-)	- (-)	5 (100)	5 (100)
<b>Sub-total 小計</b>	<b>66 (4.6)</b>	<b>1 142 (79.8)</b>	<b>223 (15.6)</b>	<b>1 431 (100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	- (-)	- (-)	0 (0)
Securities and Futures Assistant 證券及期貨助理	- (-)	33 (39.8)	50 (60.2)	83 (100)
Securities Settlement Clerk 證券交收結算文員	- (-)	33 (94.3)	2 (5.7)	35 (100)
Cashier 出納員	- (-)	- (-)	- (-)	0 (0)
General Clerk 一般文員	- (-)	292 (96.7)	10 (3.3)	302 (100)
Mailing Clerk 郵遞文員	- (-)	40 (100)	- (-)	40 (100)
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	28 (62.2)	17 (37.8)	45 (100)
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	- (-)	- (-)	0 (0)
Teller 櫃檯員	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Clerk 授信/放款文員	- (-)	- (-)	- (-)	0 (0)
Telemarketing Representative 電話市場推廣代表	- (-)	10 (50.0)	10 (50.0)	20 (100)
Accounting Clerk 會計文員	- (-)	207 (91.2)	20 (8.8)	227 (100)
Computer Operator 電腦操作員	- (-)	25 (62.5)	15 (37.5)	40 (100)
Internal Audit Clerk 內部稽核文員	- (-)	8 (100)	- (-)	8 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>676 (84.5)</b>	<b>124 (15.5)</b>	<b>800 (100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	145 (100)	145 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>0 (0)</b>	<b>145 (100)</b>	<b>145 (100)</b>
<b>Total 總計</b>	<b>179 (5.8)</b>	<b>2 279 (73.4)</b>	<b>645 (20.8)</b>	<b>3 103 (100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.4 : Employees' Requirement of Professional Qualification for the Principal Job  
(Personal Loans and Related Companies)

表 3.4 : 僱員在各主要職務的專業資格要求  
(私人貸款及有關公司)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	- (-)	29 (100)	- (-)	<b>29</b> <b>(100)</b>
Chief Representative 首席代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Administration 經理—行政	- (-)	21 (100)	- (-)	<b>21</b> <b>(100)</b>
Manager - Branch Operations 經理—分行運作	- (-)	9 (100)	- (-)	<b>9</b> <b>(100)</b>
Zone/District Manager 區域經理	- (-)	16 (100)	- (-)	<b>16</b> <b>(100)</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Settlement 經理—結算	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Risk Manager 風險經理	1 (100)	- (-)	- (-)	<b>1</b> <b>(100)</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Investment Services 經理—投資服務	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Private Banking 經理—私人銀行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Branch 經理—分行	- (-)	60 (100)	- (-)	<b>60</b> <b>(100)</b>
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Credit 經理—授信	14 (3.8)	357 (96.2)	- (-)	<b>371</b> <b>(100)</b>
Manager - Credit Card 經理—信用卡	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	2 (18.2)	9 (81.8)	- (-)	<b>11</b> <b>(100)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	40 (100)	- (-)	<b>40</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Manager - Accounting 經理—會計	11 (61.1)	7 (38.9)	- (-)	<b>18</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Human Resources 經理—人力資源	- (-)	8 (100)	- (-)	<b>8</b> <b>(100)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Company Secretary 公司秘書	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Legal Adviser 法律顧問	2 (50.0)	2 (50.0)	- (-)	<b>4</b> <b>(100)</b>
Manager - Compliance 經理—條例執行	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	6 (100)	- (-)	<b>6</b> <b>(100)</b>
Manager - Internal Audit 經理—內部稽核	- (-)	8 (100)	- (-)	<b>8</b> <b>(100)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Manager 其他經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>30</b> <b>(4.8)</b>	<b>597</b> <b>(95.2)</b>	<b>0</b> <b>(0)</b>	<b>627</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	12 (100)	- (-)	<b>12</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Representative 代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Remittances Officer 匯兌主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	- (-)	- (-)	<b>0 (0)</b>
Investment Analyst 投資分析員	- (-)	- (-)	- (-)	<b>0 (0)</b>
Investment Officer 投資主任	- (-)	13 (100)	- (-)	<b>13 (100)</b>
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	- (-)	- (-)	<b>0 (0)</b>
Sales Officer – Securities 銷售主任—證券	- (-)	- (-)	- (-)	<b>0 (0)</b>
Securities Settlement Officer 證券交收結算主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Operations Officer 運作主任	- (-)	18 (100)	- (-)	<b>18 (100)</b>
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	<b>0 (0)</b>
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Trade Finance Operations Officer 貿易融資運作主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Trust Officer 信託主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Credit Analyst 授信分析員	18 (18.6)	79 (81.4)	- (-)	<b>97 (100)</b>
Credit Card Officer 信用卡主任	- (-)	6 (100)	- (-)	<b>6 (100)</b>
Credit Information Officer 資信調查主任	- (-)	14 (100)	- (-)	<b>14 (100)</b>
Credit/Loan Officer 授信/放款主任	- (-)	678 (100)	- (-)	<b>678 (100)</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	22 (100)	- (-)	<b>22 (100)</b>
Business Development Officer 業務發展主任	- (-)	46 (100)	- (-)	<b>46 (100)</b>
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Marketing Officer 市場推廣主任	- (-)	59 (100)	- (-)	<b>59 (100)</b>
Telemarketing Officer 電話市場推廣主任	- (-)	35 (100)	- (-)	<b>35 (100)</b>
Accounting Officer 會計主任	4 (8.0)	46 (92.0)	- (-)	<b>50 (100)</b>
Computer Operations Officer 電腦運作主任	- (-)	7 (100)	- (-)	<b>7 (100)</b>
IT Audit Officer 資訊科技稽核主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Programmer/Technology Officer 程式員/科技主任	- (-)	12 (100)	- (-)	<b>12 (100)</b>
Systems Analyst 系統分析員	- (-)	- (-)	- (-)	<b>0 (0)</b>
Human Resources Officer 人力資源主任	- (-)	24 (100)	- (-)	<b>24 (100)</b>
Training Officer/Instructor 訓練主任/導師	- (-)	4 (100)	- (-)	<b>4 (100)</b>
Compliance Officer 條例執行主任	4 (44.4)	5 (55.6)	- (-)	<b>9 (100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	4 (50.0)	4 (50.0)	- (-)	8 (100)
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	0 (0)
Other Supervisor 其他主管	- (-)	- (-)	- (-)	0 (0)
<b>Sub-total 小計</b>	<b>30 (2.7)</b>	<b>1 084 (97.3)</b>	<b>0 (0)</b>	<b>1 114 (100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	- (-)	- (-)	0 (0)
Securities and Futures Assistant 證券及期貨助理	- (-)	- (-)	- (-)	0 (0)
Securities Settlement Clerk 證券交收結算文員	- (-)	- (-)	- (-)	0 (0)
Cashier 出納員	- (-)	- (-)	- (-)	0 (0)
General Clerk 一般文員	- (-)	100 (100)	- (-)	100 (100)
Mailing Clerk 郵遞文員	- (-)	2 (100)	- (-)	2 (100)
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	10 (100)	- (-)	10 (100)
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	- (-)	- (-)	0 (0)
Teller 櫃檯員	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Clerk 授信/放款文員	- (-)	944 (100)	- (-)	944 (100)
Telemarketing Representative 電話市場推廣代表	- (-)	91 (100)	- (-)	91 (100)
Accounting Clerk 會計文員	- (-)	55 (100)	- (-)	55 (100)
Computer Operator 電腦操作員	- (-)	42 (100)	- (-)	42 (100)
Internal Audit Clerk 內部稽核文員	- (-)	8 (100)	- (-)	8 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>1 252 (100)</b>	<b>0 (0)</b>	<b>1 252 (100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	63 (100)	63 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>0 (0)</b>	<b>63 (100)</b>	<b>63 (100)</b>
<b>Total 總計</b>	<b>60 (2.0)</b>	<b>2 933 (96.0)</b>	<b>63 (2.0)</b>	<b>3 056 (100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.5 : Employees' Requirement of Professional Qualification for the Principal Job  
(Stock and Share Companies)

表 3.5 : 僱員在各主要職務的專業資格要求  
(股票公司)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	23 (100)	- (-)	23 (100)
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	8 (5.2)	146 (94.8)	- (-)	154 (100)
Chief Representative 首席代表	- (-)	- (-)	- (-)	0 (0)
Manager - Administration 經理—行政	- (-)	54 (100)	- (-)	54 (100)
Manager - Branch Operations 經理—分行運作	- (-)	7 (100)	- (-)	7 (100)
Zone/District Manager 區域經理	- (-)	- (-)	- (-)	0 (0)
Head of Treasury and Capital Markets 庫務及資本市場主管	- (-)	1 (100)	- (-)	1 (100)
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	- (-)	4 (100)	- (-)	4 (100)
Manager - Settlement 經理—結算	- (-)	53 (100)	- (-)	53 (100)
Risk Manager 風險經理	1 (12.5)	7 (87.5)	- (-)	8 (100)
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	- (-)	15 (100)	- (-)	15 (100)
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	3 (15.0)	17 (85.0)	- (-)	20 (100)
Manager - Investment Services 經理—投資服務	5 (14.7)	29 (85.3)	- (-)	34 (100)
Manager - Private Banking 經理—私人銀行	- (-)	- (-)	- (-)	0 (0)
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	4 (100)	- (-)	4 (100)
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	28 (4.0)	664 (96.0)	- (-)	692 (100)
Manager - Branch 經理—分行	- (-)	18 (100)	- (-)	18 (100)
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	0 (0)
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	0 (0)
Manager - Trade Finance Operations 經理—貿易融資運作	1 (100)	- (-)	- (-)	1 (100)
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	0 (0)
Manager - Credit 經理—授信	3 (17.6)	14 (82.4)	- (-)	17 (100)
Manager - Credit Card 經理—信用卡	- (-)	- (-)	- (-)	0 (0)

Job Title 職稱	Number of Employees 僱員人數			
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	Total 總計
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	- (-)	12 (100)	- (-)	<b>12</b> <b>(100)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	7 (100)	- (-)	<b>7</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	3 (8.6)	32 (91.4)	- (-)	<b>35</b> <b>(100)</b>
Manager - Accounting 經理—會計	1 (1.6)	63 (98.4)	- (-)	<b>64</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	56 (100)	- (-)	<b>56</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Manager - Human Resources 經理—人力資源	- (-)	25 (100)	- (-)	<b>25</b> <b>(100)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Company Secretary 公司秘書	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	9 (100)	- (-)	<b>9</b> <b>(100)</b>
Legal Adviser 法律顧問	- (-)	10 (100)	- (-)	<b>10</b> <b>(100)</b>
Manager - Compliance 經理—條例執行	- (-)	40 (100)	- (-)	<b>40</b> <b>(100)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Manager - Internal Audit 經理—內部稽核	- (-)	12 (100)	- (-)	<b>12</b> <b>(100)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Other Manager 其他經理	- (-)	- (-)	64 (100)	<b>64</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>53</b> <b>(3.6)</b>	<b>1336</b> <b>(92.0)</b>	<b>64</b> <b>(4.4)</b>	<b>1 453</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	66 (100)	- (-)	<b>66</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Representative 代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	24 (100)	- (-)	<b>24</b> <b>(100)</b>
Remittances Officer 匯兌主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>



Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	18 (100)	- (-)	18 (100)
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	95 (100)	- (-)	95 (100)
Investment Analyst 投資分析員	14 (12.0)	103 (88.0)	- (-)	117 (100)
Investment Officer 投資主任	- (-)	119 (100)	- (-)	119 (100)
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	130 (100)	- (-)	130 (100)
Sales Officer – Securities 銷售主任—證券	- (-)	42 (100)	- (-)	42 (100)
Securities Settlement Officer 證券交收結算主任	- (-)	922 (100)	- (-)	922 (100)
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	0 (0)
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	0 (0)
Operations Officer 運作主任	- (-)	12 (100)	- (-)	12 (100)
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	0 (0)
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Officer 貿易融資運作主任	5 (100)	- (-)	- (-)	5 (100)
Trust Officer 信託主任	- (-)	- (-)	- (-)	0 (0)
Credit Analyst 授信分析員	- (-)	9 (100)	- (-)	9 (100)
Credit Card Officer 信用卡主任	- (-)	- (-)	- (-)	0 (0)
Credit Information Officer 資信調查主任	- (-)	10 (100)	- (-)	10 (100)
Credit/Loan Officer 授信/放款主任	- (-)	31 (100)	- (-)	31 (100)
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	- (-)	- (-)	0 (0)
Business Development Officer 業務發展主任	- (-)	3 (100)	- (-)	3 (100)
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	0 (0)
Marketing Officer 市場推廣主任	- (-)	11 (100)	- (-)	11 (100)
Telemarketing Officer 電話市場推廣主任	- (-)	- (-)	- (-)	0 (0)
Accounting Officer 會計主任	- (-)	206 (100)	- (-)	206 (100)
Computer Operations Officer 電腦運作主任	- (-)	120 (100)	- (-)	120 (100)
IT Audit Officer 資訊科技稽核主任	- (-)	- (-)	- (-)	0 (0)
Programmer/Technology Officer 程式員/科技主任	- (-)	51 (100)	- (-)	51 (100)
Systems Analyst 系統分析員	- (-)	58 (100)	- (-)	58 (100)
Human Resources Officer 人力資源主任	- (-)	70 (100)	- (-)	70 (100)
Training Officer/Instructor 訓練主任/導師	- (-)	- (-)	- (-)	0 (0)
Compliance Officer 條例執行主任	- (-)	56 (100)	- (-)	56 (100)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	- (-)	19 (100)	- (-)	<b>19</b> <b>(100)</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Supervisor 其他主管	- (-)	- (-)	5 (100)	<b>5</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>19</b> <b>(0.9)</b>	<b>2 180</b> <b>(98.9)</b>	<b>5</b> <b>(0.2)</b>	<b>2 204</b> <b>(100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Securities and Futures Assistant 證券及期貨助理	- (-)	3 976 (100)	- (-)	<b>3 976</b> <b>(100)</b>
Securities Settlement Clerk 證券交收結算文員	- (-)	1 162 (100)	- (-)	<b>1 162</b> <b>(100)</b>
Cashier 出納員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
General Clerk 一般文員	- (-)	296 (100)	- (-)	<b>296</b> <b>(100)</b>
Mailing Clerk 郵遞文員	- (-)	14 (100)	- (-)	<b>14</b> <b>(100)</b>
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	83 (100)	- (-)	<b>83</b> <b>(100)</b>
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Teller 櫃檯員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit/Loan Clerk 授信/放款文員	- (-)	161 (100)	- (-)	<b>161</b> <b>(100)</b>
Telemarketing Representative 電話市場推廣代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Accounting Clerk 會計文員	- (-)	453 (100)	- (-)	<b>453</b> <b>(100)</b>
Computer Operator 電腦操作員	- (-)	163 (100)	- (-)	<b>163</b> <b>(100)</b>
Internal Audit Clerk 內部稽核文員	- (-)	7 (100)	- (-)	<b>7</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>6 318</b> <b>(100)</b>	<b>0</b> <b>(0)</b>	<b>6 318</b> <b>(100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	457 (100)	<b>457</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>0</b> <b>(0)</b>	<b>457</b> <b>(100)</b>	<b>457</b> <b>(100)</b>
<b>Total</b> <b>總計</b>	<b>72</b> <b>(0.7)</b>	<b>9 834</b> <b>(94.3)</b>	<b>526</b> <b>(5.0)</b>	<b>10 432</b> <b>(100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.6 : Employees' Requirement of Professional Qualification for the Principal Job  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 3.6 : 僱員在各主要職務的專業資格要求  
(期貨及黃金經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	- (-)	11 (100)	- (-)	<b>11</b> <b>(100)</b>
Chief Representative 首席代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Administration 經理—行政	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Manager - Branch Operations 經理—分行運作	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Zone/District Manager 區域經理	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Manager - Settlement 經理—結算	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Risk Manager 風險經理	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	1 (7.1)	13 (92.9)	- (-)	<b>14</b> <b>(100)</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Investment Services 經理—投資服務	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Manager - Private Banking 經理—私人銀行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	5 (7.4)	63 (92.6)	- (-)	<b>68</b> <b>(100)</b>
Manager - Branch 經理—分行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Credit 經理—授信	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Credit Card 經理—信用卡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>

Job Title 職稱	Number of Employees 僱員人數			
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	Total 總計
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Accounting 經理—會計	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Human Resources 經理—人力資源	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Company Secretary 公司秘書	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Legal Adviser 法律顧問	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Compliance 經理—條例執行	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Internal Audit 經理—內部稽核	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Manager 其他經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>6</b> <b>(4.8)</b>	<b>118</b> <b>(95.2)</b>	<b>0</b> <b>(0)</b>	<b>124</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Representative 代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	11 (100)	- (-)	<b>11</b> <b>(100)</b>
Remittances Officer 匯兌主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	23 (100)	- (-)	<b>23 (100)</b>
Investment Analyst 投資分析員	- (-)	9 (100)	- (-)	<b>9 (100)</b>
Investment Officer 投資主任	- (-)	6 (100)	- (-)	<b>6 (100)</b>
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	21 (100)	- (-)	<b>21 (100)</b>
Sales Officer – Securities 銷售主任—證券	1 (14.3)	6 (85.7)	- (-)	<b>7 (100)</b>
Securities Settlement Officer 證券交收結算主任	- (-)	76 (100)	- (-)	<b>76 (100)</b>
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Operations Officer 運作主任	- (-)	2 (100)	- (-)	<b>2 (100)</b>
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	<b>0 (0)</b>
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Trade Finance Operations Officer 貿易融資運作主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Trust Officer 信託主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Credit Analyst 授信分析員	- (-)	- (-)	- (-)	<b>0 (0)</b>
Credit Card Officer 信用卡主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Credit Information Officer 資信調查主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Credit/Loan Officer 授信/放款主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Business Development Officer 業務發展主任	- (-)	2 (100)	- (-)	<b>2 (100)</b>
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Marketing Officer 市場推廣主任	- (-)	3 (100)	- (-)	<b>3 (100)</b>
Telemarketing Officer 電話市場推廣主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Accounting Officer 會計主任	- (-)	14 (100)	- (-)	<b>14 (100)</b>
Computer Operations Officer 電腦運作主任	- (-)	4 (100)	- (-)	<b>4 (100)</b>
IT Audit Officer 資訊科技稽核主任	- (-)	- (-)	- (-)	<b>0 (0)</b>
Programmer/Technology Officer 程式員/科技主任	- (-)	6 (100)	- (-)	<b>6 (100)</b>
Systems Analyst 系統分析員	- (-)	1 (100)	- (-)	<b>1 (100)</b>
Human Resources Officer 人力資源主任	- (-)	4 (100)	- (-)	<b>4 (100)</b>
Training Officer/Instructor 訓練主任/導師	- (-)	- (-)	- (-)	<b>0 (0)</b>
Compliance Officer 條例執行主任	- (-)	2 (100)	- (-)	<b>2 (100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Supervisor 其他主管	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>1</b> <b>(0.5)</b>	<b>195</b> <b>(99.5)</b>	<b>0</b> <b>(0)</b>	<b>196</b> <b>(100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Securities and Futures Assistant 證券及期貨助理	- (-)	317 (100)	- (-)	<b>317</b> <b>(100)</b>
Securities Settlement Clerk 證券交收結算文員	- (-)	64 (100)	- (-)	<b>64</b> <b>(100)</b>
Cashier 出納員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
General Clerk 一般文員	- (-)	14 (100)	- (-)	<b>14</b> <b>(100)</b>
Mailing Clerk 郵遞文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	13 (100)	- (-)	<b>13</b> <b>(100)</b>
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Teller 櫃檯員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit/Loan Clerk 授信/放款文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Telemarketing Representative 電話市場推廣代表	- (-)	6 (100)	- (-)	<b>6</b> <b>(100)</b>
Accounting Clerk 會計文員	- (-)	20 (100)	- (-)	<b>20</b> <b>(100)</b>
Computer Operator 電腦操作員	- (-)	6 (100)	- (-)	<b>6</b> <b>(100)</b>
Internal Audit Clerk 內部稽核文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>440</b> <b>(100)</b>	<b>0</b> <b>(0)</b>	<b>440</b> <b>(100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	24 (100)	<b>24</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>0</b> <b>(0)</b>	<b>24</b> <b>(100)</b>	<b>24</b> <b>(100)</b>
<b>Total</b> <b>總計</b>	<b>7</b> <b>(0.9)</b>	<b>753</b> <b>(96.0)</b>	<b>24</b> <b>(3.1)</b>	<b>784</b> <b>(100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.7 : Employees' Requirement of Professional Qualification for the Principal Job  
(Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry)

表 3.7 : 僱員在各主要職務的專業資格要求  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	1 (50.0)	1 (50.0)	- (-)	2 (100)
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	1 (12.5)	7 (87.5)	- (-)	8 (100)
Chief Representative 首席代表	- (-)	- (-)	- (-)	0 (0)
Manager - Administration 經理—行政	- (-)	6 (100)	- (-)	6 (100)
Manager - Branch Operations 經理—分行運作	- (-)	- (-)	- (-)	0 (0)
Zone/District Manager 區域經理	- (-)	- (-)	- (-)	0 (0)
Head of Treasury and Capital Markets 庫務及資本市場主管	1 (20.0)	4 (80.0)	- (-)	5 (100)
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	5 (100)	- (-)	- (-)	5 (100)
Manager - Settlement 經理—結算	2 (100)	- (-)	- (-)	2 (100)
Risk Manager 風險經理	1 (100)	- (-)	- (-)	1 (100)
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	1 (100)	- (-)	- (-)	1 (100)
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	3 (100)	- (-)	- (-)	3 (100)
Manager - Investment Services 經理—投資服務	- (-)	- (-)	- (-)	0 (0)
Manager - Private Banking 經理—私人銀行	- (-)	- (-)	- (-)	0 (0)
Manager - Securities/ Custodian Services 經理—證券/代管人服務	2 (100)	- (-)	- (-)	2 (100)
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	- (-)	- (-)	- (-)	0 (0)
Manager - Branch 經理—分行	- (-)	- (-)	- (-)	0 (0)
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	0 (0)
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	0 (0)
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	- (-)	- (-)	0 (0)
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	0 (0)
Manager - Credit 經理—授信	- (-)	- (-)	- (-)	0 (0)
Manager - Credit Card 經理—信用卡	- (-)	- (-)	- (-)	0 (0)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	11 (100)	- (-)	<b>11</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	2 (50.0)	2 (50.0)	- (-)	<b>4</b> <b>(100)</b>
Manager - Accounting 經理—會計	8 (72.7)	3 (27.3)	- (-)	<b>11</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	69 (100)	- (-)	<b>69</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Manager - Human Resources 經理—人力資源	- (-)	8 (100)	- (-)	<b>8</b> <b>(100)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	1 (50.0)	1 (50.0)	- (-)	<b>2</b> <b>(100)</b>
Company Secretary 公司秘書	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	8 (100)	- (-)	- (-)	<b>8</b> <b>(100)</b>
Legal Adviser 法律顧問	7 (50.0)	7 (50.0)	- (-)	<b>14</b> <b>(100)</b>
Manager - Compliance 經理—條例執行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	19 (100)	- (-)	<b>19</b> <b>(100)</b>
Manager - Internal Audit 經理—內部稽核	2 (22.2)	7 (77.8)	- (-)	<b>9</b> <b>(100)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Other Manager 其他經理	- (-)	- (-)	716 (100)	<b>716</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>45</b> <b>(4.9)</b>	<b>155</b> <b>(16.9)</b>	<b>716</b> <b>(78.2)</b>	<b>916</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	1 (100)	- (-)	<b>1</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Representative 代表	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Remittances Officer 匯兌主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>



Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	4 (100)	- (-)	- (-)	4 (100)
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	- (-)	- (-)	0 (0)
Investment Analyst 投資分析員	1 (100)	- (-)	- (-)	1 (100)
Investment Officer 投資主任	- (-)	- (-)	- (-)	0 (0)
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	- (-)	- (-)	0 (0)
Sales Officer – Securities 銷售主任—證券	- (-)	- (-)	- (-)	0 (0)
Securities Settlement Officer 證券交收結算主任	- (-)	2 (100)	- (-)	2 (100)
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	0 (0)
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	0 (0)
Operations Officer 運作主任	- (-)	1 (100)	- (-)	1 (100)
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	0 (0)
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Officer 貿易融資運作主任	- (-)	- (-)	- (-)	0 (0)
Trust Officer 信託主任	- (-)	- (-)	- (-)	0 (0)
Credit Analyst 授信分析員	- (-)	- (-)	- (-)	0 (0)
Credit Card Officer 信用卡主任	- (-)	- (-)	- (-)	0 (0)
Credit Information Officer 資信調查主任	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Officer 授信/放款主任	- (-)	- (-)	- (-)	0 (0)
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	- (-)	- (-)	0 (0)
Business Development Officer 業務發展主任	- (-)	- (-)	- (-)	0 (0)
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	0 (0)
Marketing Officer 市場推廣主任	- (-)	7 (100)	- (-)	7 (100)
Telemarketing Officer 電話市場推廣主任	- (-)	- (-)	- (-)	0 (0)
Accounting Officer 會計主任	8 (40.0)	12 (60.0)	- (-)	20 (100)
Computer Operations Officer 電腦運作主任	- (-)	23 (100)	- (-)	23 (100)
IT Audit Officer 資訊科技稽核主任	- (-)	1 (100)	- (-)	1 (100)
Programmer/Technology Officer 程式員/科技主任	- (-)	23 (100)	- (-)	23 (100)
Systems Analyst 系統分析員	- (-)	77 (100)	- (-)	77 (100)
Human Resources Officer 人力資源主任	- (-)	16 (100)	- (-)	16 (100)
Training Officer/Instructor 訓練主任/導師	- (-)	5 (100)	- (-)	5 (100)
Compliance Officer 條例執行主任	- (-)	- (-)	- (-)	0 (0)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	2 (50.0)	2 (50.0)	- (-)	4 (100)
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	0 (0)
Other Supervisor 其他主管	- (-)	- (-)	603 (100)	603 (100)
<b>Sub-total 小計</b>	<b>15 (1.9)</b>	<b>178 (22.4)</b>	<b>603 (75.7)</b>	<b>796 (100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	- (-)	- (-)	0 (0)
Securities and Futures Assistant 證券及期貨助理	- (-)	- (-)	- (-)	0 (0)
Securities Settlement Clerk 證券交收結算文員	- (-)	3 (100)	- (-)	3 (100)
Cashier 出納員	- (-)	- (-)	- (-)	0 (0)
General Clerk 一般文員	- (-)	256 (82.1)	56 (17.9)	312 (100)
Mailing Clerk 郵遞文員	- (-)	7 (100)	- (-)	7 (100)
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	10 (100)	- (-)	10 (100)
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	- (-)	- (-)	0 (0)
Teller 櫃檯員	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Clerk 授信/放款文員	- (-)	- (-)	- (-)	0 (0)
Telemarketing Representative 電話市場推廣代表	- (-)	- (-)	- (-)	0 (0)
Accounting Clerk 會計文員	- (-)	11 (100)	- (-)	11 (100)
Computer Operator 電腦操作員	- (-)	29 (100)	- (-)	29 (100)
Internal Audit Clerk 內部稽核文員	- (-)	- (-)	- (-)	0 (0)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>316 (84.9)</b>	<b>56 (15.1)</b>	<b>372 (100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	232 (100)	232 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>0 (0)</b>	<b>232 (100)</b>	<b>232 (100)</b>
<b>Total 總計</b>	<b>60 (2.6)</b>	<b>649 (28.0)</b>	<b>1 607 (69.4)</b>	<b>2 316 (100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.8 : Employees' Requirement of Professional Qualification for the Principal Job  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 3.8 : 僱員在各主要職務的專業資格要求  
(兌換商及外匯經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	- (-)	17 (100)	- (-)	<b>17</b> <b>(100)</b>
Chief Representative 首席代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Administration 經理—行政	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Branch Operations 經理—分行運作	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Zone/District Manager 區域經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	- (-)	102 (100)	- (-)	<b>102</b> <b>(100)</b>
Manager - Settlement 經理—結算	- (-)	7 (100)	- (-)	<b>7</b> <b>(100)</b>
Risk Manager 風險經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Investment Services 經理—投資服務	- (-)	20 (100)	- (-)	<b>20</b> <b>(100)</b>
Manager - Private Banking 經理—私人銀行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Branch 經理—分行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Insurance Products 經理—保險產品	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Mandatory Provident Fund 經理—強制性公積金	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Trust 經理—信託	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Credit 經理—授信	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Credit Card 經理—信用卡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Liaison 經理—聯絡	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Accounting 經理—會計	- (-)	5 (100)	- (-)	<b>5</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	3 (100)	- (-)	<b>3</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Human Resources 經理—人力資源	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Company Secretary 公司秘書	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Legal Adviser 法律顧問	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Compliance 經理—條例執行	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Internal Audit 經理—內部稽核	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Manager 其他經理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>158</b> <b>(100)</b>	<b>0</b> <b>(0)</b>	<b>158</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	7 (100)	- (-)	<b>7</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Representative 代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	- (-)	204 (100)	- (-)	<b>204</b> <b>(100)</b>
Remittances Officer 匯兌主任	- (-)	144 (100)	- (-)	<b>144</b> <b>(100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	23 (100)	- (-)	23 (100)
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	- (-)	- (-)	- (-)	0 (0)
Investment Analyst 投資分析員	- (-)	- (-)	- (-)	0 (0)
Investment Officer 投資主任	- (-)	- (-)	- (-)	0 (0)
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	- (-)	- (-)	0 (0)
Sales Officer – Securities 銷售主任—證券	- (-)	- (-)	- (-)	0 (0)
Securities Settlement Officer 證券交收結算主任	- (-)	- (-)	- (-)	0 (0)
Insurance Products Officer 保險產品主任	- (-)	- (-)	- (-)	0 (0)
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	- (-)	- (-)	0 (0)
Operations Officer 運作主任	- (-)	- (-)	- (-)	0 (0)
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	0 (0)
Telecommunications Officer 電訊主任	- (-)	- (-)	- (-)	0 (0)
Trade Finance Operations Officer 貿易融資運作主任	- (-)	- (-)	- (-)	0 (0)
Trust Officer 信託主任	- (-)	- (-)	- (-)	0 (0)
Credit Analyst 授信分析員	- (-)	- (-)	- (-)	0 (0)
Credit Card Officer 信用卡主任	- (-)	- (-)	- (-)	0 (0)
Credit Information Officer 資信調查主任	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Officer 授信/放款主任	- (-)	- (-)	- (-)	0 (0)
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	- (-)	- (-)	0 (0)
Business Development Officer 業務發展主任	- (-)	- (-)	- (-)	0 (0)
Liaison Officer 聯絡主任	- (-)	- (-)	- (-)	0 (0)
Marketing Officer 市場推廣主任	- (-)	3 (100)	- (-)	3 (100)
Telemarketing Officer 電話市場推廣主任	- (-)	7 (100)	- (-)	7 (100)
Accounting Officer 會計主任	- (-)	5 (100)	- (-)	5 (100)
Computer Operations Officer 電腦運作主任	- (-)	3 (100)	- (-)	3 (100)
IT Audit Officer 資訊科技稽核主任	- (-)	4 (100)	- (-)	4 (100)
Programmer/Technology Officer 程式員/科技主任	- (-)	3 (100)	- (-)	3 (100)
Systems Analyst 系統分析員	- (-)	5 (100)	- (-)	5 (100)
Human Resources Officer 人力資源主任	- (-)	3 (100)	- (-)	3 (100)
Training Officer/Instructor 訓練主任/導師	- (-)	- (-)	- (-)	0 (0)
Compliance Officer 條例執行主任	- (-)	3 (100)	- (-)	3 (100)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Supervisor 其他主管	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>411</b> <b>(100)</b>	<b>0</b> <b>(0)</b>	<b>411</b> <b>(100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	1 176 (100)	- (-)	<b>1 176</b> <b>(100)</b>
Securities and Futures Assistant 證券及期貨助理	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Securities Settlement Clerk 證券交收結算文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Cashier 出納員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
General Clerk 一般文員	- (-)	25 (100)	- (-)	<b>25</b> <b>(100)</b>
Mailing Clerk 郵遞文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Teller 櫃檯員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Credit/Loan Clerk 授信/放款文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Telemarketing Representative 電話市場推廣代表	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Accounting Clerk 會計文員	- (-)	21 (100)	- (-)	<b>21</b> <b>(100)</b>
Computer Operator 電腦操作員	- (-)	2 (100)	- (-)	<b>2</b> <b>(100)</b>
Internal Audit Clerk 內部稽核文員	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>1 228</b> <b>(100)</b>	<b>0</b> <b>(0)</b>	<b>1 228</b> <b>(100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	29 (100)	<b>29</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>0</b> <b>(0)</b>	<b>0</b> <b>(0)</b>	<b>29</b> <b>(100)</b>	<b>29</b> <b>(100)</b>
<b>Total</b> <b>總計</b>	<b>0</b> <b>(0)</b>	<b>1 797</b> <b>(98.4)</b>	<b>29</b> <b>(1.6)</b>	<b>1 826</b> <b>(100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 3.9 : Employees' Requirement of Professional Qualification for the Principal Job  
(Other Financial Companies)

表 3.9 : 僱員在各主要職務的專業資格要求  
(其他財務公司)

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>MANAGERIAL LEVEL 經理級</b>				
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	- (-)	32 (49.2)	33 (50.8)	<b>65</b> <b>(100)</b>
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	7 (4.4)	124 (78.0)	28 (17.6)	<b>159</b> <b>(100)</b>
Chief Representative 首席代表	2 (16.7)	10 (83.3)	- (-)	<b>12</b> <b>(100)</b>
Manager - Administration 經理—行政	- (-)	48 (84.2)	9 (15.8)	<b>57</b> <b>(100)</b>
Manager - Branch Operations 經理—分行運作	- (-)	2 (25.0)	6 (75.0)	<b>8</b> <b>(100)</b>
Zone/District Manager 區域經理	- (-)	4 (100)	- (-)	<b>4</b> <b>(100)</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	- (-)	5 (20.0)	20 (80.0)	<b>25</b> <b>(100)</b>
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	- (-)	25 (46.3)	29 (53.7)	<b>54</b> <b>(100)</b>
Manager - Settlement 經理—結算	- (-)	19 (38.0)	31 (62.0)	<b>50</b> <b>(100)</b>
Risk Manager 風險經理	- (-)	16 (26.2)	45 (73.8)	<b>61</b> <b>(100)</b>
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	65 (52.8)	58 (47.2)	- (-)	<b>123</b> <b>(100)</b>
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	120 (20.6)	463 (79.4)	- (-)	<b>583</b> <b>(100)</b>
Manager - Investment Services 經理—投資服務	106 (24.8)	321 (75.0)	1 (0.2)	<b>428</b> <b>(100)</b>
Manager - Private Banking 經理—私人銀行	- (-)	11 (100)	- (-)	<b>11</b> <b>(100)</b>
Manager - Securities/ Custodian Services 經理—證券/代管人服務	- (-)	1 (2.0)	49 (98.0)	<b>50</b> <b>(100)</b>
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及商品交易	- (-)	69 (43.7)	89 (56.3)	<b>158</b> <b>(100)</b>
Manager - Branch 經理—分行	- (-)	6 (24.0)	19 (76.0)	<b>25</b> <b>(100)</b>
Manager - Insurance Products 經理—保險產品	- (-)	6 (100)	- (-)	<b>6</b> <b>(100)</b>
Manager - Mandatory Provident Fund 經理—強制性公積金	12 (30.8)	25 (64.1)	2 (5.1)	<b>39</b> <b>(100)</b>
Manager - Trade Finance Operations 經理—貿易融資運作	- (-)	7 (100)	- (-)	<b>7</b> <b>(100)</b>
Manager - Trust 經理—信託	- (-)	78 (67.8)	37 (32.2)	<b>115</b> <b>(100)</b>
Manager - Credit 經理—授信	- (-)	15 (35.7)	27 (64.3)	<b>42</b> <b>(100)</b>
Manager - Credit Card 經理—信用卡	- (-)	20 (100)	- (-)	<b>20</b> <b>(100)</b>

Job Title 職稱	Number of Employees 僱員人數			
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	Total 總計
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>				
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構/國外同業部	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Manager - Business Development 經理—業務發展	- (-)	59 (72.8)	22 (27.2)	<b>81</b> <b>(100)</b>
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行/ 商業銀行/關係推廣	- (-)	25 (55.6)	20 (44.4)	<b>45</b> <b>(100)</b>
Manager - Liaison 經理—聯絡	- (-)	44 (84.6)	8 (15.4)	<b>52</b> <b>(100)</b>
Manager - Marketing/ Product Development 經理—市場推廣/產品開發	- (-)	69 (89.6)	8 (10.4)	<b>77</b> <b>(100)</b>
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	2 (3.1)	57 (87.7)	6 (9.2)	<b>65</b> <b>(100)</b>
Manager - Accounting 經理—會計	4 (3.5)	69 (60.5)	41 (36.0)	<b>114</b> <b>(100)</b>
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理—資訊科技	- (-)	122 (81.9)	27 (18.1)	<b>149</b> <b>(100)</b>
E-Commerce Manager 電子商貿經理	- (-)	21 (58.3)	15 (41.7)	<b>36</b> <b>(100)</b>
Manager - Human Resources 經理—人力資源	- (-)	48 (69.6)	21 (30.4)	<b>69</b> <b>(100)</b>
Manager - Training/ Learning and Development 經理—訓練/學習及培訓	- (-)	14 (87.5)	2 (12.5)	<b>16</b> <b>(100)</b>
Company Secretary 公司秘書	- (-)	22 (91.7)	2 (8.3)	<b>24</b> <b>(100)</b>
Economist/Manager - Economic Research 經濟研究員/經理—經濟研究	- (-)	57 (63.3)	33 (36.7)	<b>90</b> <b>(100)</b>
Legal Adviser 法律顧問	13 (17.1)	51 (67.1)	12 (15.8)	<b>76</b> <b>(100)</b>
Manager - Compliance 經理—條例執行	- (-)	41 (67.2)	20 (32.8)	<b>61</b> <b>(100)</b>
Manager - Corporate Communications/Public Relations 經理—企業傳訊/公共關係	- (-)	26 (86.7)	4 (13.3)	<b>30</b> <b>(100)</b>
Manager - Internal Audit 經理—內部稽核	2 (11.1)	14 (77.8)	2 (11.1)	<b>18</b> <b>(100)</b>
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織/生產力/ 質素/工序重整	- (-)	7 (29.2)	17 (70.8)	<b>24</b> <b>(100)</b>
Manager - Property/Real Estate 經理—產業/房地產	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Other Manager 其他經理	- (-)	- (-)	44 (100)	<b>44</b> <b>(100)</b>
<b>Sub-total</b> <b>小計</b>	<b>333</b> <b>(10.5)</b>	<b>2 111</b> <b>(66.5)</b>	<b>729</b> <b>(23.0)</b>	<b>3 173</b> <b>(100)</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	- (-)	110 (94.0)	7 (6.0)	<b>117</b> <b>(100)</b>
Management Trainee 見習主任	- (-)	- (-)	- (-)	<b>0</b> <b>(0)</b>
Representative 代表	- (-)	41 (100)	- (-)	<b>41</b> <b>(100)</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	60 (36.8)	6 (3.7)	97 (59.5)	<b>163</b> <b>(100)</b>
Remittances Officer 匯兌主任	- (-)	484 (100)	- (-)	<b>484</b> <b>(100)</b>



Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Settlement Officer 結算主任	- (-)	65 (72.2)	25 (27.8)	<b>90 (100)</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	20 (0.8)	1 789 (73.8)	616 (25.4)	<b>2 425 (100)</b>
Investment Analyst 投資分析員	102 (11.3)	632 (69.9)	170 (18.8)	<b>904 (100)</b>
Investment Officer 投資主任	160 (17.7)	690 (76.3)	54 (6.0)	<b>904 (100)</b>
Sales Officer – Investment Products 銷售主任—投資產品	- (-)	1 373 (99.2)	11 (0.8)	<b>1 384 (100)</b>
Sales Officer – Securities 銷售主任—證券	- (-)	32 (100)	- (-)	<b>32 (100)</b>
Securities Settlement Officer 證券交收結算主任	- (-)	111 (65.7)	58 (34.3)	<b>169 (100)</b>
Insurance Products Officer 保險產品主任	- (-)	10 (100)	- (-)	<b>10 (100)</b>
Mandatory Provident Fund Officer 強制性公積金主任	- (-)	371 (100)	- (-)	<b>371 (100)</b>
Operations Officer 運作主任	- (-)	119 (68.0)	56 (32.0)	<b>175 (100)</b>
Sales Officer – Insurance Products 銷售主任—保險產品	- (-)	- (-)	- (-)	<b>0 (0)</b>
Telecommunications Officer 電訊主任	- (-)	- (-)	5 (100)	<b>5 (100)</b>
Trade Finance Operations Officer 貿易融資運作主任	- (-)	166 (100)	- (-)	<b>166 (100)</b>
Trust Officer 信託主任	- (-)	9 (18.4)	40 (81.6)	<b>49 (100)</b>
Credit Analyst 授信分析員	- (-)	42 (56.0)	33 (44.0)	<b>75 (100)</b>
Credit Card Officer 信用卡主任	- (-)	139 (100)	- (-)	<b>139 (100)</b>
Credit Information Officer 資信調查主任	- (-)	3 (15.0)	17 (85.0)	<b>20 (100)</b>
Credit/Loan Officer 授信/放款主任	- (-)	84 (91.3)	8 (8.7)	<b>92 (100)</b>
Hire Purchase/Leasing Officer 分期付款/租賃主任	- (-)	8 (30.8)	18 (69.2)	<b>26 (100)</b>
Business Development Officer 業務發展主任	- (-)	186 (100)	- (-)	<b>186 (100)</b>
Liaison Officer 聯絡主任	- (-)	149 (86.1)	24 (13.9)	<b>173 (100)</b>
Marketing Officer 市場推廣主任	- (-)	152 (100)	- (-)	<b>152 (100)</b>
Telemarketing Officer 電話市場推廣主任	- (-)	96 (100)	- (-)	<b>96 (100)</b>
Accounting Officer 會計主任	11 (3.4)	208 (64.8)	102 (31.8)	<b>321 (100)</b>
Computer Operations Officer 電腦運作主任	- (-)	100 (78.7)	27 (21.3)	<b>127 (100)</b>
IT Audit Officer 資訊科技稽核主任	- (-)	29 (100)	- (-)	<b>29 (100)</b>
Programmer/Technology Officer 程式員/科技主任	- (-)	185 (66.1)	95 (33.9)	<b>280 (100)</b>
Systems Analyst 系統分析員	- (-)	132 (45.5)	158 (54.5)	<b>290 (100)</b>
Human Resources Officer 人力資源主任	- (-)	141 (73.4)	51 (26.6)	<b>192 (100)</b>
Training Officer/Instructor 訓練主任/導師	- (-)	23 (92.0)	2 (8.0)	<b>25 (100)</b>
Compliance Officer 條例執行主任	- (-)	86 (76.8)	26 (23.2)	<b>112 (100)</b>

Job Title 職稱	Number of Employees 僱員人數			Total 總計
	Professional Qualification Required 要求專業資格 (Percentage) (百分比)	Professional Qualification Not Required 不要求專業資格 (Percentage) (百分比)	Not applicable/ Unspecified*/ Refusal 不適用/未有說明*/ 未有提供資料 (Percentage) (百分比)	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>				
Internal Audit Officer 內部稽核主任	7 (17.1)	19 (46.3)	15 (36.6)	41 (100)
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	- (-)	7 (36.8)	12 (63.2)	19 (100)
Other Supervisor 其他主管	- (-)	- (-)	78 (100)	78 (100)
<b>Sub-total 小計</b>	<b>360 (3.6)</b>	<b>7 797 (78.3)</b>	<b>1 805 (18.1)</b>	<b>9 962 (100)</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	- (-)	80 (50.3)	79 (49.7)	159 (100)
Securities and Futures Assistant 證券及期貨助理	- (-)	407 (44.4)	510 (55.6)	917 (100)
Securities Settlement Clerk 證券交收結算文員	- (-)	171 (69.5)	75 (30.5)	246 (100)
Cashier 出納員	- (-)	- (-)	- (-)	0 (0)
General Clerk 一般文員	- (-)	1 121 (83.6)	220 (16.4)	1 341 (100)
Mailing Clerk 郵遞文員	- (-)	34 (45.3)	41 (54.7)	75 (100)
Receptionist/Telephone Operator 接待員/電話操作員	- (-)	137 (85.6)	23 (14.4)	160 (100)
Trade Finance Operations Checker 貿易融資運作核對員	- (-)	12 (42.9)	16 (57.1)	28 (100)
Trade Finance Operations Clerk 貿易融資運作文員	- (-)	3 (8.3)	33 (91.7)	36 (100)
Teller 櫃檯員	- (-)	- (-)	- (-)	0 (0)
Credit/Loan Clerk 授信/放款文員	- (-)	233 (74.0)	82 (26.0)	315 (100)
Telemarketing Representative 電話市場推廣代表	- (-)	388 (100)	- (-)	388 (100)
Accounting Clerk 會計文員	- (-)	305 (74.0)	107 (26.0)	412 (100)
Computer Operator 電腦操作員	- (-)	342 (94.7)	19 (5.3)	361 (100)
Internal Audit Clerk 內部稽核文員	- (-)	29 (72.5)	11 (27.5)	40 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>3 262 (72.8)</b>	<b>1 216 (27.2)</b>	<b>4 478 (100)</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	- (-)	- (-)	892 (100)	892 (100)
<b>Sub-total 小計</b>	<b>0 (0)</b>	<b>0 (0)</b>	<b>892 (100)</b>	<b>892 (100)</b>
<b>Total 總計</b>	<b>693 (3.7)</b>	<b>13 170 (71.2)</b>	<b>4 642 (25.1)</b>	<b>18 505 (100)</b>

\* As the professional qualification requirement of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Banking and Finance Industry)

表 4 : 僱員在此行業的基本年資要求  
(銀行及金融業)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	74	127	45	<b>246</b>	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	14	266	509	34	<b>823</b>	
Chief Representative 首席代表	-	-	34	27	-	<b>61</b>	
Manager - Administration 經理－行政	-	3	245	102	20	<b>370</b>	
Manager - Branch Operations 經理－分行運作	-	-	170	64	22	<b>256</b>	
Zone/District Manager 區域經理	-	-	118	44	19	<b>181</b>	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	90	65	33	<b>188</b>	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	5	501	127	50	<b>683</b>	
Manager - Settlement 經理－結算	-	2	151	73	56	<b>282</b>	
Risk Manager 風險經理	-	-	424	48	93	<b>565</b>	
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	278	166	53	<b>497</b>	
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	4	1 388	86	60	<b>1 538</b>	
Manager - Investment Services 經理－投資服務	-	-	977	110	153	<b>1 240</b>	
Manager - Private Banking 經理－私人銀行	-	3	991	78	152	<b>1 224</b>	
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	2	117	8	45	<b>172</b>	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	2	766	214	82	<b>1 064</b>	
Manager - Branch 經理－分行	-	7	1 459	406	206	<b>2 078</b>	
Manager - Insurance Products 經理－保險產品	-	-	66	21	17	<b>104</b>	
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	82	15	2	<b>99</b>	
Manager - Trade Finance Operations 經理－貿易融資運作	-	4	273	181	15	<b>473</b>	
Manager - Trust 經理－信託	-	-	104	5	90	<b>199</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	16	866	245	121	<b>1 248</b>	
Manager - Credit Card 經理—信用卡	-	-	244	5	10	<b>259</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	200	2	31	<b>233</b>	
Manager - Business Development 經理—業務發展	-	-	335	217	142	<b>694</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	1 177	242	168	<b>1 587</b>	
Manager - Liaison 經理—聯絡	-	27	22	-	16	<b>65</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	11	441	88	49	<b>589</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	80	133	17	<b>230</b>	
Manager - Accounting 經理—會計	-	7	460	175	83	<b>725</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	3	1 173	180	119	<b>1 475</b>	
E-Commerce Manager 電子商貿經理	-	15	246	56	5	<b>322</b>	
Manager - Human Resources 經理—人力資源	-	-	361	67	50	<b>478</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	1	141	18	14	<b>174</b>	
Company Secretary 公司秘書	-	-	78	17	12	<b>107</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	42	91	38	20	<b>191</b>	
Legal Adviser 法律顧問	-	2	224	39	35	<b>300</b>	
Manager - Compliance 經理—條例執行	-	-	288	79	52	<b>419</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	137	15	18	<b>170</b>	
Manager - Internal Audit 經理—內部稽核	-	3	194	105	26	<b>328</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	94	1	25	<b>120</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	81	2	24	<b>107</b>	
Other Manager 其他經理	-	-	-	-	3 575	<b>3 575</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>173</b>	<b>15 507</b>	<b>4 200</b>	<b>5 859</b>	<b>25 739</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	687	206	4	253	<b>1 150</b>	
Management Trainee 見習主任	74	296	-	-	32	<b>402</b>	
Representative 代表	-	58	33	2	-	<b>93</b>	
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	589	516	70	158	<b>1 333</b>	
Remittances Officer 匯兌主任	-	854	202	-	21	<b>1 077</b>	
Settlement Officer 結算主任	-	250	288	8	31	<b>577</b>	
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	3 687	748	182	408	<b>5 025</b>	
Investment Analyst 投資分析員	-	1 295	771	10	168	<b>2 244</b>	
Investment Officer 投資主任	-	1 821	880	4	57	<b>2 762</b>	
Sales Officer – Investment Products 銷售主任—投資產品	-	1 356	1 385	-	108	<b>2 849</b>	
Sales Officer – Securities 銷售主任—證券	-	230	83	2	19	<b>334</b>	
Securities Settlement Officer 證券交收結算主任	-	1 209	625	2	113	<b>1 949</b>	
Insurance Products Officer 保險產品主任	-	79	57	-	48	<b>184</b>	
Mandatory Provident Fund Officer 強制性公積金主任	-	357	91	-	2	<b>450</b>	
Operations Officer 運作主任	-	2 700	1 032	4	2 246	<b>5 982</b>	
Sales Officer – Insurance Products 銷售主任—保險產品	-	105	7	-	46	<b>158</b>	
Telecommunications Officer 電訊主任	-	21	50	-	13	<b>84</b>	
Trade Finance Operations Officer 貿易融資運作主任	-	733	393	1	96	<b>1 223</b>	
Trust Officer 信託主任	-	68	19	-	81	<b>168</b>	
Credit Analyst 授信分析員	-	498	321	10	56	<b>885</b>	
Credit Card Officer 信用卡主任	-	625	67	-	51	<b>743</b>	
Credit Information Officer 資信調查主任	-	95	26	-	83	<b>204</b>	
Credit/Loan Officer 授信/放款主任	-	1 957	759	24	103	<b>2 843</b>	
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	146	28	-	39	<b>213</b>	
Business Development Officer 業務發展主任	-	1 639	552	6	365	<b>2 562</b>	
Liaison Officer 聯絡主任	-	178	5	1	22	<b>206</b>	
Marketing Officer 市場推廣主任	-	1 340	640	14	82	<b>2 076</b>	
Telemarketing Officer 電話市場推廣主任	-	353	42	-	6	<b>401</b>	
Accounting Officer 會計主任	-	1 220	558	-	115	<b>1 893</b>	
Computer Operations Officer 電腦運作主任	-	546	183	-	95	<b>824</b>	
IT Audit Officer 資訊科技稽核主任	-	71	8	-	5	<b>84</b>	

Job Title 職稱	Number of Employees 僱員人數					
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Programmer/Technology Officer 程式員/科技主任	-	1 546	341	-	262	<b>2 149</b>
Systems Analyst 系統分析員	-	924	394	-	191	<b>1 509</b>
Human Resources Officer 人力資源主任	-	551	248	1	109	<b>909</b>
Training Officer/Instructor 訓練主任/導師	-	143	18	-	24	<b>185</b>
Compliance Officer 條例執行主任	-	287	136	-	35	<b>458</b>
Internal Audit Officer 內部稽核主任	-	280	275	-	19	<b>574</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	167	8	-	17	<b>192</b>
Other Supervisor 其他主管	-	-	-	-	3 789	<b>3 789</b>
<b>Sub-total 小計</b>	<b>74</b>	<b>28 961</b>	<b>11 995</b>	<b>345</b>	<b>9 368</b>	<b>50 743</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	605	932	31	5	102	<b>1 675</b>
Securities and Futures Assistant 證券及期貨助理	1 462	4 179	318	-	251	<b>6 210</b>
Securities Settlement Clerk 證券交收結算文員	648	1 181	42	-	74	<b>1 945</b>
Cashier 出納員	365	347	-	-	69	<b>781</b>
General Clerk 一般文員	4 953	3 262	2	-	1 047	<b>9 264</b>
Mailing Clerk 郵遞文員	118	114	-	-	23	<b>255</b>
Receptionist/Telephone Operator 接待員/電話操作員	208	310	-	-	125	<b>643</b>
Trade Finance Operations Checker 貿易融資運作核對員	66	763	17	-	16	<b>862</b>
Trade Finance Operations Clerk 貿易融資運作文員	466	848	22	2	39	<b>1 377</b>
Teller 櫃檯員	5 507	3 364	9	-	1 040	<b>9 920</b>
Credit/Loan Clerk 授信/放款文員	1 381	2 081	203	-	44	<b>3 709</b>
Telemarketing Representative 電話市場推廣代表	283	755	-	-	2	<b>1 040</b>
Accounting Clerk 會計文員	678	1 139	38	-	162	<b>2 017</b>
Computer Operator 電腦操作員	439	600	23	-	29	<b>1 091</b>
Internal Audit Clerk 內部稽核文員	35	110	6	-	11	<b>162</b>
<b>Sub-total 小計</b>	<b>17 214</b>	<b>19 985</b>	<b>711</b>	<b>7</b>	<b>3 034</b>	<b>40 951</b>
<b>OTHERS 其他</b>						
Other Supporting Staff 其他輔助員工	-	-	-	-	11 655	<b>11 655</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11 655</b>	<b>11 655</b>
<b>Total 總計</b>	<b>17 288</b>	<b>49 119</b>	<b>28 213</b>	<b>4 552</b>	<b>29 916</b>	<b>129 088</b>

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.1 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Licensed Banks, Restricted Licence Banks  
and Local Representative Offices of Foreign Banks)

表 4.1 : 僱員在此行業的基本年資要求  
(持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	22	106	8	<b>136</b>	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	-	133	224	17	<b>374</b>	
Chief Representative 首席代表	-	-	24	25	-	<b>49</b>	
Manager - Administration 經理－行政	-	1	113	82	7	<b>203</b>	
Manager - Branch Operations 經理－分行運作	-	-	149	60	18	<b>227</b>	
Zone/District Manager 區域經理	-	-	103	31	19	<b>153</b>	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	80	58	13	<b>151</b>	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	-	397	87	20	<b>504</b>	
Manager - Settlement 經理－結算	-	-	105	50	7	<b>162</b>	
Risk Manager 風險經理	-	-	401	41	46	<b>488</b>	
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	133	15	1	<b>149</b>	
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	1	861	10	30	<b>902</b>	
Manager - Investment Services 經理－投資服務	-	-	488	34	68	<b>590</b>	
Manager - Private Banking 經理－私人銀行	-	3	976	77	152	<b>1 208</b>	
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	104	4	-	<b>108</b>	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	103	28	-	<b>131</b>	
Manager - Branch 經理－分行	-	-	1 348	395	187	<b>1 930</b>	
Manager - Insurance Products 經理－保險產品	-	-	60	21	17	<b>98</b>	
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	60	-	-	<b>60</b>	
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	264	166	15	<b>445</b>	
Manager - Trust 經理－信託	-	-	23	5	56	<b>84</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	-	540	171	76	<b>787</b>	
Manager - Credit Card 經理—信用卡	-	-	219	5	10	<b>234</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	199	2	31	<b>232</b>	
Manager - Business Development 經理—業務發展	-	-	259	193	112	<b>564</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	1 152	227	147	<b>1 526</b>	
Manager - Liaison 經理—聯絡	-	-	5	-	8	<b>13</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	316	70	37	<b>423</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	35	28	10	<b>73</b>	
Manager - Accounting 經理—會計	-	1	288	108	35	<b>432</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	1	962	116	89	<b>1 168</b>	
E-Commerce Manager 電子商貿經理	-	-	222	54	1	<b>277</b>	
Manager - Human Resources 經理—人力資源	-	-	260	48	35	<b>343</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	113	17	12	<b>142</b>	
Company Secretary 公司秘書	-	-	43	5	6	<b>54</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	39	6	4	<b>49</b>	
Legal Adviser 法律顧問	-	-	159	11	15	<b>185</b>	
Manager - Compliance 經理—條例執行	-	-	210	56	31	<b>297</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	82	7	13	<b>102</b>	
Manager - Internal Audit 經理—內部稽核	-	-	153	94	17	<b>264</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	87	1	8	<b>96</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	73	2	24	<b>99</b>	
Other Manager 其他經理	-	-	-	-	2 750	<b>2 750</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>7</b>	<b>11 363</b>	<b>2 740</b>	<b>4 152</b>	<b>18 262</b>	



Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	505	141	-	245	<b>891</b>	
Management Trainee 見習主任	74	291	-	-	27	<b>392</b>	
Representative 代表	-	14	33	2	-	<b>49</b>	
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	451	355	-	106	<b>912</b>	
Remittances Officer 匯兌主任	-	270	162	-	6	<b>438</b>	
Settlement Officer 結算主任	-	172	225	-	14	<b>411</b>	
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	2 316	106	-	42	<b>2 464</b>	
Investment Analyst 投資分析員	-	770	161	-	14	<b>945</b>	
Investment Officer 投資主任	-	793	216	-	9	<b>1 018</b>	
Sales Officer – Investment Products 銷售主任—投資產品	-	393	826	-	95	<b>1 314</b>	
Sales Officer – Securities 銷售主任—證券	-	190	45	-	18	<b>253</b>	
Securities Settlement Officer 證券交收結算主任	-	638	88	-	44	<b>770</b>	
Insurance Products Officer 保險產品主任	-	79	47	-	48	<b>174</b>	
Mandatory Provident Fund Officer 強制性公積金主任	-	71	6	-	2	<b>79</b>	
Operations Officer 運作主任	-	2 470	986	-	2 221	<b>5 677</b>	
Sales Officer – Insurance Products 銷售主任—保險產品	-	105	6	-	46	<b>157</b>	
Telecommunications Officer 電訊主任	-	21	50	-	8	<b>79</b>	
Trade Finance Operations Officer 貿易融資運作主任	-	565	364	-	95	<b>1 024</b>	
Trust Officer 信託主任	-	38	19	-	62	<b>119</b>	
Credit Analyst 授信分析員	-	402	254	-	33	<b>689</b>	
Credit Card Officer 信用卡主任	-	516	31	-	51	<b>598</b>	
Credit Information Officer 資信調查主任	-	83	11	-	66	<b>160</b>	
Credit/Loan Officer 授信/放款主任	-	1 433	491	2	77	<b>2 003</b>	
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	115	24	-	21	<b>160</b>	
Business Development Officer 業務發展主任	-	1 454	477	-	365	<b>2 296</b>	
Liaison Officer 聯絡主任	-	11	5	1	16	<b>33</b>	
Marketing Officer 市場推廣主任	-	1 108	598	14	81	<b>1 801</b>	
Telemarketing Officer 電話市場推廣主任	-	254	-	-	6	<b>260</b>	
Accounting Officer 會計主任	-	749	264	-	70	<b>1 083</b>	
Computer Operations Officer 電腦運作主任	-	370	82	-	56	<b>508</b>	
IT Audit Officer 資訊科技稽核主任	-	34	4	-	5	<b>43</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	1 299	221	-	211	<b>1 731</b>	
Systems Analyst 系統分析員	-	795	154	-	101	<b>1 050</b>	
Human Resources Officer 人力資源主任	-	314	144	1	75	<b>534</b>	
Training Officer/Instructor 訓練主任/導師	-	115	12	-	22	<b>149</b>	
Compliance Officer 條例執行主任	-	151	83	-	19	<b>253</b>	
Internal Audit Officer 內部稽核主任	-	217	247	-	12	<b>476</b>	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	164	4	-	5	<b>173</b>	
Other Supervisor 其他主管	-	-	-	-	3 095	<b>3 095</b>	
<b>Sub-total 小計</b>	<b>74</b>	<b>19 736</b>	<b>6 942</b>	<b>20</b>	<b>7 489</b>	<b>34 261</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	142	197	1	-	-	<b>340</b>	
Securities and Futures Assistant 證券及期貨助理	353	561	2	-	-	<b>916</b>	
Securities Settlement Clerk 證券交收結算文員	248	179	-	-	7	<b>434</b>	
Cashier 出納員	363	346	-	-	69	<b>778</b>	
General Clerk 一般文員	4 328	1 607	1	-	890	<b>6 826</b>	
Mailing Clerk 郵遞文員	87	26	-	-	-	<b>113</b>	
Receptionist/Telephone Operator 接待員/電話操作員	62	128	-	-	113	<b>303</b>	
Trade Finance Operations Checker 貿易融資運作核對員	65	748	5	-	-	<b>818</b>	
Trade Finance Operations Clerk 貿易融資運作文員	465	802	22	2	6	<b>1 297</b>	
Teller 櫃檯員	5 503	3 364	9	-	1 040	<b>9 916</b>	
Credit/Loan Clerk 授信/放款文員	896	1 154	8	-	5	<b>2 063</b>	
Telemarketing Representative 電話市場推廣代表	156	378	-	-	-	<b>534</b>	
Accounting Clerk 會計文員	305	369	1	-	116	<b>791</b>	
Computer Operator 電腦操作員	148	264	-	-	21	<b>433</b>	
Internal Audit Clerk 內部稽核文員	32	59	-	-	-	<b>91</b>	
<b>Sub-total 小計</b>	<b>13 153</b>	<b>10 182</b>	<b>49</b>	<b>2</b>	<b>2267</b>	<b>25 653</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	9 768	<b>9 768</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9 768</b>	<b>9 768</b>	
<b>Total 總計</b>	<b>13 227</b>	<b>29 925</b>	<b>18 354</b>	<b>2 762</b>	<b>23 676</b>	<b>87 944</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.2 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Deposit-taking Companies)

表 4.2 : 僱員在此行業的基本年資要求  
(接受存款公司)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	2	10	-	<b>12</b>	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	-	12	17	-	<b>29</b>	
Chief Representative 首席代表	-	-	-	-	-	<b>0</b>	
Manager - Administration 經理－行政	-	-	7	2	-	<b>9</b>	
Manager - Branch Operations 經理－分行運作	-	-	3	2	-	<b>5</b>	
Zone/District Manager 區域經理	-	-	5	-	-	<b>5</b>	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	4	2	-	<b>6</b>	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	-	9	-	-	<b>9</b>	
Manager - Settlement 經理－結算	-	-	-	3	-	<b>3</b>	
Risk Manager 風險經理	-	-	-	4	-	<b>4</b>	
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	1	2	-	<b>3</b>	
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	3	1	-	<b>4</b>	
Manager - Investment Services 經理－投資服務	-	-	5	3	-	<b>8</b>	
Manager - Private Banking 經理－私人銀行	-	-	4	1	-	<b>5</b>	
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	-	-	-	<b>0</b>	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	2	-	-	<b>2</b>	
Manager - Branch 經理－分行	-	-	44	1	-	<b>45</b>	
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	<b>0</b>	
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	<b>0</b>	
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	6	14	-	<b>20</b>	
Manager - Trust 經理－信託	-	-	-	-	-	<b>0</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	4	22	5	-	<b>31</b>	
Manager - Credit Card 經理—信用卡	-	-	-	-	-	<b>0</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	1	-	-	<b>1</b>	
Manager - Business Development 經理—業務發展	-	-	3	9	-	<b>12</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	14	-	<b>14</b>	
Manager - Liaison 經理—聯絡	-	-	-	-	-	<b>0</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	11	1	6	-	<b>18</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	2	6	-	<b>8</b>	
Manager - Accounting 經理—會計	-	-	4	6	-	<b>10</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	-	4	5	-	<b>9</b>	
E-Commerce Manager 電子商貿經理	-	-	-	-	-	<b>0</b>	
Manager - Human Resources 經理—人力資源	-	-	2	2	-	<b>4</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	1	-	1	-	<b>2</b>	
Company Secretary 公司秘書	-	-	4	1	-	<b>5</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	-	-	-	<b>0</b>	
Legal Adviser 法律顧問	-	-	-	3	-	<b>3</b>	
Manager - Compliance 經理—條例執行	-	-	2	4	-	<b>6</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	-	-	-	<b>0</b>	
Manager - Internal Audit 經理—內部稽核	-	1	1	4	-	<b>6</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	<b>0</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-	-	<b>0</b>	
Other Manager 其他經理	-	-	-	-	1	<b>1</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>17</b>	<b>153</b>	<b>128</b>	<b>1</b>	<b>299</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	6	8	-	-	14	
Management Trainee 見習主任	-	-	-	-	-	0	
Representative 代表	-	-	-	-	-	0	
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	3	16	-	-	19	
Remittances Officer 匯兌主任	-	2	9	-	-	11	
Settlement Officer 結算主任	-	4	27	-	-	31	
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	1	-	-	1	
Investment Analyst 投資分析員	-	5	-	-	-	5	
Investment Officer 投資主任	-	2	-	-	-	2	
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	0	
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	0	
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	0	
Insurance Products Officer 保險產品主任	-	-	-	-	-	0	
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	0	
Operations Officer 運作主任	-	57	1	-	-	58	
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	1	-	-	1	
Telecommunications Officer 電訊主任	-	-	-	-	-	0	
Trade Finance Operations Officer 貿易融資運作主任	-	11	15	1	1	28	
Trust Officer 信託主任	-	-	-	-	-	0	
Credit Analyst 授信分析員	-	5	10	-	-	15	
Credit Card Officer 信用卡主任	-	-	-	-	-	0	
Credit Information Officer 資信調查主任	-	-	-	-	-	0	
Credit/Loan Officer 授信/放款主任	-	25	14	-	-	39	
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	3	2	-	-	5	
Business Development Officer 業務發展主任	-	3	8	6	-	17	
Liaison Officer 聯絡主任	-	-	-	-	-	0	
Marketing Officer 市場推廣主任	-	11	17	-	-	28	
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	0	
Accounting Officer 會計主任	-	10	11	-	-	21	
Computer Operations Officer 電腦運作主任	-	4	2	-	-	6	
IT Audit Officer 資訊科技稽核主任	-	1	-	-	-	1	

Job Title 職稱	Number of Employees 僱員人數					
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Programmer/Technology Officer 程式員/科技主任	-	4	9	-	-	13
Systems Analyst 系統分析員	-	2	8	-	-	10
Human Resources Officer 人力資源主任	-	6	6	-	-	12
Training Officer/Instructor 訓練主任/導師	-	-	2	-	-	2
Compliance Officer 條例執行主任	-	3	4	-	-	7
Internal Audit Officer 內部稽核主任	-	8	11	-	-	19
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	3	3
<b>Sub-total 小計</b>	<b>0</b>	<b>175</b>	<b>182</b>	<b>7</b>	<b>4</b>	<b>368</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	1	-	-	-	-	1
Securities Settlement Clerk 證券交收結算文員	1	-	-	-	-	1
Cashier 出納員	2	1	-	-	-	3
General Clerk 一般文員	8	40	-	-	-	48
Mailing Clerk 郵遞文員	3	1	-	-	-	4
Receptionist/Telephone Operator 接待員/電話操作員	7	8	-	-	-	15
Trade Finance Operations Checker 貿易融資運作核對員	1	15	-	-	-	16
Trade Finance Operations Clerk 貿易融資運作文員	1	40	-	-	-	41
Teller 櫃檯員	4	-	-	-	-	4
Credit/Loan Clerk 授信/放款文員	185	41	-	-	-	226
Telemarketing Representative 電話市場推廣代表	-	1	-	-	-	1
Accounting Clerk 會計文員	10	17	-	-	-	27
Computer Operator 電腦操作員	3	8	4	-	-	15
Internal Audit Clerk 內部稽核文員	-	6	2	-	-	8
<b>Sub-total 小計</b>	<b>226</b>	<b>178</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>410</b>
<b>OTHERS 其他</b>						
Other Supporting Staff 其他輔助員工	-	-	-	-	45	45
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>45</b>
<b>Total 總計</b>	<b>226</b>	<b>370</b>	<b>341</b>	<b>135</b>	<b>50</b>	<b>1 122</b>

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.3 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Investment and Holding Companies)

表 4.3 : 僱員在此行業的基本年資要求  
(投資及控股公司)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	5	-	-	5	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	-	4	38	-	42	
Chief Representative 首席代表	-	-	-	-	-	0	
Manager - Administration 經理－行政	-	-	16	1	-	17	
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	0	
Zone/District Manager 區域經理	-	-	-	-	-	0	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	0	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	-	-	-	-	0	
Manager - Settlement 經理－結算	-	-	-	-	-	0	
Risk Manager 風險經理	-	-	-	-	-	0	
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	90	102	-	192	
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	26	-	-	26	
Manager - Investment Services 經理－投資服務	-	-	125	33	-	158	
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	0	
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	8	-	-	8	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	13	-	-	13	
Manager - Branch 經理－分行	-	-	-	-	-	0	
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	0	
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	0	
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	0	
Manager - Trust 經理－信託	-	-	-	-	-	0	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	-	-	-	-	<b>0</b>	
Manager - Credit Card 經理—信用卡	-	-	-	-	-	<b>0</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	<b>0</b>	
Manager - Business Development 經理—業務發展	-	-	10	2	-	<b>12</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	-	-	<b>0</b>	
Manager - Liaison 經理—聯絡	-	-	-	-	-	<b>0</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	1	8	-	<b>9</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	-	43	-	<b>43</b>	
Manager - Accounting 經理—會計	-	-	25	45	-	<b>70</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	-	5	9	-	<b>14</b>	
E-Commerce Manager 電子商貿經理	-	-	-	-	-	<b>0</b>	
Manager - Human Resources 經理—人力資源	-	-	18	1	-	<b>19</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	8	-	-	<b>8</b>	
Company Secretary 公司秘書	-	-	14	-	-	<b>14</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	34	-	-	-	<b>34</b>	
Legal Adviser 法律顧問	-	-	7	1	-	<b>8</b>	
Manager - Compliance 經理—條例執行	-	-	9	1	-	<b>10</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	11	-	-	<b>11</b>	
Manager - Internal Audit 經理—內部稽核	-	-	8	1	-	<b>9</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	<b>0</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	5	-	-	<b>5</b>	
Other Manager 其他經理	-	-	-	-	-	<b>0</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>34</b>	<b>408</b>	<b>285</b>	<b>0</b>	<b>727</b>	



Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	27	10	-	-	-	37
Management Trainee 見習主任	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	0
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	17	-	-	-	17
Investment Analyst 投資分析員	-	74	189	-	-	-	263
Investment Officer 投資主任	-	222	478	-	-	-	700
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	10	-	-	-	10
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	39	-	-	-	39
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	12	-	-	-	-	12
Liaison Officer 聯絡主任	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	12	-	-	-	-	12
Telemarketing Officer 電話市場推廣主任	-	3	-	-	-	-	3
Accounting Officer 會計主任	-	126	47	-	-	-	173
Computer Operations Officer 電腦運作主任	-	21	5	-	-	-	26
IT Audit Officer 資訊科技稽核主任	-	10	-	-	-	-	10

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	29	-	-	-	<b>29</b>	
Systems Analyst 系統分析員	-	-	20	-	-	<b>20</b>	
Human Resources Officer 人力資源主任	-	50	2	-	-	<b>52</b>	
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	<b>0</b>	
Compliance Officer 條例執行主任	-	16	-	-	-	<b>16</b>	
Internal Audit Officer 內部稽核主任	-	4	3	-	-	<b>7</b>	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	<b>0</b>	
Other Supervisor 其他主管	-	-	-	-	5	<b>5</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>606</b>	<b>820</b>	<b>0</b>	<b>5</b>	<b>1 431</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	<b>0</b>	
Securities and Futures Assistant 證券及期貨助理	50	-	33	-	-	<b>83</b>	
Securities Settlement Clerk 證券交收結算文員	2	-	33	-	-	<b>35</b>	
Cashier 出納員	-	-	-	-	-	<b>0</b>	
General Clerk 一般文員	18	284	-	-	-	<b>302</b>	
Mailing Clerk 郵遞文員	16	24	-	-	-	<b>40</b>	
Receptionist/Telephone Operator 接待員/電話操作員	17	28	-	-	-	<b>45</b>	
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	<b>0</b>	
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	<b>0</b>	
Teller 櫃檯員	-	-	-	-	-	<b>0</b>	
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	<b>0</b>	
Telemarketing Representative 電話市場推廣代表	10	10	-	-	-	<b>20</b>	
Accounting Clerk 會計文員	61	166	-	-	-	<b>227</b>	
Computer Operator 電腦操作員	10	30	-	-	-	<b>40</b>	
Internal Audit Clerk 內部稽核文員	-	8	-	-	-	<b>8</b>	
<b>Sub-total 小計</b>	<b>184</b>	<b>550</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>800</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	145	<b>145</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>145</b>	<b>145</b>	
<b>Total 總計</b>	<b>184</b>	<b>1 190</b>	<b>1 294</b>	<b>285</b>	<b>150</b>	<b>3 103</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.4 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Personal Loans and Related Companies)

表 4.4 : 僱員在此行業的基本年資要求  
(私人貸款及有關公司)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	3	-	-	-	3
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	-	13	16	-	-	29
Chief Representative 首席代表	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	21	-	-	-	21
Manager - Branch Operations 經理－分行運作	-	-	7	2	-	-	9
Zone/District Manager 區域經理	-	-	8	8	-	-	16
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	-	0
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	-	-	-	-	-	0
Manager - Settlement 經理－結算	-	-	-	-	-	-	0
Risk Manager 風險經理	-	-	-	1	-	-	1
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	-	-	-	-	0
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	-	-	-	-	0
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	0
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	7	53	-	-	-	60
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	6	281	58	26	<b>371</b>	
Manager - Credit Card 經理—信用卡	-	-	5	-	-	<b>5</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	<b>0</b>	
Manager - Business Development 經理—業務發展	-	-	9	2	-	<b>11</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	1	-	<b>1</b>	
Manager - Liaison 經理—聯絡	-	-	-	-	-	<b>0</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	40	-	-	<b>40</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	2	-	-	<b>2</b>	
Manager - Accounting 經理—會計	-	-	17	1	-	<b>18</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	-	3	1	-	<b>4</b>	
E-Commerce Manager 電子商貿經理	-	-	-	-	-	<b>0</b>	
Manager - Human Resources 經理—人力資源	-	-	8	-	-	<b>8</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	4	-	-	<b>4</b>	
Company Secretary 公司秘書	-	-	2	-	-	<b>2</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	-	-	-	<b>0</b>	
Legal Adviser 法律顧問	-	-	2	2	-	<b>4</b>	
Manager - Compliance 經理—條例執行	-	-	3	1	-	<b>4</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	6	-	-	<b>6</b>	
Manager - Internal Audit 經理—內部稽核	-	-	6	2	-	<b>8</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	<b>0</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-	-	<b>0</b>	
Other Manager 其他經理	-	-	-	-	-	<b>0</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>13</b>	<b>493</b>	<b>95</b>	<b>26</b>	<b>627</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	8	-	4	-	12	
Management Trainee 見習主任	-	-	-	-	-	0	
Representative 代表	-	-	-	-	-	0	
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	-	0	
Remittances Officer 匯兌主任	-	-	-	-	-	0	
Settlement Officer 結算主任	-	-	-	-	-	0	
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	0	
Investment Analyst 投資分析員	-	-	-	-	-	0	
Investment Officer 投資主任	-	13	-	-	-	13	
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	0	
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	0	
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	0	
Insurance Products Officer 保險產品主任	-	-	-	-	-	0	
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	0	
Operations Officer 運作主任	-	18	-	-	-	18	
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	0	
Telecommunications Officer 電訊主任	-	-	-	-	-	0	
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	0	
Trust Officer 信託主任	-	-	-	-	-	0	
Credit Analyst 授信分析員	-	74	23	-	-	97	
Credit Card Officer 信用卡主任	-	6	-	-	-	6	
Credit Information Officer 資信調查主任	-	12	2	-	-	14	
Credit/Loan Officer 授信/放款主任	-	445	193	14	26	678	
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	20	2	-	-	22	
Business Development Officer 業務發展主任	-	39	7	-	-	46	
Liaison Officer 聯絡主任	-	-	-	-	-	0	
Marketing Officer 市場推廣主任	-	55	4	-	-	59	
Telemarketing Officer 電話市場推廣主任	-	35	-	-	-	35	
Accounting Officer 會計主任	-	43	7	-	-	50	
Computer Operations Officer 電腦運作主任	-	5	2	-	-	7	
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	0	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	12	-	-	-	<b>12</b>	
Systems Analyst 系統分析員	-	-	-	-	-	<b>0</b>	
Human Resources Officer 人力資源主任	-	22	2	-	-	<b>24</b>	
Training Officer/Instructor 訓練主任/導師	-	-	4	-	-	<b>4</b>	
Compliance Officer 條例執行主任	-	9	-	-	-	<b>9</b>	
Internal Audit Officer 內部稽核主任	-	6	2	-	-	<b>8</b>	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	<b>0</b>	
Other Supervisor 其他主管	-	-	-	-	-	<b>0</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>822</b>	<b>248</b>	<b>18</b>	<b>26</b>	<b>1 114</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	<b>0</b>	
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	<b>0</b>	
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	<b>0</b>	
Cashier 出納員	-	-	-	-	-	<b>0</b>	
General Clerk 一般文員	21	79	-	-	-	<b>100</b>	
Mailing Clerk 郵遞文員	2	-	-	-	-	<b>2</b>	
Receptionist/Telephone Operator 接待員/電話操作員	1	9	-	-	-	<b>10</b>	
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	<b>0</b>	
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	<b>0</b>	
Teller 櫃檯員	-	-	-	-	-	<b>0</b>	
Credit/Loan Clerk 授信/放款文員	258	640	7	-	39	<b>944</b>	
Telemarketing Representative 電話市場推廣代表	91	-	-	-	-	<b>91</b>	
Accounting Clerk 會計文員	13	42	-	-	-	<b>55</b>	
Computer Operator 電腦操作員	22	14	6	-	-	<b>42</b>	
Internal Audit Clerk 內部稽核文員	-	4	4	-	-	<b>8</b>	
<b>Sub-total 小計</b>	<b>408</b>	<b>788</b>	<b>17</b>	<b>0</b>	<b>39</b>	<b>1 252</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	63	<b>63</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>63</b>	<b>63</b>	
<b>Total 總計</b>	<b>408</b>	<b>1 623</b>	<b>758</b>	<b>113</b>	<b>154</b>	<b>3 056</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.5 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Stock and Share Companies)

表 4.5 : 僱員在此行業的基本年資要求  
(股票公司)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	7	8	8	<b>23</b>	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	14	64	68	8	<b>154</b>	
Chief Representative 首席代表	-	-	-	-	-	<b>0</b>	
Manager - Administration 經理－行政	-	-	38	12	4	<b>54</b>	
Manager - Branch Operations 經理－分行運作	-	-	3	-	4	<b>7</b>	
Zone/District Manager 區域經理	-	-	-	-	-	<b>0</b>	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	1	-	-	<b>1</b>	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	-	2	2	-	<b>4</b>	
Manager - Settlement 經理－結算	-	-	25	8	20	<b>53</b>	
Risk Manager 風險經理	-	-	3	-	5	<b>8</b>	
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	4	11	-	<b>15</b>	
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	10	3	7	<b>20</b>	
Manager - Investment Services 經理－投資服務	-	-	30	4	-	<b>34</b>	
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	<b>0</b>	
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	4	-	-	<b>4</b>	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	563	100	29	<b>692</b>	
Manager - Branch 經理－分行	-	-	14	4	-	<b>18</b>	
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	<b>0</b>	
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	<b>0</b>	
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	1	-	<b>1</b>	
Manager - Trust 經理－信託	-	-	-	-	-	<b>0</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	-	10	7	-	17	
Manager - Credit Card 經理—信用卡	-	-	-	-	-	0	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	0	
Manager - Business Development 經理—業務發展	-	-	4	-	8	12	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	-	1	1	
Manager - Liaison 經理—聯絡	-	-	-	-	-	0	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	3	-	4	7	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	26	5	4	35	
Manager - Accounting 經理—會計	-	-	41	10	13	64	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	1	26	2	27	56	
E-Commerce Manager 電子商貿經理	-	-	1	-	4	5	
Manager - Human Resources 經理—人力資源	-	-	21	3	1	25	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	-	-	-	0	
Company Secretary 公司秘書	-	-	1	-	4	5	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	9	-	-	9	
Legal Adviser 法律顧問	-	-	1	1	8	10	
Manager - Compliance 經理—條例執行	-	-	26	10	4	40	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	1	-	1	2	
Manager - Internal Audit 經理—內部稽核	-	-	3	2	7	12	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	0	
Manager - Property/Real Estate 經理—產業／房地產	-	-	1	-	-	1	
Other Manager 其他經理	-	-	-	-	64	64	
<b>Sub-total 小計</b>	<b>0</b>	<b>15</b>	<b>942</b>	<b>261</b>	<b>235</b>	<b>1 453</b>	



Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	37	28	-	1	<b>66</b>	
Management Trainee 見習主任	-	-	-	-	5	<b>5</b>	
Representative 代表	-	-	-	-	-	<b>0</b>	
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	24	-	-	-	<b>24</b>	
Remittances Officer 匯兌主任	-	-	-	-	-	<b>0</b>	
Settlement Officer 結算主任	-	6	12	-	-	<b>18</b>	
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	85	10	-	-	<b>95</b>	
Investment Analyst 投資分析員	-	54	59	-	4	<b>117</b>	
Investment Officer 投資主任	-	80	39	-	-	<b>119</b>	
Sales Officer – Investment Products 銷售主任—投資產品	-	101	29	-	-	<b>130</b>	
Sales Officer – Securities 銷售主任—證券	-	15	26	-	1	<b>42</b>	
Securities Settlement Officer 證券交收結算主任	-	458	436	-	28	<b>922</b>	
Insurance Products Officer 保險產品主任	-	-	-	-	-	<b>0</b>	
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	<b>0</b>	
Operations Officer 運作主任	-	10	2	-	-	<b>12</b>	
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	<b>0</b>	
Telecommunications Officer 電訊主任	-	-	-	-	-	<b>0</b>	
Trade Finance Operations Officer 貿易融資運作主任	-	-	5	-	-	<b>5</b>	
Trust Officer 信託主任	-	-	-	-	-	<b>0</b>	
Credit Analyst 授信分析員	-	5	4	-	-	<b>9</b>	
Credit Card Officer 信用卡主任	-	-	-	-	-	<b>0</b>	
Credit Information Officer 資信調查主任	-	-	10	-	-	<b>10</b>	
Credit/Loan Officer 授信/放款主任	-	8	23	-	-	<b>31</b>	
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	<b>0</b>	
Business Development Officer 業務發展主任	-	3	-	-	-	<b>3</b>	
Liaison Officer 聯絡主任	-	-	-	-	-	<b>0</b>	
Marketing Officer 市場推廣主任	-	10	-	-	1	<b>11</b>	
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	<b>0</b>	
Accounting Officer 會計主任	-	117	82	-	7	<b>206</b>	
Computer Operations Officer 電腦運作主任	-	69	39	-	12	<b>120</b>	
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	<b>0</b>	

Job Title 職稱	Number of Employees 僱員人數					
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Programmer/Technology Officer 程式員/科技主任	-	16	31	-	4	<b>51</b>
Systems Analyst 系統分析員	-	20	19	-	19	<b>58</b>
Human Resources Officer 人力資源主任	-	48	21	-	1	<b>70</b>
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	<b>0</b>
Compliance Officer 條例執行主任	-	33	19	-	4	<b>56</b>
Internal Audit Officer 內部稽核主任	-	8	11	-	-	<b>19</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	<b>0</b>
Other Supervisor 其他主管	-	-	-	-	5	<b>5</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>1 207</b>	<b>905</b>	<b>0</b>	<b>92</b>	<b>2 204</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	969	2 932	35	-	40	<b>3 976</b>
Securities Settlement Clerk 證券交收結算文員	358	794	-	-	10	<b>1 162</b>
Cashier 出納員	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	113	165	-	-	18	<b>296</b>
Mailing Clerk 郵遞文員	10	4	-	-	-	<b>14</b>
Receptionist/Telephone Operator 接待員/電話操作員	49	31	-	-	3	<b>83</b>
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	3	-	-	-	<b>3</b>
Teller 櫃檯員	-	-	-	-	-	<b>0</b>
Credit/Loan Clerk 授信/放款文員	42	119	-	-	-	<b>161</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	<b>0</b>
Accounting Clerk 會計文員	214	236	3	-	-	<b>453</b>
Computer Operator 電腦操作員	108	49	-	-	6	<b>163</b>
Internal Audit Clerk 內部稽核文員	3	4	-	-	-	<b>7</b>
<b>Sub-total 小計</b>	<b>1 866</b>	<b>4 337</b>	<b>38</b>	<b>0</b>	<b>77</b>	<b>6 318</b>
<b>OTHERS 其他</b>						
Other Supporting Staff 其他輔助員工	-	-	-	-	457	<b>457</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>457</b>	<b>457</b>
<b>Total 總計</b>	<b>1 866</b>	<b>5 559</b>	<b>1 885</b>	<b>261</b>	<b>861</b>	<b>10 432</b>

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.6 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 4.6 : 僱員在此行業的基本年資要求  
(期貨及黃金經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	-	-	-	-	-	<b>0</b>	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	-	-	4	7	-	<b>11</b>	
Chief Representative 首席代表	-	-	-	-	-	<b>0</b>	
Manager - Administration 經理—行政	-	-	-	3	-	<b>3</b>	
Manager - Branch Operations 經理—分行運作	-	-	-	-	-	<b>0</b>	
Zone/District Manager 區域經理	-	-	2	1	-	<b>3</b>	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	<b>0</b>	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	-	-	5	-	-	<b>5</b>	
Manager - Settlement 經理—結算	-	-	3	2	-	<b>5</b>	
Risk Manager 風險經理	-	-	-	2	-	<b>2</b>	
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	-	-	8	6	-	<b>14</b>	
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-	-	<b>0</b>	
Manager - Investment Services 經理—投資服務	-	-	-	2	-	<b>2</b>	
Manager - Private Banking 經理—私人銀行	-	-	-	-	-	<b>0</b>	
Manager - Securities/ Custodian Services 經理—證券/代管人服務	-	-	-	-	-	<b>0</b>	
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及 商品交易	-	-	39	29	-	<b>68</b>	
Manager - Branch 經理—分行	-	-	-	-	-	<b>0</b>	
Manager - Insurance Products 經理—保險產品	-	-	-	-	-	<b>0</b>	
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-	-	<b>0</b>	
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-	-	<b>0</b>	
Manager - Trust 經理—信託	-	-	-	-	-	<b>0</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	-	-	-	-	<b>0</b>	
Manager - Credit Card 經理—信用卡	-	-	-	-	-	<b>0</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	<b>0</b>	
Manager - Business Development 經理—業務發展	-	-	1	-	-	<b>1</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	-	-	<b>0</b>	
Manager - Liaison 經理—聯絡	-	-	-	-	-	<b>0</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	-	2	-	<b>2</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	-	-	-	<b>0</b>	
Manager - Accounting 經理—會計	-	-	1	-	-	<b>1</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	-	1	2	-	<b>3</b>	
E-Commerce Manager 電子商貿經理	-	-	-	-	-	<b>0</b>	
Manager - Human Resources 經理—人力資源	-	-	-	-	-	<b>0</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	-	-	-	<b>0</b>	
Company Secretary 公司秘書	-	-	-	-	-	<b>0</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	1	-	-	<b>1</b>	
Legal Adviser 法律顧問	-	-	-	-	-	<b>0</b>	
Manager - Compliance 經理—條例執行	-	-	-	1	-	<b>1</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	-	-	-	<b>0</b>	
Manager - Internal Audit 經理—內部稽核	-	-	-	2	-	<b>2</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	<b>0</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-	-	<b>0</b>	
Other Manager 其他經理	-	-	-	-	-	<b>0</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>59</b>	<b>0</b>	<b>124</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	2	3	-	-	-	5
Management Trainee 見習主任	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	7	4	-	-	-	11
Remittances Officer 匯兌主任	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	0
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	19	4	-	-	-	23
Investment Analyst 投資分析員	-	2	7	-	-	-	9
Investment Officer 投資主任	-	-	5	-	1	-	6
Sales Officer – Investment Products 銷售主任—投資產品	-	9	10	-	2	-	21
Sales Officer – Securities 銷售主任—證券	-	5	-	2	-	-	7
Securities Settlement Officer 證券交收結算主任	-	27	47	2	-	-	76
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	2	-	-	-	2
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	2	-	-	-	2
Liaison Officer 聯絡主任	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	3	-	-	-	3
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	0
Accounting Officer 會計主任	-	8	6	-	-	-	14
Computer Operations Officer 電腦運作主任	-	1	3	-	-	-	4
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	2	4	-	-	6	
Systems Analyst 系統分析員	-	1	-	-	-	1	
Human Resources Officer 人力資源主任	-	2	2	-	-	4	
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	0	
Compliance Officer 條例執行主任	-	-	2	-	-	2	
Internal Audit Officer 內部稽核主任	-	-	-	-	-	0	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0	
Other Supervisor 其他主管	-	-	-	-	-	0	
<b>Sub-total 小計</b>	<b>0</b>	<b>85</b>	<b>104</b>	<b>4</b>	<b>3</b>	<b>196</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	0	
Securities and Futures Assistant 證券及期貨助理	65	242	10	-	-	317	
Securities Settlement Clerk 證券交收結算文員	12	52	-	-	-	64	
Cashier 出納員	-	-	-	-	-	0	
General Clerk 一般文員	9	5	-	-	-	14	
Mailing Clerk 郵遞文員	-	-	-	-	-	0	
Receptionist/Telephone Operator 接待員/電話操作員	7	6	-	-	-	13	
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	0	
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	0	
Teller 櫃檯員	-	-	-	-	-	0	
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	0	
Telemarketing Representative 電話市場推廣代表	-	4	-	-	2	6	
Accounting Clerk 會計文員	8	12	-	-	-	20	
Computer Operator 電腦操作員	1	4	1	-	-	6	
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	0	
<b>Sub-total 小計</b>	<b>102</b>	<b>325</b>	<b>11</b>	<b>0</b>	<b>2</b>	<b>440</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	24	24	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>24</b>	
<b>Total 總計</b>	<b>102</b>	<b>410</b>	<b>180</b>	<b>63</b>	<b>29</b>	<b>784</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.7 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Stock, Bullion and Commodity Exchanges and  
Statutory Bodies in the Banking and Finance Industry)

表 4.7 : 僱員在此行業的基本年資要求  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	2	-	-	-	2
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	-	2	6	-	-	8
Chief Representative 首席代表	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	2	4	-	-	-	6
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	5	-	-	-	5
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	5	-	-	-	-	5
Manager - Settlement 經理－結算	-	2	-	-	-	-	2
Risk Manager 風險經理	-	-	1	-	-	-	1
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	1	-	-	-	1
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	3	-	-	-	-	3
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	0
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	2	-	-	-	-	2
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	-	-	-	-	<b>0</b>	
Manager - Credit Card 經理—信用卡	-	-	-	-	-	<b>0</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	<b>0</b>	
Manager - Business Development 經理—業務發展	-	-	1	-	-	<b>1</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	-	-	<b>0</b>	
Manager - Liaison 經理—聯絡	-	-	-	-	-	<b>0</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	11	-	-	<b>11</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	1	3	-	<b>4</b>	
Manager - Accounting 經理—會計	-	2	9	-	-	<b>11</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	1	68	-	-	<b>69</b>	
E-Commerce Manager 電子商貿經理	-	2	2	-	-	<b>4</b>	
Manager - Human Resources 經理—人力資源	-	-	8	-	-	<b>8</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	2	-	-	<b>2</b>	
Company Secretary 公司秘書	-	-	3	-	-	<b>3</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	8	-	-	-	<b>8</b>	
Legal Adviser 法律顧問	-	2	12	-	-	<b>14</b>	
Manager - Compliance 經理—條例執行	-	-	-	-	-	<b>0</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	19	-	-	<b>19</b>	
Manager - Internal Audit 經理—內部稽核	-	2	7	-	-	<b>9</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	<b>0</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	2	-	-	<b>2</b>	
Other Manager 其他經理	-	-	-	-	716	<b>716</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>31</b>	<b>160</b>	<b>9</b>	<b>716</b>	<b>916</b>	



Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	1	-	-	-	-	1
Management Trainee 見習主任	-	5	-	-	-	-	5
Representative 代表	-	3	-	-	-	-	3
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	4	-	-	-	-	4
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	1	-	-	-	-	1
Investment Officer 投資主任	-	-	-	-	-	-	0
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	2	-	-	-	-	2
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	0
Operations Officer 運作主任	-	1	-	-	-	-	1
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	7	-	-	-	-	7
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	0
Accounting Officer 會計主任	-	20	-	-	-	-	20
Computer Operations Officer 電腦運作主任	-	7	16	-	-	-	23
IT Audit Officer 資訊科技稽核主任	-	-	1	-	-	-	1

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	23	-	-	-	<b>23</b>	
Systems Analyst 系統分析員	-	23	54	-	-	<b>77</b>	
Human Resources Officer 人力資源主任	-	16	-	-	-	<b>16</b>	
Training Officer/Instructor 訓練主任/導師	-	5	-	-	-	<b>5</b>	
Compliance Officer 條例執行主任	-	-	-	-	-	<b>0</b>	
Internal Audit Officer 內部稽核主任	-	4	-	-	-	<b>4</b>	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	<b>0</b>	
Other Supervisor 其他主管	-	-	-	-	603	<b>603</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>122</b>	<b>71</b>	<b>0</b>	<b>603</b>	<b>796</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	<b>0</b>	
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	<b>0</b>	
Securities Settlement Clerk 證券交收結算文員	3	-	-	-	-	<b>3</b>	
Cashier 出納員	-	-	-	-	-	<b>0</b>	
General Clerk 一般文員	208	48	-	-	56	<b>312</b>	
Mailing Clerk 郵遞文員	-	7	-	-	-	<b>7</b>	
Receptionist/Telephone Operator 接待員/電話操作員	5	5	-	-	-	<b>10</b>	
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	<b>0</b>	
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	<b>0</b>	
Teller 櫃檯員	-	-	-	-	-	<b>0</b>	
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	<b>0</b>	
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	<b>0</b>	
Accounting Clerk 會計文員	2	9	-	-	-	<b>11</b>	
Computer Operator 電腦操作員	7	22	-	-	-	<b>29</b>	
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	<b>0</b>	
<b>Sub-total 小計</b>	<b>225</b>	<b>91</b>	<b>0</b>	<b>0</b>	<b>56</b>	<b>372</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	232	<b>232</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>232</b>	<b>232</b>	
<b>Total 總計</b>	<b>225</b>	<b>244</b>	<b>231</b>	<b>9</b>	<b>1 607</b>	<b>2 316</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.8 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 4.8 : 僱員在此行業的基本年資要求  
(兌換商及外匯經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	-	-	-	-	-	-	0
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁/總運作主任/ 常務董事/總經理	-	-	12	5	-	-	17
Chief Representative 首席代表	-	-	-	-	-	-	0
Manager - Administration 經理—行政	-	-	-	-	-	-	0
Manager - Branch Operations 經理—分行運作	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	-	-	0
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理—外匯/拆放市場/ 利率產品/債務市場	-	-	82	5	15	-	102
Manager - Settlement 經理—結算	-	-	7	-	-	-	7
Risk Manager 風險經理	-	-	-	-	-	-	0
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	-	-	-	-	-	-	0
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	-	-	-	-	0
Manager - Investment Services 經理—投資服務	-	-	20	-	-	-	20
Manager - Private Banking 經理—私人銀行	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理—證券/代管人服務	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理—證券、期貨及 商品交易	-	-	-	-	-	-	0
Manager - Branch 經理—分行	-	-	-	-	-	-	0
Manager - Insurance Products 經理—保險產品	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理—強制性公積金	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理—貿易融資運作	-	-	-	-	-	-	0
Manager - Trust 經理—信託	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	-	-	-	-	0	
Manager - Credit Card 經理—信用卡	-	-	-	-	-	0	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	0	
Manager - Business Development 經理—業務發展	-	-	-	-	-	0	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	-	-	-	0	
Manager - Liaison 經理—聯絡	-	-	-	-	-	0	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	2	-	-	2	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	-	-	-	0	
Manager - Accounting 經理—會計	-	-	5	-	-	5	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	-	3	-	-	3	
E-Commerce Manager 電子商貿經理	-	-	-	-	-	0	
Manager - Human Resources 經理—人力資源	-	-	2	-	-	2	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	-	-	-	0	
Company Secretary 公司秘書	-	-	-	-	-	0	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	-	-	-	0	
Legal Adviser 法律顧問	-	-	-	-	-	0	
Manager - Compliance 經理—條例執行	-	-	-	-	-	0	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	-	-	-	0	
Manager - Internal Audit 經理—內部稽核	-	-	-	-	-	0	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	-	-	-	0	
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-	-	0	
Other Manager 其他經理	-	-	-	-	-	0	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>133</b>	<b>10</b>	<b>15</b>	<b>158</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	7	-	-	-	-	7
Management Trainee 見習主任	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	98	81	-	25	-	204
Remittances Officer 匯兌主任	-	102	27	-	15	-	144
Settlement Officer 結算主任	-	15	8	-	-	-	23
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	0
Sales Officer – Investment Products 銷售主任—投資產品	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任—證券	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	-	-	-	-	0
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	0
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	2	1	-	-	-	3
Telemarketing Officer 電話市場推廣主任	-	7	-	-	-	-	7
Accounting Officer 會計主任	-	1	4	-	-	-	5
Computer Operations Officer 電腦運作主任	-	3	-	-	-	-	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	-	4	-	-	4	
Systems Analyst 系統分析員	-	-	3	-	-	3	
Human Resources Officer 人力資源主任	-	2	3	-	-	5	
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	0	
Compliance Officer 條例執行主任	-	3	-	-	-	3	
Internal Audit Officer 內部稽核主任	-	-	-	-	-	0	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0	
Other Supervisor 其他主管	-	-	-	-	-	0	
<b>Sub-total 小計</b>	<b>0</b>	<b>240</b>	<b>131</b>	<b>0</b>	<b>40</b>	<b>411</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	443	663	10	5	55	1 176	
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	0	
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	0	
Cashier 出納員	-	-	-	-	-	0	
General Clerk 一般文員	4	21	-	-	-	25	
Mailing Clerk 郵遞文員	-	-	-	-	-	0	
Receptionist/Telephone Operator 接待員/電話操作員	1	3	-	-	-	4	
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	-	0	
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	0	
Teller 櫃檯員	-	-	-	-	-	0	
Credit/Loan Clerk 授信/放款文員	-	-	-	-	-	0	
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	0	
Accounting Clerk 會計文員	3	18	-	-	-	21	
Computer Operator 電腦操作員	-	2	-	-	-	2	
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	0	
<b>Sub-total 小計</b>	<b>451</b>	<b>707</b>	<b>10</b>	<b>5</b>	<b>55</b>	<b>1 228</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	29	29	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>29</b>	
<b>Total 總計</b>	<b>451</b>	<b>947</b>	<b>274</b>	<b>15</b>	<b>139</b>	<b>1 826</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.9 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Other Financial Companies)

表 4.9 : 僱員在此行業的基本年資要求  
(其他財務公司)

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL 經理級</b>							
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	33	3	29	<b>65</b>	
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／ 常務董事／總經理	-	-	22	128	9	<b>159</b>	
Chief Representative 首席代表	-	-	10	2	-	<b>12</b>	
Manager - Administration 經理－行政	-	-	46	2	9	<b>57</b>	
Manager - Branch Operations 經理－分行運作	-	-	8	-	-	<b>8</b>	
Zone/District Manager 區域經理	-	-	-	4	-	<b>4</b>	
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	5	20	<b>25</b>	
Manager - Foreign Exchange/ Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／ 利率產品／債務市場	-	-	6	33	15	<b>54</b>	
Manager - Settlement 經理－結算	-	-	11	10	29	<b>50</b>	
Risk Manager 風險經理	-	-	19	-	42	<b>61</b>	
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	41	30	52	<b>123</b>	
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	488	72	23	<b>583</b>	
Manager - Investment Services 經理－投資服務	-	-	309	34	85	<b>428</b>	
Manager - Private Banking 經理－私人銀行	-	-	11	-	-	<b>11</b>	
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	1	4	45	<b>50</b>	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	2	46	57	53	<b>158</b>	
Manager - Branch 經理－分行	-	-	-	6	19	<b>25</b>	
Manager - Insurance Products 經理－保險產品	-	-	6	-	-	<b>6</b>	
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	22	15	2	<b>39</b>	
Manager - Trade Finance Operations 經理－貿易融資運作	-	4	3	-	-	<b>7</b>	
Manager - Trust 經理－信託	-	-	81	-	34	<b>115</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>							
Manager - Credit 經理—授信	-	6	13	4	19	<b>42</b>	
Manager - Credit Card 經理—信用卡	-	-	20	-	-	<b>20</b>	
Manager - Financial Institutions/ Correspondent Banking 經理—財務機構／國外同業 部	-	-	-	-	-	<b>0</b>	
Manager - Business Development 經理—業務發展	-	-	48	11	22	<b>81</b>	
Manager - Corporate Banking/ Commercial Banking/Relationship 經理—機構銀行／ 商業銀行／關係推廣	-	-	25	-	20	<b>45</b>	
Manager - Liaison 經理—聯絡	-	27	17	-	8	<b>52</b>	
Manager - Marketing/ Product Development 經理—市場推廣／產品開發	-	-	67	2	8	<b>77</b>	
Chief Financial Officer/ Financial Controller 總財務主任／財務監督	-	-	14	48	3	<b>65</b>	
Manager - Accounting 經理—會計	-	4	70	5	35	<b>114</b>	
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理—資訊科技	-	-	101	45	3	<b>149</b>	
E-Commerce Manager 電子商貿經理	-	13	21	2	-	<b>36</b>	
Manager - Human Resources 經理—人力資源	-	-	42	13	14	<b>69</b>	
Manager - Training/ Learning and Development 經理—訓練／學習及培訓	-	-	14	-	2	<b>16</b>	
Company Secretary 公司秘書	-	-	11	11	2	<b>24</b>	
Economist/Manager - Economic Research 經濟研究員／經理— 經濟研究	-	-	42	32	16	<b>90</b>	
Legal Adviser 法律顧問	-	-	43	21	12	<b>76</b>	
Manager - Compliance 經理—條例執行	-	-	38	6	17	<b>61</b>	
Manager - Corporate Communications/Public Relations 經理—企業傳訊／公共關係	-	-	18	8	4	<b>30</b>	
Manager - Internal Audit 經理—內部稽核	-	-	16	-	2	<b>18</b>	
Manager - Organization/Productivity/ Quality/Re-Engineering 經理—組織／生產力／ 質素／工序重整	-	-	7	-	17	<b>24</b>	
Manager - Property/Real Estate 經理—產業／房地產	-	-	-	-	-	<b>0</b>	
Other Manager 其他經理	-	-	-	-	44	<b>44</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>56</b>	<b>1 790</b>	<b>613</b>	<b>714</b>	<b>3 173</b>	



Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL 主管級</b>							
Administration Officer 行政主任	-	94	16	-	7	<b>117</b>	
Management Trainee 見習主任	-	-	-	-	-	<b>0</b>	
Representative 代表	-	41	-	-	-	<b>41</b>	
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	6	60	70	27	<b>163</b>	
Remittances Officer 匯兌主任	-	480	4	-	-	<b>484</b>	
Settlement Officer 結算主任	-	49	16	8	17	<b>90</b>	
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	1 267	610	182	366	<b>2 425</b>	
Investment Analyst 投資分析員	-	389	355	10	150	<b>904</b>	
Investment Officer 投資主任	-	711	142	4	47	<b>904</b>	
Sales Officer – Investment Products 銷售主任—投資產品	-	853	520	-	11	<b>1 384</b>	
Sales Officer – Securities 銷售主任—證券	-	20	12	-	-	<b>32</b>	
Securities Settlement Officer 證券交收結算主任	-	84	44	-	41	<b>169</b>	
Insurance Products Officer 保險產品主任	-	-	10	-	-	<b>10</b>	
Mandatory Provident Fund Officer 強制性公積金主任	-	286	85	-	-	<b>371</b>	
Operations Officer 運作主任	-	144	2	4	25	<b>175</b>	
Sales Officer – Insurance Products 銷售主任—保險產品	-	-	-	-	-	<b>0</b>	
Telecommunications Officer 電訊主任	-	-	-	-	5	<b>5</b>	
Trade Finance Operations Officer 貿易融資運作主任	-	157	9	-	-	<b>166</b>	
Trust Officer 信託主任	-	30	-	-	19	<b>49</b>	
Credit Analyst 授信分析員	-	12	30	10	23	<b>75</b>	
Credit Card Officer 信用卡主任	-	103	36	-	-	<b>139</b>	
Credit Information Officer 資信調查主任	-	-	3	-	17	<b>20</b>	
Credit/Loan Officer 授信/放款主任	-	46	38	8	-	<b>92</b>	
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	8	-	-	18	<b>26</b>	
Business Development Officer 業務發展主任	-	128	58	-	-	<b>186</b>	
Liaison Officer 聯絡主任	-	167	-	-	6	<b>173</b>	
Marketing Officer 市場推廣主任	-	135	17	-	-	<b>152</b>	
Telemarketing Officer 電話市場推廣主任	-	54	42	-	-	<b>96</b>	
Accounting Officer 會計主任	-	146	137	-	38	<b>321</b>	
Computer Operations Officer 電腦運作主任	-	66	34	-	27	<b>127</b>	
IT Audit Officer 資訊科技稽核主任	-	26	3	-	-	<b>29</b>	

Job Title 職稱	Number of Employees 僱員人數					Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	1 Year or Less 1年 或少於1年	2-4 Years 2至4年	5-10 Years 5至10年	Over 10 Years 10年以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>							
Programmer/Technology Officer 程式員/科技主任	-	161	72	-	47	<b>280</b>	
Systems Analyst 系統分析員	-	83	136	-	71	<b>290</b>	
Human Resources Officer 人力資源主任	-	91	68	-	33	<b>192</b>	
Training Officer/Instructor 訓練主任/導師	-	23	-	-	2	<b>25</b>	
Compliance Officer 條例執行主任	-	72	28	-	12	<b>112</b>	
Internal Audit Officer 內部稽核主任	-	33	1	-	7	<b>41</b>	
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	3	4	-	12	<b>19</b>	
Other Supervisor 其他主管	-	-	-	-	78	<b>78</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>5 968</b>	<b>2 592</b>	<b>296</b>	<b>1 106</b>	<b>9 962</b>	
<b>CLERICAL LEVEL 文員級</b>							
Money Changers Clerk 貨幣兌換文員	20	72	20	-	47	<b>159</b>	
Securities and Futures Assistant 證券及期貨助理	24	444	238	-	211	<b>917</b>	
Securities Settlement Clerk 證券交收結算文員	24	156	9	-	57	<b>246</b>	
Cashier 出納員	-	-	-	-	-	<b>0</b>	
General Clerk 一般文員	244	1 013	1	-	83	<b>1 341</b>	
Mailing Clerk 郵遞文員	-	52	-	-	23	<b>75</b>	
Receptionist/Telephone Operator 接待員/電話操作員	59	92	-	-	9	<b>160</b>	
Trade Finance Operations Checker 貿易融資運作核對員	-	-	12	-	16	<b>28</b>	
Trade Finance Operations Clerk 貿易融資運作文員	-	3	-	-	33	<b>36</b>	
Teller 櫃檯員	-	-	-	-	-	<b>0</b>	
Credit/Loan Clerk 授信/放款文員	-	127	188	-	-	<b>315</b>	
Telemarketing Representative 電話市場推廣代表	26	362	-	-	-	<b>388</b>	
Accounting Clerk 會計文員	62	270	34	-	46	<b>412</b>	
Computer Operator 電腦操作員	140	207	12	-	2	<b>361</b>	
Internal Audit Clerk 內部稽核文員	-	29	-	-	11	<b>40</b>	
<b>Sub-total 小計</b>	<b>599</b>	<b>2 827</b>	<b>514</b>	<b>0</b>	<b>538</b>	<b>4 478</b>	
<b>OTHERS 其他</b>							
Other Supporting Staff 其他輔助員工	-	-	-	-	892	<b>892</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>892</b>	<b>892</b>	
<b>Total 總計</b>	<b>599</b>	<b>8 851</b>	<b>4 896</b>	<b>909</b>	<b>3 250</b>	<b>18 505</b>	

\* As the minimum requirement on year(s) of experience in the industry of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5 : Average Monthly Income Range of Employees  
(Banking and Finance Industry)

表 5 : 僱員平均每月收入的幅度  
(銀行及金融業)

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to至 \$10,000	\$10,001 to至 \$20,000	\$20,001 to至 \$30,000	\$30,001- to至 \$40,000	\$40,001 to至 \$60,000	\$60,001 to至 \$80,000	\$80,001 to至 \$100,000	Above \$100,000 以上			
<b>MANAGERIAL LEVEL 經理級</b>												
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	31	15	14	61	34	20	71	<b>246</b>	
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	9	44	126	46	94	367	137	<b>823</b>	
Chief Representative 首席代表	-	-	-	1	6	24	9	6	8	7	<b>61</b>	
Manager - Administration 經理－行政	-	-	7	42	109	98	19	56	-	39	<b>370</b>	
Manager - Branch Operations 經理－分行運作	-	-	-	13	31	153	39	1	6	13	<b>256</b>	
Zone/District Manager 區域經理	-	-	-	8	13	40	91	23	-	6	<b>181</b>	
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	1	7	25	19	17	79	40	<b>188</b>	
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	51	82	312	20	123	23	72	<b>683</b>	
Manager - Settlement 經理－結算	-	-	-	9	93	69	14	4	4	89	<b>282</b>	
Risk Manager 風險經理	-	-	-	1	158	196	31	82	12	85	<b>565</b>	
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	1	9	26	49	45	145	222	<b>497</b>	
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	24	151	765	54	-	260	284	<b>1 538</b>	
Manager - Investment Services 經理－投資服務	-	-	-	124	90	279	376	5	80	286	<b>1 240</b>	
Manager - Private Banking 經理－私人銀行	-	-	-	13	8	95	329	297	417	65	<b>1 224</b>	

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	24	9	40	5	34	1	59		<b>172</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	295	187	229	80	11	33	229		<b>1 064</b>
Manager - Branch 經理－分行	-	-	-	183	1 527	286	7	1	6	68		<b>2 078</b>
Manager - Insurance Products 經理－保險產品	-	-	-	10	43	45	-	-	-	6		<b>104</b>
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	2	70	3	2	-	-	22		<b>99</b>
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	43	128	225	48	6	2	21		<b>473</b>
Manager - Trust 經理－信託	-	-	-	21	6	55	78	-	-	39		<b>199</b>
Manager - Credit 經理－授信	-	-	-	188	256	511	133	27	11	122		<b>1 248</b>
Manager - Credit Card 經理－信用卡	-	-	-	29	112	74	43	-	-	1		<b>259</b>
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	18	3	43	38	117	-	14		<b>233</b>
Manager - Business Development 經理－業務發展	-	-	-	18	150	385	49	42	10	40		<b>694</b>
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	124	332	377	273	356	5	120		<b>1 587</b>
Manager - Liaison 經理－聯絡	-	-	-	-	-	30	17	1	1	16		<b>65</b>
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	66	51	322	82	30	-	38		<b>589</b>
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	2	38	24	32	11	87	36		<b>230</b>
Manager - Accounting 經理－會計	-	-	-	26	109	276	110	88	-	116		<b>725</b>
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	105	77	844	160	171	11	107		<b>1 475</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>											
E-Commerce Manager 電子商貿經理	-	-	-	7	84	178	29	2	-	22	<b>322</b>
Manager - Human Resources 經理－人力資源	-	-	-	25	92	188	56	42	7	68	<b>478</b>
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	17	7	112	8	5	-	25	<b>174</b>
Company Secretary 公司秘書	-	-	-	13	28	17	8	8	2	31	<b>107</b>
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	23	13	16	49	1	6	83	<b>191</b>
Legal Adviser 法律顧問	-	-	-	-	11	21	63	16	138	51	<b>300</b>
Manager - Compliance 經理－條例執行	-	-	-	10	43	148	46	87	15	70	<b>419</b>
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	7	17	40	55	13	-	38	<b>170</b>
Manager - Internal Audit 經理－內部稽核	-	-	-	23	57	133	60	7	22	26	<b>328</b>
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	2	2	92	-	-	7	17	<b>120</b>
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	57	38	-	11	-	1	<b>107</b>
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	3 575	<b>3 575</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>1 609</b>	<b>4 325</b>	<b>6 974</b>	<b>2 688</b>	<b>1 874</b>	<b>1 785</b>	<b>6 477</b>	<b>25 739</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	638	234	116	69	-	-	-	93	<b>1 150</b>
Management Trainee 見習主任	-	-	229	162	-	-	-	-	-	11	<b>402</b>
Representative 代表	-	-	11	10	47	13	-	-	-	12	<b>93</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	252	304	474	17	60	-	-	226	<b>1 333</b>
Remittances Officer 匯兌主任	-	10	647	220	174	6	-	-	-	20	<b>1 077</b>
Settlement Officer 結算主任	-	-	154	275	28	32	-	-	-	88	<b>577</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	907	1 885	122	755	2	68	-	1 286	<b>5 025</b>	
Investment Analyst 投資分析員	-	-	235	1 082	289	268	-	-	21	349	<b>2 244</b>	
Investment Officer 投資主任	-	-	639	801	303	478	-	-	-	541	<b>2 762</b>	
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	1 065	709	350	277	-	-	-	448	<b>2 849</b>	
Sales Officer – Securities 銷售主任 – 證券	-	-	200	118	15	1	-	-	-	-	<b>334</b>	
Securities Settlement Officer 證券交收結算主任	-	-	714	495	506	16	-	-	-	218	<b>1 949</b>	
Insurance Products Officer 保險產品主任	-	-	115	59	-	-	-	-	-	10	<b>184</b>	
Mandatory Provident Fund Officer 強制性公積金主任	-	-	79	289	20	-	-	-	-	62	<b>450</b>	
Operations Officer 運作主任	-	-	4 388	1 186	192	22	-	-	-	194	<b>5 982</b>	
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	104	54	-	-	-	-	-	-	<b>158</b>	
Telecommunications Officer 電訊主任	-	-	25	51	3	-	-	-	-	5	<b>84</b>	
Trade Finance Operations Officer 貿易融資運作主任	-	-	451	661	42	13	5	-	-	51	<b>1 223</b>	
Trust Officer 信託主任	-	-	37	88	3	-	-	-	-	40	<b>168</b>	
Credit Analyst 授信分析員	-	-	327	356	90	41	-	-	-	71	<b>885</b>	
Credit Card Officer 信用卡主任	-	-	361	152	218	-	-	-	-	12	<b>743</b>	
Credit Information Officer 資信調查主任	-	-	44	95	48	-	-	-	-	17	<b>204</b>	
Credit/Loan Officer 授信/放款主任	-	7	1 024	951	604	132	-	-	-	125	<b>2 843</b>	
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	148	16	24	-	-	-	-	25	<b>213</b>	
Business Development Officer 業務發展主任	-	-	983	1 377	100	-	-	-	-	102	<b>2 562</b>	
Liaison Officer 聯絡主任	-	-	36	111	3	9	-	-	-	47	<b>206</b>	
Marketing Officer 市場推廣主任	-	-	654	362	947	21	-	-	-	92	<b>2 076</b>	
Telemarketing Officer 電話市場推廣主任	-	-	241	109	15	-	-	-	-	36	<b>401</b>	

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Accounting Officer 會計主任	-	-	364	572	442	198	-	-	-	317	<b>1 893</b>	
Computer Operations Officer 電腦運作主任	-	-	81	312	141	169	-	-	-	121	<b>824</b>	
IT Audit Officer 資訊科技稽核主任	-	-	6	25	26	7	-	-	-	20	<b>84</b>	
Programmer/ Technology Officer 程式員/科技主任	-	-	635	388	844	100	-	-	-	182	<b>2149</b>	
Systems Analyst 系統分析員	-	-	129	256	712	158	-	-	-	254	<b>1 509</b>	
Human Resources Officer 人力資源主任	-	-	231	333	105	86	-	-	-	154	<b>909</b>	
Training Officer/Instructor 訓練主任/導師	-	-	60	91	25	4	-	-	-	5	<b>185</b>	
Compliance Officer 條例執行主任	-	-	65	136	159	19	-	-	-	79	<b>458</b>	
Internal Audit Officer 內部稽核主任	-	-	121	307	20	93	-	-	-	33	<b>574</b>	
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	42	29	10	99	-	-	-	-	12	<b>192</b>	
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	3 789	<b>3 789</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>59</b>	<b>16 429</b>	<b>14 642</b>	<b>7 306</b>	<b>3 004</b>	<b>67</b>	<b>68</b>	<b>21</b>	<b>9 147</b>	<b>50 743</b>	
<b>CLERICAL LEVEL 文員級</b>												
Money Changers Clerk 貨幣兌換文員	5	805	691	-	-	-	-	-	-	174	<b>1 675</b>	
Securities and Futures Assistant 證券及期貨助理	-	992	3 787	267	50	5	-	-	-	1 109	<b>6 210</b>	
Securities Settlement Clerk 證券交收結算文員	-	441	1 225	16	-	-	-	-	-	263	<b>1 945</b>	
Cashier 出納員	-	61	715	-	-	-	-	-	-	5	<b>781</b>	
General Clerk 一般文員	-	1 470	6 957	4	-	-	-	-	-	833	<b>9 264</b>	
Mailing Clerk 郵遞文員	-	127	71	-	-	-	-	-	-	57	<b>255</b>	
Receptionist/ Telephone Operator 接待員/電話 操作員	-	182	384	-	-	-	-	-	-	77	<b>643</b>	
Trade Finance Operations Checker 貿易融資運作 核對員	-	5	819	12	-	-	-	-	-	26	<b>862</b>	
Trade Finance Operations Clerk 貿易融資運作文員	-	246	1 049	-	-	-	-	-	-	82	<b>1 377</b>	
Teller 櫃檯員	-	1 214	8 683	-	-	-	-	-	-	23	<b>9 920</b>	

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>												
Credit/Loan Clerk 授信／放款文員	-	980	2 286	-	-	-	-	-	-	443	<b>3 709</b>	
Telemarketing Representative 電話市場推廣代表	-	124	718	-	-	-	-	-	-	198	<b>1 040</b>	
Accounting Clerk 會計文員	-	432	1 253	10	-	-	-	-	-	322	<b>2 017</b>	
Computer Operator 電腦操作員	-	251	709	12	-	-	-	-	-	119	<b>1 091</b>	
Internal Audit Clerk 內部稽核文員	-	18	125	-	-	-	-	-	-	19	<b>162</b>	
<b>Sub-total 小計</b>	<b>5</b>	<b>7 348</b>	<b>29 472</b>	<b>321</b>	<b>50</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3 750</b>	<b>40 951</b>	
<b>OTHERS 其他</b>												
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	11 655	<b>11 655</b>	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11 655</b>	<b>11 655</b>	
<b>Total 總計</b>	<b>5</b>	<b>7 407</b>	<b>45 908</b>	<b>16 572</b>	<b>11 681</b>	<b>9 983</b>	<b>2 755</b>	<b>1 942</b>	<b>1 806</b>	<b>31 029</b>	<b>129 088</b>	

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".



Table 5.1 : Average Monthly Income Range of Employees  
(Licensed Banks, Restricted Licence Banks  
and Local Representative Offices of Foreign Banks)

表 5.1 : 僱員平均每月收入的幅度  
(持牌銀行、有限牌照銀行及外國銀行本港代表辦事處)

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	15	9	12	41	31	6	22	<b>136</b>
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	1	10	7	18	30	281	27	<b>374</b>
Chief Representative 首席代表	-	-	-	1	6	14	9	6	6	7	<b>49</b>
Manager - Administration 經理－行政	-	-	-	-	65	70	17	41	-	10	<b>203</b>
Manager - Branch Operations 經理－分行運作	-	-	-	7	28	145	38	1	6	2	<b>227</b>
Zone/District Manager 區域經理	-	-	-	-	3	40	89	20	-	1	<b>153</b>
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	1	6	18	17	16	77	16	<b>151</b>
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	9	58	276	15	121	5	20	<b>504</b>
Manager - Settlement 經理－結算	-	-	-	4	91	50	6	-	4	7	<b>162</b>
Risk Manager 風險經理	-	-	-	-	153	186	28	80	8	33	<b>488</b>
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	2	9	8	-	125	5	<b>149</b>
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	4	26	630	6	-	221	15	<b>902</b>
Manager - Investment Services 經理－投資服務	-	-	-	103	28	97	295	5	38	24	<b>590</b>
Manager - Private Banking 經理－私人銀行	-	-	-	13	8	91	328	297	406	65	<b>1 208</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	24	5	39	5	34	1	-	-	<b>108</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	57	37	22	11	-	4	-	-	<b>131</b>
Manager - Branch 經理－分行	-	-	-	168	1 464	285	6	1	-	6	-	<b>1 930</b>
Manager - Insurance Products 經理－保險產品	-	-	-	10	43	45	-	-	-	-	-	<b>98</b>
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	2	58	-	-	-	-	-	-	<b>60</b>
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	42	125	204	46	6	1	21	-	<b>445</b>
Manager - Trust 經理－信託	-	-	-	21	5	53	5	-	-	-	-	<b>84</b>
Manager - Credit 經理－授信	-	-	-	21	185	402	126	25	1	27	-	<b>787</b>
Manager - Credit Card 經理－信用卡	-	-	-	29	100	61	43	-	-	1	-	<b>234</b>
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	18	3	43	38	117	-	13	-	<b>232</b>
Manager - Business Development 經理－業務發展	-	-	-	18	117	351	43	34	-	1	-	<b>564</b>
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	112	326	358	271	355	5	99	-	<b>1 526</b>
Manager - Liaison 經理－聯絡	-	-	-	-	-	3	-	1	1	8	-	<b>13</b>
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	20	25	299	62	15	-	2	-	<b>423</b>
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	1	-	3	13	7	43	6	-	<b>73</b>
Manager - Accounting 經理－會計	-	-	-	21	40	187	85	78	-	21	-	<b>432</b>
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	102	35	793	80	142	4	12	-	<b>1 168</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>											
E-Commerce Manager 電子商貿經理	-	-	-	6	82	157	29	2	-	1	<b>277</b>
Manager - Human Resources 經理－人力資源	-	-	-	18	75	148	44	37	4	17	<b>343</b>
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	15	5	110	8	4	-	-	<b>142</b>
Company Secretary 公司秘書	-	-	-	10	15	8	7	5	2	7	<b>54</b>
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	2	10	9	13	1	6	8	<b>49</b>
Legal Adviser 法律顧問	-	-	-	-	4	5	46	12	108	10	<b>185</b>
Manager - Compliance 經理－條例執行	-	-	-	8	28	131	34	76	5	15	<b>297</b>
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	5	5	35	44	13	-	-	<b>102</b>
Manager - Internal Audit 經理－內部稽核	-	-	-	19	48	126	47	3	20	1	<b>264</b>
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	2	88	-	-	6	-	<b>96</b>
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	51	36	-	11	-	1	<b>99</b>
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	2 750	<b>2 750</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>907</b>	<b>3 386</b>	<b>5 646</b>	<b>2 021</b>	<b>1 627</b>	<b>1 394</b>	<b>3 281</b>	<b>18 262</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	572	141	101	67	-	-	-	10	<b>891</b>
Management Trainee 見習主任	-	-	229	162	-	-	-	-	-	1	<b>392</b>
Representative 代表	-	-	3	10	14	13	-	-	-	9	<b>49</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	221	193	391	16	-	-	-	91	<b>912</b>
Remittances Officer 匯兌主任	-	-	103	149	174	2	-	-	-	10	<b>438</b>
Settlement Officer 結算主任	-	-	141	209	20	2	-	-	-	39	<b>411</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	501	1 377	-	533	-	-	-	53	<b>2 464</b>
Investment Analyst 投資分析員	-	-	28	686	81	146	-	-	-	4	<b>945</b>
Investment Officer 投資主任	-	-	479	161	80	261	-	-	-	37	<b>1 018</b>
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	700	287	133	161	-	-	-	33	<b>1 314</b>
Sales Officer – Securities 銷售主任 – 證券	-	-	184	66	3	-	-	-	-	-	<b>253</b>
Securities Settlement Officer 證券交收結算主任	-	-	370	8	381	-	-	-	-	11	<b>770</b>
Insurance Products Officer 保險產品主任	-	-	115	59	-	-	-	-	-	-	<b>174</b>
Mandatory Provident Fund Officer 強制性公積金主任	-	-	79	-	-	-	-	-	-	-	<b>79</b>
Operations Officer 運作主任	-	-	4 351	1 127	183	8	-	-	-	8	<b>5 677</b>
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	103	54	-	-	-	-	-	-	<b>157</b>
Telecommunications Officer 電訊主任	-	-	25	51	3	-	-	-	-	-	<b>79</b>
Trade Finance Operations Officer 貿易融資運作主任	-	-	294	636	41	3	-	-	-	50	<b>1 024</b>
Trust Officer 信託主任	-	-	37	79	3	-	-	-	-	-	<b>119</b>
Credit Analyst 授信分析員	-	-	295	279	46	37	-	-	-	32	<b>689</b>
Credit Card Officer 信用卡主任	-	-	355	104	127	-	-	-	-	12	<b>598</b>
Credit Information Officer 資信調查主任	-	-	42	82	36	-	-	-	-	-	<b>160</b>
Credit/Loan Officer 授信/放款主任	-	-	669	618	570	108	-	-	-	38	<b>2 003</b>
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	128	8	22	-	-	-	-	2	<b>160</b>
Business Development Officer 業務發展主任	-	-	922	1 326	47	-	-	-	-	1	<b>2 296</b>
Liaison Officer 聯絡主任	-	-	-	5	3	9	-	-	-	16	<b>33</b>
Marketing Officer 市場推廣主任	-	-	561	283	898	20	-	-	-	39	<b>1 801</b>
Telemarketing Officer 電話市場推廣主任	-	-	193	58	9	-	-	-	-	-	<b>260</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Accounting Officer 會計主任	-	-	221	344	333	161	-	-	-	24	<b>1 083</b>
Computer Operations Officer 電腦運作主任	-	-	56	205	93	138	-	-	-	16	<b>508</b>
IT Audit Officer 資訊科技稽核主任	-	-	-	8	22	4	-	-	-	9	<b>43</b>
Programmer/ Technology Officer 程式員／科技主任	-	-	601	275	747	98	-	-	-	10	<b>1 731</b>
Systems Analyst 系統分析員	-	-	91	234	589	129	-	-	-	7	<b>1 050</b>
Human Resources Officer 人力資源主任	-	-	150	214	76	71	-	-	-	23	<b>534</b>
Training Officer/Instructor 訓練主任／導師	-	-	36	87	22	4	-	-	-	-	<b>149</b>
Compliance Officer 條例執行主任	-	-	52	72	118	3	-	-	-	8	<b>253</b>
Internal Audit Officer 內部稽核主任	-	-	111	265	13	85	-	-	-	2	<b>476</b>
Organization/ Productivity/Quality/ Re-Engineering Officer 組織／生產力／ 質素／工序重整 主任	-	42	29	10	92	-	-	-	-	-	<b>173</b>
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	3 095	<b>3 095</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>42</b>	<b>13 047</b>	<b>9 932</b>	<b>5 471</b>	<b>2 079</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3 690</b>	<b>34 261</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	127	203	-	-	-	-	-	-	10	<b>340</b>
Securities and Futures Assistant 證券及期貨助理	-	132	741	43	-	-	-	-	-	-	<b>916</b>
Securities Settlement Clerk 證券交收結算文員	-	34	398	-	-	-	-	-	-	2	<b>434</b>
Cashier 出納員	-	60	714	-	-	-	-	-	-	4	<b>778</b>
General Clerk 一般文員	-	666	6 088	-	-	-	-	-	-	72	<b>6 826</b>
Mailing Clerk 郵遞文員	-	75	36	-	-	-	-	-	-	2	<b>113</b>
Receptionist/ Telephone Operator 接待員／電話 操作員	-	32	262	-	-	-	-	-	-	9	<b>303</b>
Trade Finance Operations Checker 貿易融資運作 核對員	-	4	804	-	-	-	-	-	-	10	<b>818</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	245	1 003	-	-	-	-	-	-	49	<b>1 297</b>
Teller 櫃檯員	-	1 211	8 683	-	-	-	-	-	-	22	<b>9 916</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
CLERICAL LEVEL (Continued) 文員級 (續)												
Credit/Loan Clerk 授信／放款文員	-	257	1 739	-	-	-	-	-	-	67	2 063	
Telemarketing Representative 電話市場推廣代表	-	19	515	-	-	-	-	-	-	-	534	
Accounting Clerk 會計文員	-	53	708	-	-	-	-	-	-	30	791	
Computer Operator 電腦操作員	-	56	356	12	-	-	-	-	-	9	433	
Internal Audit Clerk 內部稽核文員	-	3	88	-	-	-	-	-	-	-	91	
<b>Sub-total 小計</b>	<b>0</b>	<b>2 974</b>	<b>22 338</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>286</b>	<b>25 653</b>	
OTHERS 其他												
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	9 768	9 768	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9 768</b>	<b>9 768</b>	
<b>Total 總計</b>	<b>0</b>	<b>3 016</b>	<b>35 385</b>	<b>10 894</b>	<b>8 857</b>	<b>7 725</b>	<b>2 021</b>	<b>1 627</b>	<b>1 394</b>	<b>17 025</b>	<b>87 944</b>	

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5.2 : Average Monthly Income Range of Employees  
(Deposit-taking Companies)

表 5.2 : 僱員平均每月收入的幅度  
(接受存款公司)

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	2	6	2	-	2	12
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	-	2	3	4	3	6	11	29
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	3	2	3	-	-	-	1	9
Manager - Branch Operations 經理－分行運作	-	-	-	3	-	-	1	-	-	1	5
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	5	5
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	1	3	1	-	1	-	6
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放市場/利率產品/債務市場	-	-	-	-	1	7	-	-	-	1	9
Manager - Settlement 經理－結算	-	-	-	-	-	3	-	-	-	-	3
Risk Manager 風險經理	-	-	-	-	-	4	-	-	-	-	4
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	-	1	-	-	2	-	3
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	-	4	-	-	-	4
Manager - Investment Services 經理－投資服務	-	-	-	-	4	-	2	-	2	-	8
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	4	1	-	-	-	5

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	-	2	-	-	-	-	-	2
Manager - Branch 經理－分行	-	-	-	1	-	-	1	-	-	-	43	45
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	1	3	14	2	-	-	-	-	20
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	4	3	3	5	-	-	-	16	31
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	1	1
Manager - Business Development 經理－業務發展	-	-	-	-	2	8	1	-	-	-	1	12
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	12	2	-	-	-	-	14
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	11	-	-	6	-	-	-	1	18
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	1	1	2	2	-	1	-	1	8
Manager - Accounting 經理－會計	-	-	-	-	2	4	1	-	-	-	3	10
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	-	-	4	1	-	-	-	4	9



Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	-	1	2	-	-	-	1	4
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	1	-	-	-	-	1	2
Company Secretary 公司秘書	-	-	-	2	-	-	1	-	-	-	2	5
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	-	-	-	-	-	-	-	-	0
Legal Adviser 法律顧問	-	-	-	-	1	-	2	-	-	-	-	3
Manager - Compliance 經理－條例執行	-	-	-	-	2	3	1	-	-	-	-	6
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	4	1	-	-	-	1	6
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	1	1
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>24</b>	<b>88</b>	<b>47</b>	<b>5</b>	<b>12</b>	<b>97</b>	<b>299</b>	
<b>SUPERVISORY LEVEL 主管級</b>												
Administration Officer 行政主任	-	-	1	7	4	-	-	-	-	-	2	14
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	4	14	-	-	-	-	-	1	19
Remittances Officer 匯兌主任	-	-	-	11	-	-	-	-	-	-	-	11
Settlement Officer 結算主任	-	-	11	20	-	-	-	-	-	-	-	31

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	1	-	-	-	-	-	-	-	1
Investment Analyst 投資分析員	-	-	-	5	-	-	-	-	-	-	-	5
Investment Officer 投資主任	-	-	1	1	-	-	-	-	-	-	-	2
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	8	1	-	-	-	-	-	49	-	58
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	1	-	-	-	-	-	-	-	-	1
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	25	1	1	-	-	-	1	-	28
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	4	-	6	4	-	-	-	1	-	15
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	17	3	6	-	-	-	-	13	-	39
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	5	-	5
Business Development Officer 業務發展主任	-	-	4	-	12	-	-	-	-	1	-	17
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	10	3	15	-	-	-	-	-	-	28
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Accounting Officer 會計主任	-	-	4	11	1	-	-	-	-	5	21	
Computer Operations Officer 電腦運作主任	-	-	-	3	-	-	-	-	-	3	6	
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	1	1	
Programmer/ Technology Officer 程式員/科技主任	-	-	1	8	-	-	-	-	-	4	13	
Systems Analyst 系統分析員	-	-	-	8	-	-	-	-	-	2	10	
Human Resources Officer 人力資源主任	-	-	1	7	-	-	-	-	-	4	12	
Training Officer/Instructor 訓練主任/導師	-	-	-	1	-	-	-	-	-	1	2	
Compliance Officer 條例執行主任	-	-	-	2	5	-	-	-	-	-	7	
Internal Audit Officer 內部稽核主任	-	-	1	10	-	-	-	-	-	8	19	
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	0	
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	3	3	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>131</b>	<b>64</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>104</b>	<b>368</b>	
<b>CLERICAL LEVEL 文員級</b>												
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	0	
Securities and Futures Assistant 證券及期貨助理	-	-	1	-	-	-	-	-	-	-	1	
Securities Settlement Clerk 證券交收結算文員	-	-	1	-	-	-	-	-	-	-	1	
Cashier 出納員	-	1	1	-	-	-	-	-	-	1	3	
General Clerk 一般文員	-	30	13	-	-	-	-	-	-	5	48	
Mailing Clerk 郵遞文員	-	3	-	-	-	-	-	-	-	1	4	
Receptionist/ Telephone Operator 接待員/電話 操作員	-	6	5	-	-	-	-	-	-	4	15	
Trade Finance Operations Checker 貿易融資運作 核對員	-	1	15	-	-	-	-	-	-	-	16	
Trade Finance Operations Clerk 貿易融資運作文員	-	1	40	-	-	-	-	-	-	-	41	
Teller 櫃檯員	-	3	-	-	-	-	-	-	-	1	4	

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>											
Credit/Loan Clerk 授信／放款文員	-	35	15	-	-	-	-	-	-	176	<b>226</b>
Telemarketing Representative 電話市場推廣代表	-	-	1	-	-	-	-	-	-	-	<b>1</b>
Accounting Clerk 會計文員	-	8	15	-	-	-	-	-	-	4	<b>27</b>
Computer Operator 電腦操作員	-	2	8	-	-	-	-	-	-	5	<b>15</b>
Internal Audit Clerk 內部稽核文員	-	-	8	-	-	-	-	-	-	-	<b>8</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>90</b>	<b>123</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>197</b>	<b>410</b>
<b>OTHERS 其他</b>											
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	45	<b>45</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>45</b>
<b>Total 總計</b>	<b>0</b>	<b>90</b>	<b>187</b>	<b>157</b>	<b>88</b>	<b>93</b>	<b>47</b>	<b>5</b>	<b>12</b>	<b>443</b>	<b>1 122</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5.3 : Average Monthly Income Range of Employees  
(Investment and Holding Companies)

表 5.3 : 僱員平均每月收入的幅度  
(投資及控股公司)

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL 經理級</b>												
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	-	-	-	-	-	5	5
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	-	-	-	-	2	2	38	42	
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	0	
Manager - Administration 經理－行政	-	-	-	-	-	2	-	11	-	4	17	
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	-	-	-	0	
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	-	0	
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	-	-	0	
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	-	-	-	-	-	-	-	0	
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	-	-	-	0	
Risk Manager 風險經理	-	-	-	-	-	-	-	-	-	-	0	
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	-	6	34	34	1	117	192	
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	1	-	-	-	25	26	
Manager - Investment Services 經理－投資服務	-	-	-	-	10	89	-	-	-	59	158	
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	0	

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	8	8
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	5	-	-	-	-	-	8	13
Manager - Branch 經理－分行	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	-	-	10	-	-	2	-	-	12
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	-	1	-	-	-	-	8	9
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	-	-	35	-	8	43
Manager - Accounting 經理－會計	-	-	-	-	10	45	-	1	-	-	14	70
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	-	-	5	1	-	-	-	8	14

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Manager - Human Resources 經理－人力資源	-	-	-	-	-	10	-	1	-	-	8	<b>19</b>
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	-	-	-	-	-	8	<b>8</b>
Company Secretary 公司秘書	-	-	-	1	5	-	-	-	-	-	8	<b>14</b>
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	-	-	-	-	-	-	-	34	<b>34</b>
Legal Adviser 法律顧問	-	-	-	-	-	-	7	1	-	-	-	<b>8</b>
Manager - Compliance 經理－條例執行	-	-	-	-	-	2	-	-	-	-	8	<b>10</b>
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	3	-	-	-	-	-	8	<b>11</b>
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	-	-	-	1	-	8	<b>9</b>
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	5	-	-	-	-	-	-	<b>5</b>
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>38</b>	<b>171</b>	<b>42</b>	<b>50</b>	<b>41</b>	<b>384</b>	<b>727</b>	
<b>SUPERVISORY LEVEL 主管級</b>												
Administration Officer 行政主任	-	-	-	25	-	-	-	-	-	-	12	<b>37</b>
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Representative 代表	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Settlement Officer 結算主任	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
SUPERVISORY LEVEL (Continued) 主管級 (續)												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	-	-	-	-	-	-	-	17	17
Investment Analyst 投資分析員	-	-	33	112	33	34	-	-	-	-	51	263
Investment Officer 投資主任	-	-	80	271	100	135	-	-	-	-	114	700
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	-	-	-	10	10
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	-	39	-	-	-	-	-	-	-	39
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	-	-	-	-	0
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	2	-	-	-	-	-	10	12
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	-	2	-	-	-	-	-	-	10	12
Telemarketing Officer 電話市場推廣主任	-	-	-	3	-	-	-	-	-	-	-	3



Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Accounting Officer 會計主任	-	-	-	29	40	-	-	-	-	-	104	173
Computer Operations Officer 電腦運作主任	-	-	-	16	-	-	-	-	-	-	10	26
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	-	10	10
Programmer/ Technology Officer 程式員/科技主任	-	-	-	12	-	-	-	-	-	-	17	29
Systems Analyst 系統分析員	-	-	-	-	-	3	-	-	-	-	17	20
Human Resources Officer 人力資源主任	-	-	-	19	2	-	-	-	-	-	31	52
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	-	-	12	4	-	-	-	-	-	-	16
Internal Audit Officer 內部稽核主任	-	-	-	4	3	-	-	-	-	-	-	7
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	-	5	5
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>113</b>	<b>544</b>	<b>184</b>	<b>172</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>418</b>	<b>1 431</b>
<b>CLERICAL LEVEL 文員級</b>												
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	-	83	83
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	-	35	35
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	119	165	-	-	-	-	-	-	-	18	302
Mailing Clerk 郵遞文員	-	34	-	-	-	-	-	-	-	-	6	40
Receptionist/ Telephone Operator 接待員/電話 操作員	-	14	14	-	-	-	-	-	-	-	17	45
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	-	-	-	-	0
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>											
Credit/Loan Clerk 授信／放款文員	-	-	-	-	-	-	-	-	-	-	0
Telemarketing Representative 電話市場推廣代表	-	-	10	-	-	-	-	-	-	10	20
Accounting Clerk 會計文員	-	7	159	-	-	-	-	-	-	61	227
Computer Operator 電腦操作員	-	12	18	-	-	-	-	-	-	10	40
Internal Audit Clerk 內部稽核文員	-	-	8	-	-	-	-	-	-	-	8
<b>Sub-total 小計</b>	<b>0</b>	<b>186</b>	<b>374</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>240</b>	<b>800</b>
<b>OTHERS 其他</b>											
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	145	145
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>145</b>	<b>145</b>
<b>Total 總計</b>	<b>0</b>	<b>186</b>	<b>487</b>	<b>545</b>	<b>222</b>	<b>343</b>	<b>42</b>	<b>50</b>	<b>41</b>	<b>1 187</b>	<b>3 103</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5.4 : Average Monthly Income Range of Employees  
(Personal Loans and Related Companies)

表 5.4 : 僱員平均每月收入的幅度  
(私人貸款及有關公司)

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上			
<b>MANAGERIAL LEVEL 經理級</b>												
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	-	2	1	-	-	-	3
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	1	5	11	3	8	1	-	-	29
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	12	9	-	-	-	-	-	-	21
Manager - Branch Operations 經理－分行運作	-	-	-	3	-	6	-	-	-	-	-	9
Zone/District Manager 區域經理	-	-	-	8	8	-	-	-	-	-	-	16
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	-	-	-	-	0
Risk Manager 風險經理	-	-	-	-	-	-	-	-	1	-	-	1
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	-	-	-	-	-	-	-	0
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	-	-	-	60	-	-	-	-	-	-	60
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	163	65	92	-	1	-	50	371	
Manager - Credit Card 經理－信用卡	-	-	-	-	-	5	-	-	-	-	5	
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	0	
Manager - Business Development 經理－業務發展	-	-	-	-	9	-	-	-	2	-	11	
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	-	-	1	-	-	1	
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0	
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	19	18	3	-	-	-	-	40	
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	2	-	-	-	-	-	2	
Manager - Accounting 經理－會計	-	-	-	3	14	1	-	-	-	-	18	
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	2	1	1	-	-	-	-	4	

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	2	6	-	-	-	-	-	-	8
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	2	2	-	-	-	-	-	-	4
Company Secretary 公司秘書	-	-	-	-	2	-	-	-	-	-	-	2
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	-	-	-	-	-	-	-	-	0
Legal Adviser 法律顧問	-	-	-	-	2	-	-	-	2	-	-	4
Manager - Compliance 經理－條例執行	-	-	-	1	3	-	-	-	-	-	-	4
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	6	-	-	-	-	-	-	6
Manager - Internal Audit 經理－內部稽核	-	-	-	2	6	-	-	-	-	-	-	8
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>218</b>	<b>218</b>	<b>119</b>	<b>5</b>	<b>11</b>	<b>6</b>	<b>50</b>	<b>627</b>	
<b>SUPERVISORY LEVEL 主管級</b>												
Administration Officer 行政主任	-	-	6	2	4	-	-	-	-	-	-	12
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	-	-	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	-	-	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	13	-	-	-	-	-	13
Sales Officer – Investment Products 銷售主任－投資 產品	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任－證券	-	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	18	-	-	-	-	-	-	-	-	18
Sales Officer – Insurance Products 銷售主任－保險 產品	-	-	-	-	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	28	41	28	-	-	-	-	-	-	97
Credit Card Officer 信用卡主任	-	-	6	-	-	-	-	-	-	-	-	6
Credit Information Officer 資信調查主任	-	-	2	10	2	-	-	-	-	-	-	14
Credit/Loan Officer 授信／放款主任	-	7	338	234	22	21	-	-	-	56	-	678
Hire Purchase/ Leasing Officer 分期付款／ 租賃主任	-	-	20	-	2	-	-	-	-	-	-	22
Business Development Officer 業務發展主任	-	-	39	-	7	-	-	-	-	-	-	46
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	51	8	-	-	-	-	-	-	-	59
Telemarketing Officer 電話市場推廣主任	-	-	35	-	-	-	-	-	-	-	-	35

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Accounting Officer 會計主任	-	-	28	16	-	-	-	-	-	6	<b>50</b>
Computer Operations Officer 電腦運作主任	-	-	2	5	-	-	-	-	-	-	<b>7</b>
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Programmer/ Technology Officer 程式員/科技主任	-	-	12	-	-	-	-	-	-	-	<b>12</b>
Systems Analyst 系統分析員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Human Resources Officer 人力資源主任	-	-	19	5	-	-	-	-	-	-	<b>24</b>
Training Officer/Instructor 訓練主任/導師	-	-	4	-	-	-	-	-	-	-	<b>4</b>
Compliance Officer 條例執行主任	-	-	3	6	-	-	-	-	-	-	<b>9</b>
Internal Audit Officer 內部稽核主任	-	-	4	4	-	-	-	-	-	-	<b>8</b>
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	-	<b>0</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>7</b>	<b>615</b>	<b>331</b>	<b>65</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>1 114</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	74	14	-	-	-	-	-	-	12	<b>100</b>
Mailing Clerk 郵遞文員	-	2	-	-	-	-	-	-	-	-	<b>2</b>
Receptionist/ Telephone Operator 接待員/電話 操作員	-	10	-	-	-	-	-	-	-	-	<b>10</b>
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
CLERICAL LEVEL (Continued) 文員級 (續)												
Credit/Loan Clerk 授信／放款文員	-	448	415	-	-	-	-	-	-	81	944	
Telemarketing Representative 電話市場推廣代表	-	91	-	-	-	-	-	-	-	-	91	
Accounting Clerk 會計文員	-	18	31	-	-	-	-	-	-	6	55	
Computer Operator 電腦操作員	-	28	14	-	-	-	-	-	-	-	42	
Internal Audit Clerk 內部稽核文員	-	8	-	-	-	-	-	-	-	-	8	
<b>Sub-total 小計</b>	<b>0</b>	<b>679</b>	<b>474</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>99</b>	<b>1 252</b>	
OTHERS 其他												
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	63	63	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>63</b>	<b>63</b>	
<b>Total 總計</b>	<b>0</b>	<b>686</b>	<b>1 089</b>	<b>549</b>	<b>283</b>	<b>153</b>	<b>5</b>	<b>11</b>	<b>6</b>	<b>274</b>	<b>3 056</b>	

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".



Table 5.5 : Average Monthly Income Range of Employees  
(Stock and Share Companies)

表 5.5 : 僱員平均每月收入的幅度  
(股票公司)

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	1	6	-	-	-	8	8	<b>23</b>
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	7	19	74	6	9	27	12	<b>154</b>
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Manager - Administration 經理－行政	-	-	7	24	11	4	2	-	-	6	<b>54</b>
Manager - Branch Operations 經理－分行運作	-	-	-	-	3	-	-	-	-	4	<b>7</b>
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	1	-	-	-	<b>1</b>
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	-	-	-	-	2	-	2	<b>4</b>
Manager - Settlement 經理－結算	-	-	-	3	1	8	1	-	-	40	<b>53</b>
Risk Manager 風險經理	-	-	-	1	1	1	-	-	-	5	<b>8</b>
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	-	4	5	2	4	-	<b>15</b>
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	10	3	-	-	7	<b>20</b>
Manager - Investment Services 經理－投資服務	-	-	-	1	11	7	3	-	-	12	<b>34</b>
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	4	-	-	-	-	-	-	4
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	219	127	174	42	5	5	120	-	692
Manager - Branch 經理－分行	-	-	-	14	3	1	-	-	-	-	-	18
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	1	-	-	1
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	3	11	-	1	-	2	-	17
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	-	-	4	-	-	-	8	-	12
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	-	-	-	-	1	-	1
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	1	-	2	-	-	4	-	7
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	15	6	2	1	-	11	-	35
Manager - Accounting 經理－會計	-	-	-	2	27	11	7	-	-	17	-	64
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	-	5	12	3	9	-	27	-	56

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>											
E-Commerce Manager 電子商貿經理	-	-	-	1	-	-	-	-	-	4	5
Manager - Human Resources 經理－人力資源	-	-	-	1	5	12	4	-	-	3	25
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	-	-	-	-	-	0
Company Secretary 公司秘書	-	-	-	-	-	1	-	-	-	4	5
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	-	3	4	2	-	-	-	9
Legal Adviser 法律顧問	-	-	-	-	-	1	-	1	-	8	10
Manager - Compliance 經理－條例執行	-	-	-	1	7	8	5	8	-	11	40
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	1	-	-	-	-	1	2
Manager - Internal Audit 經理－內部稽核	-	-	-	-	1	-	2	2	-	7	12
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	0
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	-	1	-	-	-	-	1
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	64	64
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>275</b>	<b>254</b>	<b>354</b>	<b>90</b>	<b>40</b>	<b>45</b>	<b>388</b>	<b>1 453</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	28	22	2	-	-	-	-	14	66
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	5	5
Representative 代表	-	-	-	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	12	-	-	-	-	-	12	24
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	2	12	-	-	-	-	-	4	18

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	70	25	-	-	-	-	-	-	95
Investment Analyst 投資分析員	-	-	7	76	26	2	-	-	-	6	117
Investment Officer 投資主任	-	-	9	73	14	13	-	-	-	10	119
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	41	44	-	17	-	-	-	28	130
Sales Officer – Securities 銷售主任 – 證券	-	-	14	27	-	1	-	-	-	-	42
Securities Settlement Officer 證券交收結算主任	-	-	323	403	62	16	-	-	-	118	922
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	4	-	7	-	-	-	-	1	12
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	5	-	-	-	5
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	4	-	-	-	-	-	5	9
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	10	-	-	-	-	-	10
Credit/Loan Officer 授信/放款主任	-	-	-	16	2	3	-	-	-	10	31
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	2	1	-	-	-	-	-	-	3
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	5	3	2	-	-	-	-	1	11
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Accounting Officer 會計主任	-	-	67	94	13	3	-	-	-	29	<b>206</b>
Computer Operations Officer 電腦運作主任	-	-	19	34	23	27	-	-	-	17	<b>120</b>
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Programmer/ Technology Officer 程式員/科技主任	-	-	3	15	29	-	-	-	-	4	<b>51</b>
Systems Analyst 系統分析員	-	-	1	3	34	1	-	-	-	19	<b>58</b>
Human Resources Officer 人力資源主任	-	-	19	36	3	3	-	-	-	9	<b>70</b>
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Compliance Officer 條例執行主任	-	-	6	21	11	-	-	-	-	18	<b>56</b>
Internal Audit Officer 內部稽核主任	-	-	3	14	-	-	-	-	-	2	<b>19</b>
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	5	<b>5</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>623</b>	<b>935</b>	<b>238</b>	<b>86</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>317</b>	<b>2 204</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Securities and Futures Assistant 證券及期貨助理	-	757	2 589	183	34	-	-	-	-	413	<b>3 976</b>
Securities Settlement Clerk 證券交收結算文員	-	344	698	7	-	-	-	-	-	113	<b>1 162</b>
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	110	140	4	-	-	-	-	-	42	<b>296</b>
Mailing Clerk 郵遞文員	-	10	4	-	-	-	-	-	-	-	<b>14</b>
Receptionist/ Telephone Operator 接待員/電話 操作員	-	32	44	-	-	-	-	-	-	7	<b>83</b>
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	3	-	-	-	-	-	-	-	<b>3</b>
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>											
Credit/Loan Clerk 授信／放款文員	-	26	98	-	-	-	-	-	-	37	<b>161</b>
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Accounting Clerk 會計文員	-	217	185	10	-	-	-	-	-	41	<b>453</b>
Computer Operator 電腦操作員	-	45	111	-	-	-	-	-	-	7	<b>163</b>
Internal Audit Clerk 內部稽核文員	-	3	4	-	-	-	-	-	-	-	<b>7</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>1 544</b>	<b>3 876</b>	<b>204</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>660</b>	<b>6 318</b>
<b>OTHERS 其他</b>											
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	457	<b>457</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>457</b>	<b>457</b>
<b>Total 總計</b>	<b>0</b>	<b>1 544</b>	<b>4 506</b>	<b>1 414</b>	<b>526</b>	<b>440</b>	<b>95</b>	<b>40</b>	<b>45</b>	<b>1 822</b>	<b>10 432</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5.6 : Average Monthly Income Range of Employees  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 5.6 : 僱員平均每月收入的幅度  
(期貨及黃金經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL 經理級</b>												
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	-	-	-	-	-	-	0
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	-	1	4	1	1	2	2	2	11
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	1	-	-	-	2	-	-	-	3
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	2	-	-	1	-	-	-	3
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	5	-	-	-	-	-	-	-	5
Manager - Settlement 經理－結算	-	-	-	2	-	-	-	2	-	1	-	5
Risk Manager 風險經理	-	-	-	-	-	-	-	2	-	-	-	2
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	1	3	4	-	2	-	4	-	14
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	-	-	-	2	-	2
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	19	10	17	5	6	-	11		68
Manager - Branch 經理－分行	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	-	1	-	-	-	-	-	-	1
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	-	-	-	2	-	-	-	2
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Accounting 經理－會計	-	-	-	-	-	1	-	-	-	-	-	1
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	1	-	-	-	2	-	-	-	3



Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	-	-	-	-	-	-	0
Company Secretary 公司秘書	-	-	-	-	-	-	-	-	-	-	-	0
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	1	-	-	-	-	-	-	-	1
Legal Adviser 法律顧問	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	-	-	1	-	1
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	-	-	2	-	-	-	2
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>17</b>	<b>26</b>	<b>6</b>	<b>22</b>	<b>2</b>	<b>21</b>	<b>124</b>	
<b>SUPERVISORY LEVEL 主管級</b>												
Administration Officer 行政主任	-	-	-	3	2	-	-	-	-	-	-	5
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	7	4	-	-	-	-	-	-	-	11
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
SUPERVISORY LEVEL (Continued) 主管級 (續)												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	21	-	2	-	-	-	-	-	-	23
Investment Analyst 投資分析員	-	-	3	-	4	-	-	-	-	-	2	9
Investment Officer 投資主任	-	-	1	-	5	-	-	-	-	-	-	6
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	4	7	-	4	-	-	-	-	6	21
Sales Officer – Securities 銷售主任 – 證券	-	-	2	5	-	-	-	-	-	-	-	7
Securities Settlement Officer 證券交收結算主任	-	-	19	28	12	-	-	-	-	-	17	76
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	-	-	2	-	-	-	-	-	-	2
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	-	-	-	-	0
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	2	-	-	-	-	-	-	2
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	1	-	2	-	-	-	-	-	-	3
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Accounting Officer 會計主任	-	-	3	4	2	-	-	-	-	5	14
Computer Operations Officer 電腦運作主任	-	-	-	1	2	-	-	-	-	1	4
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	-	0
Programmer/ Technology Officer 程式員/科技主任	-	-	2	-	4	-	-	-	-	-	6
Systems Analyst 系統分析員	-	-	1	-	-	-	-	-	-	-	1
Human Resources Officer 人力資源主任	-	-	-	1	2	-	-	-	-	1	4
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	-	-	-	2	-	-	-	-	-	2
Internal Audit Officer 內部稽核主任	-	-	-	-	-	-	-	-	-	-	0
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>53</b>	<b>43</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>196</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	79	169	7	4	5	-	-	-	53	317
Securities Settlement Clerk 證券交收結算文員	-	16	35	-	-	-	-	-	-	13	64
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	2	9	-	-	-	-	-	-	3	14
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	-	0
Receptionist/ Telephone Operator 接待員/電話 操作員	-	5	6	-	-	-	-	-	-	2	13
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	-	-	-	0
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>												
Credit/Loan Clerk 授信／放款文員	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Telemarketing Representative 電話市場推廣代表	-	-	6	-	-	-	-	-	-	-	-	<b>6</b>
Accounting Clerk 會計文員	-	5	12	-	-	-	-	-	-	-	3	<b>20</b>
Computer Operator 電腦操作員	-	2	2	-	-	-	-	-	-	-	2	<b>6</b>
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	-	<b>0</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>109</b>	<b>239</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>76</b>	<b>440</b>
<b>OTHERS 其他</b>												
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	-	24	<b>24</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>24</b>
<b>Total 總計</b>	<b>0</b>	<b>109</b>	<b>303</b>	<b>90</b>	<b>64</b>	<b>35</b>	<b>6</b>	<b>22</b>	<b>2</b>	<b>153</b>	<b>784</b>	

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5.7 : Average Monthly Income Range of Employees  
(Stock, Bullion and Commodity Exchanges and  
Statutory Bodies in the Banking and Finance Industry)

表 5.7 : 僱員平均每月收入的幅度  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to至 \$10,000	\$10,001 to至 \$20,000	\$20,001 to至 \$30,000	\$30,001- to至 \$40,000	\$40,001 to至 \$60,000	\$60,001 to至 \$80,000	\$80,001 to至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	-	1	-	-	1	2
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	-	-	-	1	-	2	5	8
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	-	-	-	-	2	-	4	6
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	1	4	5
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	-	-	-	-	-	-	5	5
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	-	-	2	2
Risk Manager 風險經理	-	-	-	-	-	-	-	-	-	1	1
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	-	-	-	-	-	1	1
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	-	-	-	-	3	3
Manager - Investment Services 經理－投資服務	-	-	-	-	-	-	-	-	-	-	0
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	2	2
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	-	-	-	1	-	-	-	-	1
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	-	-	-	11	-	-	-	11
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	-	-	1	3	-	4
Manager - Accounting 經理－會計	-	-	-	-	-	-	6	-	-	5	-	11
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	-	-	-	65	-	-	4	-	69

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>											
E-Commerce Manager 電子商貿經理	-	-	-	-	-	2	-	-	-	2	4
Manager - Human Resources 經理－人力資源	-	-	-	-	-	-	3	-	-	5	8
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	-	-	1	-	1	2
Company Secretary 公司秘書	-	-	-	-	-	-	-	3	-	-	3
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	-	-	-	-	-	-	8	8
Legal Adviser 法律顧問	-	-	-	-	-	-	-	-	5	9	14
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	-	-	-	0
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	-	4	-	-	-	15	19
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	-	7	-	-	2	9
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	0
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	1	1	-	-	-	-	2
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	716	716
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>84</b>	<b>17</b>	<b>9</b>	<b>798</b>	<b>916</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	1	-	-	-	-	-	-	-	1
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	5	5
Representative 代表	-	-	-	-	-	-	-	-	-	3	3
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	-	-	-	-	-	-	-	0
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	-	-	0
Settlement Officer 結算主任	-	-	-	-	-	-	-	-	-	4	4

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
SUPERVISORY LEVEL (Continued) 主管級 (續)												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	-	-	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	-	-	-	-	-	1	1
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	2	-	-	-	-	-	-	-	-	2
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	1	-	-	-	-	-	-	-	-	1
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	-	-	-	-	0
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	1	-	6	-	-	-	-	-	-	7
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	-	-	0



Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Accounting Officer 會計主任	-	-	1	-	8	-	-	-	-	11	20	
Computer Operations Officer 電腦運作主任	-	-	-	16	-	-	-	-	-	7	23	
IT Audit Officer 資訊科技稽核主任	-	-	-	-	1	-	-	-	-	-	1	
Programmer/ Technology Officer 程式員/科技主任	-	-	1	6	-	-	-	-	-	16	23	
Systems Analyst 系統分析員	-	-	-	-	54	-	-	-	-	23	77	
Human Resources Officer 人力資源主任	-	-	1	-	-	3	-	-	-	12	16	
Training Officer/Instructor 訓練主任/導師	-	-	-	-	3	-	-	-	-	2	5	
Compliance Officer 條例執行主任	-	-	-	-	-	-	-	-	-	-	0	
Internal Audit Officer 內部稽核主任	-	-	-	-	2	-	-	-	-	2	4	
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	0	
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	603	603	
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>22</b>	<b>74</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>689</b>	<b>796</b>	
<b>CLERICAL LEVEL 文員級</b>												
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	0	
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	-	0	
Securities Settlement Clerk 證券交收結算文員	-	3	-	-	-	-	-	-	-	-	3	
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	0	
General Clerk 一般文員	-	7	48	-	-	-	-	-	-	257	312	
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	7	7	
Receptionist/ Telephone Operator 接待員/電話 操作員	-	1	5	-	-	-	-	-	-	4	10	
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	-	0	
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	-	-	-	0	
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	0	

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>											
Credit/Loan Clerk 授信／放款文員	-	-	-	-	-	-	-	-	-	-	0
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	-	-	-	0
Accounting Clerk 會計文員	-	-	4	-	-	-	-	-	-	7	11
Computer Operator 電腦操作員	-	2	22	-	-	-	-	-	-	5	29
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>13</b>	<b>79</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>280</b>	<b>372</b>
<b>OTHERS 其他</b>											
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	232	232
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>232</b>	<b>232</b>
<b>Total 總計</b>	<b>0</b>	<b>13</b>	<b>87</b>	<b>22</b>	<b>75</b>	<b>10</b>	<b>84</b>	<b>17</b>	<b>9</b>	<b>1 999</b>	<b>2 316</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5.8 : Average Monthly Income Range of Employees  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 5.8 : 僱員平均每月收入的幅度  
(兌換商及外匯經紀/交易商)

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to至 \$10,000	\$10,001 to至 \$20,000	\$20,001 to至 \$30,000	\$30,001- to至 \$40,000	\$40,001 to至 \$60,000	\$60,001 to至 \$80,000	\$80,001 to至 \$100,000	Above \$100,000 以上			
<b>MANAGERIAL LEVEL 經理級</b>												
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	-	-	-	-	-	-	0
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	-	6	6	1	1	3	-	-	17
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	37	23	23	4	-	-	15	-	102
Manager - Settlement 經理－結算	-	-	-	-	1	5	1	-	-	-	-	7
Risk Manager 風險經理	-	-	-	-	-	-	-	-	-	-	-	0
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	-	-	-	-	-	-	-	0
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Investment Services 經理－投資服務	-	-	-	20	-	-	-	-	-	-	-	20
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Branch 經理－分行	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Business Development 經理－業務發展	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	2	-	-	-	-	-	-	2
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Accounting 經理－會計	-	-	-	-	2	3	-	-	-	-	-	5
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	-	1	2	-	-	-	-	-	3

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>												
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	-	2	-	-	-	-	-	2
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	-	-	-	-	-	-	0
Company Secretary 公司秘書	-	-	-	-	-	-	-	-	-	-	-	0
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	-	-	-	-	-	-	-	-	0
Legal Adviser 法律顧問	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57</b>	<b>35</b>	<b>41</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>15</b>	<b>158</b>	
<b>SUPERVISORY LEVEL 主管級</b>												
Administration Officer 行政主任	-	-	6	1	-	-	-	-	-	-	-	7
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	24	86	68	1	-	-	-	-	25	204
Remittances Officer 匯兌主任	-	10	84	40	-	-	-	-	-	-	10	144
Settlement Officer 結算主任	-	-	-	15	8	-	-	-	-	-	-	23

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
SUPERVISORY LEVEL (Continued) 主管級 (續)												
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	-	-	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	-	-	-	-	0
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	-	-	-	-	-	-	-	-	-	0
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	-	-	0
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	-	-	-	-	-	-	-	-	-	0
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	-	-	-	0
Credit/Loan Officer 授信/放款主任	-	-	-	-	-	-	-	-	-	-	-	0
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	-	-	0
Business Development Officer 業務發展主任	-	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	2	1	-	-	-	-	-	-	-	3
Telemarketing Officer 電話市場推廣主任	-	-	7	-	-	-	-	-	-	-	-	7

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料		
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>												
Accounting Officer 會計主任	-	-	-	4	-	1	-	-	-	-	-	5
Computer Operations Officer 電腦運作主任	-	-	2	1	-	-	-	-	-	-	-	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	-	-	0
Programmer/ Technology Officer 程式員/科技主任	-	-	1	3	-	-	-	-	-	-	-	4
Systems Analyst 系統分析員	-	-	-	1	2	-	-	-	-	-	-	3
Human Resources Officer 人力資源主任	-	-	3	1	-	1	-	-	-	-	-	5
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	-	2	1	-	-	-	-	-	-	-	3
Internal Audit Officer 內部稽核主任	-	-	-	-	-	-	-	-	-	-	-	0
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>10</b>	<b>131</b>	<b>154</b>	<b>78</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>	<b>411</b>	
<b>CLERICAL LEVEL 文員級</b>												
Money Changers Clerk 貨幣兌換文員	5	658	448	-	-	-	-	-	-	65	-	1 176
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	-	-	0
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	15	10	-	-	-	-	-	-	-	-	25
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	-	-	0
Receptionist/ Telephone Operator 接待員/電話 操作員	-	2	2	-	-	-	-	-	-	-	-	4
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	-	-	-	-	0
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
CLERICAL LEVEL (Continued) 文員級 (續)												
Credit/Loan Clerk 授信／放款文員	-	-	-	-	-	-	-	-	-	-	-	0
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	-	-	-	-	0
Accounting Clerk 會計文員	-	6	10	-	-	-	-	-	-	-	5	21
Computer Operator 電腦操作員	-	-	2	-	-	-	-	-	-	-	-	2
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>5</b>	<b>681</b>	<b>472</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70</b>	<b>1 228</b>
OTHERS 其他												
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	-	29	29
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>29</b>
<b>Total 總計</b>	<b>5</b>	<b>691</b>	<b>603</b>	<b>211</b>	<b>113</b>	<b>44</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>149</b>	<b>1 826</b>	

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".



Table 5.9 : Average Monthly Income Range of Employees  
(Other Financial Companies)

表 5.9 : 僱員平均每月收入的幅度  
(其他財務公司)

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to \$10,000	\$10,001 to \$20,000	\$20,001 to \$30,000	\$30,001- to \$40,000	\$40,001 to \$60,000	\$60,001 to \$80,000	\$80,001 to \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	15	-	-	11	-	6	33	<b>65</b>
Chief Executive Officer/ Chief Operating Officer/ Managing Director/ General Manager 行政總裁/總運作 主任/常務董事/ 總經理	-	-	-	-	1	21	12	40	43	42	<b>159</b>
Chief Representative 首席代表	-	-	-	-	-	10	-	-	2	-	<b>12</b>
Manager - Administration 經理－行政	-	-	-	2	22	19	-	-	-	14	<b>57</b>
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	2	-	-	-	6	<b>8</b>
Zone/District Manager 區域經理	-	-	-	-	-	-	2	2	-	-	<b>4</b>
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	4	-	1	-	20	<b>25</b>
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯/拆放 市場/利率產品/ 債務市場	-	-	-	-	-	6	1	-	18	29	<b>54</b>
Manager - Settlement 經理－結算	-	-	-	-	-	3	6	2	-	39	<b>50</b>
Risk Manager 風險經理	-	-	-	-	4	5	3	-	3	46	<b>61</b>
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	4	2	2	7	13	95	<b>123</b>
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	20	125	124	41	-	39	234	<b>583</b>
Manager - Investment Services 經理－投資服務	-	-	-	-	37	86	76	-	40	189	<b>428</b>
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	11	-	<b>11</b>

Job Title 職稱	Number of Employees 僱員人數										Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上			
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	1	-	-	-	49	50	
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	8	14	22	-	24	90	158	
Manager - Branch 經理－分行	-	-	-	-	-	-	-	-	6	19	25	
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	6	6	
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	12	3	2	-	-	22	39	
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	7	-	-	-	-	7	
Manager - Trust 經理－信託	-	-	-	-	1	2	73	-	-	39	115	
Manager - Credit 經理－授信	-	-	-	-	-	3	2	-	10	27	42	
Manager - Credit Card 經理－信用卡	-	-	-	-	12	8	-	-	-	-	20	
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	-	-	-	-	-	-	-	0	
Manager - Business Development 經理－業務發展	-	-	-	-	21	12	4	8	6	30	81	
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	12	6	7	-	-	-	20	45	
Manager - Liaison 經理－聯絡	-	-	-	-	-	27	17	-	-	8	52	
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	16	5	19	12	2	-	23	77	
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	20	13	15	3	7	7	65	
Manager - Accounting 經理－會計	-	-	-	-	14	24	11	9	-	56	114	
Chief Information Officer/Chief Technology Officer/ Manager - IT 總資訊主任/ 總科技主任/ 經理－資訊科技	-	-	-	-	35	27	10	18	7	52	149	

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>											
E-Commerce Manager 電子商貿經理	-	-	-	-	2	19	-	-	-	15	<b>36</b>
Manager - Human Resources 經理－人力資源	-	-	-	4	6	15	3	4	3	34	<b>69</b>
Manager - Training/ Learning and Development 經理－訓練/ 學習及培訓	-	-	-	-	-	1	-	-	-	15	<b>16</b>
Company Secretary 公司秘書	-	-	-	-	6	8	-	-	-	10	<b>24</b>
Economist/Manager - Economic Research 經濟研究員/ 經理－經濟研究	-	-	-	20	-	3	34	-	-	33	<b>90</b>
Legal Adviser 法律顧問	-	-	-	-	4	15	8	2	23	24	<b>76</b>
Manager - Compliance 經理－條例執行	-	-	-	-	3	4	6	3	10	35	<b>61</b>
Manager - Corporate Communications/ Public Relations 經理－企業傳訊/ 公共關係	-	-	-	2	2	1	11	-	-	14	<b>30</b>
Manager - Internal Audit 經理－內部稽核	-	-	-	2	2	3	3	-	1	7	<b>18</b>
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織/ 生產力/質素/ 工序重整	-	-	-	2	-	4	-	-	1	17	<b>24</b>
Manager - Property/ Real Estate 經理－產業/ 房地產	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	44	<b>44</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>95</b>	<b>352</b>	<b>522</b>	<b>387</b>	<b>101</b>	<b>273</b>	<b>1 443</b>	<b>3 173</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	24	33	3	2	-	-	-	55	<b>117</b>
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Representative 代表	-	-	8	-	33	-	-	-	-	-	<b>41</b>
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	5	1	-	60	-	-	97	<b>163</b>
Remittances Officer 匯兌主任	-	-	460	20	-	4	-	-	-	-	<b>484</b>
Settlement Officer 結算主任	-	-	-	19	-	30	-	-	-	41	<b>90</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	315	482	120	222	2	68	-	1 216	<b>2 425</b>
Investment Analyst 投資分析員	-	-	164	203	145	86	-	-	21	285	<b>904</b>
Investment Officer 投資主任	-	-	69	295	104	56	-	-	-	380	<b>904</b>
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	320	371	217	95	-	-	-	381	<b>1 384</b>
Sales Officer – Securities 銷售主任 – 證券	-	-	-	20	12	-	-	-	-	-	<b>32</b>
Securities Settlement Officer 證券交收結算主任	-	-	-	56	51	-	-	-	-	62	<b>169</b>
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	10	<b>10</b>
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	289	20	-	-	-	-	62	<b>371</b>
Operations Officer 運作主任	-	-	6	19	-	14	-	-	-	136	<b>175</b>
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	5	<b>5</b>
Trade Finance Operations Officer 貿易融資運作主任	-	-	157	-	-	9	-	-	-	-	<b>166</b>
Trust Officer 信託主任	-	-	-	9	-	-	-	-	-	40	<b>49</b>
Credit Analyst 授信分析員	-	-	-	32	10	-	-	-	-	33	<b>75</b>
Credit Card Officer 信用卡主任	-	-	-	48	91	-	-	-	-	-	<b>139</b>
Credit Information Officer 資信調查主任	-	-	-	3	-	-	-	-	-	17	<b>20</b>
Credit/Loan Officer 授信/放款主任	-	-	-	80	4	-	-	-	-	8	<b>92</b>
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	8	-	-	-	-	-	18	<b>26</b>
Business Development Officer 業務發展主任	-	-	16	50	30	-	-	-	-	90	<b>186</b>
Liaison Officer 聯絡主任	-	-	36	106	-	-	-	-	-	31	<b>173</b>
Marketing Officer 市場推廣主任	-	-	23	62	24	1	-	-	-	42	<b>152</b>
Telemarketing Officer 電話市場推廣主任	-	-	6	48	6	-	-	-	-	36	<b>96</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Accounting Officer 會計主任	-	-	40	70	45	33	-	-	-	133	<b>321</b>
Computer Operations Officer 電腦運作主任	-	-	2	31	23	4	-	-	-	67	<b>127</b>
IT Audit Officer 資訊科技稽核主任	-	-	6	17	3	3	-	-	-	-	<b>29</b>
Programmer/ Technology Officer 程式員/科技主任	-	-	14	69	64	2	-	-	-	131	<b>280</b>
Systems Analyst 系統分析員	-	-	36	10	33	25	-	-	-	186	<b>290</b>
Human Resources Officer 人力資源主任	-	-	38	50	22	8	-	-	-	74	<b>192</b>
Training Officer/Instructor 訓練主任/導師	-	-	20	3	-	-	-	-	-	2	<b>25</b>
Compliance Officer 條例執行主任	-	-	2	22	19	16	-	-	-	53	<b>112</b>
Internal Audit Officer 內部稽核主任	-	-	2	10	2	8	-	-	-	19	<b>41</b>
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整 主任	-	-	-	-	7	-	-	-	-	12	<b>19</b>
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	78	<b>78</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>1 764</b>	<b>2 540</b>	<b>1 089</b>	<b>618</b>	<b>62</b>	<b>68</b>	<b>21</b>	<b>3 800</b>	<b>9 962</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	20	40	-	-	-	-	-	-	99	<b>159</b>
Securities and Futures Assistant 證券及期貨助理	-	24	287	34	12	-	-	-	-	560	<b>917</b>
Securities Settlement Clerk 證券交收結算文員	-	44	93	9	-	-	-	-	-	100	<b>246</b>
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	<b>0</b>
General Clerk 一般文員	-	447	470	-	-	-	-	-	-	424	<b>1341</b>
Mailing Clerk 郵遞文員	-	3	31	-	-	-	-	-	-	41	<b>75</b>
Receptionist/ Telephone Operator 接待員/電話 操作員	-	80	46	-	-	-	-	-	-	34	<b>160</b>
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	12	-	-	-	-	-	16	<b>28</b>
Trade Finance Operations Clerk 貿易融資運作文員	-	-	3	-	-	-	-	-	-	33	<b>36</b>
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	<b>0</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	\$6,000 and Below 及以下	\$6,001 to 至 \$10,000	\$10,001 to 至 \$20,000	\$20,001 to 至 \$30,000	\$30,001- to 至 \$40,000	\$40,001 to 至 \$60,000	\$60,001 to 至 \$80,000	\$80,001 to 至 \$100,000	Above \$100,000 以上	Not applicable/ Unspecified*/ Refusal 不適用/ 未有說明*/ 未有提供資料	
<b>CLERICAL LEVEL (Continued) 文員級 (續)</b>											
Credit/Loan Clerk 授信／放款文員	-	214	19	-	-	-	-	-	-	82	<b>315</b>
Telemarketing Representative 電話市場推廣代表	-	14	186	-	-	-	-	-	-	188	<b>388</b>
Accounting Clerk 會計文員	-	118	129	-	-	-	-	-	-	165	<b>412</b>
Computer Operator 電腦操作員	-	104	176	-	-	-	-	-	-	81	<b>361</b>
Internal Audit Clerk 內部稽核文員	-	4	17	-	-	-	-	-	-	19	<b>40</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>1 072</b>	<b>1 497</b>	<b>55</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1 842</b>	<b>4 478</b>
<b>OTHERS 其他</b>											
Other Supporting Staff 其他輔助員工	-	-	-	-	-	-	-	-	-	892	<b>892</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>892</b>	<b>892</b>
<b>Total 總計</b>	<b>0</b>	<b>1 072</b>	<b>3 261</b>	<b>2 690</b>	<b>1 453</b>	<b>1 140</b>	<b>449</b>	<b>169</b>	<b>294</b>	<b>7 977</b>	<b>18 505</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 6 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Banking and Finance Industry)

表 6 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(銀行及金融業)

I. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
Reason 原因		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	1 262	2 617	2 965	<b>6 844</b>
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	12	11	24	<b>47</b>
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	146	527	759	<b>1 432</b>
(d)	Emigration 移民	19	50	33	<b>102</b>
(e)	Repatriation 回國	50	33	17	<b>100</b>
(f)	Retirement 退休	135	156	207	<b>498</b>
(g)	Further studies 繼續進修	35	96	480	<b>611</b>
(h)	Other reasons 其他原因	338	587	970	<b>1 895</b>
(i)	Reasons unknown 原因不詳	587	1 306	1 765	<b>3 658</b>
<b>Sub-total 小計</b>		<b>2 584</b>	<b>5 383</b>	<b>7 220</b>	<b>15 187</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
Reason 原因		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	183	208	247	<b>638</b>
(b)	Company re-structured/closed 公司改組/結業	103	55	126	<b>284</b>
(c)	Expiry of employment contract 僱傭合約期滿	20	27	355	<b>402</b>
(d)	Poor performance 工作表現欠佳	79	300	437	<b>816</b>
(e)	Other reasons 其他原因	39	32	102	<b>173</b>
(f)	Reasons unknown 原因不詳	81	-	-	<b>81</b>
<b>Sub-total 小計</b>		<b>505</b>	<b>622</b>	<b>1 267</b>	<b>2 394</b>
<b>Total 總計</b>		<b>3 089</b>	<b>6 005</b>	<b>8 487</b>	<b>17 581</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	1 700	3 313	3 229	8 242
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	17	88	83	188
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	868	1 513	2 381
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	646	324	970
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	24	398	422
	(iii) Secondary School Leaver 中學畢業生	-	11	273	284
(e)	Other sources 其他來源	10	17	7	34
(f)	Sources unspecified 來源未有說明	1 066	1 537	1 960	4 563
<b>Total 總計</b>		<b>2 793</b>	<b>6 504</b>	<b>7 787</b>	<b>17 084</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	2 586	6 288	7 708	16 582
(b)	The Mainland of China 中國內地	52	91	21	164
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	30	22	36	88
(e)	Other places 其他地方	117	92	22	231
(f)	Geographic origins unspecified 地域來源未有說明	8	11	-	19
<b>Total 總計</b>		<b>2 793</b>	<b>6 504</b>	<b>7 787</b>	<b>17 084</b>



Table 6.1 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Licensed Banks, Restricted Licence Banks  
and Local Representative Offices of Foreign Banks)

表 6.1 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	801	1 547	1 795	4 143
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	10	6	11	27
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	59	370	544	973
(d)	Emigration 移民	18	41	22	81
(e)	Repatriation 回國	20	19	14	53
(f)	Retirement 退休	109	111	183	403
(g)	Further studies 繼續進修	29	87	434	550
(h)	Other reasons 其他原因	327	573	943	1 843
(i)	Reasons unknown 原因不詳	345	1 026	1 151	2 522
<b>Sub-total 小計</b>		<b>1 718</b>	<b>3 780</b>	<b>5 097</b>	<b>10 595</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	161	155	54	370
(b)	Company re-structured/closed 公司改組/結業	4	2	1	7
(c)	Expiry of employment contract 僱傭合約期滿	15	17	350	382
(d)	Poor performance 工作表現欠佳	60	181	303	544
(e)	Other reasons 其他原因	27	32	50	109
(f)	Reasons unknown 原因不詳	1	-	-	1
<b>Sub-total 小計</b>		<b>268</b>	<b>387</b>	<b>758</b>	<b>1 413</b>
<b>Total 總計</b>		<b>1 986</b>	<b>4 167</b>	<b>5 855</b>	<b>12 008</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	1 114	1 918	1 785	4 817
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	15	78	55	148
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	513	884	1 397
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	528	243	771
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	24	364	388
	(iii) Secondary School Leaver 中學畢業生	-	10	237	247
(e)	Other sources 其他來源	-	-	-	0
(f)	Sources unspecified 來源未有說明	884	1 485	1 807	4 176
<b>Total 總計</b>		<b>2 013</b>	<b>4 556</b>	<b>5 375</b>	<b>11 944</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	1 916	4 496	5 340	11 752
(b)	The Mainland of China 中國內地	44	44	2	90
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	9	7	24	40
(e)	Other places 其他地方	44	9	9	62
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>2 013</b>	<b>4 556</b>	<b>5 375</b>	<b>11 944</b>

Table 6.2 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Deposit-taking Companies)

表 6.2 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(接受存款公司)

I. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	28	23	8	59
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	-	2	4	6
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	-	-	-	0
(g)	Further studies 繼續進修	2	2	1	5
(h)	Other reasons 其他原因	2	1	-	3
(i)	Reasons unknown 原因不詳	2	9	4	15
	<b>Sub-total 小計</b>	<b>34</b>	<b>37</b>	<b>17</b>	<b>88</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	6	-	18	24
(b)	Company re-structured/closed 公司改組/結業	-	-	-	0
(c)	Expiry of employment contract 僱傭合約期滿	3	-	-	3
(d)	Poor performance 工作表現欠佳	-	-	1	1
(e)	Other reasons 其他原因	2	-	-	2
(f)	Reasons unknown 原因不詳	-	-	-	0
	<b>Sub-total 小計</b>	<b>11</b>	<b>0</b>	<b>19</b>	<b>30</b>
	<b>Total 總計</b>	<b>45</b>	<b>37</b>	<b>36</b>	<b>118</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	73	47	10	130
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	1	-	1
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	5	8	13
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	-	-	0
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	-	0
	(iii) Secondary School Leaver 中學畢業生	-	1	-	1
(e)	Other sources 其他來源	9	-	1	10
(f)	Sources unspecified 來源未有說明	-	-	1	1
<b>Total 總計</b>		<b>82</b>	<b>54</b>	<b>20</b>	<b>156</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	63	54	20	137
(b)	The Mainland of China 中國內地	4	-	-	4
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Other places 其他地方	15	-	-	15
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>82</b>	<b>54</b>	<b>20</b>	<b>156</b>

Table 6.3 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Investment and Holding Companies)

表 6.3 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(投資及控股公司)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
Reason 原因		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	134	180	142	456
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	34	34	34	102
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	-	21	-	21
(g)	Further studies 繼續進修	-	1	-	1
(h)	Other reasons 其他原因	-	-	-	0
(i)	Reasons unknown 原因不詳	87	72	72	231
<b>Sub-total 小計</b>		<b>255</b>	<b>308</b>	<b>248</b>	<b>811</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
Reason 原因		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	3	21	15	39
(b)	Company re-structured/closed 公司改組/結業	62	30	81	173
(c)	Expiry of employment contract 僱傭合約期滿	-	3	-	3
(d)	Poor performance 工作表現欠佳	-	-	1	1
(e)	Other reasons 其他原因	8	-	42	50
(f)	Reasons unknown 原因不詳	-	-	-	0
<b>Sub-total 小計</b>		<b>73</b>	<b>54</b>	<b>139</b>	<b>266</b>
<b>Total 總計</b>		<b>328</b>	<b>362</b>	<b>387</b>	<b>1 077</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	73	172	197	442
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	-	-	0
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	73	103	176
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	-	-	0
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	-	0
	(iii) Secondary School Leaver 中學畢業生	-	-	-	0
(e)	Other sources 其他來源	-	-	-	0
(f)	Sources unspecified 來源未有說明	92	8	34	134
<b>Total 總計</b>		<b>165</b>	<b>253</b>	<b>334</b>	<b>752</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	157	235	334	726
(b)	The Mainland of China 中國內地	-	10	-	10
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Other places 其他地方	-	-	-	0
(f)	Geographic origins unspecified 地域來源未有說明	8	8	-	16
<b>Total 總計</b>		<b>165</b>	<b>253</b>	<b>334</b>	<b>752</b>

Table 6.4 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Personal Loans and Related Companies)

表 6.4 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(私人貸款及有關公司)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	2	35	207	244
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	-	2	34	36
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	2	-	2
(f)	Retirement 退休	-	4	-	4
(g)	Further studies 繼續進修	-	-	-	0
(h)	Other reasons 其他原因	-	-	-	0
(i)	Reasons unknown 原因不詳	-	-	42	42
<b>Sub-total 小計</b>		<b>2</b>	<b>43</b>	<b>283</b>	<b>328</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	4	8	36	48
(b)	Company re-structured/closed 公司改組/結業	-	-	-	0
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	-	7	10	17
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 原因不詳	-	-	-	0
<b>Sub-total 小計</b>		<b>4</b>	<b>15</b>	<b>46</b>	<b>65</b>
<b>Total 總計</b>		<b>6</b>	<b>58</b>	<b>329</b>	<b>393</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	2	52	170	224
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	-	-	0
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	-	90	90
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	-	-	0
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	2	2
	(iii) Secondary School Leaver 中學畢業生	-	-	18	18
(e)	Other sources 其他來源	-	-	-	0
(f)	Sources unspecified 來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>2</b>	<b>52</b>	<b>280</b>	<b>334</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	2	37	280	319
(b)	The Mainland of China 中國內地	-	13	-	13
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Other places 其他地方	-	2	-	2
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>2</b>	<b>52</b>	<b>280</b>	<b>334</b>



Table 6.5 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Stock and Share Companies)

表 6.5 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(股票公司)

I. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	49	128	289	466
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	1	-	1
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	23	3	55	81
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	5	-	-	5
(f)	Retirement 退休	12	-	14	26
(g)	Further studies 繼續進修	2	2	42	46
(h)	Other reasons 其他原因	5	5	10	20
(i)	Reasons unknown 原因不詳	51	26	111	188
<b>Sub-total 小計</b>		<b>147</b>	<b>165</b>	<b>521</b>	<b>833</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	3	16	20	39
(b)	Company re-structured/closed 公司改組/結業	2	16	33	51
(c)	Expiry of employment contract 僱傭合約期滿	2	2	2	6
(d)	Poor performance 工作表現欠佳	5	12	41	58
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 原因不詳	-	-	-	0
<b>Sub-total 小計</b>		<b>12</b>	<b>46</b>	<b>96</b>	<b>154</b>
<b>Total 總計</b>		<b>159</b>	<b>211</b>	<b>617</b>	<b>987</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	138	242	426	806
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	-	6	6
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	36	60	96
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	20	42	62
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	6	6
	(iii) Secondary School Leaver 中學畢業生	-	-	12	12
(e)	Other sources 其他來源	-	4	6	10
(f)	Sources unspecified 來源未有說明	23	-	10	33
<b>Total 總計</b>		<b>161</b>	<b>302</b>	<b>568</b>	<b>1 031</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	119	261	544	924
(b)	The Mainland of China 中國內地	1	8	4	13
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	3	8	12	23
(e)	Other places 其他地方	38	25	8	71
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>161</b>	<b>302</b>	<b>568</b>	<b>1 031</b>

Table 6.6 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 6.6 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(期貨及黃金經紀/交易商)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	3	4	24	31
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	1	2	7	10
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	-	-	-	0
(g)	Further studies 繼續進修	-	1	-	1
(h)	Other reasons 其他原因	-	-	2	2
(i)	Reasons unknown 原因不詳	-	6	23	29
<b>Sub-total 小計</b>		<b>4</b>	<b>13</b>	<b>56</b>	<b>73</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	-	-	9	9
(b)	Company re-structured/closed 公司改組/結業	-	1	-	1
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	-	1	10	11
(e)	Other reasons 其他原因	-	-	2	2
(f)	Reasons unknown 原因不詳	-	-	-	0
<b>Sub-total 小計</b>		<b>0</b>	<b>2</b>	<b>21</b>	<b>23</b>
<b>Total 總計</b>		<b>4</b>	<b>15</b>	<b>77</b>	<b>96</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	4	11	37	52
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	-	1	1
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	-	26	26
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	-	1	1
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	-	0
	(iii) Secondary School Leaver 中學畢業生	-	-	1	1
(e)	Other sources 其他來源	-	-	-	0
(f)	Sources unspecified 來源未有說明	-	-	1	1
<b>Total 總計</b>		<b>4</b>	<b>11</b>	<b>67</b>	<b>82</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	4	10	61	75
(b)	The Mainland of China 中國內地	-	1	6	7
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Other places 其他地方	-	-	-	0
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>4</b>	<b>11</b>	<b>67</b>	<b>82</b>

Table 6.7 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
 (Stock, Bullion and Commodity Exchanges and  
 Statutory Bodies in the Banking and Finance Industry)

表 6.7 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
 (按離職原因、人力來源及所來自地域分類)  
 (股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	6	26	-	32
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	5	4	2	11
(d)	Emigration 移民	1	3	-	4
(e)	Repatriation 回國	1	-	2	3
(f)	Retirement 退休	10	-	-	10
(g)	Further studies 繼續進修	2	2	-	4
(h)	Other reasons 其他原因	2	5	4	11
(i)	Reasons unknown 原因不詳	9	13	4	26
<b>Sub-total 小計</b>		<b>36</b>	<b>53</b>	<b>12</b>	<b>101</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	-	-	2	2
(b)	Company re-structured/closed 公司改組/結業	-	-	-	0
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	5	2	2	9
(e)	Other reasons 其他原因	2	-	7	9
(f)	Reasons unknown 原因不詳	-	-	-	0
<b>Sub-total 小計</b>		<b>7</b>	<b>2</b>	<b>11</b>	<b>20</b>
<b>Total 總計</b>		<b>43</b>	<b>55</b>	<b>23</b>	<b>121</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	21	21	16	58
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	-	-	0
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	34	29	63
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	-	-	0
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	-	0
	(iii) Secondary School Leaver 中學畢業生	-	-	-	0
(e)	Other sources 其他來源	-	-	-	0
(f)	Sources unspecified 來源未有說明	17	3	-	20
<b>Total 總計</b>		<b>38</b>	<b>58</b>	<b>45</b>	<b>141</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	31	58	45	134
(b)	The Mainland of China 中國內地	-	-	-	0
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Other places 其他地方	7	-	-	7
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>38</b>	<b>58</b>	<b>45</b>	<b>141</b>

Table 6.8 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 6.8 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(兌換商及外匯經紀/交易商)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
Reason 原因		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	1	20	32	53
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	-	-	2	2
(d)	Emigration 移民	-	-	5	5
(e)	Repatriation 回國	1	-	-	1
(f)	Retirement 退休	-	-	10	10
(g)	Further studies 繼續進修	-	-	-	0
(h)	Other reasons 其他原因	-	-	11	11
(i)	Reasons unknown 原因不詳	-	-	42	42
<b>Sub-total 小計</b>		<b>2</b>	<b>20</b>	<b>102</b>	<b>124</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
Reason 原因		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	-	-	30	30
(b)	Company re-structured/closed 公司改組/結業	1	-	-	1
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	-	10	14	24
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 原因不詳	-	-	-	0
<b>Sub-total 小計</b>		<b>1</b>	<b>10</b>	<b>44</b>	<b>55</b>
<b>Total 總計</b>		<b>3</b>	<b>30</b>	<b>146</b>	<b>179</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	2	30	57	89
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	-	-	-	0
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	10	33	43
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	-	16	16
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	-	0
	(iii) Secondary School Leaver 中學畢業生	-	-	5	5
(e)	Other sources 其他來源	-	-	-	0
(f)	Sources unspecified 來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>2</b>	<b>40</b>	<b>111</b>	<b>153</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	2	40	111	153
(b)	The Mainland of China 中國內地	-	-	-	0
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Other places 其他地方	-	-	-	0
(f)	Geographic origins unspecified 地域來源未有說明	-	-	-	0
<b>Total 總計</b>		<b>2</b>	<b>40</b>	<b>111</b>	<b>153</b>



Table 6.9 : Staff Turnover in the Past 12 Months (1.1.2008 to 31.12.2008)  
by Reason, by Source and by Geographic Origin  
(Other Financial Companies)

表 6.9 : 過去十二個月內 (1.1.2008 至 31.12.2008) 僱員流動情況  
(按離職原因、人力來源及所來自地域分類)  
(其他財務公司)

1. The number of employees who left in the past 12 months (1.1.2008 to 31.12.2008) by reason: 按原因劃分，過去十二個月內 (1.1.2008 至 31.12.2008) 離職的僱員人數：					
(I) Leaving of the company is initiated by the employee: 由僱員主動申請離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Taking up another job in the banking/finance industry or starting own finance related business 擔任另一份銀行/財務工作或創辦與財務有關的業務	238	654	468	1 360
(b)	Taking up a job in the insurance industry or starting own insurance related business 擔任另一份保險業工作或創辦與保險有關的業務	2	4	13	19
(c)	Taking up a job outside the banking/finance/insurance industry or starting own business outside the finance/insurance industry 擔任銀行/財務/保險業以外工作或創辦財務/保險業以外的業務	24	110	77	211
(d)	Emigration 移民	-	6	6	12
(e)	Repatriation 回國	23	12	1	36
(f)	Retirement 退休	4	20	-	24
(g)	Further studies 繼續進修	-	1	3	4
(h)	Other reasons 其他原因	2	3	-	5
(i)	Reasons unknown 原因不詳	93	154	316	563
<b>Sub-total 小計</b>		<b>386</b>	<b>964</b>	<b>884</b>	<b>2 234</b>
(II) Leaving of the company is initiated by the company: 由公司安排僱員離職：					
	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Retrenchment 裁員	6	8	63	77
(b)	Company re-structured/closed 公司改組/結業	34	6	11	51
(c)	Expiry of employment contract 僱傭合約期滿	-	5	3	8
(d)	Poor performance 工作表現欠佳	9	87	55	151
(e)	Other reasons 其他原因	-	-	1	1
(f)	Reasons unknown 原因不詳	80	-	-	80
<b>Sub-total 小計</b>		<b>129</b>	<b>106</b>	<b>133</b>	<b>368</b>
<b>Total 總計</b>		<b>515</b>	<b>1 070</b>	<b>1 017</b>	<b>2 602</b>

2. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by source: 按來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Source 來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	From another bank/finance company 來自另一間銀行／財務機構	273	820	531	<b>1 624</b>
(b)	From an insurance company/ insurance intermediary/insurance related company 來自保險公司／保險中介人／與保險業務有關的公司	2	9	21	<b>32</b>
(c)	From a company outside the banking/finance/ insurance industry 來自銀行／財務／保險業以外的機構	-	197	280	<b>477</b>
(d)	From a college/school direct 直接來自院校／學校				
	(i) University Graduate 大學畢業生	-	98	22	<b>120</b>
	(ii) Sub-degree Holder (HD/AD) 副學位畢業生（高級文憑／副學士）	-	-	26	<b>26</b>
	(iii) Secondary School Leaver 中學畢業生	-	-	-	<b>0</b>
(e)	Other sources 其他來源	1	13	-	<b>14</b>
(f)	Sources unspecified 來源未有說明	50	41	107	<b>198</b>
<b>Total 總計</b>		<b>326</b>	<b>1 178</b>	<b>987</b>	<b>2 491</b>
3. The number of recruits in the past 12 months (1.1.2008 to 31.12.2008) by geographic origin: 按地域來源劃分，過去十二個月內（1.1.2008 至 31.12.2008）所招聘的僱員人數：					
Geographic Origin 地域來源		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	292	1097	973	<b>2 362</b>
(b)	The Mainland of China 中國內地	3	15	9	<b>27</b>
(c)	Macau 澳門	-	-	-	<b>0</b>
(d)	Taiwan 台灣	18	7	-	<b>25</b>
(e)	Other places 其他地方	13	56	5	<b>74</b>
(f)	Geographic origins unspecified 地域來源未有說明	-	3	-	<b>3</b>
<b>Total 總計</b>		<b>326</b>	<b>1 178</b>	<b>987</b>	<b>2 491</b>

Table 7 : Number of Internal Promotions in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Banking and Finance Industry)

表 7 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
的內部晉升人數  
(銀行及金融業)

Branch 門類	J Job Level 職級	No. of Employees at Date of Survey 現有僱員人數 (a)	No. of Internal Promotions in the Past 12 Months 過去十二個月 獲內部晉升的人數 (b)	No. of New Recruits in the Past 12 Months 過去十二個月 新招聘的人數 (c)	Total No. of Recruits in the Past 12 Months 過去十二個月 總招聘的人數 (d) = (b) + (c)	Percentage of No. of Internal Promotions to Total No. of Recruits 內部晉升佔總招聘 人數的百分比 (e) = (b) / (d)
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限牌照銀 行及外國銀行本港代表辦 事處	From Supervisor To Manager 由主管至經理	18 262	978	2 013	2 991	32.7
	From Clerk To Supervisor 由文員至主管	34 261	2 088	4 556	6 644	31.4
	From Others To Clerk 由其他職級至文員	25 653	43	5 375	5 418	0.8
	<b>Total 總計</b>	<b>78 176</b>	<b>3 109</b>	<b>11 944</b>	<b>15 053</b>	<b>20.7</b>
Deposit-taking Companies 接受存款公司	From Supervisor To Manager 由主管至經理	299	7	82	89	7.9
	From Clerk To Supervisor 由文員至主管	368	11	54	65	16.9
	From Others To Clerk 由其他職級至文員	410	1	20	21	4.8
	<b>Total 總計</b>	<b>1 077</b>	<b>19</b>	<b>156</b>	<b>175</b>	<b>10.9</b>
Investment and Holding Companies 投資及控股公司	From Supervisor To Manager 由主管至經理	727	90	165	255	35.3
	From Clerk To Supervisor 由文員至主管	1 431	116	253	369	31.4
	From Others To Clerk 由其他職級至文員	800	-	334	334	-
	<b>Total 總計</b>	<b>2 958</b>	<b>206</b>	<b>752</b>	<b>958</b>	<b>21.5</b>
Personal Loans and Related Companies 私人貸款及有關公司	From Supervisor To Manager 由主管至經理	627	1	2	3	33.3
	From Clerk To Supervisor 由文員至主管	1 114	13	52	65	20.0
	From Others To Clerk 由其他職級至文員	1 252	-	280	280	-
	<b>Total 總計</b>	<b>2 993</b>	<b>14</b>	<b>334</b>	<b>348</b>	<b>4.0</b>
Stock and Share Companies 股票公司	From Supervisor To Manager 由主管至經理	1 453	22	161	183	12.0
	From Clerk To Supervisor 由文員至主管	2 204	42	302	344	12.2
	From Others To Clerk 由其他職級至文員	6 318	-	568	568	-
	<b>Total 總計</b>	<b>9 975</b>	<b>64</b>	<b>1 031</b>	<b>1 095</b>	<b>5.8</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	From Supervisor To Manager 由主管至經理	124	1	4	5	20.0
	From Clerk To Supervisor 由文員至主管	196	11	11	22	50.0
	From Others To Clerk 由其他職級至文員	440	-	67	67	-
	<b>Total 總計</b>	<b>760</b>	<b>12</b>	<b>82</b>	<b>94</b>	<b>12.8</b>
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公 司及銀行及金融業內的法 定機構	From Supervisor To Manager 由主管至經理	916	24	38	62	38.7
	From Clerk To Supervisor 由文員至主管	796	14	58	72	19.4
	From Others To Clerk 由其他職級至文員	372	5	45	50	10.0
	<b>Total 總計</b>	<b>2 084</b>	<b>43</b>	<b>141</b>	<b>184</b>	<b>23.4</b>

Branch 門類	J€ ob Level 職級	No. of Employees at Date of Survey 現有僱員人數 (a)	No. of Internal Promotions in the Past 12 Months 過去十二個月 獲內部晉升的人數 (b)	No. of New Recruits in the Past 12 Months 過去十二個月 新招聘的人數 (c)	Total No. of Recruits in the Past 12 Months 過去十二個月 總招聘的人數 (d) = (b) + (c)	Percentage of No. of Internal Promotions to Total No. of Recruits 內部晉升佔總招聘 人數的百分比 (e) = (b) / (d)
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	From Supervisor To Manager 由主管至經理	158	-	2	2	0.0
	From Clerk To Supervisor 由文員至主管	411	8	40	48	16.7
	From Others To Clerk 由其他職級至文員	1 228	-	111	111	-
	<b>Total 總計</b>	<b>1 797</b>	<b>8</b>	<b>153</b>	<b>161</b>	<b>5.0</b>
Other Financial Companies 其他財務公司	From Supervisor To Manager 由主管至經理	3 173	139	326	465	29.9
	From Clerk To Supervisor 由文員至主管	9 962	152	1 178	1 330	11.4
	From Others To Clerk 由其他職級至文員	4 478	14	987	1 001	1.4
	<b>Total 總計</b>	<b>17 613</b>	<b>305</b>	<b>2 491</b>	<b>2 796</b>	<b>10.9</b>
All Branches 全部門類	From Supervisor To Manager 由主管至經理	25 739	1 262	2 793	4 055	31.1
	From Clerk To Supervisor 由文員至主管	50 743	2 455	6 504	8 959	27.4
	From Others To Clerk 由其他職級至文員	40 951	63	7 787	7 850	0.8
	<b>Total 總計</b>	<b>117 433</b>	<b>3 780</b>	<b>17 084</b>	<b>20 864</b>	<b>18.1</b>

Table 8 : Number of Establishments Encountered  
Recruitment Difficulties in the Past 12 Months (1.1.2008 to 31.12.2008)  
 (Banking and Finance Industry)

表 8 : 過去十二個月(1.1.2008至31.12.2008)遇有招聘員工困難的機構數目  
 (銀行及金融業)

Branch 門類	Recruitment Difficulties 招聘困難	Managerial 經理級		Supervisory 主管級		Clerical 文員級	
		No. of Establishments 機構數目	Percentage 百分比	No. of Establishments 機構數目	Percentage 百分比	No. of Establishments 機構數目	Percentage 百分比
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限牌照 銀行及外國銀行本港代表 辦事處	Yes 有	32	14.8	26	12.0	18	8.3
	No 沒有	46	21.3	73	33.8	96	44.4
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	126	58.3	105	48.6	90	41.7
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	12	5.6	12	5.6	12	5.6
	<b>Total 總計</b>	<b>216</b>	<b>100</b>	<b>216</b>	<b>100</b>	<b>216</b>	<b>100</b>
Deposit-taking Companies 接受存款公司	Yes 有	2	8.3	3	12.5	1	4.2
	No 沒有	8	33.3	6	25.0	6	25.0
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	13	54.2	14	58.3	16	66.6
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	1	4.2	1	4.2	1	4.2
	<b>Total 總計</b>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>
Investment and Holding Companies 投資及控股公司	Yes 有	3	0.5	4	0.7	1	0.2
	No 沒有	-	-	51	8.9	17	3.0
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	567	99.3	515	90.2	552	96.6
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	1	0.2	1	0.2	1	0.2
	<b>Total 總計</b>	<b>571</b>	<b>100</b>	<b>571</b>	<b>100</b>	<b>571</b>	<b>100</b>
Personal Loans and Related Companies 私人貸款及有關公司	Yes 有	3	0.7	9	2.1	26	6.1
	No 沒有	1	0.3	17	4.0	42	9.9
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	405	95.5	383	90.3	341	80.4
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	15	3.5	15	3.6	15	3.6
	<b>Total 總計</b>	<b>424</b>	<b>100</b>	<b>424</b>	<b>100</b>	<b>424</b>	<b>100</b>
Stock and Share Companies 股票公司	Yes 有	12	1.5	17	2.1	46	5.8
	No 沒有	51	6.4	64	8.1	114	14.4
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	727	91.6	709	89.3	630	79.3
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	4	0.5	4	0.5	4	0.5
	<b>Total 總計</b>	<b>794</b>	<b>100</b>	<b>794</b>	<b>100</b>	<b>794</b>	<b>100</b>

Branch 門類	Recruitment Difficulties 招聘困難	Managerial 經理級		Supervisory 主管級		Clerical 文員級	
		No. of Establishments 機構數目	Percentage 百分比	No. of Establishments 機構數目	Percentage 百分比	No. of Establishments 機構數目	Percentage 百分比
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	Yes 有	-	-	4	4.3	8	8.5
	No 沒有	3	3.2	7	7.4	12	12.8
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	90	95.7	82	87.2	73	77.6
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	1	1.1	1	1.1	1	1.1
	<b>Total 總計</b>	<b>94</b>	<b>100</b>	<b>94</b>	<b>100</b>	<b>94</b>	<b>100</b>
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公 司及銀行及金融業內的法 定機構	Yes 有	2	40.0	1	20.0	-	-
	No 沒有	-	-	-	-	1	20.0
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	-	-	1	20.0	1	20.0
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	3	60.0	3	60.0	3	60.0
	<b>Total 總計</b>	<b>5</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>5</b>	<b>100</b>
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	Yes 有	-	-	-	-	11	2.5
	No 沒有	2	0.5	9	2.1	59	13.6
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	433	99.5	426	97.9	365	83.9
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	-	-	-	-	-	-
	<b>Total 總計</b>	<b>435</b>	<b>100</b>	<b>435</b>	<b>100</b>	<b>435</b>	<b>100</b>
Other Financial Companies 其他財務公司	Yes 有	23	1.6	177	12.0	39	2.6
	No 沒有	62	4.2	174	11.8	127	8.6
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	1 377	93.3	1 111	75.3	1 296	87.8
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	14	0.9	14	0.9	14	1.0
	<b>Total 總計</b>	<b>1 476</b>	<b>100</b>	<b>1 476</b>	<b>100</b>	<b>1 476</b>	<b>100</b>
All Branches 全部門類	Yes 有	77	1.9	241	6.0	150	3.7
	No 沒有	173	4.3	401	9.9	474	11.7
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	3 738	92.5	3 346	82.8	3 364	83.3
	Unspecified / Refusal Cases 未有說明 / 未有提供資料	51	1.3	51	1.3	51	1.3
	<b>Total 總計</b>	<b>4 039</b>	<b>100</b>	<b>4 039</b>	<b>100</b>	<b>4 039</b>	<b>100</b>

Table 9 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Banking and Finance Industry)

表 9 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(銀行及金融業)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	9	13	17	39
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	64	129	77	270
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	27	57	63	147
(e) Other reasons 其他原因	-	60	-	60
<b>Total 總計</b>	<b>100</b>	<b>259</b>	<b>157</b>	<b>516</b>

Table 9.1 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Licensed Banks, Restricted Licence Banks  
and Local Representative Offices of Foreign Banks)

表 9.1 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處)

	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	General labour shortage in Hong Kong 香港勞工短缺情況普遍	2	2	6	10
(b)	Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及 財務等) 畢業生數目不足	-	-	-	0
(c)	Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的 職位申請人	28	21	10	59
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能 符合求職者的要求	16	6	3	25
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>46</b>	<b>29</b>	<b>19</b>	<b>94</b>



Table 9.2 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Deposit-taking Companies)

表 9.2 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(接受存款公司)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	1	-	1	2
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	1	3	-	4
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	1	-	-	1
(e) Other reasons 其他原因	-	-	-	0
<b>Total 總計</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>7</b>

Table 9.3 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Investment and Holding Companies)

表 9.3 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(投資及控股公司)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	-	1	1	2
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	3	3	-	6
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	3	3	-	6
(e) Other reasons 其他原因	-	-	-	0
<b>Total 總計</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>14</b>

Table 9.4 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Personal Loans and Related Companies)

表 9.4 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(私人貸款及有關公司)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	1	5	5	11
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	-	2	12	14
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	2	2	14	18
(e) Other reasons 其他原因	-	-	-	0
<b>Total 總計</b>	<b>3</b>	<b>9</b>	<b>31</b>	<b>43</b>

Table 9.5 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Stock and Share Companies)

表 9.5 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(股票公司)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	1	-	-	1
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	9	15	10	34
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	4	4	36	44
(e) Other reasons 其他原因	-	-	-	0
<b>Total 總計</b>	<b>14</b>	<b>19</b>	<b>46</b>	<b>79</b>

Table 9.6 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 9.6 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(期貨及黃金經紀/交易商)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	-	1	1	2
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	-	3	4	7
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	-	1	3	4
(e) Other reasons 其他原因	-	-	-	0
<b>Total 總計</b>	<b>0</b>	<b>5</b>	<b>8</b>	<b>13</b>

Table 9.7 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Stock, Bullion and Commodity Exchanges and  
Statutory Bodies in the Banking and Finance Industry)

表 9.7 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

	Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	General labour shortage in Hong Kong 香港勞工短缺情況普遍	1	-	-	1
(b)	Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及 財務等) 畢業生數目不足	-	-	-	0
(c)	Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的 職位申請人	1	1	-	2
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能 符合求職者的要求	1	1	-	2
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>5</b>

Table 9.8 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 9.8 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(兌換商及外匯經紀/交易商)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	-	-	-	0
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	-	-	6	6
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	-	-	5	5
(e) Other reasons 其他原因	-	-	-	0
<b>Total 總計</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>11</b>

Table 9.9 : Reasons of Recruitment Difficulties in the Past 12 Months  
(1.1.2008 to 31.12.2008)  
(Other Financial Companies)

表 9.9 : 過去十二個月內 (1.1.2008 至 31.12.2008)  
招聘員工有困難的原因  
(其他財務公司)

Reason 原因	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a) General labour shortage in Hong Kong 香港勞工短缺情況普遍	3	4	3	10
(b) Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions 專上院校有關學系 (例如工商管理、銀行及財務等) 畢業生數目不足	-	-	-	0
(c) Lack of candidates with relevant experience and training 缺乏具相關經驗及訓練的職位申請人	22	81	35	138
(d) Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者的要求	-	40	2	42
(e) Other reasons 其他原因	-	60	-	60
<b>Total 總計</b>	<b>25</b>	<b>185</b>	<b>40</b>	<b>250</b>



Table 10 : Number of Hong Kong Employees  
Required to Work in the Mainland of China  
(Banking and Finance Industry)

表 10 : 需要在中國內地工作的香港僱員人數  
(銀行及金融業)

Branch 門類	Job Level 職級	Working Mode 工作形式	No. of Employees 僱員人數	
			At Date of Survey 調查期間	In January 2010 2010年1月時
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限牌照銀行及 外國銀行本港代表辦事處	Managerial 經理級	Stationed Basis 長駐	446	434
		Travelling Basis 非長駐	227	278
		Sub-total 小計	673	712
	Supervisory 主管級	Stationed Basis 長駐	29	27
		Travelling Basis 非長駐	92	92
		Sub-total 小計	121	119
	Clerical 文員級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	6	6
		Sub-total 小計	6	6
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>475</b>	<b>461</b>
		<b>Travelling Basis 非長駐</b>	<b>325</b>	<b>376</b>
		<b>Total 總計</b>	<b>800</b>	<b>837</b>
Deposit-taking Companies 接受存款公司	Managerial 經理級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	14	21
		Sub-total 小計	14	21
	Supervisory 主管級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	1	1
		Sub-total 小計	1	1
	Clerical 文員級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	-	-
		Sub-total 小計	-	-
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>0</b>	<b>0</b>
		<b>Travelling Basis 非長駐</b>	<b>15</b>	<b>22</b>
		<b>Total 總計</b>	<b>15</b>	<b>22</b>

Branch 門類	Job Level 職級	Working Mode 工作形式	No. of Employees 僱員人數	
			At Date of Survey 調查期間	In January 2010 2010年1月時
Investment and Holding Companies 投資及控股公司	Managerial 經理級	Stationed Basis 長駐	7	7
		Travelling Basis 非長駐	40	40
		Sub-total 小計	47	47
	Supervisory 主管級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	46	46
		Sub-total 小計	46	46
	Clerical 文員級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	-	-
		Sub-total 小計	-	-
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>7</b>	<b>7</b>
		<b>Travelling Basis 非長駐</b>	<b>86</b>	<b>86</b>
		<b>Total 總計</b>	<b>93</b>	<b>93</b>
Personal Loans and Related Companies 私人貸款及有關公司	Managerial 經理級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	4	4
		Sub-total 小計	4	4
	Supervisory 主管級	Stationed Basis 長駐	2	2
		Travelling Basis 非長駐	23	23
		Sub-total 小計	25	25
	Clerical 文員級	Stationed Basis 長駐	3	3
		Travelling Basis 非長駐	3	3
		Sub-total 小計	6	6
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>5</b>	<b>5</b>
		<b>Travelling Basis 非長駐</b>	<b>30</b>	<b>30</b>
		<b>Total 總計</b>	<b>35</b>	<b>35</b>
Stock and Share Companies 股票公司	Managerial 經理級	Stationed Basis 長駐	4	4
		Travelling Basis 非長駐	50	50
		Sub-total 小計	54	54
	Supervisory 主管級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	46	46
		Sub-total 小計	46	46
	Clerical 文員級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	34	34
		Sub-total 小計	34	34
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>4</b>	<b>4</b>
		<b>Travelling Basis 非長駐</b>	<b>130</b>	<b>130</b>
		<b>Total 總計</b>	<b>134</b>	<b>134</b>

Branch 門類	Job Level 職級	Working Mode 工作形式	No. of Employees 僱員人數		
			At Date of Survey 調查期間	In January 2010 2010年1月時	
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/交易商	Managerial 經理級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	10	10	
		Sub-total 小計	10	10	
	Supervisory 主管級	Stationed Basis 長駐	2	4	
		Travelling Basis 非長駐	8	8	
		Sub-total 小計	10	12	
	Clerical 文員級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	14	14	
		Sub-total 小計	14	14	
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>2</b>	<b>4</b>	
		<b>Travelling Basis 非長駐</b>	<b>32</b>	<b>32</b>	
		<b>Total 總計</b>	<b>34</b>	<b>36</b>	
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公司及 銀行及金融業內的法定機構	Managerial 經理級	Stationed Basis 長駐	-	1	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	-	1	
	Supervisory 主管級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	-	-	
	Clerical 文員級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	-	-	
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>0</b>	<b>1</b>	
		<b>Travelling Basis 非長駐</b>	<b>0</b>	<b>0</b>	
		<b>Total 總計</b>	<b>0</b>	<b>1</b>	
	Money Changers and Foreign Exchange Brokers/Dealers) 兌換商及外匯經紀/交易商	Managerial 經理級	Stationed Basis 長駐	-	-
			Travelling Basis 非長駐	3	3
			Sub-total 小計	3	3
Supervisory 主管級		Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	2	2	
		Sub-total 小計	2	2	
Clerical 文員級		Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	35	35	
		Sub-total 小計	35	35	
<b>Total 總計</b>		<b>Stationed Basis 長駐</b>	<b>0</b>	<b>0</b>	
		<b>Travelling Basis 非長駐</b>	<b>40</b>	<b>40</b>	
		<b>Total 總計</b>	<b>40</b>	<b>40</b>	

Branch 門類	Job Level 職級	Working Mode 工作形式	No. of Employees 僱員人數	
			At Date of Survey 調查期間	In January 2010 2010年1月時
Other Financial Companies 其他財務公司	Managerial 經理級	Stationed Basis 長駐	27	27
		Travelling Basis 非長駐	140	140
		Sub-total 小計	167	167
	Supervisory 主管級	Stationed Basis 長駐	37	37
		Travelling Basis 非長駐	291	291
		Sub-total 小計	328	328
	Clerical 文員級	Stationed Basis 長駐	4	4
		Travelling Basis 非長駐	-	-
		Sub-total 小計	4	4
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>68</b>	<b>68</b>
		<b>Travelling Basis 非長駐</b>	<b>431</b>	<b>431</b>
		<b>Total 總計</b>	<b>499</b>	<b>499</b>
All Branches 全部門類	Managerial 經理級	Stationed Basis 長駐	484	473
		Travelling Basis 非長駐	488	546
		Sub-total 小計	972	1 019
	Supervisory 主管級	Stationed Basis 長駐	70	70
		Travelling Basis 非長駐	509	509
		Sub-total 小計	579	579
	Clerical 文員級	Stationed Basis 長駐	7	7
		Travelling Basis 非長駐	92	92
		Sub-total 小計	99	99
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>561</b>	<b>550</b>
		<b>Travelling Basis 非長駐</b>	<b>1 089</b>	<b>1 147</b>
		<b>Total 總計</b>	<b>1 650</b>	<b>1 697</b>

Note: Stationed Basis means 50% or above of the working time that an employee has to stay in the Mainland of China.  
註：長駐指一位僱員有百分之五十或以上的工作時間需要在中國內地。

Table 11 : Effects of Mainland Operations on  
Hong Kong Employees  
(Banking and Finance Industry)

表 11 : 內地業務對本地僱員的影響  
(銀行及金融業)

Branch 門類	Effects 影響	Number of Employees 僱員人數	
		At Date of Survey 調查期間	In January 2010 2010年1月時
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限牌照銀行 及外國銀行本港代表辦事處	Additional employees need to recruit 須增聘的僱員數目	31	34
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受 訓練的現職僱員數目	-	-
Deposit-taking Companies 接受存款公司	Additional employees need to recruit 須增聘的僱員數目	3	3
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受 訓練的現職僱員數目	-	-
Investment and Holding Companies 投資及控股公司	Additional employees need to recruit 須增聘的僱員數目	-	-
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受 訓練的現職僱員數目	-	-
Personal Loans and Related Companies 私人貸款及有關公司	Additional employees need to recruit 須增聘的僱員數目	-	-
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受 訓練的現職僱員數目	-	-
Stock and Share Companies 股票公司	Additional employees need to recruit 須增聘的僱員數目	-	-
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受 訓練的現職僱員數目	-	-
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/交易商	Additional employees need to recruit 須增聘的僱員數目	3	5
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受 訓練的現職僱員數目	15	17

Branch 門類	Effects 影響	Number of Employees 僱員人數	
		At Date of Survey 調查期間	In January 2010 2010年1月時
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公司及銀行及金融業內的法定機構	Additional employees need to recruit 須增聘的僱員數目	-	-
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受訓練的現職僱員數目	-	-
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/交易商	Additional employees need to recruit 須增聘的僱員數目	-	-
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受訓練的現職僱員數目	-	-
Other Financial Companies 其他財務公司	Additional employees need to recruit 須增聘的僱員數目	7	7
	Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受訓練的現職僱員數目	3	3
All Branches 全部門類	<b>Additional employees need to recruit 須增聘的僱員數目</b>	<b>44</b>	<b>49</b>
	<b>Number of existing employees to be trained for Mainland Operations 因處理內地業務而需要接受訓練的現職僱員數目</b>	<b>18</b>	<b>20</b>

Table 12 : Information on the Training Expenses  
in 2008 Compared with Those in 2007  
(Banking and Finance Industry)

表 12 : 2008年的訓練支出與2007年的訓練支出比較  
(銀行及金融業)

Branch 門類	The Training Expenses in 2008 as compared with those in 2007 2008年與2007年訓練支出的比較		No. of Establishments 機構數目	Percentage 百分比
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限制牌 照銀行及外國銀行本 港代表辦事處	No Change 沒有改變		158	73.1
	Increase by 增加	> 50%	5	2.3
		21% - 50%	-	-
		11% - 20%	5	2.3
		5% - 10%	14	6.5
		< 5%	4	1.9
	Decrease by 減少	> 50%	5	2.3
		21% - 50%	5	2.3
		11% - 20%	3	1.4
		5% - 10%	-	-
< 5%		1	0.5	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		16	7.4	
<b>Total 總計</b>		<b>216</b>	<b>100</b>	
Deposit-taking Companies 接受存款公司	No Change 沒有改變		12	50.0
	Increase by 增加	> 50%	1	4.2
		21% - 50%	3	12.5
		11% - 20%	-	-
		5% - 10%	3	12.5
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		5	20.8	
<b>Total 總計</b>		<b>24</b>	<b>100</b>	
Investment and Holding Companies 投資及控股公司	No Change 沒有改變		564	98.8
	Increase by 增加	> 50%	3	0.5
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	1	0.2
		11% - 20%	-	-
		5% - 10%	1	0.2
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		2	0.3	
<b>Total 總計</b>		<b>571</b>	<b>100</b>	

Branch 門類	The Training Expenses in 2008 as compared with those in 2007 2008年與2007年訓練支出的比較		No. of Establishments 機構數目	Percentage 百分比
Personal Loans and Related Companies 私人貸款及有關公司	No Change 沒有改變		397	93.6
	Increase by 增加	> 50%	3	0.7
		21% - 50%	-	-
		11% - 20%	2	0.5
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		22	5.2	
<b>Total 總計</b>		<b>424</b>	<b>100</b>	
Stock and Share Companies 股票公司	No Change 沒有改變		768	96.7
	Increase by 增加	> 50%	9	1.1
		21% - 50%	3	0.4
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	4	0.5
	Decrease by 減少	> 50%	3	0.4
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		7	0.9	
<b>Total 總計</b>		<b>794</b>	<b>100</b>	
Commodity Futures and Gold Bullion Brokers /Dealers 期貨及黃金經紀/ 交易商	No Change 沒有改變		84	89.4
	Increase by 增加	> 50%	-	-
		21% - 50%	5	5.3
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		5	5.3	
<b>Total 總計</b>		<b>94</b>	<b>100</b>	
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交 易公司及銀行及金融 業內的法定機構	No Change 沒有改變		2	40.0
	Increase by 增加	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		3	60.0	
<b>Total 總計</b>		<b>5</b>	<b>100</b>	



Branch 門類	The Training Expenses in 2008 as compared with those in 2007 2008年與2007年訓練支出的比較		No. of Establishments 機構數目	Percentage 百分比
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	No Change 沒有改變		417	95.9
	Increase by 增加	> 50%	1	0.2
		21% - 50%	1	0.2
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	5	1.2
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		11	2.5	
<b>Total 總計</b>		<b>435</b>	<b>100</b>	
Other Financial Companies 其他財務公司	No Change 沒有改變		1 356	91.9
	Increase by 增加	> 50%	2	0.1
		21% - 50%	4	0.3
		11% - 20%	26	1.7
		5% - 10%	7	0.5
		< 5%	5	0.3
	Decrease by 減少	> 50%	28	1.9
		21% - 50%	8	0.5
		11% - 20%	1	0.1
		5% - 10%	1	0.1
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		38	2.6	
<b>Total 總計</b>		<b>1 476</b>	<b>100</b>	
All Branches 全部門類	No Change 沒有改變		3 758	93.0
	Increase by 增加	> 50%	24	0.6
		21% - 50%	16	0.4
		11% - 20%	33	0.8
		5% - 10%	24	0.6
		< 5%	13	0.3
	Decrease by 減少	> 50%	41	1.0
		21% - 50%	14	0.4
		11% - 20%	4	0.1
		5% - 10%	2	0.1
< 5%		1	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料		109	2.7	
<b>Total 總計</b>		<b>4 039</b>	<b>100</b>	

Table 13 : Comparison of the Training Budget for 2009  
with Training Expenses in 2008  
(Banking and Finance Industry)

表 13 : 2009年的訓練開支預算與2008年的訓練支出比較  
(銀行及金融業)

Branch 門類	The Training Budget for 2009 as compared with Training Expenses in 2008 2009年的訓練開支預算 與2008年的訓練支出比較	No. of Establishments 機構數目	Percentage 百分比	
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限制牌 照銀行及外國銀行本 港代表辦事處	No Change 沒有改變	166	76.9	
	Increase by 增加	> 50%	6	2.8
		21% - 50%	5	2.3
		11% - 20%	10	4.6
		5% - 10%	2	0.9
		< 5%	3	1.4
	Decrease by 減少	> 50%	2	0.9
		21% - 50%	2	0.9
		11% - 20%	-	-
		5% - 10%	1	0.5
		< 5%	3	1.4
Unspecified / Refusal Cases 未有說明 / 未有提供資料	16	7.4		
<b>Total 總計</b>	<b>216</b>	<b>100</b>		
Deposit-taking Companies 接受存款公司	No Change 沒有改變	14	58.4	
	Increase by 增加	> 50%	1	4.2
		21% - 50%	-	-
		11% - 20%	2	8.3
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	2	8.3
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
Unspecified / Refusal Cases 未有說明 / 未有提供資料	5	20.8		
<b>Total 總計</b>	<b>24</b>	<b>100</b>		
Investment and Holding Companies 投資及控股公司	No Change 沒有改變	567	99.3	
	Increase by 增加	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	1	0.2
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	1	0.2
		< 5%	-	-
Unspecified / Refusal Cases 未有說明 / 未有提供資料	2	0.3		
<b>Total 總計</b>	<b>571</b>	<b>100</b>		

Branch 門類	The Training Budget for 2009 as compared with Training Expenses in 2008 2009年的訓練開支預算 與2008年的訓練支出比較	No. of Establishments 機構數目	Percentage 百分比	
Personal Loans and Related Companies 私人貸款及有關公司	No Change 沒有改變	385	90.8	
	Increase by 增加	> 50%	1	0.2
		21% - 50%	-	-
		11% - 20%	2	0.5
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	1	0.2
		21% - 50%	-	-
		11% - 20%	13	3.1
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	22	5.2		
<b>Total 總計</b>	<b>424</b>	<b>100</b>		
Stock and Share Companies 股票公司	No Change 沒有改變	753	94.8	
	Increase by 增加	> 50%	3	0.4
		21% - 50%	2	0.2
		11% - 20%	-	-
		5% - 10%	17	2.1
		< 5%	2	0.3
	Decrease by 減少	> 50%	10	1.3
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	7	0.9		
<b>Total 總計</b>	<b>794</b>	<b>100</b>		
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	No Change 沒有改變	82	87.3	
	Increase by 增加	> 50%	2	2.1
		21% - 50%	3	3.2
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	2	2.1
	Decrease by 減少	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	5	5.3		
<b>Total 總計</b>	<b>94</b>	<b>100</b>		
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交 易公司及銀行及金融 業內的法定機構	No Change 沒有改變	1	20.0	
	Increase by 增加	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	1	20.0
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	3	60.0		
<b>Total 總計</b>	<b>5</b>	<b>100</b>		

Branch 門類	The Training Budget for 2009 as compared with Training Expenses in 2008 2009年的訓練開支預算 與2008年的訓練支出比較	No. of Establishments 機構數目	Percentage 百分比	
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	No Change 沒有改變	418	96.1	
	Increase by 增加	> 50%	-	-
		21% - 50%	5	1.2
		11% - 20%	-	-
		5% - 10%	1	0.2
		< 5%	-	-
	Decrease by 減少	> 50%	-	-
		21% - 50%	-	-
		11% - 20%	-	-
		5% - 10%	-	-
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	11	2.5		
<b>Total 總計</b>	<b>435</b>	<b>100</b>		
Other Financial Companies 其他財務公司	No Change 沒有改變	1 278	86.6	
	Increase by 增加	> 50%	40	2.7
		21% - 50%	1	0.1
		11% - 20%	40	2.7
		5% - 10%	3	0.2
		< 5%	23	1.6
	Decrease by 減少	> 50%	3	0.2
		21% - 50%	27	1.8
		11% - 20%	17	1.1
		5% - 10%	6	0.4
< 5%		-	-	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	38	2.6		
<b>Total 總計</b>	<b>1 476</b>	<b>100</b>		
All Branches 全部門類	No Change 沒有改變	3 664	90.7	
	Increase by 增加	> 50%	53	1.3
		21% - 50%	16	0.4
		11% - 20%	54	1.4
		5% - 10%	23	0.6
		< 5%	30	0.7
	Decrease by 減少	> 50%	19	0.5
		21% - 50%	30	0.7
		11% - 20%	30	0.7
		5% - 10%	8	0.2
< 5%		3	0.1	
Unspecified / Refusal Cases 未有說明 / 未有提供資料	109	2.7		
<b>Total 總計</b>	<b>4 039</b>	<b>100</b>		

Table 14 : The 5 Most Important Types/Topics of Training for Manpower Development (Banking and Finance Industry)

表 14 : 對人力培訓最重要的五項訓練類別/課題 (銀行及金融業)

Branch 門類	Job Level 職級	Order of Importance (1 to 5, 1 is the most important) 重要性 1 至 5, 1 為最重要	Topics of Training 訓練課題
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限制牌照銀 行及外國銀行本港代表 辦事處	Managerial 經理級	1	Risk Management 風險管理
		2	Problem Solving and Decision Making 解決問題及決策
		3	Strategic Management 策略管理
		4	Crisis Management 危機處理
		5	Principles and Practices of Management 管理理論與實務
	Supervisory 主管級	1	Enhancing Quality Customer Services 提升顧客服務的質素
		2	Trade Finance 貿易融資
		3	Financial Statement Analysis 財務報表分析
		4	Coaching and Counseling 訓練及輔導下屬
		5	Compliance of Various Ordinances 不同法規的監管
		5	Financial Markets Operations 財務市場運作
	Clerical 文員級	1	Spoken English 英語會話
		2	Putonghua 普通話
		3	English Writing 英文書寫
		4	Interpersonal Skills 人際關係技巧
5		Communication Skills 溝通技巧	

Branch 門類	Job Level 職級	Order of Importance (1 to 5, 1 is the most important) 重要性 1 至 5, 1 為最重要	Topics of Training 訓練課題
Deposit-taking Companies 接受存款公司	Managerial 經理級	1	Strategic Management 策略管理
		2	Risk Management 風險管理
		3	Marketing Management 市場管理
		4	Problem Solving and Decision Making 解決問題及決策
		5	Compliance of Various Ordinances 不同法規的監管
		5	Crisis Management 危機處理
	Supervisory 主管級	1	Financial Statement Analysis 財務報表分析
		2	Financial Markets Operations 財務市場運作
		3	Credit Analysis – Spreading and Ratio Analysis 信用分析 – 報表展釋及比率分析
		4	Enhancing Quality Customer Services 提升顧客服務的質素
		5	Financial Risk Management 財務風險管理
	Clerical 文員級	1	English Writing 英文書寫
		2	Communication Skills 溝通技巧
		3	Presentation Skills 演說技巧
		4	Interpersonal Skills 人際關係技巧
5		Spoken English 英語會話	
Investment and Holding Companies 投資及控股公司	Managerial 經理級	1	Problem Solving and Decision Making 解決問題及決策
		2	Risk Management 風險管理
		3	Principles and Practices of Management 管理理論與實務
		4	Strategic Management 策略管理
		5	Marketing Management 市場管理
	Supervisory 主管級	1	Risk Management 風險管理
		2	Principles and Practices of Management 管理理論與實務
		3	Marketing Management 市場管理
		4	Problem Solving and Decision Making 解決問題及決策
		5	Security Analysis 股票分析
	Clerical 文員級	1	Spoken English 英語會話
		2	Putonghua 普通話
		3	English Writing 英文書寫
		4	Interpersonal Skills 人際關係技巧
		5	Financial Statement Analysis 財務報表分析

Branch 門類	Job Level 職級	Order of Importance (1 to 5, 1 is the most important) 重要性 1 至 5, 1 為最重要	Topics of Training 訓練課題
Personal Loans and Related Companies 私人貸款及有關 公司	Managerial 經理級	1	Marketing Management 市場管理
		2	Strategic Management 策略管理
		3	Risk Management 風險管理
		4	Problem Solving and Decision Making 解決問題及決策
		5	Crisis Management 危機處理
	Supervisory 主管級	1	Credit Analysis – Spreading and Ratio Analysis 信用分析 – 報表展釋及比率分析
		2	Financial Statement Analysis 財務報表分析
		3	Financial Risk Management 財務風險管理
		4	Enhancing Quality Customer Services 提升顧客服務的質素
		5	Asset Valuation and Portfolio Management 資產估值及組合管理
	Clerical 文員級	1	Communication Skills 溝通技巧
		2	Interpersonal Skills 人際關係技巧
		3	Marketing / Selling Skills 市場推廣 / 銷售技巧
		4	Presentation Skills 演說技巧
		5	Spoken English 英語會話
Stock and Share Companies 股票公司	Managerial 經理級	1	Risk Management 風險管理
		2	Problem Solving and Decision Making 解決問題及決策
		3	Marketing Management 市場管理
		4	Strategic Management 策略管理
		5	Principles and Practices of Management 管理理論與實務
	Supervisory 主管級	1	Securities and Futures Regulations 證券及期貨條例
		2	Security Analysis 股票分析
		3	Risk Management 風險管理
		4	Enhancing Quality Customer Services 提升顧客服務的質素
		5	Financial Markets Operations 財務市場運作
	Clerical 文員級	1	Securities and Futures Regulations 證券及期貨條例
		2	Security Analysis 股票分析
		3	Communication Skills 溝通技巧
		4	Interpersonal Skills 人際關係技巧
		5	Putonghua 普通話

Branch 門類	Job Level 職級	Order of Importance (1 to 5, 1 is the most important) 重要性 1 至 5, 1 為最重要	Topics of Training 訓練課題
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀／交易商	Managerial 經理級	1	Risk Management 風險管理
		2	Compliance of Various Ordinances 不同法規的監管
		3	Crisis Management 危機處理
		4	Marketing Management 市場管理
		5	Problem Solving and Decision Making 解決問題及決策
	Supervisory 主管級	1	Securities and Futures Regulations 證券及期貨條例
		2	Security Analysis 股票分析
		3	Enhancing Quality Customer Services 提升顧客服務的質素
		4	Financial Statement Analysis 財務報表分析
		5	Financial Risk Management 財務風險管理
	Clerical 文員級	1	Securities and Futures Regulations 證券及期貨條例
		2	Putonghua 普通話
		3	Communication Skills 溝通技巧
		4	Enhancing Quality Customer Services 提升顧客服務的質素
		4	Marketing / Selling Skills 市場推廣 / 銷售技巧
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公司及銀行及金融業內的法定機構	Managerial 經理級	1	Leadership 領導才能
		1	Principles and Practices of Management 管理理論與實務
		1	Risk Management 風險管理
		4	Implementing Change 推行變革
		4	Quality Management 優質服務管理
	Supervisory 主管級	1	Securities and Futures Regulations 證券及期貨條例
		1	Team Building 建立團隊
		3	Principles and Practices of Management 管理理論與實務
		3	Time Management 時間管理
		5	Problem Solving and Decision Making 解決問題及決策
		5	Quality Management 優質服務管理
	Clerical 文員級	1	Communication Skills 溝通技巧
		2	English Writing 英文書寫
		3	Interpersonal Skills 人際關係技巧
		3	Other Generic Skills 其他通用技能
3		Putonghua 普通話	



Branch 門類	Job Level 職級	Order of Importance (1 to 5, 1 is the most important) 重要性 1 至 5, 1 為最重要	Topics of Training 訓練課題
Money Changers and Foreign Exchange Brokers/Dealers) 兌換商及外匯經紀/交易商	Managerial 經理級	1	Crisis Management 危機處理
		2	Human Resources Management 人力資源管理
		3	Stress Management 壓力處理
		4	Risk Management 風險管理
		5	Coaching and Counseling 訓練及輔導下屬
	Supervisory 主管級	1	Skills in Differentiating Bank Notes 鑑別鈔票技巧
		2	Foreign Exchange 外匯
		3	Anti-Money Laundering Compliance 反洗黑錢法規
		4	Enhancing Quality Customer Services 提升顧客服務的質素
		5	Financial Risk Management 財務風險管理
	Clerical 文員級	1	Skills in Differentiating Bank Notes 鑑別鈔票技巧
		2	Foreign Exchange 外匯
		3	Marketing / Selling Skills 市場推廣 / 銷售技巧
		4	Communication Skills 溝通技巧
		5	Putonghua 普通話
Other Financial Companies 其他財務公司	Managerial 經理級	1	Strategic Management 策略管理
		2	Risk Management 風險管理
		3	Problem Solving and Decision Making 解決問題及決策
		4	Marketing Management 市場管理
		5	Crisis Management 危機處理
	Supervisory 主管級	1	Financial Markets Operations 財務市場運作
		2	Financial Statement Analysis 財務報表分析
		3	Risk Management 風險管理
		4	Financial Risk Management 財務風險管理
		5	Enhancing Quality Customer Services 提升顧客服務的質素
	Clerical 文員級	1	Spoken English 英語會話
		2	Interpersonal Skills 人際關係技巧
		3	Putonghua 普通話
		4	Communication Skills 溝通技巧
		5	English Writing 英文書寫

Branch 門類	Job Level 職級	Order of Importance (1 to 5, 1 is the most important) 重要性 1 至 5, 1 為最重要	Topics of Training 訓練課題
All Branches 全部門類	Managerial 經理級	1	Risk Management 風險管理
		2	Problem Solving and Decision Making 解決問題及決策
		3	Strategic Management 策略管理
		4	Marketing Management 市場管理
		5	Principles and Practices of Management 管理理論與實務
	Supervisory 主管級	1	Financial Markets Operations 財務市場運作
		2	Risk Management 風險管理
		3	Financial Statement Analysis 財務報表分析
		4	Enhancing Quality Customer Services 提升顧客服務的質素
		5	Financial Risk Management 財務風險管理
	Clerical 文員級	1	Spoken English 英語會話
		2	Communication Skills 溝通技巧
		3	Interpersonal Skills 人際關係技巧
		4	Putonghua 普通話
		5	Marketing / Selling Skills 市場推廣 / 銷售技巧

Table 15 : The Incentives to Encourage Employers to Provide Training to Their Employees (Banking and Finance Industry)

表 15 : 有效鼓勵僱主提供訓練予僱員的方法 (銀行及金融業)

Branch 門類	Incentives to Encourage Employers to Provide Training to Their Employees 有效鼓勵僱主提供訓練予僱員的方法	Number of Establishments 機構數目	Percentage 百分比
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處	Reimbursement of course fees to employers 向僱主退還僱員學費	136	38.9
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	130	37.2
	Government loan/grant to employers 政府給予僱主貸款/補助金	62	17.7
	Others 其他	4	1.1
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	18	5.1
	<b>Total 總計</b>	<b>350</b>	<b>100</b>
Deposit-taking Companies 接受存款公司	Reimbursement of course fees to employers 向僱主退還僱員學費	11	31.4
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	13	37.1
	Government loan/grant to employers 政府給予僱主貸款/補助金	5	14.3
	Others 其他	1	2.9
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	5	14.3
	<b>Total 總計</b>	<b>35</b>	<b>100</b>
Investment and Holding Companies 投資及控股公司	Reimbursement of course fees to employers 向僱主退還僱員學費	392	45.9
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	319	37.3
	Government loan/grant to employers 政府給予僱主貸款/補助金	142	16.6
	Others 其他	-	-
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	2	0.2
	<b>Total 總計</b>	<b>855</b>	<b>100</b>
Personal Loans and Related Companies 私人貸款及有關公司	Reimbursement of course fees to employers 向僱主退還僱員學費	252	33.7
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	248	33.1
	Government loan/grant to employers 政府給予僱主貸款/補助金	207	27.6
	Others 其他	-	-
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	42	5.6
	<b>Total 總計</b>	<b>749</b>	<b>100</b>

Branch 門類	Incentives to Encourage Employers to Provide Training to Their Employees 有效鼓勵僱主提供訓練予僱員的方法	Number of Establishments 機構數目	Percentage 百分比
Stock and Share Companies 股票公司	Reimbursement of course fees to employers 向僱主退還僱員學費	499	36.9
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	465	34.3
	Government loan/grant to employers 政府給予僱主貸款/補助金	356	26.3
	Others 其他	20	1.5
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	14	1.0
	<b>Total 總計</b>	<b>1 354</b>	<b>100</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	Reimbursement of course fees to employers 向僱主退還僱員學費	86	46.5
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	46	24.9
	Government loan/grant to employers 政府給予僱主貸款/補助金	42	22.7
	Others 其他	-	-
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	11	5.9
	<b>Total 總計</b>	<b>185</b>	<b>100</b>
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易 公司及銀行及金融業內 的法定機構	Reimbursement of course fees to employers 向僱主退還僱員學費	2	25.0
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	1	12.5
	Government loan/grant to employers 政府給予僱主貸款/補助金	1	12.5
	Others 其他	1	12.5
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	3	37.5
	<b>Total 總計</b>	<b>8</b>	<b>100</b>
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	Reimbursement of course fees to employers 向僱主退還僱員學費	243	33.7
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	219	30.3
	Government loan/grant to employers 政府給予僱主貸款/補助金	199	27.6
	Others 其他	-	-
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	61	8.4
	<b>Total 總計</b>	<b>722</b>	<b>100</b>
Other Financial Companies 其他財務公司	Reimbursement of course fees to employers 向僱主退還僱員學費	920	38.8
	Provision of subsidy to employers 提供僱員訓練津貼予僱主	967	40.8
	Government loan/grant to employers 政府給予僱主貸款/補助金	372	15.7
	Others 其他	34	1.4
	Not Applicable / Unspecified / Refusal Cases 不適用 / 未有說明 / 未有提供資料	79	3.3
	<b>Total 總計</b>	<b>2 372</b>	<b>100</b>

Branch 門類	Incentives to Encourage Employers to Provide Training to Their Employees 有效鼓勵僱主提供訓練予僱員的方法	Number of Establishments 機構數目	Percentage 百分比
<b>All Branches</b> <b>全部門類</b>	<b>Reimbursement of course fees to employers</b> <b>向僱主退還僱員學費</b>	<b>2 523</b>	<b>38.2</b>
	<b>Provision of subsidy to employers</b> <b>提供僱員訓練津貼予僱主</b>	<b>2 408</b>	<b>36.4</b>
	<b>Government loan/grant to employers</b> <b>政府給予僱主貸款/補助金</b>	<b>1 386</b>	<b>21.0</b>
	<b>Others</b> <b>其他</b>	<b>60</b>	<b>0.9</b>
	<b>Not Applicable / Unspecified / Refusal Cases</b> <b>不適用 / 未有說明 / 未有提供資料</b>	<b>235</b>	<b>3.5</b>
	<b>Total</b> <b>總計</b>	<b>6 612</b>	<b>100</b>

Table 16 : Estimated Percentage of Training Provided by  
External Course Providers in the Next 12 Months  
 (Banking and Finance Industry)

表 16 : 估計未來十二個月訓練由外間培訓機構提供的百分比  
 (銀行及金融業)

Branch 門類	Job Level 職級	No. of Establishments 機構數目					
		0%	1% - 24%	25% - 49%	50% - 74%	75% - 99%	100%
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限制牌照銀行 及外國銀行本港代表辦事處	Managerial 經理級	63	45	27	13	23	28
	Supervisory 主管級	57	54	21	24	10	27
	Clerical 文員級	44	54	24	12	7	22
	<b>Total 總計</b>	<b>164</b>	<b>153</b>	<b>72</b>	<b>49</b>	<b>40</b>	<b>77</b>
Deposit-taking Companies 接受存款公司	Managerial 經理級	4	3	2	-	4	7
	Supervisory 主管級	5	3	2	1	3	7
	Clerical 文員級	5	3	3	-	3	6
	<b>Total 總計</b>	<b>14</b>	<b>9</b>	<b>7</b>	<b>1</b>	<b>10</b>	<b>20</b>
Investment and Holding Companies 投資及控股公司	Managerial 經理級	173	81	-	-	5	37
	Supervisory 主管級	312	81	-	-	5	70
	Clerical 文員級	172	13	-	-	5	36
	<b>Total 總計</b>	<b>657</b>	<b>175</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>143</b>
Personal Loans and Related Companies 私人貸款及有關公司	Managerial 經理級	188	18	-	13	7	21
	Supervisory 主管級	310	18	-	13	7	21
	Clerical 文員級	250	18	-	13	7	27
	<b>Total 總計</b>	<b>748</b>	<b>54</b>	<b>0</b>	<b>39</b>	<b>21</b>	<b>69</b>
Stock and Share Companies 股票公司	Managerial 經理級	292	20	6	20	29	74
	Supervisory 主管級	377	47	3	27	51	72
	Clerical 文員級	533	42	14	29	63	96
	<b>Total 總計</b>	<b>1 202</b>	<b>109</b>	<b>23</b>	<b>76</b>	<b>143</b>	<b>242</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/交易商	Managerial 經理級	24	1	3	6	2	12
	Supervisory 主管級	39	3	3	7	5	14
	Clerical 文員級	52	5	4	7	3	12
	<b>Total 總計</b>	<b>115</b>	<b>9</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>38</b>

Branch 門類	Job Level 職級	No. of Establishments 機構數目					
		0%	1% - 24%	25% - 49%	50%- 74%	75% - 99%	100%
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公司 及銀行及金融業內的法定機構	Managerial 經理級	-	-	-	1	1	-
	Supervisory 主管級	-	-	-	1	1	-
	Clerical 文員級	-	-	-	1	1	-
	<b>Total 總計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/交易商	Managerial 經理級	69	2	1	-	-	1
	Supervisory 主管級	135	2	1	-	-	-
	Clerical 文員級	382	27	6	5	-	1
	<b>Total 總計</b>	<b>586</b>	<b>31</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>2</b>
Other Financial Companies 其他財務公司	Managerial 經理級	201	85	3	6	136	88
	Supervisory 主管級	770	128	29	105	176	233
	Clerical 文員級	219	89	20	44	74	85
	<b>Total 總計</b>	<b>1 190</b>	<b>302</b>	<b>52</b>	<b>155</b>	<b>386</b>	<b>406</b>
<b>All Branches 全部門類</b>	<b>Managerial 經理級</b>	<b>1 014</b>	<b>255</b>	<b>42</b>	<b>59</b>	<b>207</b>	<b>268</b>
	<b>Supervisory 主管級</b>	<b>2 005</b>	<b>336</b>	<b>59</b>	<b>178</b>	<b>258</b>	<b>444</b>
	<b>Clerical 文員級</b>	<b>1 657</b>	<b>251</b>	<b>71</b>	<b>111</b>	<b>163</b>	<b>285</b>
	<b>Total 總計</b>	<b>4 676</b>	<b>842</b>	<b>172</b>	<b>348</b>	<b>628</b>	<b>997</b>

Table 17 : Number of Part-time Employees Employed  
(Banking and Finance Industry)

表 17 : 兼職僱員人數  
(銀行及金融業)

Branch 門類	Job Level 職級	Number of Employees 僱員人數	
		Present No. of Full-time Employees 現有全職的僱員人數	No. of Part-time Employees 兼職僱員人數
Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks 持牌銀行、有限制牌照銀行 及外國銀行本港代表辦事處	Managerial 經理級	18 262	-
	Supervisory 主管級	34 261	35
	Clerical 文員級	25 653	1 002
	<b>Total 總計</b>	<b>78 176</b>	<b>1 037</b>
Deposit-taking Companies 接受存款公司	Managerial 經理級	299	-
	Supervisory 主管級	368	5
	Clerical 文員級	410	4
	<b>Total 總計</b>	<b>1 077</b>	<b>9</b>
Investment and Holding Companies 投資及控股公司	Managerial 經理級	727	-
	Supervisory 主管級	1 431	-
	Clerical 文員級	800	34
	<b>Total 總計</b>	<b>2 958</b>	<b>34</b>
Personal Loans and Related Companies 私人貸款及有關公司	Managerial 經理級	627	-
	Supervisory 主管級	1 114	-
	Clerical 文員級	1 252	39
	<b>Total 總計</b>	<b>2 993</b>	<b>39</b>
Stock and Share Companies 股票公司	Managerial 經理級	1 453	-
	Supervisory 主管級	2 204	2
	Clerical 文員級	6 318	18
	<b>Total 總計</b>	<b>9 975</b>	<b>20</b>



Branch 門類	Job Level 職級	Number of Employees 僱員人數	
		Present No. of Full-time Employees 現有全職的僱員人數	No. of Part-time Employees 兼職僱員人數
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	Managerial 經理級	124	-
	Supervisory 主管級	196	-
	Clerical 文員級	440	1
	<b>Total 總計</b>	<b>760</b>	<b>1</b>
Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry 股票、黃金及期貨交易公司 及銀行及金融業內的法定機構	Managerial 經理級	916	-
	Supervisory 主管級	796	-
	Clerical 文員級	372	-
	<b>Total 總計</b>	<b>2 084</b>	<b>0</b>
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	Managerial 經理級	158	-
	Supervisory 主管級	411	-
	Clerical 文員級	1 228	12
	<b>Total 總計</b>	<b>1 797</b>	<b>12</b>
Other Financial Companies 其他財務公司	Managerial 經理級	3 173	-
	Supervisory 主管級	9 962	-
	Clerical 文員級	4 478	136
	<b>Total 總計</b>	<b>17 613</b>	<b>136</b>
<b>All Branches 全部門類</b>	Managerial 經理級	<b>25 739</b>	-
	Supervisory 主管級	<b>50 743</b>	<b>42</b>
	Clerical 文員級	<b>40 951</b>	<b>1 246</b>
	<b>Total 總計</b>	<b>117 433</b>	<b>1 288</b>

Manpower Changes of the Banking and Finance Industry  
from January 2007 to January 2009

銀行及金融業於二〇〇七年一月至二〇〇九年一月之人力轉變

Job Title 職稱	No. of Employees in January 2009 二〇〇九年 一月之 僱員人數	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>MANAGERIAL LEVEL 經理級</b>			
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	246	317	-71 (-22.4%)
Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager 行政總裁／總運作主任／常務董事／ 總經理	823	1 317	-494 (-37.5%)
Chief Representative 首席代表	61	110	-49 (-44.5%)
Manager - Administration 經理－行政	370	425	-55 (-12.9%)
Manager - Branch Operations 經理－分行運作	256	255	1 (0.4%)
Zone/District Manager 區域經理	181	136	45 (33.1%)
Head of Treasury and Capital Markets 庫務及資本市場主管	188	174	14 (8.0%)
Manager - Foreign Exchange/Money Market/Interest Rate Products/Debt Market 經理－外匯／拆放市場／利率產品／ 債務市場	683	478	205 (42.9%)
Manager - Settlement 經理－結算	282	225	57 (25.3%)
Risk Manager 風險經理	565	219	346 (158.0%)
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	497	520	-23 (-4.4%)
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	1 538	1 140	398 (34.9%)
Manager - Investment Services 經理－投資服務	1 240	999	241 (24.1%)
Manager - Private Banking 經理－私人銀行	1 224	681	543 (79.7%)
Manager - Securities/Custodian Services 經理－證券／代管人服務	172	210	-38 (-18.1%)
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	1 064	1 441	-377 (-26.2%)

Job Title 職稱	No. of Employees in January 2009 二〇〇九年 一月之 僱員人數	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>			
Manager – Branch 經理 – 分行	2 078	2 233	-155 (-6.9%)
Manager – Insurance Products 經理 – 保險產品	104	343	-239 (-69.7%)
Manager-Mandatory Provident Fund 經理 – 強制性公積金	99	51	48 (94.1%)
Manager - Trade Finance Operations 經理 – 貿易融資運作	473	408	65 (15.9%)
Manager - Trust 經理 – 信託	199	178	21 (11.8%)
Manager - Credit 經理 – 授信	1 248	1 127	121 (10.7%)
Manager - Credit Card 經理 – 信用卡	259	246	13 (5.3%)
Manager - Financial Institutions/ Correspondent Banking 經理 – 財務機構／國外同業部	233	144	89 (61.8%)
Manager - Business Development 經理 – 業務發展	694	764	-70 (-9.2%)
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行／商業銀行／ 關係推廣	1 587	1 010	577 (57.1%)
Manager - Liaison 經理 – 聯絡	65	104	-39 (-37.5%)
Manager - Marketing/Product Development 經理 – 市場推廣／產品開發	589	641	-52 (-8.1%)
Chief Financial Officer/Financial Controller 總財務主任／財務監督	230	248	-18 (-7.3%)
Manager - Accounting 經理 – 會計	725	716	9 (1.3%)
Chief Information Officer/ Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理 – 資訊科技	1 475	1 537	-62 (-4.0%)
E-Commerce Manager 電子商貿經理	322	122	200 (163.9%)
Manager - Human Resources 經理 – 人力資源	478	414	64 (15.5%)
Manager - Training/ Learning and Development 經理 – 訓練／學習及培訓	174	173	1 (0.6%)
Company Secretary 公司秘書	107	86	21 (24.4%)
Economist/Manager - Economic Research 經濟研究員／經理 – 經濟研究	191	282	-91 (-32.3%)
Legal Adviser 法律顧問	300	194	106 (54.6%)
Manager - Compliance 經理 – 條例執行	419	326	93 (28.5%)

Job Title 職稱	No. of Employees in January 2009 二〇〇九年 一月之 僱員人數	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>			
Manager - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	170	121	49 (40.5%)
Manager - Internal Audit 經理－內部稽核	328	272	56 (20.6%)
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	120	111	9 (8.1%)
Manager - Property/Real Estate 經理－產業／房地產	107	52	55 (105.8%)
Other Manager 其他經理	3 575	2 928	647 (22.1%)
<b>Sub-total 小計</b>	<b>25 739</b>	<b>23 478</b>	2 261 (9.6%)
<b>SUPERVISORY LEVEL 主管級</b>			
Administration Officer 行政主任	1 150	679	471 (69.4%)
Management Trainee 見習主任	402	318	84 (26.4%)
Representative 代表	93	139	-46 (-33.1%)
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	1 333	1 311	22 (1.7%)
Remittances Officer 匯兌主任	1 077	533	544 (102.1%)
Settlement Officer 結算主任	577	477	100 (21.0%)
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	5 025	3 341	1 684 (50.4%)
Investment Analyst 投資分析員	2 244	1 142	1 102 (96.5%)
Investment Officer 投資主任	2 762	217	2 545 (1172.8%)
Sales Officer – Investment Products 銷售主任－投資產品	2 849	502	2 347 (467.5%)
Sales Officer – Securities 銷售主任－證券	334	276	58 (21.0%)
Securities Settlement Officer 證券交收結算主任	1 949	1 755	194 (11.1%)
Insurance Products Officer 保險產品主任	184	126	58 (46.0%)
Mandatory Provident Fund Officer 強制性公積金主任	450	92	358 (389.1%)
Operations Officer 運作主任	5 982	5 486	496 (9.0%)

Job Title 職稱	No. of Employees in January 2009 二〇〇九年 一月之 僱員人數	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>			
Sales Officer – Insurance Products 銷售主任—保險產品	158	566	-408 (-72.1%)
Telecommunications Officer 電訊主任	84	100	-16 (-16.0%)
Trade Finance Operations Officer 貿易融資運作主任	1 223	863	360 (41.7%)
Trust Officer 信託主任	168	304	-136 (-44.7%)
Credit Analyst 授信分析員	885	570	315 (55.3%)
Credit Card Officer 信用卡主任	743	575	168 (29.2%)
Credit Information Officer 資信調查主任	204	199	5 (2.5%)
Credit/Loan Officer 授信／放款主任	2 843	1 748	1 095 (62.6%)
Hire Purchase/Leasing Officer 分期付款／租賃主任	213	258	-45 (-17.4%)
Business Development Officer 業務發展主任	2 562	1 771	791 (44.7%)
Liaison Officer 聯絡主任	206	184	22 (12.0%)
Marketing Officer 市場推廣主任	2 076	1 676	400 (23.9%)
Telemarketing Officer 電話市場推廣主任	401	295	106 (35.9%)
Accounting Officer 會計主任	1 893	1 643	250 (15.2%)
Computer Operations Officer 電腦運作主任	824	608	216 (35.5%)
IT Audit Officer 資訊科技稽核主任	84	81	3 (3.7%)
Programmer/Technology Officer 程式員／科技主任	2 149	2 401	-252 (-10.5%)
Systems Analyst 系統分析員	1 509	1 593	-84 (-5.3%)
Human Resources Officer 人力資源主任	909	590	319 (54.1%)
Training Officer/Instructor 訓練主任／導師	185	209	-24 (-11.5%)
Compliance Officer 條例執行主任	458	300	158 (52.7%)
Internal Audit Officer 內部稽核主任	574	416	158 (38.0%)
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／ 工序重整主任	192	197	-5 (-2.5%)

Job Title 職稱	No. of Employees in January 2009 二〇〇九年 一月之 僱員人數	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>			
Other Supervisor 其他主管	3 789	4 718	-929 (-19.7%)
<b>Sub-total 小計</b>	<b>50 743</b>	<b>38 259</b>	12 484 (32.6%)
<b>CLERICAL LEVEL 文員級</b>			
Money Changers Clerk 貨幣兌換文員	1 675	1 046	629 (60.1%)
Securities and Futures Assistant 證券及期貨助理	6 210	4 244	1 966 (46.3%)
Securities Settlement Clerk 證券交收結算文員	1 945	1 553	392 (25.2%)
Cashier 出納員	781	908	-127 (-14.0%)
General Clerk 一般文員	9 264	14 405	-5 141 (-35.7%)
Mailing Clerk 郵遞文員	255	333	-78 (-23.4%)
Receptionist/Telephone Operator 接待員／電話操作員	643	763	-120 (-15.7%)
Trade Finance Operations Checker 貿易融資運作核對員	862	1 013	-151 (-14.9%)
Trade Finance Operations Clerk 貿易融資運作文員	1 377	1 304	73 (5.6%)
Teller 櫃檯員	9 920	9 277	643 (6.9%)
Credit/Loan Clerk 授信／放款文員	3 709	2 865	844 (29.5%)
Telemarketing Representative 電話市場推廣代表	1 040	535	505 (94.4%)
Accounting Clerk 會計文員	2 017	1 617	400 (24.7%)
Computer Operator 電腦操作員	1 091	883	208 (23.6%)
Internal Audit Clerk 內部稽核文員	162	100	62 (62.0%)
<b>Sub-total 小計</b>	<b>40 951</b>	<b>40 846</b>	105 (0.3%)
<b>OTHERS 其他</b>			
Other Supporting Staff 其他輔助員工	11 655	9 039	2 616 (28.9%)
<b>Sub-total 小計</b>	<b>11 655</b>	<b>9 039</b>	2 616 (28.9%)
<b>GRAND TOTAL 總計</b>	<b>129 088</b>	<b>111 622</b>	17 466 (15.6%)

## **Labour Market Analysis Method for Manpower Projection**

### **Methodology**

The Labour Market Analysis Method (LMA) first examines a group of key statistical data collected by a reliable and independent authority that reflect important changes in the local economy, demography and labour market. It then selects some of the data as independent variables and attempts to build a statistical model that can be used to project manpower in the economic sector under study. In other words, the model makes use of some relevant and reliable leading economic indicators to project manpower.

2. The building of a statistical model comprises two main steps. The first step is called 'Diagnostic' because two sets of statistical data are tested to select independent variables as determinants. Set I comprises 9 core statistics in the National Accounts (e.g. Gross Domestic Products (GDP) and its components) of Hong Kong. These statistics provide information about our key economic activities. Set II comprises 42 economic indicators with more disaggregate information about various economic sectors. Such information includes consumption, investment, trade, tourism, property and related activities, and information about the labour market, etc. From these two sets, some determinants can be found. To minimize Types I & II and other errors, these determinants are statistically tested for correlation (mutual dependence among determinants), multi-collinearity (interdependence among many determinants), and orthogonality (independence among determinants) before they are grouped into principal components (PCs).

3. At the 'Diagnostic' step, statistical tools such as Principal Component Analysis (PCA) are used to find the PCs. Subsequent statistical tests must show that these PCs can explain most of the variability (over 90%) of the variance (total information) within a confidence level of 95% in the past years in manpower requirements. Furthermore, recursive tests must be performed using actual data collected to ensure that the model can safely be used to forecast manpower requirements in the near future.

4. The second step of statistical modeling is called 'Prognostic' because these PCs are used to build and maintain the statistical models for manpower projection.