

**2007 MANPOWER SURVEY REPORT**

**BANKING AND FINANCE INDUSTRY**

銀行及金融業

二〇〇七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 2007 Manpower Survey Report of the Banking and Finance Industry

## Executive Summary

### Objective

1. In January/March 2007, the Banking and Finance Industry Training Board conducted a survey to collect the latest manpower information of the banking and finance industry with a view to determining the current and future manpower requirements of the industry and making recommendations to meet the demands.

### 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. Using the stratified random sampling method, a sample of 1 039 establishments was subsequently selected from the central register maintained by the C&SD.

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

- (i) 128 licensed banks, restricted licence banks and local representative offices of foreign banks;
- (ii) 28 deposit-taking companies;
- (iii) 198 investment and holding companies;
- (iv) 85 personal loans, mortgages, instalment credits, finance leasing, factoring and bill discounting companies;
- (v) 194 stock and share companies;
- (vi) 80 commodity futures and gold bullion brokers/dealers;
- (vii) 5 stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry;
- (viii) 134 money changers and foreign exchange brokers/dealers; and
- (ix) 187 other financial companies.

Data collected from these 1 039 selected establishments (samples) have been processed by the C&SD and statistically projected (except for (vii) above, i.e. 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.

## Total Manpower Demand

4. The survey reveals that during the survey period, the banking and finance industry employed 111 622 persons, of which 77 890 (69.8%) were in the banking sector, 1 173 (1.1%) in the deposit-taking companies (DTC) sector, 10 532 (9.4%) in the securities sector and 22 027 (19.7%) in the other financial sectors. The industry had 1 947 vacancies (or 1.7% of the total manpower demand) at the time of the survey. Employers forecast an increase in manpower of 110 employees (or 0.1% of the total manpower demand in January 2007) by January 2008.

## Manpower Demand in the Banking Sector

5. Of the 77 890 persons in the banking sector, there were 14 454 (18.6%) managers, 27 219 (34.9%) supervisors, 29 505 (37.9%) clerks and 6 712 (8.6%) other supporting staff members. This sector had 1 373 vacancies (or 70.5% of the total number of vacancies in the industry) during the survey period. Employers forecast a decrease of 123 (or -0.2%) in manpower by January 2008.

## Manpower Demand in the DTC Sector

6. The DTC sector employed 1 173 persons, including 286 (24.4%) managers, 376 (32.1%) supervisors, 465 (39.6%) clerks and 46 (3.9%) other supporting staff members. This sector recorded 26 vacancies (or 1.3% of the total number of vacancies in the industry) and employers forecast a manpower decrease of 3 employees (or -0.3%) by January 2008.

## Manpower Demand in the Securities Sector

7. The securities sector employed 10 532 persons, of which there were 2 018 (19.1%) managers, 2 767 (26.3%) supervisors, 5 157 (49.0%) clerks, and 590 (5.6%) other supporting staff members. This sector had 102 vacancies (or 5.2% of the total number of vacancies in the industry) and employers forecast a manpower increase of 72 employees (or 0.7%) by January 2008.

## Manpower Demand in the Other Financial Sectors

8. The other financial sectors employed 22 027 persons, of which there were 6 720 (30.5%) managers, 7 897 (35.8%) supervisors, 5 719 (26.0%) clerks, and 1 691 (7.7%) other supporting staff members. This sector had 446 vacancies (or 23.0% of the total number of vacancies in the industry) at the time of the survey and employers forecast an increase of 164 employees (or 0.7%) by January 2008.

9. 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: 111 622

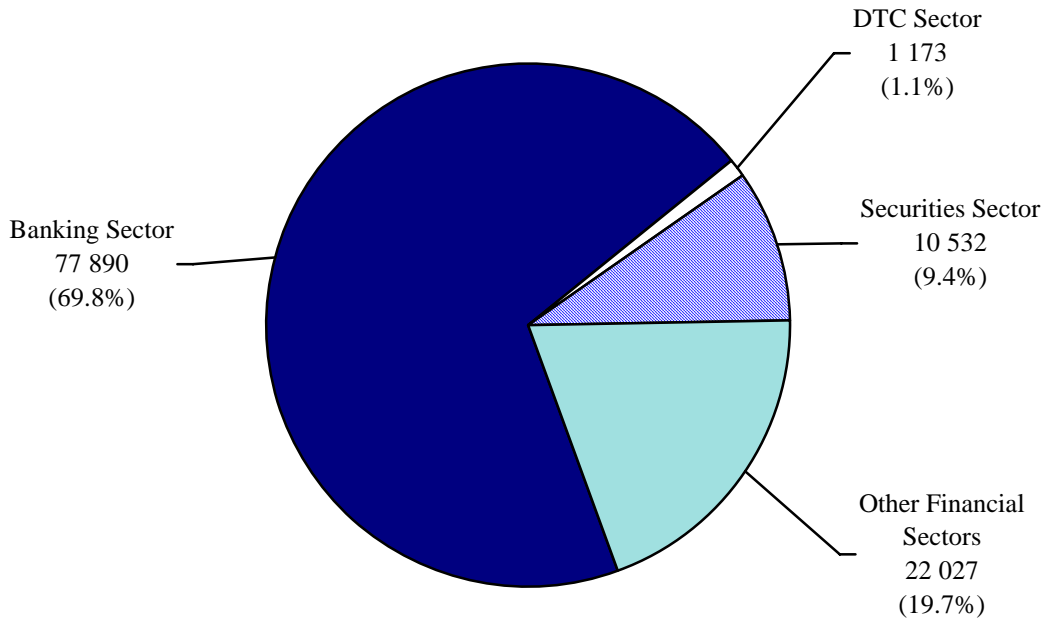


Figure 2: Distribution of Employees by Job Level

Total Employees: 111 622

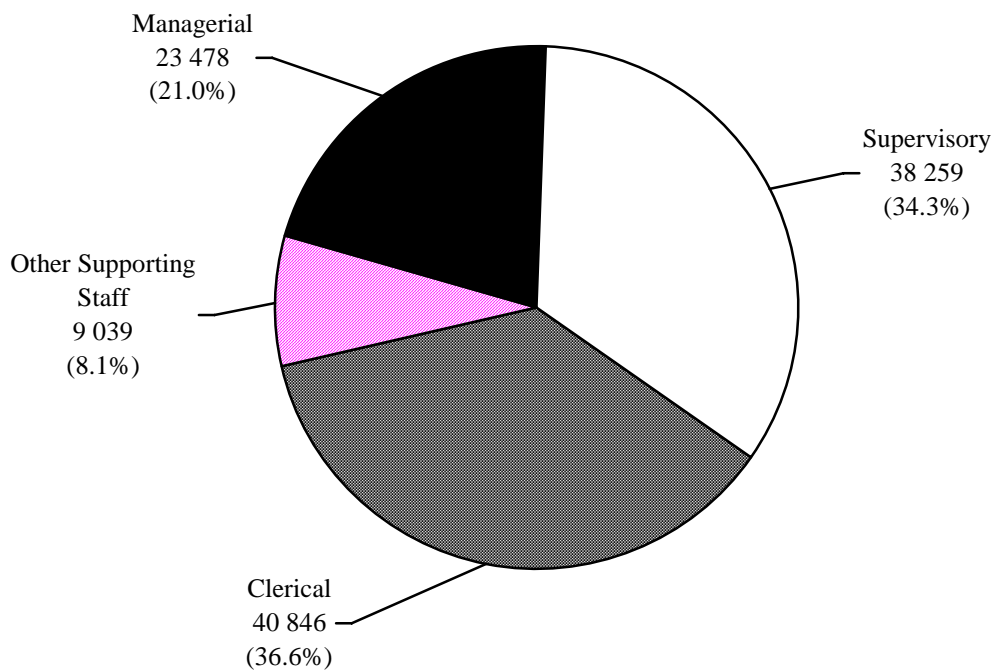
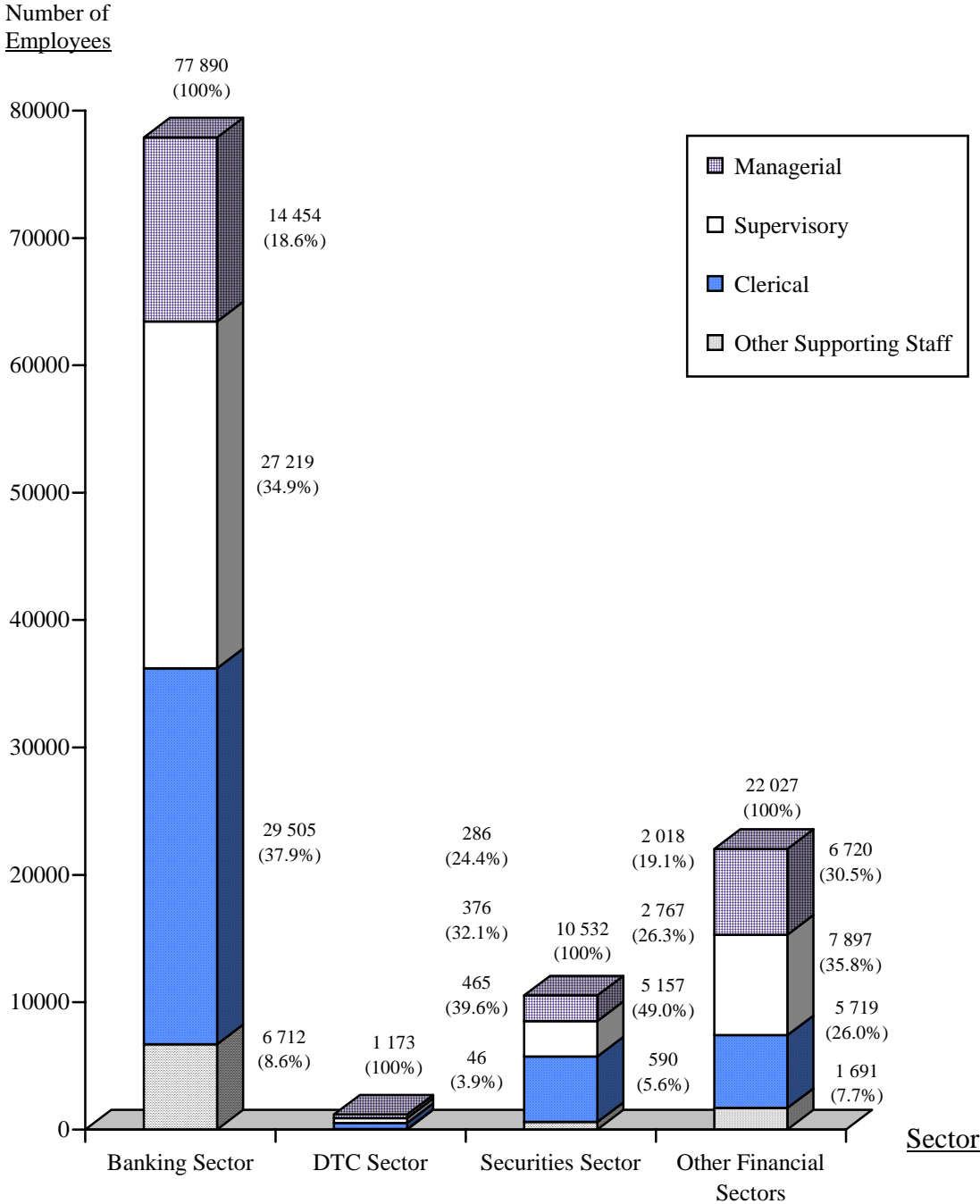


Figure 3: Distribution of Employees by Sector and by Job Level



### Minimum Education/Qualification Requirement of Employees

10. Generally speaking, the majority of employers preferred their employees at the supervisory and managerial levels to possess at least 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.

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

11. 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 also acceptable.

### Distribution of Employees by Average Monthly Income Range

12. 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 from \$10,001 to \$40,000 and from \$6,001 to \$30,000 respectively.

### Staff Turnover

13. Employers reported that 12 640 employees left the banking and financial institutions in the past 12 months. During the same period, 14 850 employees were recruited to fill the vacancies. The staff turnover rate for the banking and finance industry was 12.3%.

### Internal Promotion

14. The survey findings showed that job levels of clerical and supervisory had better opportunities to get promotion. Among the 2 274 internal promotions, 61.5% were promoted from clerks to supervisors and 36.9% were promoted from supervisors to managers.

### 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 51.0% and 33.7% respectively.

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

16. Employers reported that 1 036 employees had to work in Mainland during the survey period. Of these, 266 (25.7%) were on Stationed Basis and 770 (74.3%) were on Travelling Basis.

### Effects of Mainland Operations on Hong Kong Employees

17. Employers reported that 115 additional employees need to be recruited to handle the Mainland operations. In addition, 173 employees had to be trained for the purpose of handling operations in Mainland.

### Estimated Training Plans for Employees in the Next 12 Months

18. The survey findings showed that the estimated total trainee hours for banking and finance personnel in the next 12 months were 901 907. In view of the fact that some employers did not estimate the trainee hours for their employees, in fact, these employees need training programmes to help them cope with the changing business environment in the financial services sector, the Training Board re-calculated the estimated total trainee hours. A total of 1 703 143 estimated trainee hours were then derived.

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

19. In addition to 111 622 full-time employees working in the banking and finance industry, 560 part-time employees were employed in the industry to help carry out business activities in banking and financial institutions.

### Recommendations

20. The Training Board's major recommendations are:

- (i) Manpower surveys should continue to be conducted once every 2 years to assess the manpower requirements and training needs of the banking and finance industry;

- (ii) After taking into consideration the business prospect of the industry, the manpower projected by the Labour Market Analysis Approach and the wastage rate for various job levels in each sector, the total training requirements for 2008 are recommended as follows:

<u>Job Level</u>	<u>Recommended Total Training Requirements for 2008</u>
Managerial	24 935
Supervisory	40 588
Clerical	43 749
<b>Total</b>	<b>109 272</b>
	=====

- (iii) As evidenced by the employers' estimated training plans in the next 12 months, employees need training programmes among the 3 areas of 'General Management Knowledge', "Basic Banking and Finance-related Knowledge" and "Generic Skills". With regard to the mode of training, the Training Board suggests that apart from the systematic in-house training programmes provided to their employees, employers should make good use of services provided by external course providers. Furthermore, subsidies would be granted by the Government via the Continuing Education Fund to support the lifelong learning process for employees' self-development;
- (iv) Banking and financial institutions should help employees fulfill various licensing requirements in order to carry out the institutions' daily operations. On the other hand, banking and financial institutions are advised to encourage their employees to take part in some continuing professional development training programmes with a view to providing quality services to their customers in the long run.
- (v) To catch up with the changing business environment of the banking and finance industry, manpower training programmes for banking and finance personnel should be emphasized on professional training on asset management, investment consultancy and capital financing, etc; and
- (vi) Employers should consider to review the existing remuneration package, convey clear messages on training and development plans and promotion routes to their employees for the purpose of attracting and retaining talents in the banking and finance industry.

# 銀行及金融業 2007 年人力調查報告書

## 報告書摘要

### 目的

1. 銀行及金融業訓練委員會於 2007 年 1 至 3 月間進行人力調查，蒐集業內最新的人力資料，以確定目前及未來的人力需求，並就此等需求提供建議。

### 調查範圍

2. 本會按照政府統計處的建議，將調查範圍定為包括所有銀行及金融業機構，並採用分層隨機抽樣法，從政府統計處的中央紀錄內，選出 1 039 間機構為調查對象。

3. 調查包括以下九個門類：

- (i) 128 間持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處；
- (ii) 28 間接受存款公司；
- (iii) 198 間投資及控股公司；
- (iv) 85 間私人貸款、按揭、分期信貸、財務租購、收債及貼現票據公司；
- (v) 194 間股票公司；
- (vi) 80 間期貨及黃金經紀／交易商；
- (vii) 5 間股票、黃金及期貨交易公司及銀行及金融業內的法定機構；
- (viii) 134 間兌換商及外匯經紀／交易商；及
- (ix) 187 間其他財務公司。

政府統計處將 1 039 間機構調查數據用統計方法倍大（5 間股票、黃金及期貨交易公司及銀行及金融業內的法定機構除外，其數據為實際人力統計數字），以反映業內的整體人力情況。

## 總人力需求

4. 調查顯示，銀行及金融業共有 111 622 名從業員，其中 77 890 名（69.8%）受僱於銀行類別；1 173 名（1.1%）受僱於接受存款公司（DTC）類別；10 532 名（9.4%）受僱於證券業類別；22 027 名（19.7%）受僱於其他財務機構類別。調查期間，業內共有空缺 1 947 個，佔總人力需求的 1.7%。僱主預測 2008 年 1 月時，僱員會增加 110 人，較 2007 年 1 月時的總人力需求增長 0.1%。

## 銀行類別人力需求

5. 銀行類別共有 77 890 名僱員，其中經理有 14 454 名（18.6%）；主管有 27 219 名（34.9%）；文員有 29 505 名（37.9%）；其他輔助員工有 6 712 名（8.6%）。調查期間，銀行類別有空缺 1 373 個，佔業內空缺總數的 70.5%。僱主預測 2008 年 1 月時，僱員會減少 123 人（-0.2%）。

## 接受存款公司類別人力需求

6. 接受存款公司（DTC）類別共有 1 173 名僱員，其中經理有 286 名（24.4%）；主管有 376 名（32.1%）；文員有 465 名（39.6%）；其他輔助員工有 46 名（3.9%）。調查期間，接受存款公司類別有空缺 26 個，佔業內空缺總數的 1.3%。僱主預測 2008 年 1 月時，僱員會減少 3 人（-0.3%）。

## 證券業類別人力需求

7. 證券業類別共有 10 532 名僱員，其中經理有 2 018 名（19.1%）；主管有 2 767 名（26.3%）；文員有 5 157 名（49.0%）；其他輔助員工有 590 名（5.6%）。此類別空缺有 102 個，佔業內空缺總數的 5.2%。僱主預測 2008 年 1 月時，僱員增加 72 人（0.7%）。

## 其他財務機構類別人力需求

8. 其他財務機構類別共有 22 027 名僱員，其中經理有 6 720 名（30.5%）；主管有 7 897 名（35.8%）；文員有 5 719 名（26.0%）；其他輔助員工有 1 691 名（7.7%）。調查期間，其他財務機構類別有空缺 446 個，佔業內空缺總數的 23.0%。僱主預測 2008 年 1 月時，僱員會增加 164 人（0.7%）。

9. 圖 1 至 3 列出各類別及各技能等級的人力結構及僱員分布情況。

圖 1：各類別僱員的分布情況

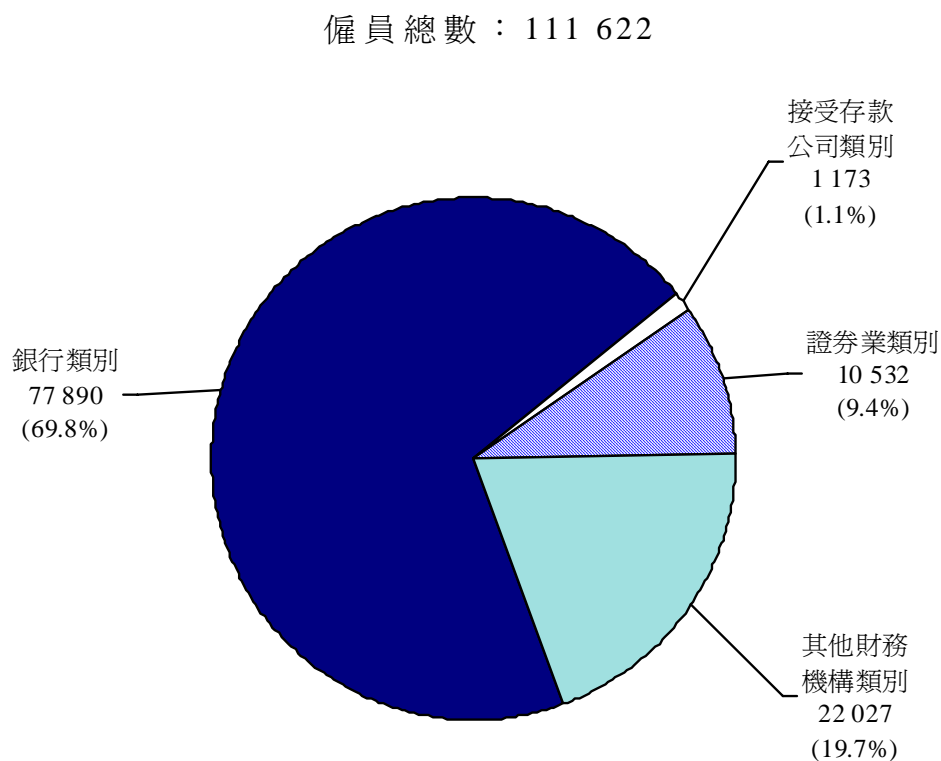


圖 2：各技能等級僱員的分布情況

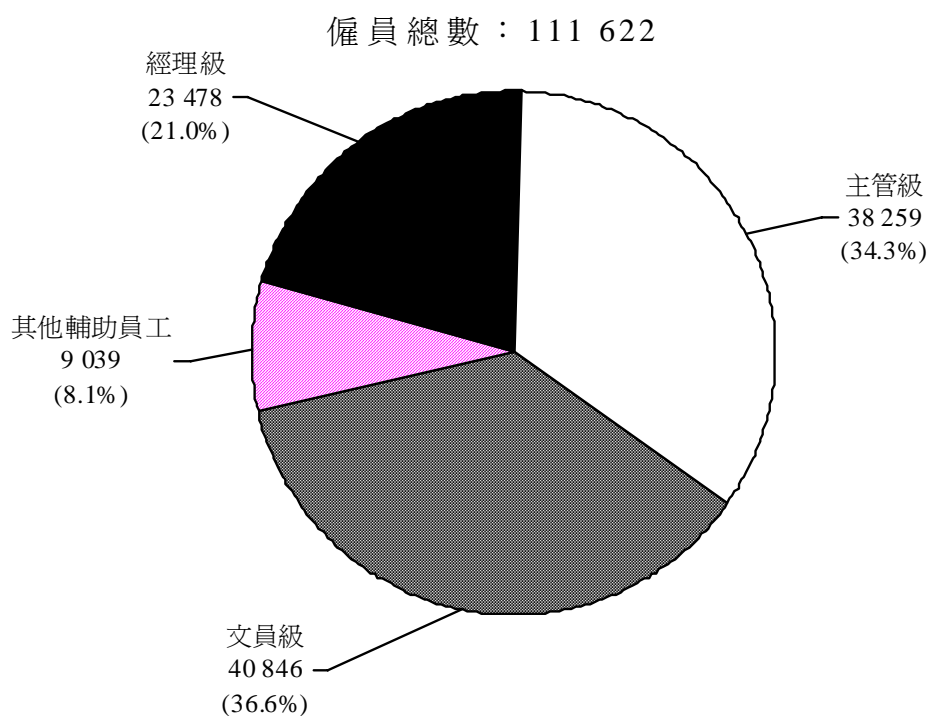
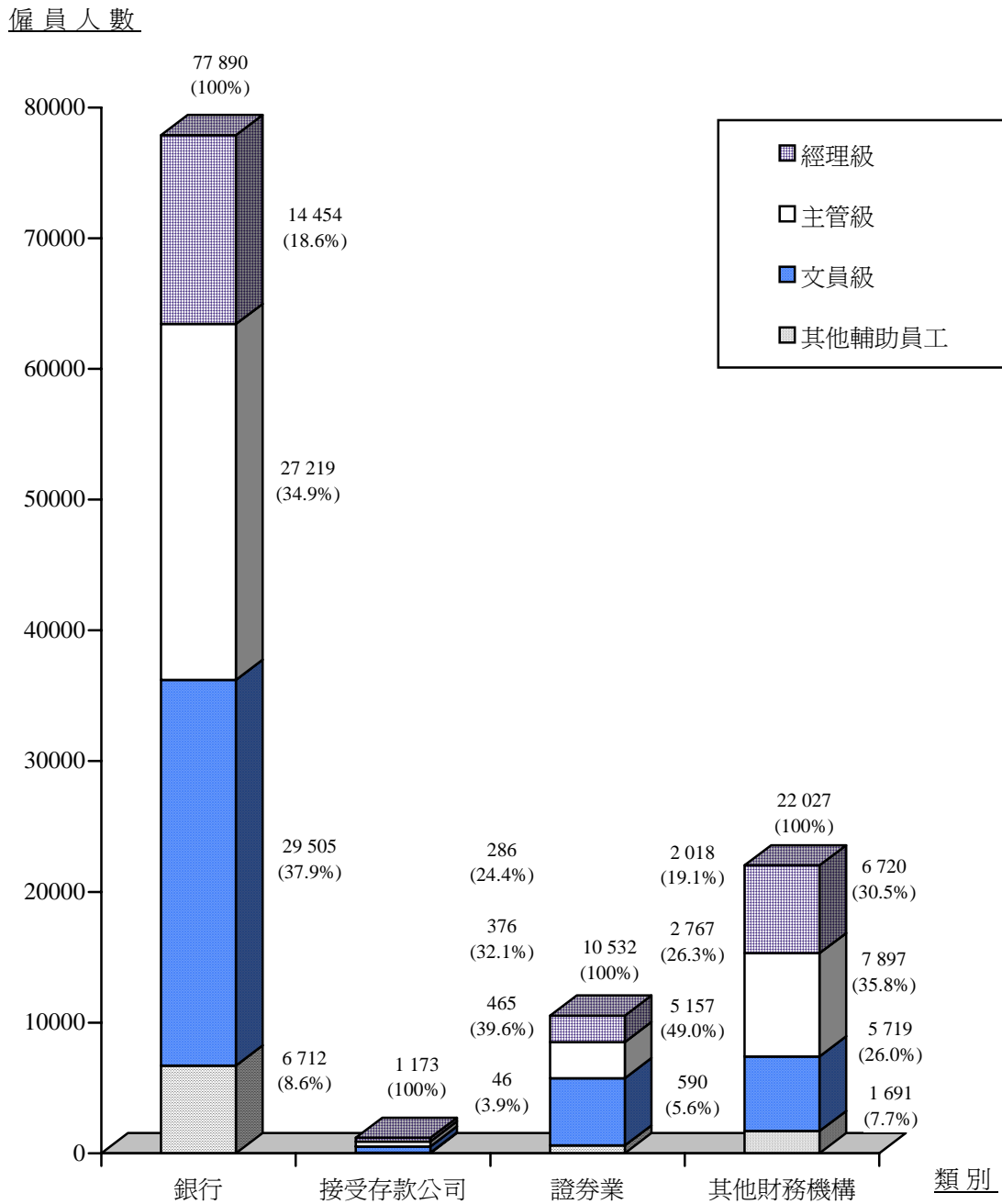




圖 3：各類別及各技能等級僱員的分布情況



### 僱員需具備基本學歷／資歷

10. 大部分僱主認為主管級及經理級的基本學歷／資歷為高級文憑、大學學位或以上教育程度及／或專業資格。至於文員，基本學歷要求為預科或中五程度。

### 僱員需具備的基本年資

11. 大部分僱主認為經理級需擁有五至十年的相關工作年資。至於主管級，應具備二至十年的相關工作年資。至於文員，只有一年或以下的相關年資亦可。

### 僱員平均每月收入幅度的分布

12. 調查結果顯示，經理級僱員的平均每月收入幅度由 20,001 元高至 100,000 元以上，至於主管級和文員級，平均月入分別由 10,001 元至 40,000 元，以及 6,001 元至 30,000 元不等。

### 僱員流動情況

13. 僱主填覆，12 640 名僱員於過去 12 個月離職。同期，新聘 14 850 名僱員填補空缺。僱員流動率為 12.3%。

### 內部晉升

14. 調查結果顯示，文員級和主管級的晉升機會較佳。2 274 名獲內部晉升的員工中，61.5% 由文員級晉升至主管級，36.9% 由主管級晉升至經理級。

### 招聘困難

15. 僱主填覆，遇到招聘困難的主要原因是「職位申請人缺乏相關經驗及訓練」，以及「服務條件／薪酬未能符合求職者要求」，分別佔 51.0% 及 33.7%。

### 需要在內地工作的僱員人數

16. 僱主填覆，1 036 名僱員於調查期間在內地工作。其中，266 名(25.7%)屬長駐工作，770 名(74.3%)屬非長駐工作。

## 內地業務對本地僱員的影響

17. 僱主填覆，須增聘 115 名僱員處理內地業務。此外，173 名現職僱員須接受培訓，以便處理內地業務。

## 估計未來 12 個月內僱員的培訓計劃

18. 調查結果顯示，僱主估計未來 12 個月內僱員的總受訓時數為 901 907 小時。由於一些僱主並無估計其僱員的受訓時數，而事實上，這些僱員需要接受培訓，以便應付業務環境各項轉變。因此本會重新計算估計總受訓時數，所得結果是估計總受訓時數為 1 703 143 小時。

## 銀行及金融業兼職僱員人數

19. 除了 111 622 名全職僱員外，560 名兼職僱員獲聘協助銀行及金融機構全職僱員從事業務活動。

## 建議

20. 本會的主要建議如下：

- (i) 繼續每兩年進行一次銀行及金融業人力調查，以評估業內的人力及訓練需求；
- (ii) 經過考慮業務前景、人力市場分析法推算的人力需求，以及各類別機構各技能等級的流失率後，本會建議 2008 年業內培訓人數如下：

<u>技能等級</u>	<u>2008 年建議總訓練名額</u>
經理級	24 935
主管級	40 588
文員級	43 749
<b>總 計</b>	<b>109 272</b>

- (iii) 根據僱主估計未來 12 個月的培訓計劃顯示，僱員分別在「一般管理知識」、「基本銀行及金融知識」及「通用技能」三方面需要培訓。培訓形式方面，本會建議，除了有系統的內部培訓課程，僱主應善用外間培訓機構提供的服務。此外，政府可通過持續進修基金批出津貼，支持僱員自我發展的終身學習過程；
- (iv) 銀行及金融機構應協助僱員符合各種發牌條件，以便處理機構內的日常業務。另一方面，銀行及金融機構應鼓勵僱員報讀持續專業培訓課程。長遠而言，務求向顧客提供優質服務；
- (v) 爲了緊貼銀行及金融業業務環境的各項轉變，銀行及金融業僱員的人力訓練，應由傳統的銀行業務轉爲資產管理、投資顧問及融資服務等專業訓練；及
- (vi) 僱主應考慮檢討目前的薪酬福利制度，向僱員清楚展示培訓和發展計劃，以及晉升途徑，以便吸引和挽留業內人才。

## SECTION I

### INTRODUCTION

#### The Training Board

1.1 The Banking and Finance Industry Training Board (BFTB) of the Vocational Training Council 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 the Vocational Training Council 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 2007 Manpower Survey are listed in Appendices 1 and 1a. The terms of reference of the Training Board are given in Appendix 2.

#### Purpose of the Survey

1.2 The Training Board conducted the 2007 Manpower Survey in the first half of 2007 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 In the past, the BFTB conducted the manpower survey biennially. The previous manpower survey was conducted in November 2004. As requested by the Advisory Committee on Human Resources Development in the Financial Services Sector (FinMan Committee) of the Financial Services and the Treasury Bureau, the BFTB agreed to synchronize its 2007 Manpower Survey with the Manpower Surveys of the Accountancy Sector and the Insurance Industry. The fieldwork of these 3 surveys were planned to be carried out from 8<sup>th</sup> January 2007 to 8<sup>th</sup> March 2007. However, the fieldwork of the survey of the Banking and Finance Industry had been extended to end of June for inclusion of respondents with large number of banking and finance personnel. Survey findings of these 3 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 6 740 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 1 039 establishments as follows:

- (i) 128 licensed banks, restricted licence banks and local representative offices of foreign banks;
- (ii) 28 deposit-taking companies;
- (iii) 198 investment and holding companies;
- (iv) 85 personal loans, mortgages, instalment credits, finance leasing, factoring and bill discounting companies;
- (v) 194 stock and share companies;
- (vi) 80 commodity futures and gold bullion brokers/dealers;
- (vii) 5 stock, bullion and commodity exchanges and statutory bodies in the banking and finance industry;
- (viii) 134 money changers and foreign exchange brokers/dealers; and
- (ix) 187 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 8<sup>th</sup> January 2007. One week before the survey, a copy of the printed questionnaire together 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 2007. 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 June 2007 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.

1.8 A focus group comprising practitioners from banks, securities and futures trading firms and a fund house was set up to give expert advice on various aspects of the manpower situation of the industry. Its membership is listed in Appendix 1b.

#### Response Rate

1.9 Of the 1 039 establishments, 734 responded, 72 refused to reply while 233 had either closed, moved or temporarily ceased operation. The effective response rate was 91.1%.

#### New Principal Jobs

1.10 The following job titles were added to the 2007 Manpower Survey to cater for principal jobs which had not been included in the 2007 Manpower Survey documents:

##### Managerial Level

1. Manager – Liaison
2. Other Managers – for unclassified managerial staff, such as Senior Manager and Manager.

##### Supervisory Level

1. Investment Officer
2. Liaison Officer
3. Securities, Futures and Commodities Trading Officer
4. Other Supervisors – for unclassified supervisory staff, such as Customer Services Officer, Corporate Banking Officer and Senior Services Officer.

#### Presentation of Survey Findings

1.11 A summary of the survey findings is presented in Section II of the survey report while the Training Board's conclusions and recommendations are presented in Section III and Section IV respectively.

## SECTION II

### SUMMARY OF SURVEY FINDINGS

#### Introduction

2.1 Data collected from the 1 039 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. For example, statistics on manpower of the whole banking and finance industry as well as individual branches are given in Tables 1 - 1.9; the minimum education/qualification requirement of employees in the banking and finance industry are given in Tables 2 - 2.9 and employees' minimum requirement on year(s) of experience in the industry are given in Tables 3 - 3.9. Other manpower statistics are given in Tables 4 - 13 in Appendix 5.

#### Changes in the 2007 Survey

2.2 In the 2007 Survey, respondents were asked to provide information on training plans for their employees instead of providing the number of training places of in-house training and external training taken up by their employees in the 12 months prior to the survey. It is expected that information collected with respect to their training plans may reflect the manpower requirement direct for the industry. Readers of the manpower survey report, in particular the course providers could plan their course portfolios to meet the market needs.

2.3 In the 2007 Survey, survey questions have been expanded to include average monthly income range of employees, recruitment difficulties encountered by employers in the 12 months prior to the 2007 Survey, manpower statistics of respondents' subsidiaries in Mainland and statistics on the number of employees who possessed licences to carry on regulated activities and qualifications to deal with insurance business.

2.4 Owing to the changes of the survey questionnaire design, the data collected in 2004 Survey and 2007 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.



## Presentation of Survey Findings

2.5 For simplicity sake, the following short titles used for the 9 branches covered in the 2004 Survey will also be used in the 2007 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.

## Number of Employees in the Industry (Tables 1 - 1.9 in Appendix 5)

2.6 The survey reveals that in January 2007, 111 622 persons were employed in the banking and finance industry of which 23 478 (21.0%) were managerial staff, 38 259 (34.3%) were supervisory staff, 40 846 (36.6%) were clerical staff and 9 039 (8.1%) were other supporting staff.

2.7 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 77 890 employees, or 69.8% of the total number of employees in the industry. The second and the third largest branches are the OF COS Branch (with 11 160 employees or 10.0%) and the SS COS Branch (with 10 532 employees or 9.4%) 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	14 454 (18.6)	27 219 (34.9)	29 505 (37.9)	6 712 (8.6)	<b>77 890 (69.8)</b>
2. DTCS	286 (24.4)	376 (32.1)	465 (39.6)	46 (3.9)	<b>1 173 (1.1)</b>
3. INVEST COS	1 624 (45.8)	962 (27.1)	611 (17.2)	352 (9.9)	<b>3 549 (3.2)</b>
4. PL COS	760 (23.1)	1 214 (36.9)	1 206 (36.7)	110 (3.3)	<b>3 290 (2.9)</b>
5. SS COS	2 018 (19.1)	2 767 (26.3)	5 157 (49.0)	590 (5.6)	<b>10 532 (9.4)</b>
6. C DEALERS	134 (23.0)	161 (27.6)	265 (45.5)	23 (3.9)	<b>583 (0.5)</b>
7. C EXCHANGES	831 (41.2)	717 (35.6)	281 (13.9)	188 (9.3)	<b>2 017 (1.8)</b>
8. M CHANGERS	171 (12.0)	407 (28.5)	811 (56.8)	39 (2.7)	<b>1 428 (1.3)</b>
9. OF COS	3 200 (28.7)	4 436 (39.7)	2 545 (22.8)	979 (8.8)	<b>11 160 (10.0)</b>
<b>Total (%)**</b>	<b>23 478 (21.0)</b>	<b>38 259 (34.3)</b>	<b>40 846 (36.6)</b>	<b>9 039 (8.1)</b>	<b>111 622 (100)</b>

(%)\* 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

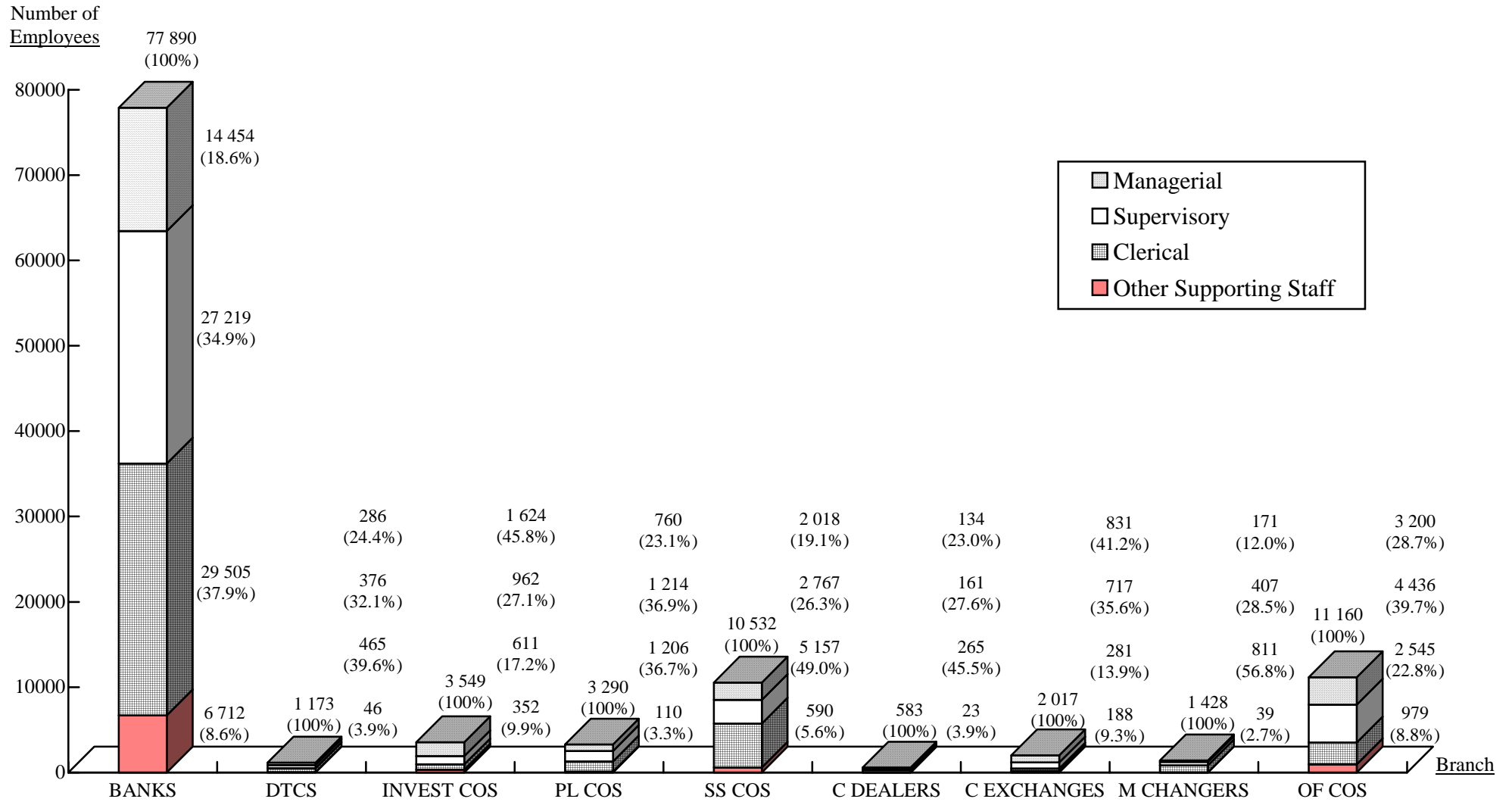
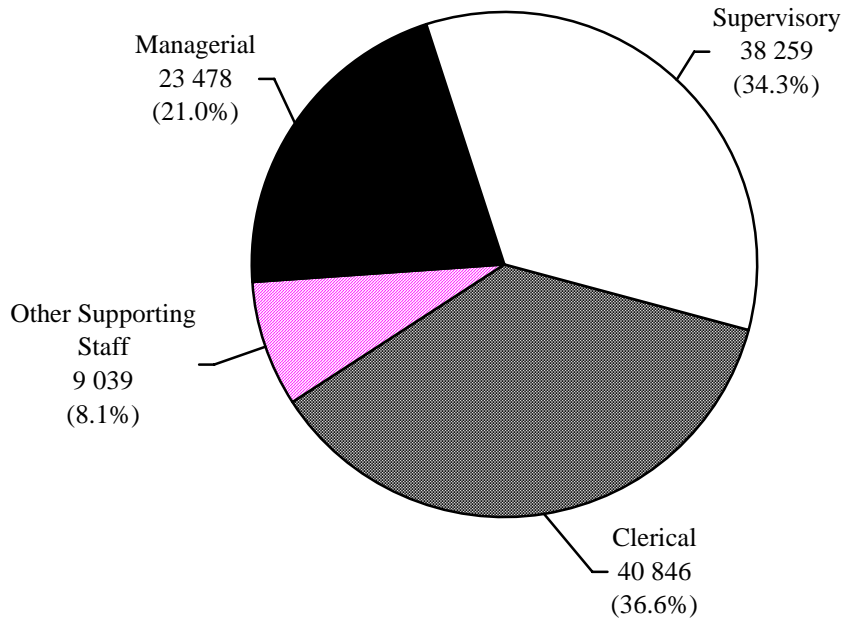


Figure 1(b) : Distribution of Employees by Job Level

Total Employees : 111 622



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

<u>Managerial Level</u>	<u>Number of Employees</u>
(a) Manager-Branch	2 233
(b) Chief Information Officer/Chief Technology Officer/Manager-IT	1 537
(c) Manager-Securities, Futures and Commodities Trading	1 441
<u>Supervisory Level</u>	
(a) Operations Officer	5 486
(b) Financial Adviser Representative/Personal Consultant	3 341
(c) Programmer/Technology Officer	2 401
<u>Clerical Level</u>	
(a) Teller	9 277
(b) Securities and Futures Assistant	4 244
(c) Credit/Loan Clerk	2 865

Number of Vacancies in the Industry  
(Tables 1 - 1.9 in Appendix 5)

2.9 At the time of the survey, employers reported 1 947 vacancies in the banking and finance industry, representing 1.7% of the manpower demand (113 569) 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 B and Figures 2(a)-2(b). The BANKS Branch had 1 373 vacancies, or 70.5% of the total vacancies in the industry. The OF COS Branch had 281 vacancies (14.5%) and the SS COS Branch had 102 vacancies (5.2%).

Table B: 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	432 (31.5)	488 (35.5)	345 (25.1)	108 (7.9)	<b>1 373</b> <b>(70.5)</b>
2. DTCS	10 (38.5)	5 (19.2)	11 (42.3)	-	<b>26</b> <b>(1.3)</b>
3. INVEST COS	12 (12.3)	79 (80.6)	6 (6.1)	1 (1.0)	<b>98</b> <b>(5.0)</b>
4. PL COS	-	1 (33.3)	2 (66.7)	-	<b>3</b> <b>(0.2)</b>
5. SS COS	24 (23.5)	31 (30.4)	47 (46.1)	-	<b>102</b> <b>(5.2)</b>
6. C DEALERS	-	9 (29.0)	22 (71.0)	-	<b>31</b> <b>(1.6)</b>
7. C EXCHANGES	5 (23.8)	3 (14.3)	11 (52.4)	2 (9.5)	<b>21</b> <b>(1.1)</b>
8. M CHANGERS	-	-	12 (100)	-	<b>12</b> <b>(0.6)</b>
9. OF COS	68 (24.2)	166 (59.1)	39 (13.9)	8 (2.8)	<b>281</b> <b>(14.5)</b>
<b>Total (%)**</b>	<b>551 (28.3)</b>	<b>782 (40.2)</b>	<b>495 (25.4)</b>	<b>119 (6.1)</b>	<b>1 947</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 2(a) : Distribution of Vacancies by Branch and by Job Level

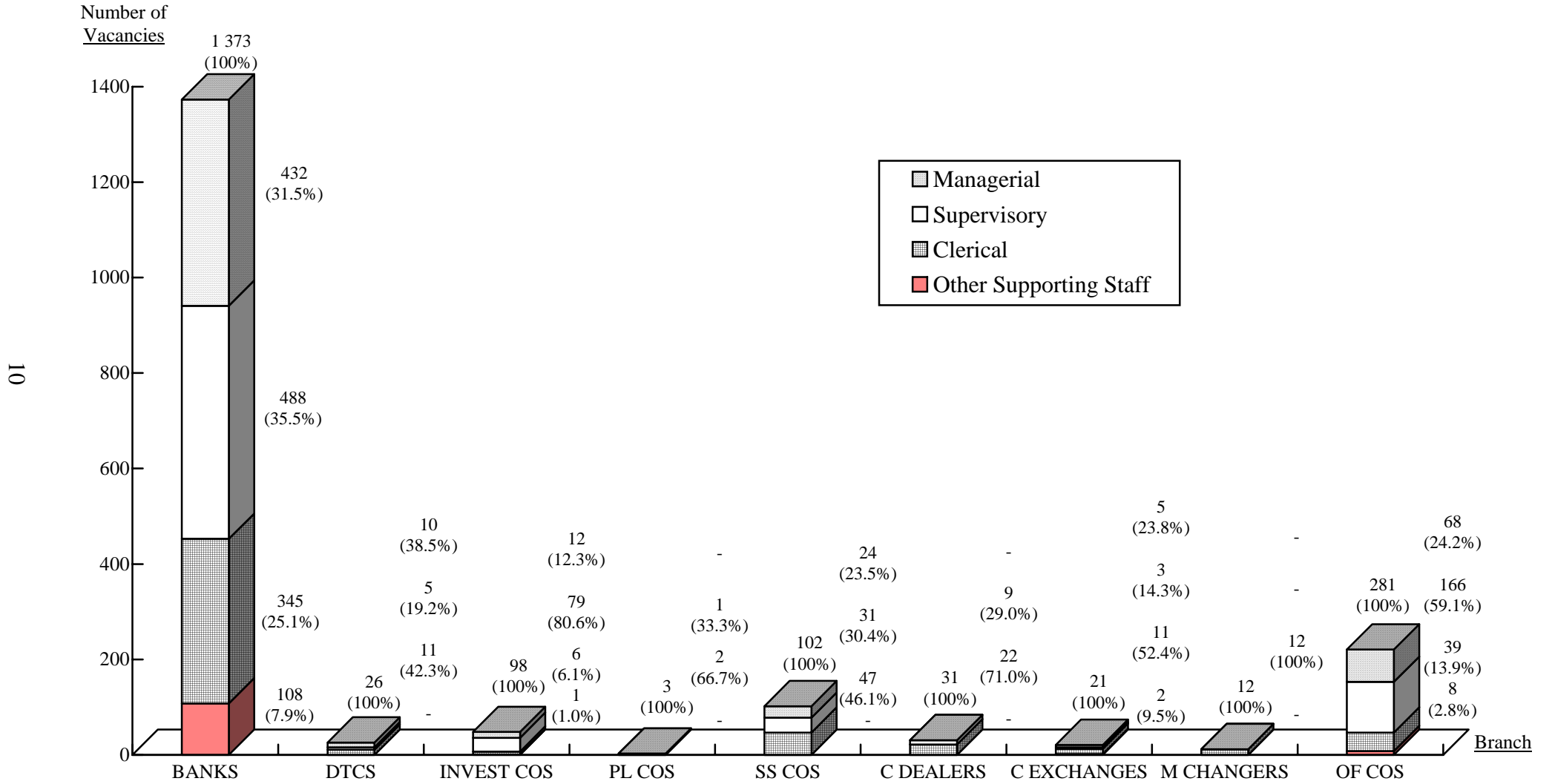
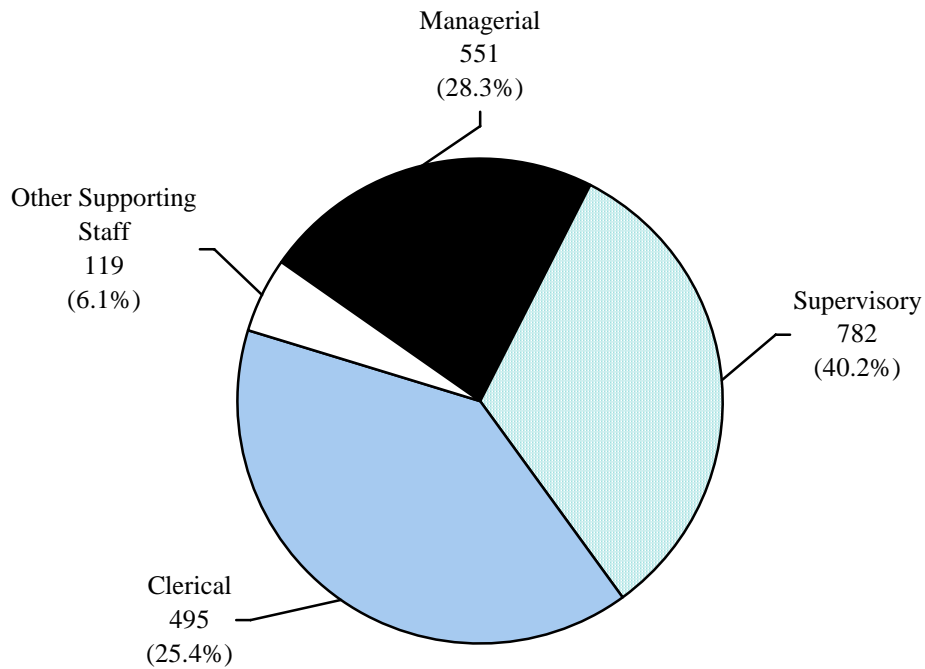


Figure 2(b) : Number of Vacancies by Job Level

Total Vacancies: 1 947



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

<u>Managerial Level</u>	<u>Number of Vacancies</u>
(a) Manager-Corporate Banking/Commercial Banking/Relationship	62
(b) Manager-Marketing/Product Development	34
(c) (i) Financial Adviser/Portfolio Manager	28
(ii) Manager-Compliance	28
<u>Supervisory Level</u>	
(a) Financial Adviser Representative/ Personal Consultant	178
(b) Systems Analyst	64
(c) (i) Business Development Officer	42
(ii) Programmer/Technology Officer	42
<u>Clerical Level</u>	
(a) Teller	151
(b) Telemarketing Representative	51
(c) Securities and Futures Assistant	45

Forecast of Manpower Demand Growth in 2008  
(Tables 1 - 1.9 in Appendix 5)

2.11 Employers forecast that the manpower demand of the industry by January 2008 would be 113 679 persons, representing an increase of 110 persons, or 0.1% growth of manpower, compared with the manpower demand of 113 569 persons in January 2007. Focus group members were of the view that employers were quite conservative in the manpower forecast that the anticipated growth rate for the industry was about 0.1%. In particular, the manpower demand for the next year would be higher in view of the volatility in the securities market in the second half of 2007. The forecast number of employees by January 2008 for each branch are summarized in Table C and Figures 3(a)-3(b). The three branches with the largest manpower forecast were PL COS (2.2%), C DEALERS (0.8%) and OF COS (0.8%).



Table C : Forecast Manpower Demand Growth in 2008

<u>Branch</u>	<u>Job Level</u>	<u>Manpower</u>	<u>Forecast</u>	<u>Growth (%)*</u>	
		<u>Demand#</u>	<u>Number of Employees</u>		
		<u>Jan. 2007</u>	<u>Jan. 2008</u>		
1. BANKS	Managerial	14 886	14 894	8	(0.1)
	Supervisory	27 707	27 675	-32	(-0.1)
	Clerical	29 850	29 750	-100	(-0.3)
	Other Supporting Staff	6 820	6 821	1	(0.0)
	Sub-total	79 263	79 140	-123	(-0.2)
2. DTCS	Managerial	296	295	-1	(-0.3)
	Supervisory	381	381	0	(0.0)
	Clerical	476	474	-2	(-0.4)
	Other Supporting Staff	46	46	0	(0.0)
	Sub-total	1 199	1 196	-3	(-0.3)
3. INVEST COS	Managerial	1 636	1 636	0	(0.0)
	Supervisory	1 041	1 042	1	(0.1)
	Clerical	617	603	-14	(-2.3)
	Other Supporting Staff	353	353	0	(0.0)
	Sub-total	3 647	3 634	-13	(-0.4)
4. PL COS	Managerial	760	767	7	(0.9)
	Supervisory	1 215	1 230	15	(1.2)
	Clerical	1 208	1 257	49	(4.1)
	Other Supporting Staff	110	110	0	(0.0)
	Sub-total	3 293	3 364	71	(2.2)
5. SS COS	Managerial	2 042	2 058	16	(0.8)
	Supervisory	2 798	2 837	39	(1.4)
	Clerical	5 204	5 218	14	(0.3)
	Other Supporting Staff	590	593	3	(0.5)
	Sub-total	10 634	10 706	72	(0.7)
6. C DEALERS	Managerial	134	134	0	(0.0)
	Supervisory	170	170	0	(0.0)
	Clerical	287	292	5	(1.7)
	Other Supporting Staff	23	23	0	(0.0)
	Sub-total	614	619	5	(0.8)
7. C EXCHANGES	Managerial	836	837	1	(0.1)
	Supervisory	720	723	3	(0.4)
	Clerical	292	293	1	(0.3)
	Other Supporting Staff	190	191	1	(0.5)
	Sub-total	2 038	2 044	6	(0.3)
8. M CHANGERS	Managerial	171	171	0	(0.0)
	Supervisory	407	412	5	(1.2)
	Clerical	823	823	0	(0.0)
	Other Supporting Staff	39	39	0	(0.0)
	Sub-total	1 440	1 445	5	(0.3)
9. OF COS	Managerial	3 268	3 305	37	(1.1)
	Supervisory	4 602	4 627	25	(0.5)
	Clerical	2 584	2 612	28	(1.1)
	Other Supporting Staff	987	987	0	(0.0)
	Sub-total	11 441	11 531	90	(0.8)
All Branches	Managerial	24 029	24 097	68	(0.3)
	Supervisory	39 041	39 097	56	(0.1)
	Clerical	41 341	41 322	-19	(0.0)
	Other Supporting Staff	9 158	9 163	5	(0.1)
	<b>Total</b>	<b>113 569</b>	<b>113 679</b>	<b>110</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 2007 as base year.

Figure 3(a) : Employers' Forecast Manpower Growth by Branch

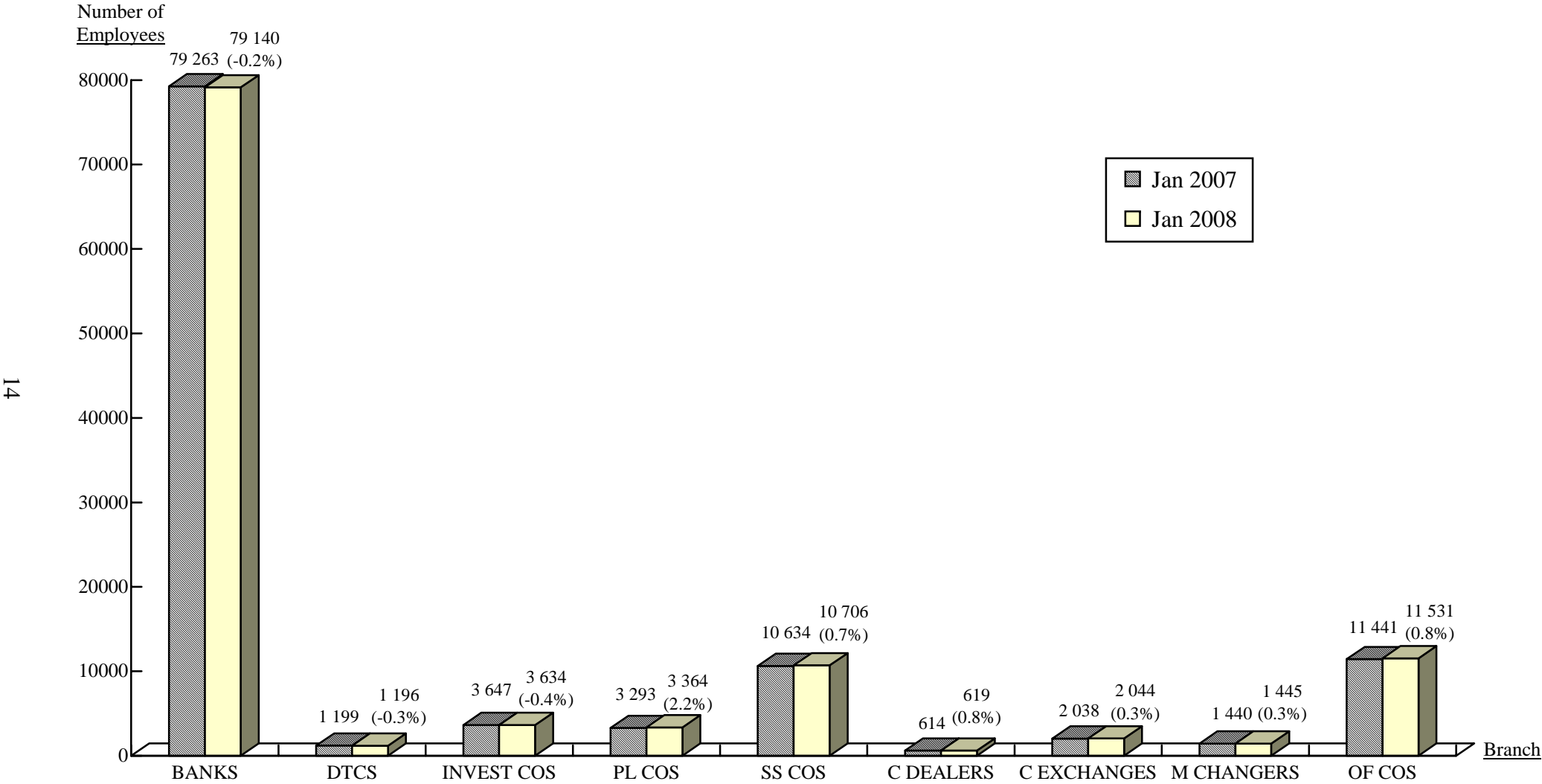
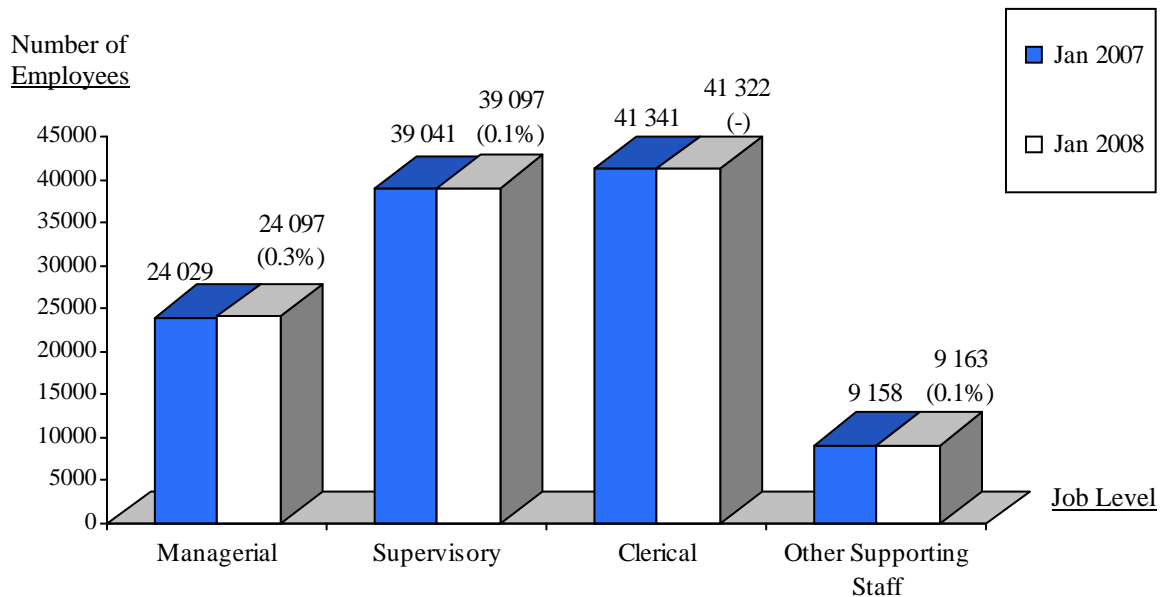


Figure 3(b): Employers' Forecast Manpower Growth in January 2008 by Job Level



Figures in brackets are the growth rates using 2007 as base year.

2.12 The three principal jobs with the highest manpower growth in the next 12 months at various skill levels are 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-Organization/Productivity/ Quality/Re-Engineering	14	12.6%
(b) Risk Manager	23	10.5%
(c) Manager-Compliance	29	8.9%
<u>Supervisory Level</u>		
(a) Management Trainee	41	12.9%
(b) Investment Officer	20	9.2%
(c) Sales Officer-Securities	24	8.7%
<u>Clerical Level</u>		
(a) Telemarketing Representative	51	9.5%
(b) Accounting Clerk	43	2.7%
(c) Computer Operator	17	1.9%

Minimum Education/Qualification Requirement of Employees

(Tables 2 - 2.9 in Appendix 5)

2.13 Employers were asked to indicate the minimum education/qualification requirement of employees ranging from professional qualification to secondary 5 or below. The survey findings on the minimum education/qualification which employers preferred their employees to have are summarized in Table D and Figure 4.

Table D : Minimum Education/Qualification Requirement of Employees in the Banking and Finance Industry

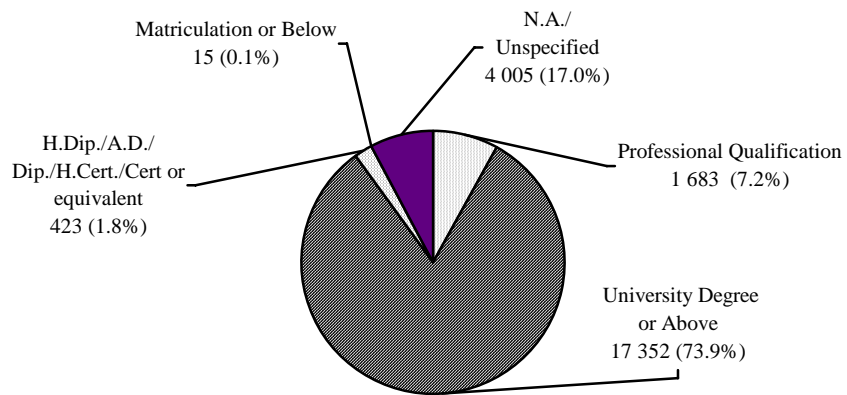
<u>Job Level</u>	<u>Number of Employees</u>							<u>Total</u>
	<u>Professional Qualification (%)*</u>	<u>University Degree or Above (%)*</u>	<u>Higher Diploma/ Associate Degree or equivalent (%)*</u>	<u>Diploma/ Higher Certificate/ Certificate or equivalent (%)*</u>	<u>Matriculation/ Secondary 5 or equivalent (%)*</u>	<u>Below Secondary 5 (%)*</u>	<u>Not applicable/ Unspecified (%)*</u>	
Managerial	1 683 (7.2)	17 352 (73.9)	318 (1.4)	105 (0.4)	15 (0.1)	- (-)	4 005 (17.0)	<b>23 478 (100)</b>
Supervisory	900 (2.4)	13 716 (35.9)	10 244 (26.7)	6 400 (16.7)	1 404 (3.7)	- (-)	5 595 (14.6)	<b>38 259 (100)</b>
Clerical	9 (-)	1 135 (2.8)	521 (1.3)	3 031 (7.4)	35 236 (86.3)	252 (0.6)	662 (1.6)	<b>40 846 (100)</b>
<b>Total (%)**</b>	<b>2 592 (2.5)</b>	<b>32 203 (31.4)</b>	<b>11 083 (10.8)</b>	<b>9 536 (9.3)</b>	<b>36 655 (35.8)</b>	<b>252 (0.2)</b>	<b>10 262 (10.0)</b>	<b>102 583 (100)</b>

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

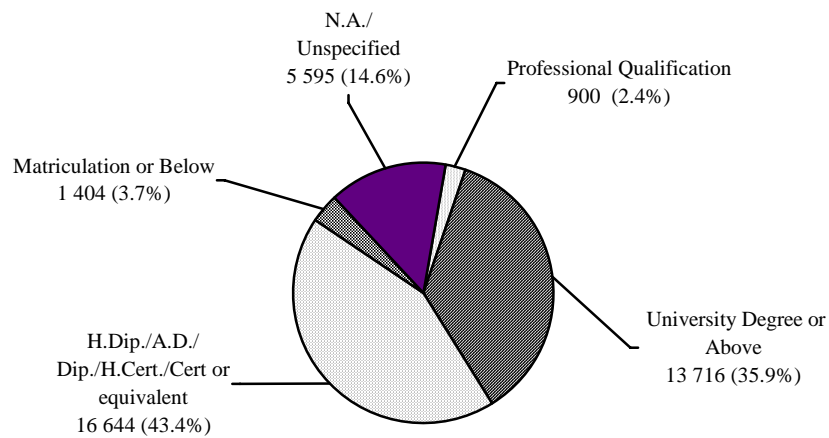
(%)\*\* As percentage of the total number of employees (excluding 9 039 other supporting staff) in the industry.

Figure 4 : Minimum Education/Qualification Requirement of Employees in the Banking and Finance Industry by Job Level

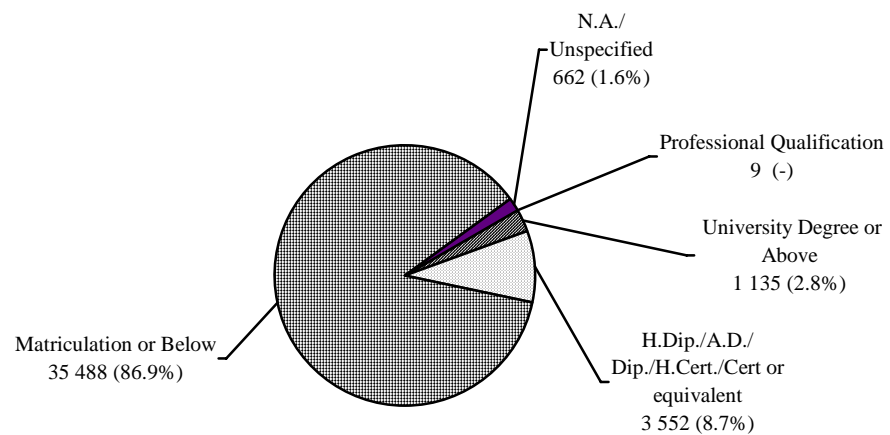
Managerial: 23 478 Employees



Supervisory: 38 259 Employees



Clerical: 40 846 Employees



2.14 The minimum education/qualification requirement of employees preferred by employers in the branches of BANKS, DTCS and SS COS are summarized in Tables E to G.

Table E : Minimum Education/Qualification Requirement of Employees Preferred by Employers in the BANKS Branch

<u>Job Level</u>	<u>Number of Employees</u>							<u>Total</u>
	<u>Professional Qualification (%)*</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 (%)*</u>	
Managerial	607 (4.2)	10 873 (75.2)	185 (1.3)	23 (0.2)	- (-)	- (-)	2 766 (19.1)	<b>14 454 (100)</b>
Supervisory	470 (1.7)	8 511 (31.3)	8 340 (30.6)	5 213 (19.2)	235 (0.9)	- (-)	4 450 (16.3)	<b>27 219 (100)</b>
Clerical	- (-)	202 (0.7)	225 (0.8)	846 (2.9)	27 722 (94.0)	18 (0.1)	492 (1.6)	<b>29 505 (100)</b>
<b>Total (%)**</b>	<b>1 077 (1.5)</b>	<b>19 586 (27.5)</b>	<b>8 750 (12.3)</b>	<b>6 082 (8.5)</b>	<b>27 957 (39.4)</b>	<b>18 (-)</b>	<b>7 708 (10.8)</b>	<b>71 178 (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 6 712 other supporting staff) in the BANKS Branch.

Table F : Minimum Education/Qualification Requirement of Employees Preferred by Employers in the DTCS Branch

<u>Job Level</u>	<u>Number of Employees</u>							<u>Total</u>
	<u>Professional Qualification (%)*</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 (%)*</u>	
Managerial	35 (12.3)	222 (77.6)	22 (7.7)	1 (0.3)	- (-)	- (-)	6 (2.1)	<b>286 (100)</b>
Supervisory	7 (1.9)	184 (48.9)	60 (16.0)	103 (27.3)	12 (3.2)	- (-)	10 (2.7)	<b>376 (100)</b>
Clerical	- (-)	5 (1.1)	6 (1.3)	48 (10.3)	406 (87.3)	- (-)	- (-)	<b>465 (100)</b>
<b>Total (%)**</b>	<b>42 (3.7)</b>	<b>411 (36.5)</b>	<b>88 (7.8)</b>	<b>152 (13.5)</b>	<b>418 (37.1)</b>	<b>- (-)</b>	<b>16 (1.4)</b>	<b>1 127 (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 46 other supporting staff) in the DTCS Branch.

Table G : Minimum Education/Qualification Requirement of Employees Preferred by Employers in the SS COS Branch

<u>Job Level</u>	<u>Professional Qualification (%)*</u>	<u>University Degree or Above (%)*</u>	<u>Number of Employees</u>				<u>Below Secondary 5 (%)*</u>	<u>Not applicable/ Unspecified (%)*</u>	<u>Total</u>
			<u>Higher Diploma/ Associate Degree or equivalent (%)*</u>	<u>Diploma/ Higher Certificate/ Certificate or equivalent (%)*</u>	<u>Matriculation/ Secondary 5 or equivalent (%)*</u>				
Managerial	253 (12.5)	1 454 (72.1)	41 (2.0)	29 (1.4)	15 (0.7)	- (-)	226 (11.3)	<b>2 018 (100)</b>	
Supervisory	57 (2.1)	1 394 (50.3)	572 (20.7)	288 (10.4)	293 (10.6)	- (-)	163 (5.9)	<b>2 767 (100)</b>	
Clerical	5 (0.1)	315 (6.2)	21 (0.4)	1 095 (21.2)	3 559 (69.0)	31 (0.6)	131 (2.5)	<b>5 157 (100)</b>	
<b>Total (%)**</b>	<b>315 (3.2)</b>	<b>3 163 (31.8)</b>	<b>634 (6.4)</b>	<b>1 412 (14.2)</b>	<b>3 867 (38.9)</b>	<b>31 (0.3)</b>	<b>520 (5.2)</b>	<b>9 942 (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 590 other supporting staff) in the SS COS Branch.



Employees' Minimum Requirement on  
Year(s) of Experience in the Industry  
 (Tables 3 - 3.9 in Appendix 5)

2.15 Employers were requested to give their views on the working experience required for job holders at each principal job. The employees' minimum requirement on year(s) of experience in the banking and finance industry are summarized in Table H and Figure 5.

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

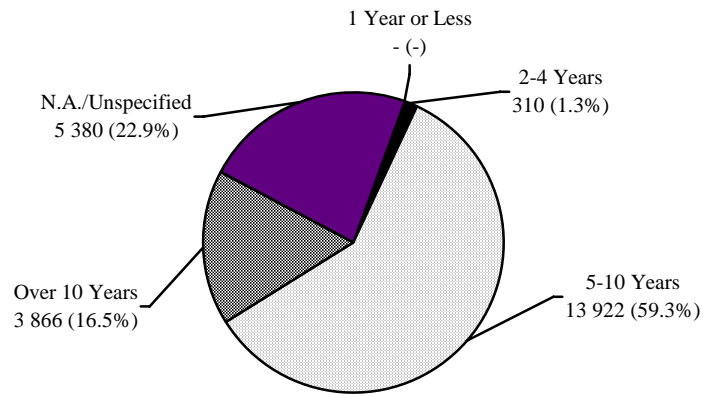
<u>Job Level</u>	<u>Number of Employees</u>					<u>Total</u>
	<u>1 Year or Less</u> <u>(%)*</u>	<u>2-4 Years</u> <u>(%)*</u>	<u>5-10 Years</u> <u>(%)*</u>	<u>Over 10 Years</u> <u>(%)*</u>	<u>Not applicable/ Unspecified</u> <u>(%)*</u>	
Managerial	- (-)	310 (1.3)	13 922 (59.3)	3 866 (16.5)	5 380 (22.9)	<b>23 478</b> <b>(100)</b>
Supervisory	386 (1.0)	19 789 (51.7)	10 577 (27.7)	313 (0.8)	7 194 (18.8)	<b>38 259</b> <b>(100)</b>
Clerical	17 103 (41.9)	20 900 (51.2)	505 (1.2)	17 (-)	2 321 (5.7)	<b>40 846</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>17 489</b> <b>(17.0)</b>	<b>40 999</b> <b>(40.0)</b>	<b>25 004</b> <b>(24.4)</b>	<b>4 196</b> <b>(4.1)</b>	<b>14 895</b> <b>(14.5)</b>	<b>102 583</b> <b>(100)</b>

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

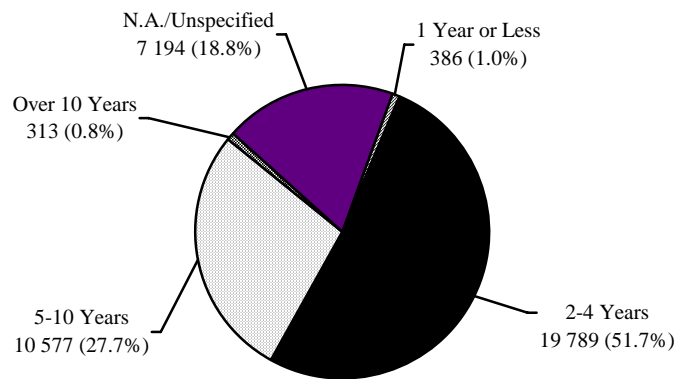
(%)\*\* As percentage of the total number of employees (excluding 9 039 other supporting staff) in the industry.

**Figure 5: Employees' Minimum Requirement on Year(s) of Experience in the Banking and Finance Industry**

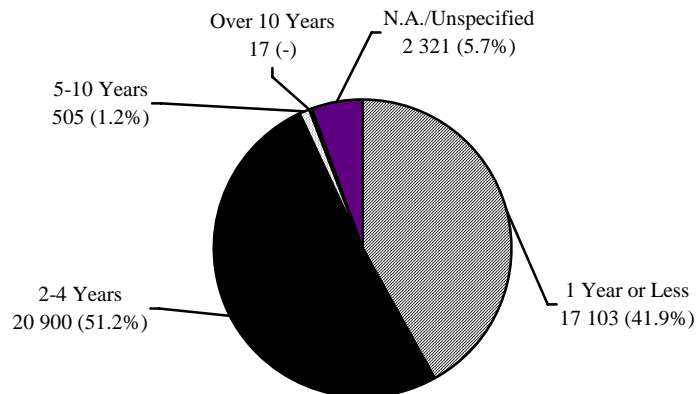
Managerial: 23 478 Employees



Supervisory: 38 259 Employees



Clerical: 40 846 Employees



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

Table I: 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</u> (%)*	
Managerial	- (-)	65 (0.4)	9 538 (66.0)	1 656 (11.5)	3 195 (22.1)	<b>14 454</b> <b>(100)</b>
Supervisory	325 (1.2)	14 593 (53.6)	7 247 (26.6)	52 (0.2)	5 002 (18.4)	<b>27 219</b> <b>(100)</b>
Clerical	13 223 (44.8)	15 016 (50.9)	180 (0.6)	- (-)	1 086 (3.7)	<b>29 505</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>13 548</b> <b>(19.0)</b>	<b>29 674</b> <b>(41.8)</b>	<b>16 965</b> <b>(23.8)</b>	<b>1 708</b> <b>(2.4)</b>	<b>9 283</b> <b>(13.0)</b>	<b>71 178</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 6 712 other supporting staff) in the BANKS Branch.

Table J: 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</u> (%)*	
Managerial	- (-)	18 (6.3)	169 (59.1)	93 (32.5)	6 (2.1)	<b>286</b> <b>(100)</b>
Supervisory	1 (0.3)	195 (51.9)	162 (43.1)	8 (2.1)	10 (2.7)	<b>376</b> <b>(100)</b>
Clerical	337 (72.5)	119 (25.6)	8 (1.7)	1 (0.2)	- (-)	<b>465</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>338</b> <b>(30.0)</b>	<b>332</b> <b>(29.5)</b>	<b>339</b> <b>(30.1)</b>	<b>102</b> <b>(9.0)</b>	<b>16</b> <b>(1.4)</b>	<b>1 127</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 46 other supporting staff) in the DTCS Branch.

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

<u>Job Level</u>	<u>Number of Employees</u>					<u>Total</u>
	<u>1 Year or Less</u> <u>(%)*</u>	<u>2-4 Years</u> <u>(%)*</u>	<u>5-10 Years</u> <u>(%)*</u>	<u>Over 10 Years</u> <u>(%)*</u>	<u>Not applicable/ Unspecified</u> <u>(%)*</u>	
Managerial	- (-)	66 (3.3)	882 (43.7)	585 (29.0)	485 (24.0)	<b>2 018</b> <b>(100)</b>
Supervisory	5 (0.2)	1 151 (41.6)	907 (32.8)	250 (9.0)	454 (16.4)	<b>2 767</b> <b>(100)</b>
Clerical	1 096 (21.2)	3 087 (59.9)	251 (4.9)	10 (0.2)	713 (13.8)	<b>5 157</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>1 101</b> <b>(11.1)</b>	<b>4 304</b> <b>(43.3)</b>	<b>2 040</b> <b>(20.5)</b>	<b>845</b> <b>(8.5)</b>	<b>1 652</b> <b>(16.6)</b>	<b>9 942</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 590 other supporting staff) in the SS COS Branch.

Distribution of Employees  
by Average Monthly Income Range  
(Table 4 in Appendix 5)

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

Job Level	Number of Employees										Total
	Below \$6,000 (%)*	\$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 (%)*	
Managerial	- (-)	- (-)	114 (0.5)	2 070 (8.8)	3 170 (13.5)	5 310 (22.6)	1 627 (6.9)	1 315 (5.7)	988 (4.2)	8 884 (37.8)	<b>23 478</b> <b>(100)</b>
Supervisory	- (-)	69 (0.2)	12 342 (32.3)	9 123 (23.8)	2 460 (6.4)	862 (2.3)	66 (0.2)	50 (0.1)	162 (0.4)	13 125 (34.3)	<b>38 259</b> <b>(100)</b>
Clerical	31 (0.1)	10 227 (25.0)	19 883 (48.7)	287 (0.7)	22 (0.1)	7 (-)	- (-)	- (-)	307 (0.7)	10 082 (24.7)	<b>40 846</b> <b>(100)</b>
<b>Total</b> <b>(%)**</b>	<b>31</b> <b>(-)</b>	<b>10 296</b> <b>(10.0)</b>	<b>32 339</b> <b>(31.5)</b>	<b>11 480</b> <b>(11.3)</b>	<b>5 652</b> <b>(5.5)</b>	<b>6 179</b> <b>(6.0)</b>	<b>1 693</b> <b>(1.7)</b>	<b>1 365</b> <b>(1.3)</b>	<b>1 457</b> <b>(1.4)</b>	<b>32 091</b> <b>(31.3)</b>	<b>102 583</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 9 039 other supporting staff) in the industry.

Staff Turnover in the Past 12 Months  
(Tables 5 – 5.9 in Appendix 5)

2.18 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 12 640 (11.1% of the manpower demand) whereas the total number of persons recruited in the same period were 14 850 (13.1% of the manpower demand). The staff turnover statistics are shown in Tables M to N and Figure 6.

Table M: 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	1 621 (19.2)	2 777 (32.8)	4 060 (48.0)	<b>8 458 (66.9)</b>
2. DTCS	33 (20.0)	73 (44.2)	59 (35.8)	<b>165 (1.3)</b>
3. INVEST COS	398 (40.5)	308 (31.3)	277 (28.2)	<b>983 (7.8)</b>
4. PL COS	8 (4.0)	72 (36.4)	118 (59.6)	<b>198 (1.6)</b>
5. SS COS	164 (17.6)	247 (26.5)	522 (55.9)	<b>933 (7.4)</b>
6. C DEALERS	6 (5.3)	26 (22.8)	82 (71.9)	<b>114 (0.9)</b>
7. C EXCHANGES	42 (33.9)	62 (50.0)	20 (16.1)	<b>124 (1.0)</b>
8. M CHANGERS	1 (0.7)	7 (5.0)	133 (94.3)	<b>141 (1.1)</b>
9. OF COS	289 (19.0)	596 (39.1)	639 (41.9)	<b>1 524 (12.0)</b>
<b>Total (%)**</b>	<b>2 562 (20.2)</b>	<b>4 168 (33.0)</b>	<b>5 910 (46.8)</b>	<b>12 640 (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.

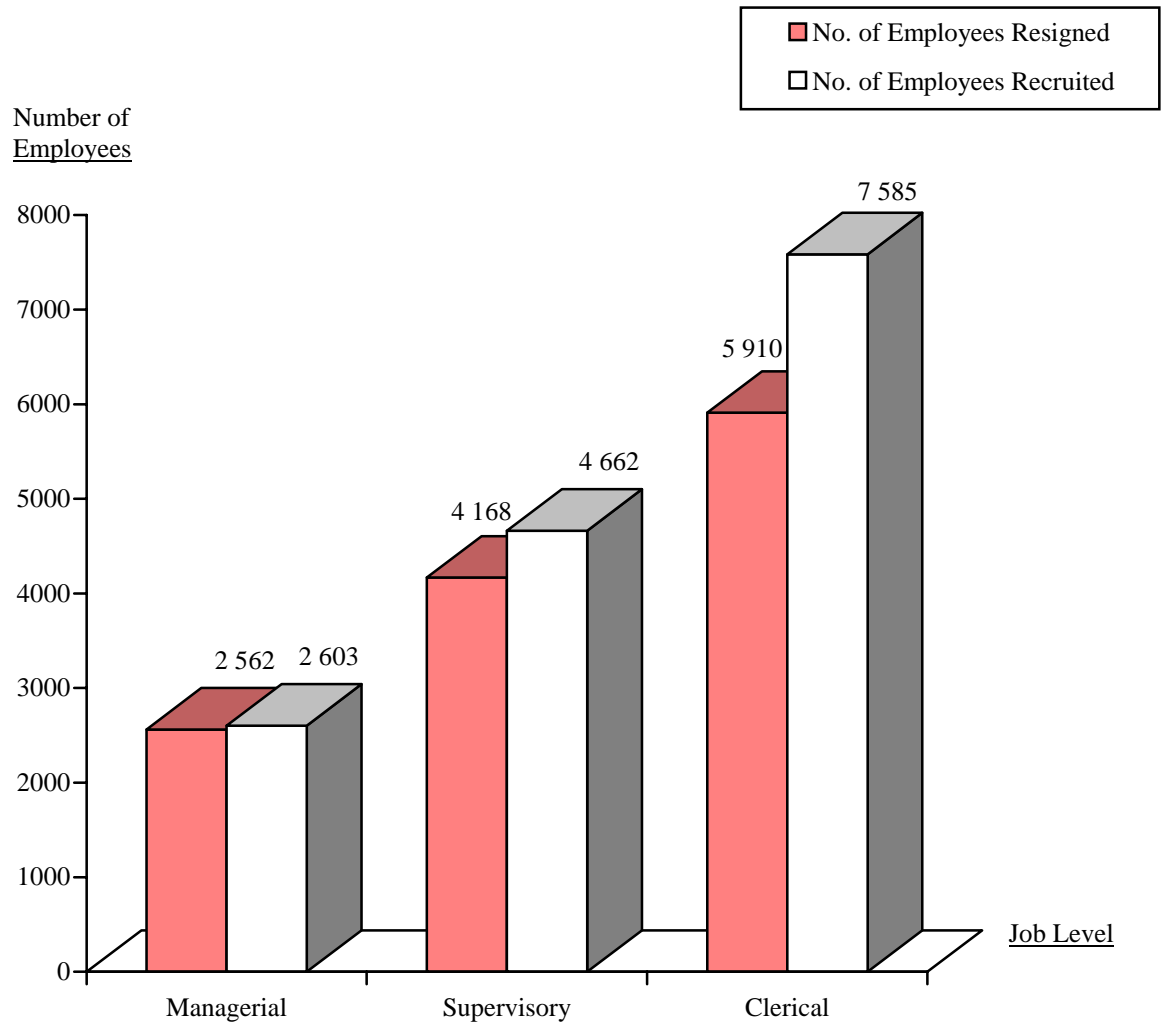
Table N: Number of Recruits  
in the Past 12 Months  
by Branch and by Job Level

<u>Branch</u>	<u>Number of Recruits</u>			<u>Total (%)**</u>
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	
1. BANKS	1 741 (16.3)	3 347 (31.4)	5 567 (52.3)	<b>10 655 (71.8)</b>
2. DTCS	17 (14.3)	48 (40.3)	54 (45.4)	<b>119 (0.8)</b>
3. INVEST COS	274 (29.7)	268 (29.1)	380 (41.2)	<b>922 (6.2)</b>
4. PL COS	3 (1.9)	51 (31.4)	108 (66.7)	<b>162 (1.1)</b>
5. SS COS	144 (14.0)	338 (33.0)	544 (53.0)	<b>1 026 (6.9)</b>
6. C DEALERS	8 (5.8)	21 (15.1)	110 (79.1)	<b>139 (0.9)</b>
7. C EXCHANGES	29 (21.8)	66 (49.6)	38 (28.6)	<b>133 (0.9)</b>
8. M CHANGERS	- (-)	6 (5.6)	101 (94.4)	<b>107 (0.7)</b>
9. OF COS	387 (24.4)	517 (32.6)	683 (43.0)	<b>1 587 (10.7)</b>
<b>Total (%)**</b>	<b>2 603 (17.5)</b>	<b>4 662 (31.4)</b>	<b>7 585 (51.1)</b>	<b>14 850 (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 6: Staff Turnover in the Banking and Finance Industry in the past 12 Months by Job Level





2.19 The staff turnover statistics of the BANKS, DTCS and SS COS branches are summarized as follows:

**BANKS Branch**

**Table O : 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 banking/finance jobs or starting own finance related business	341 (2.4)	1 022 (3.8)	1 200 (4.1)	<b>2 563 (30.3)</b>
(b)	Taking up insurance jobs/ jobs related to the insurance industry or starting own insurance related business	2 (-)	2 (-)	6 (-)	<b>10 (0.1)</b>
(c)	Taking up non-banking/ non-finance/non-insurance jobs or starting own non-finance/non-insurance business	49 (0.3)	333 (1.2)	540 (1.8)	<b>922 (10.9)</b>
(d)	Emigration	31 (0.2)	23 (0.1)	19 (0.1)	<b>73 (0.9)</b>
(e)	Repatriation	24 (0.2)	7 (-)	1 (-)	<b>32 (0.4)</b>
(f)	Retirement	69 (0.5)	52 (0.2)	105 (0.4)	<b>226 (2.7)</b>
(g)	Further studies	28 (0.2)	41 (0.2)	200 (0.7)	<b>269 (3.2)</b>
(h)	Retrenchment	48 (0.3)	64 (0.2)	64 (0.2)	<b>176 (2.1)</b>
(i)	Company re-structured/closed	8 (0.1)	10 (-)	16 (0.1)	<b>34 (0.4)</b>
(j)	Expiry of employment contract	14 (0.1)	12 (-)	74 (0.3)	<b>100 (1.2)</b>
(k)	Poor performance	58 (0.4)	99 (0.4)	184 (0.6)	<b>341 (4.0)</b>
(l)	Other reasons <sup>△</sup>	93 (0.6)	271 (1.0)	298 (1.0)	<b>662 (7.8)</b>
(m)	Reasons unknown	856 (5.9)	841 (3.1)	1 353 (4.6)	<b>3 050 (36.0)</b>
	<b>Total</b>	<b>1621 (11.2)</b>	<b>2 777 (10.2)</b>	<b>4 060 (13.8)</b>	<b>8 458 (100)</b>
	Total Number of Employees at the same job level in the BANKS Branch	14 454	27 219	29 505	71 178 <sup>#</sup>
	Staff Turnover Rate <sup>@</sup>				11.9%

(%)\* 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 6 712 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the BANKS Branch}}{\text{Total No. of Employees in the BANKS Branch Excluding 6 712 Other Supporting Staff}}$

Table P : 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 banking/ finance company	513 (3.5)	899 (3.3)	922 (3.1)	<b>2 334 (21.9)</b>
(b) From an insurance company/insurance intermediary/insurance related company	21 (0.1)	32 (0.1)	32 (0.1)	<b>85 (0.8)</b>
(c) From a non-bank/ non-finance/ non-insurance company	138 (1.0)	583 (2.1)	1 314 (4.5)	<b>2 035 (19.1)</b>
(d) From a college/ school direct	- (-)	338 (1.2)	1 125 (3.8)	<b>1 463 (13.7)</b>
(e) Other sources <sup>△</sup>	118 (0.8)	537 (2.0)	551 (1.9)	<b>1 206 (11.3)</b>
(f) Sources unspecified	951 (6.6)	958 (3.5)	1 623 (5.5)	<b>3 532 (33.2)</b>
<b>Total</b>	<b>1 741 (12.0)</b>	<b>3 347 (12.3)</b>	<b>5 567 (18.9)</b>	<b>10 655 (100)</b>
Total Number of Employees at the same job level in the BANKS Branch	14 454	27 219	29 505	71 178 #

(%)\* 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 overseas recruitments and recruitments from other branches of the same group.

# Total number of employees in the BANKS Branch excluding 6 712 other supporting staff.

Table Q : 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	1 698 (11.7)	3 211 (11.8)	5 563 (18.9)	<b>10 472 (98.3)</b>
(b) Mainland	- (-)	4 (-)	- (-)	<b>4 (-)</b>
(c) Macau	- (-)	2 (-)	- (-)	<b>2 (-)</b>
(d) Taiwan	6 (-)	55 (0.2)	4 (-)	<b>65 (0.6)</b>
(e) Other countries <sup>△</sup>	30 (0.2)	44 (0.2)	- (-)	<b>74 (0.7)</b>
(e) Geographic Origins unspecified	7 (-)	31 (0.1)	- (-)	<b>38 (0.4)</b>
<b>Total</b>	<b>1 741 (12.0)</b>	<b>3 347 (12.3)</b>	<b>5 567 (18.9)</b>	<b>10 655 (100)</b>
Total Number of Employees at the same job level in the BANKS Branch	14 454	27 219	29 505	71 178 <sup>#</sup>

(%)\* 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 countries included USA, UK, Canada, Australia and some countries in Asia.

# Total number of employees in the BANKS Branch excluding 6 712 other supporting staff.

## DTCS Branch

Table R : 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 banking/finance jobs or starting own finance related business	23 (8.0)	53 (14.1)	36 (7.7)	<b>112 (67.9)</b>
(b)	Taking up insurance jobs/ jobs related to the insurance industry or starting own insurance related business	- (-)	- (-)	- (-)	<b>0 (-)</b>
(c)	Taking up non-banking/ non-finance/non-insurance jobs or starting own non-finance/non-insurance business	- (-)	2 (0.5)	3 (0.6)	<b>5 (3.1)</b>
(d)	Emigration	- (-)	- (-)	1 (0.2)	<b>1 (0.6)</b>
(e)	Repatriation	4 (1.4)	- (-)	- (-)	<b>4 (2.4)</b>
(f)	Retirement	- (-)	- (-)	- (-)	<b>0 (-)</b>
(g)	Further studies	- (-)	- (-)	- (-)	<b>0 (-)</b>
(h)	Retrenchment	- (-)	- (-)	- (-)	<b>0 (-)</b>
(i)	Company re-structured/closed	- (-)	- (-)	1 (0.2)	<b>1 (0.6)</b>
(j)	Expiry of employment contract	- (-)	- (-)	- (-)	<b>0 (-)</b>
(k)	Poor performance	- (-)	- (-)	2 (0.4)	<b>2 (1.2)</b>
(l)	Other reasons <sup>△</sup>	2 (0.7)	1 (0.3)	1 (0.2)	<b>4 (2.4)</b>
(m)	Reasons unknown	4 (1.4)	17 (4.5)	15 (3.2)	<b>36 (21.8)</b>
	<b>Total</b>	<b>33 (11.5)</b>	<b>73 (19.4)</b>	<b>59 (12.7)</b>	<b>165 (100)</b>
	Total Number of Employees at the same job level in the DTCS Branch	286	376	465	1 127 <sup>#</sup>
	Staff Turnover Rate <sup>@</sup>				14.6%

(%)\* 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 46 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the DTCS Branch}}{\text{Total No. of Employees in the DTCS Branch Excluding 46 Other Supporting Staff}}$

Table S : 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 banking/ finance company	14 (4.9)	43 (11.4)	22 (4.7)	<b>79 (66.4)</b>
(b) From an insurance company/insurance intermediary/insurance related company	- (-)	- (-)	7 (1.5)	<b>7 (5.9)</b>
(c) From a non-bank/ non-finance/ non-insurance company	- (-)	3 (0.8)	23 (4.9)	<b>26 (21.8)</b>
(d) From a college/ school direct	- (-)	1 (0.3)	1 (0.2)	<b>2 (1.7)</b>
(e) Other sources <sup>△</sup>	3 (1.0)	1 (0.3)	1 (0.2)	<b>5 (4.2)</b>
(f) Sources unspecified	- (-)	- (-)	- (-)	<b>0 (-)</b>
<b>Total</b>	<b>17 (5.9)</b>	<b>48 (12.8)</b>	<b>54 (11.6)</b>	<b>119 (100)</b>
Total Number of Employees at the same job level in the DTCS Branch	286	376	465	1 127 #

(%)\* 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 overseas recruitments and recruitments from other branches of the same group.

# Total number of employees in the DTCS Branch excluding 46 other supporting staff.

Table T : 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	14 (4.9)	47 (12.5)	54 (11.6)	<b>115 (96.6)</b>
(b) Mainland	- (-)	- (-)	- (-)	<b>0 (-)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	- (-)	- (-)	- (-)	<b>0 (-)</b>
(e) Other countries <sup>△</sup>	3 (1.0)	1 (0.3)	- (-)	<b>4 (3.4)</b>
(f) Geographic Origins unspecified	- (-)	- (-)	- (-)	<b>0 (-)</b>
<b>Total</b>	<b>17 (5.9)</b>	<b>48 (12.8)</b>	<b>54 (11.6)</b>	<b>119 (100)</b>
Total Number of Employees at the same job level in the DTCS Branch	286	376	465	1 127 <sup>#</sup>

(%)\* 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 countries included USA, UK, Canada, Australia and some countries in Asia.

# Total number of employees in the DTCS Branch excluding 46 other supporting staff.

## SS COS Branch

Table U : 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 banking/finance jobs or starting own finance related business	107 (5.3)	122 (4.4)	216 (4.2)	<b>445 (47.7)</b>
(b) Taking up insurance jobs/ jobs related to the insurance industry or starting own insurance related business	- (-)	- (-)	5 (0.1)	<b>5 (0.5)</b>
(c) Taking up non-banking/ non-finance/non-insurance jobs or starting own non-finance/non-insurance business	30 (1.5)	26 (0.9)	53 (1.0)	<b>109 (11.7)</b>
(d) Emigration	- (-)	- (-)	2 (-)	<b>2 (0.2)</b>
(e) Repatriation	4 (0.2)	- (-)	- (-)	<b>4 (0.4)</b>
(f) Retirement	- (-)	10 (0.4)	7 (0.1)	<b>17 (1.8)</b>
(g) Further studies	- (-)	- (-)	11 (0.2)	<b>11 (1.2)</b>
(h) Retrenchment	4 (0.2)	- (-)	- (-)	<b>4 (0.4)</b>
(i) Company re-structured/closed	2 (0.1)	- (-)	50 (1.0)	<b>52 (5.6)</b>
(j) Expiry of employment contract	- (-)	- (-)	2 (-)	<b>2 (0.2)</b>
(k) Poor performance	2 (0.1)	16 (0.6)	19 (0.4)	<b>37 (4.0)</b>
(l) Other reasons <sup>△</sup>	- (-)	- (-)	8 (0.2)	<b>8 (0.9)</b>
(m) Reasons unknown	15 (0.7)	73 (2.6)	149 (2.9)	<b>237 (25.4)</b>
<b>Total</b>	<b>164 (8.1)</b>	<b>247 (8.9)</b>	<b>522 (10.1)</b>	<b>933 (100)</b>
Total Number of Employees at the same job level in the SS COS Branch	2 018	2 767	5 157	9 942 <sup>#</sup>
Staff Turnover Rate <sup>@</sup>				9.4%

(%)\* 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 590 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the SS COS Branch}}{\text{Total No. of Employees in the SS COS Branch Excluding 590 Other Supporting Staff}}$

Table V : 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 banking/ finance company	127 (6.3)	253 (9.1)	338 (6.6)	<b>718 (70.0)</b>
(b) From an insurance company/insurance intermediary/insurance related company	- (-)	- (-)	- (-)	<b>0 (-)</b>
(c) From a non-bank/ non-finance/ non-insurance company	9 (0.4)	24 (0.9)	129 (2.5)	<b>162 (15.8)</b>
(d) From a college/ school direct	- (-)	8 (0.3)	59 (1.1)	<b>67 (6.5)</b>
(e) Other sources <sup>△</sup>	2 (0.1)	12 (0.4)	6 (0.1)	<b>20 (1.9)</b>
(f) Sources unspecified	6 (0.3)	41 (1.5)	12 (0.2)	<b>59 (5.8)</b>
<b>Total</b>	<b>144 (7.1)</b>	<b>338 (12.2)</b>	<b>544 (10.5)</b>	<b>1 026 (100)</b>
Total Number of Employees at the same job level in the SS COS Branch	2 018	2 767	5 157	9 942 #

(%)\* 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 overseas recruitments and recruitments from other branches of the same group.

# Total number of employees in the SS COS Branch excluding 590 other supporting staff.



Table W : 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>Total (%)**</u>
(a) Hong Kong	120 (5.9)	285 (10.3)	540 (10.5)	<b>945 (92.1)</b>
(b) Mainland	2 (0.1)	- (-)	- (-)	<b>2 (0.2)</b>
(c) Macau	- (-)	- (-)	- (-)	<b>0 (-)</b>
(d) Taiwan	2 (0.1)	22 (0.8)	- (-)	<b>24 (2.3)</b>
(e) Other countries <sup>△</sup>	16 (0.8)	13 (0.5)	4 (0.1)	<b>33 (3.2)</b>
(f) Geographic Origins unspecified	4 (0.2)	18 (0.7)	- (-)	<b>22 (2.2)</b>
<b>Total</b>	<b>144 (7.1)</b>	<b>338 (12.2)</b>	<b>544 (10.5)</b>	<b>1 026 (100)</b>
Total Number of Employees at the same job level in the SS COS Branch	2 018	2 767	5 157	9 942 #

(%)\* 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 countries included USA, UK, Canada, Australia and some countries in Asia.

# Total number of employees in the SS COS Branch excluding 590 other supporting staff.

Number of Internal Promotions

(Table 6 in Appendix 5)

2.20 There were 2 274 employees promoted internally at three job levels in banking and financial institutions. The distribution of internal promotions by branch and by job level is summarized in Table X.

Table X : 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	595 (35.5)	1 057 (63.1)	24 (1.4)	<b>1 676 (73.7)</b>
2. DTCS	1 (6.3)	9 (56.2)	6 (37.5)	<b>16 (0.7)</b>
3. INVEST COS	105 (46.5)	121 (53.5)	- (-)	<b>226 (9.9)</b>
4. PL COS	3 (14.3)	18 (85.7)	- (-)	<b>21 (0.9)</b>
5. SS COS	62 (40.3)	91 (59.1)	1 (0.6)	<b>154 (6.8)</b>
6. C DEALERS	2 (18.2)	8 (72.7)	1 (9.1)	<b>11 (0.5)</b>
7. C EXCHANGES	23 (54.8)	16 (38.1)	3 (7.1)	<b>42 (1.8)</b>
8. M CHANGERS	1 (25.0)	3 (75.0)	- (-)	<b>4 (0.2)</b>
9. OF COS	48 (38.7)	74 (59.7)	2 (1.6)	<b>124 (5.5)</b>
<b>Total (%)**</b>	<b>840 (36.9)</b>	<b>1 397 (61.5)</b>	<b>37 (1.6)</b>	<b>2 274 (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.

### Recruitment Difficulties

(Table 7 and Tables 8-8.9 in Appendix 5)

2.21 The 2007 Survey reveals that some employers in the industry had encountered recruitment difficulties in the 12 months prior to the fieldwork of the survey. Table Y shows that 5.7% of the establishments had experienced difficulties in recruiting clerical staff, whereas for supervisory staff and managerial staff, the percentages were 4.8% and 2.5% respectively.

Table Y : 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	82 (2.5)	158 (4.8)	184 (5.7)
No	154 (4.7)	233 (7.2)	314 (9.6)
Have not recruited or tried to recruit	3 024 (92.8)	2 869 (88.0)	2 762 (84.7)
<b>Total</b>	<b>3 260 (100)</b>	<b>3 260 (100)</b>	<b>3 260 (100)</b>

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

2.22 The 2007 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 51.0% and 33.7% respectively. Table Z shows the reasons of recruitment difficulties and their respective percentages.

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

<u>Reason</u>	<u>Number of Establishments</u>			<u>Total (%)**</u>
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	
General labour shortage in Hong Kong	16 (14.1)	19 (9.0)	10 (5.0)	<b>45 (8.6)</b>
Insufficient graduates in relevant disciplines (e.g. Business Administration, Banking and Finance, etc.) from tertiary institutions	- (-)	- (-)	3 (1.5)	<b>3 (0.6)</b>
Lack of candidates with relevant experience and training	69 (61.1)	104 (49.5)	93 (46.7)	<b>266 (51.0)</b>
Working conditions/remuneration package could not meet recruits’ expectations	28 (24.8)	85 (40.5)	63 (31.7)	<b>176 (33.7)</b>
Other reasons#	- (-)	2 (1.0)	30 (15.1)	<b>32 (6.1)</b>
<b>Total</b>	<b>113 (100)</b>	<b>210 (100)</b>	<b>199 (100)</b>	<b>522 (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 requirement of special language skills and seasonal factor, etc.

Number of Hong Kong Employees  
Having to Work in Mainland  
 (Table 9 in Appendix 5)

2.23 The 2007 Survey reveals that there were 1 036 employees who had to work in Mainland during the survey period. Of these, 266 (25.7%) were on Stationed Basis and 770 (74.3%) were on Travelling Basis. The number of employees who had to work in Mainland in 2007 and the estimated number of employees who would work in Mainland in 2008 are summarized in Table AA.

Table AA : Number of Hong Kong Employees  
 Having to Work in Mainland in 2007 and 2008

<u>Working Mode</u>	<u>Number of Employees</u>		
	<u>2007(%)*</u>	<u>2008 (%)*</u>	<u>Forecast Growth (%)**</u>
Stationed Basis	266 (25.7)	303 (32.1)	37 (13.9)
Travelling Basis	770 (74.3)	642 (67.9)	-128 (-16.6)
<b>Total</b>	<b>1 036 (100)</b>	<b>945 (100)</b>	<b>-91 (-8.8)</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 2007 as the base year.

Effects of Mainland Operations  
on Hong Kong Employees  
 (Table 10 in Appendix 5)

2.24 The 2007 Survey shows that 115 additional employees need to be recruited to handle the Mainland operations. In addition, employers reported that 173 employees had to be trained for the purpose of handling operations in Mainland. The statistics in 2007 and estimated figures for 2008 are summarized in Table AB below.

Table AB : Effects of Mainland Operations  
 on Hong Kong Employees in 2007 and 2008

<u>Effects</u>	<u>Number of Employees</u>		
	<u>2007</u>	<u>2008</u>	<u>Forecast Growth (%)*</u>
Additional employees need to be recruited	115	133	18 (15.7)
Number of existing employees to be trained for Mainland operations	173	238	65 (37.6)

(%)\* The forecast growth rate is derived by using 2007 as the base year.

Estimated Training Plans for Employees  
in the Next 12 Months

(Tables 11 – 11.9 in Appendix 5)

2.25 In the 2007 Survey, employers were asked to estimate the total trainee hours required for their employees in 3 areas for the next 12 months, namely “General Management Knowledge”, “Basic Job-related Knowledge re-phrased as Basic Banking and Finance-related Knowledge” and “Generic Skills”. Table AC shows the estimated total trainee hours in the 3 areas by job level. The total trainee hours estimated by employers in all the 3 areas were 901 907. The topics of training in all the 3 areas and the respective estimated total trainee hours required are summarized in Table 11 of Appendix 5.

Table AC : Estimated Total Trainee Hours  
Required in the Next 12 Months

<u>Skills/Knowledge</u>	<u>Estimated Total Trainee Hours<sup>Δ</sup></u>			
	<u>Managerial (%)*</u>	<u>Supervisory (%)*</u>	<u>Clerical (%)*</u>	<u>Total (%)**</u>
General Management Knowledge	94 199 (50.0)	88 346 (20.7)	6 654 (2.3)	<b>189 199</b> <b>(21.0)</b>
Basic Banking and Finance-related Knowledge	62 696 (33.2)	202 938 (47.5)	192 011 (67.1)	<b>457 645</b> <b>(50.7)</b>
Generic Skills	31 750 (16.8)	135 718 (31.8)	87 595 (30.6)	<b>255 063</b> <b>(28.3)</b>
<b>Total</b>	<b>188 645</b> <b>(100)</b>	<b>427 002</b> <b>(100)</b>	<b>286 260</b> <b>(100)</b>	<b>901 907</b> <b>(100)</b>
Estimated Manpower Demand in 2008	24 097	39 097	41 322	104 516#
Trainee Hours per Employee	7.8	10.9	6.9	<b>8.6</b>

Δ The estimated total trainee hours were class contact hours, on-the-job training programmes were not included.

(%)\* As percentage of the estimated total trainee hours at the same job level in the industry.

(%)\*\* As percentage of the estimated total trainee hours in the industry.

# Total number of employees in the industry excluding 9 163 other supporting staff.

2.26 Further analyses on the estimated total trainee hours revealed that the 901 907 estimated trainee hours were reported by employers with 55 904 employees. According to the survey findings, there were 111 622 employees engaged in the industry. That means employers of the rest 49 664 (111 622 – 55 904) employees did not report their estimated trainee hours. In fact, these 49 664 banking and finance personnel would need either skills upgrading training or lifelong learning programmes to help them cope with the changing business environment and update the product knowledge on newly developed financial services.

2.27 In view of the above considerations, the Training Board re-calculated the estimated total trainee hours for 49 664 employees in the industry for the next 12 months with reference to the 901 907 estimated trainee hours. A total of 1 703 143 estimated trainee hours for the 111 622 employees in the industry were derived. The 901 907 estimated trainee hours reported were distributed among 3 areas, namely the “General Management Knowledge”, “Basic Banking and Finance – related Knowledge” and “Generic Skills”. For simplicity sake, the 1 703 143 estimated trainee hours would not be re-distributed among the 3 areas. Readers of the manpower survey report are advised to take note of this point when making reference to these figures. The subsequent analyses on estimated trainee hours are based on the 901 907 estimated trainee hours.

2.28 Focus group members agreed to the Training Board’s decision to re-calculate the estimated total trainee hours as on average, the trainee hours per manager were about 50 including CPD and CPT requirements.

Estimated Trainee Hours Provided by  
External Course Providers in the Next 12 Months  
 (Table 12 in Appendix 5)

2.29 The 2007 Survey reveals that there would be a minimum of 142 004 estimated trainee hours provided by external course providers in the next 12 months. Details of the topics of training courses/programmes for various job levels in different branches are shown in Tables 11 to 11.9 of Appendix 5.

Table AD : Estimated Trainee Hours Provided by  
 External Course Providers in the Next 12 Months

<u>Job Level</u>	<u>Trainee Hours Provided by External Course Providers Analysed by Percentage of Total Training Provisions</u>				
	<u>Less Than 25%*</u>	<u>25%- Less Than 50%*</u>	<u>50%- Less Than 75%*</u>	<u>75%- Less Than 100%*</u>	<u>100%</u>
Managerial	127 213	33 668	11 738	7 521	8 505
Supervisory	333 991	48 311	12 408	3 256	29 036
Clerical	160 276	41 318	57 814	9 106	17 746
<b>Total</b>	<b>621 480</b>	<b>123 297</b>	<b>81 960</b>	<b>19 883</b>	<b>55 287</b>

\* The number of estimated trainee hours to be provided by external course providers could be derived by using the lower edge of the range in each interval.

Part-time Employees  
Employed in the Banking and Finance Industry  
 (Table 13 in Appendix 5)

2.30 In the 2007 Survey, 560 part-time employees (about 0.5% of full-time employees) were employed in the industry to help the full-time employees carry out business activities in banking and financial institutions. The number of part-time employees at various job levels are summarized in Table AE.

Table AE : Number of Part-time Employees Employed in the Banking and Finance Industry in the Past 12 Months

<u>Job Level</u>	<u>Number of Employees</u>	
	<u>Full-time Employees</u>	<u>Part-time Employees (%)*</u>
Managerial	23 478	5 (-)
Supervisory	38 259	6 (-)
Clerical	40 846	549 (1.3)
<b>Total</b>	<b>102 583</b>	<b>560 (0.5)</b>

(%)\* As percentage of the number of part-time employees to the number of full-time employees.

Survey Findings on Manpower Statistics of  
Respondents' Subsidiaries/Associates in Mainland

2.31 In the 2007 Survey, the Training Board decided to add some survey questions to collect manpower statistics of respondents' subsidiaries/associates in Mainland with a view to knowing more about the operations of Hong Kong companies in Mainland. However, the response rates of these questions were low as the collection of information involved different administrative procedures of two entities, respondents might encounter difficulties in providing relevant information to the survey.

2.32 In view of the fact that the survey findings, due to the low response rates, might not have sufficient representation of the entire industry, the Training Board therefore decided not to report the survey findings of the following questions in the manpower survey report:

- (I) Number of banking/finance-related employees in Subsidiaries/ Associates in Mainland;
- (II) Number of banking/finance-related employees in Hong Kong transferred to/recruited for Subsidiaries/Associates in Mainland in the past 12 months; and
- (III) Number of banking/finance-related employees in Hong Kong to be transferred to/recruited for Subsidiaries/ Associates in Mainland in the next 12 months.

2.33 Readers of the manpower survey report are advised to take note of this point.

Survey Findings on the Number of Banking and Finance  
Personnel Possessing Valid Licences in Dealing with  
Regulated Activities and Insurance Business

2.34 In the 2007 Survey, the Training Board decided to add some survey questions to collect information on the number of banking and finance personnel who were authorized to carry on regulated activities by the Securities and Futures Commission (SFC) and the number of banking and finance personnel who possessed the licences to deal with insurance business as required by the Insurance Authority (IA). The collection of these information were expected to help the industry understand the manpower requirements of banking and finance personnel and thus help the industry formulate effective manpower training and development strategies.

2.35 Having analysed the survey findings of these questions, the Training Board believed that the figures might not be representative for the entire industry. Therefore, the Training Board decided not to include the survey findings of the following questions in the manpower survey report:

- (I) The number of companies authorized by the SFC to carry on regulated activities;
- (II) The number of employees authorized by the SFC to carry on regulated activities; and
- (III) The number of employees possessed licences to deal with insurance business as required by the IA.

2.36 Employers/course providers could approach relevant organizations e.g. SFC, etc for appropriate information when planning for their business operations. Readers of the manpower survey report are advised to take note of this point.



## SECTION III

### CONCLUSIONS

#### The Size of the Banking and Finance Industry in 2007 (as at 31.12.2006)

3.1 The banking and finance industry had 6 779 financial institutions in 2007 (as at 31.12.2006) as shown in Table AF.

Table AF: Number of Financial Institutions

	<u>Licensed Bank*</u>	<u>Restricted Licence Bank*</u>	<u>Deposit-taking Company*</u>	<u>Local Representative Office of Foreign Bank*</u>	<u>Establishments in the Other Financial Sectors#</u>	<u>Total</u>
2007	138	31	33	84	6 493	<b>6 779</b>
2004	133	40	35	85	5 937	<b>6 230</b>
Change	5	-9	-2	-1	556	<b>549</b>
(%)	(3.8)	(-22.5)	(-5.7)	(-1.2)	(9.4)	<b>(8.8)</b>

\* Source: Annual Reports 2004 and 2006 of the Hong Kong Monetary Authority.

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

3.2 The total number of financial institutions in the banking and finance industry had increased by 549 establishments from December 2004 to January 2007. The number of authorized institutions, local representative office of foreign banks had decreased by 6 and 1 respectively. In the same period, establishments in the other financial sectors had increased by 556.

## Analyses of Manpower Statistics

3.3 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

3.4 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, more and more Chinese enterprises are planning to raise funds in Hong Kong.

3.5 The Training Board would also like to thank all the focus group members for their valuable views and comments on the analyses of manpower statistics of the 2007 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.

## Manpower Changes

3.6 The manpower of the banking and finance industry had increased from 103 964 in 2004 to 111 622 in 2007 by 7 658 persons (+7.4%). The changes in the number of employees between 2004 and 2007 by sector and by job level are summarized in Table AG and Figure 7.

Table AG: Manpower Changes

(i) Manpower Changes by Sector

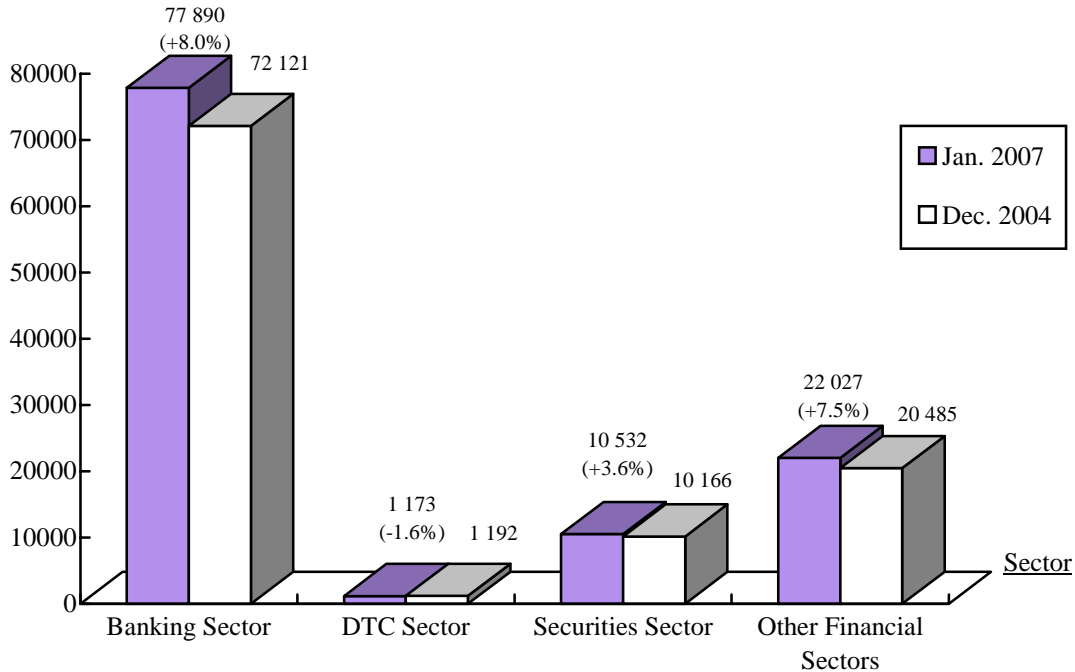
<u>Sector</u>	<u>Jan. 2007</u>	<u>Dec. 2004</u>	<u>Change (%)</u>
Banking Sector	77 890	72 121	+5 769 (+8.0%)
DTC Sector	1 173	1 192	-19 (-1.6%)
Securities Sector	10 532	10 166	+366 (+3.6%)
Other Financial Sectors	22 027	20 485	+1 542 (+7.5%)
<b>Total</b>	<b>111 622</b>	<b>103 964</b>	<b>+7 658 (+7.4%)</b>

(ii) Manpower Changes by Job Level

<u>Job Level</u>	<u>Jan. 2007</u>	<u>Dec. 2004</u>	<u>Change (%)</u>
Managerial	23 478	23 878	-400 (-1.7%)
Supervisory	38 259	33 001	+5 258 (+15.9%)
Clerical	40846	40 083	+763 (+1.9%)
Other Supporting Staff	9 039	7 002	+2 037 (+29.1%)
<b>Total</b>	<b>111 622</b>	<b>103 964</b>	<b>+7 658 (+7.4%)</b>

Figure 7: Manpower Changes

Number of Employees



3.7 Following the implementation of CEPA in 2004 and the business boom in the economic cycle, the need for business activities in Hong Kong had increased, in particular for banking and financial services, investment advisory services and securities trading business. The manpower demand in the 3 sectors; namely, the Banking Sector, the Other Financial Sectors and the Securities Sector had increased. The manpower demand growth rates for these 3 sectors were 8.0%, 7.5% and 3.6% respectively.

3.8 In the past 2 years, the number of deposit-taking companies decreased by 2 and this sector had experienced contraction that the manpower had decreased by 19 or 1.6% of the persons engaged in this sector in December 2004.

3.9 Focus group members were of the view that the overall headcounts for the industry seemed to be small. Over the past 2 years, Hong Kong was in a business boom. The general level of business activities was high and the banking and finance industry maintained around 5% to 10% growth rate. Following the technology advancement and enhanced efficiency, most of the customers had used the automated channels to process their needs on financial services. It was the trend that more customers in banking and financial institutions would be using financial services through the transaction centres. As a result, headcounts in the industry might not be increased substantially.

3.10 With regard to the manpower demand by principal jobs, jobs related to information technology, sales function and customer relationship management were of high demand.

3.11 As evidenced by the manpower changes listed in Appendix 6, principal jobs related to investment, business promotion, improving operation efficiencies, etc. had higher growth rates over the past 2 years. These principal jobs included Manager-Insurance Products (+211.8%), Trust Officer (+78.8%), Cashier (+71.0%), Compliance Officer (+56.3%), Telemarketing Representative (+55.5%), Manager-Securities, Futures and Commodities Trading (+53.3%), Operations Officer (+51.8%), Marketing Officer (+48.7%) and Programmer/Technology Officer (+44.6%).

3.12 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 5 258 persons, a growth of 15.9% of the 33 001 persons employed in December 2004. In the same period, the number of other supporting staff had increased by 2 037 persons, or 29.1% of the 7 002 persons employed in December 2004. The increases might be due to the fact that the general level of business activities is high, banking and financial institutions had recruited more officers (supervisors) to capture more business opportunities as supervisory staff could assist managerial staff in leading the work team to carry out daily operations. The managerial staff had decreased by 400 persons or 1.7% of the 23 878 persons employed in December 2004. The actual decrease is less taking into consideration the increase of 196 vacancies in this category. 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 decrease 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 1.9% of the 40 083 persons employed in December 2004.

#### Manpower Trend in the Past 10 Years

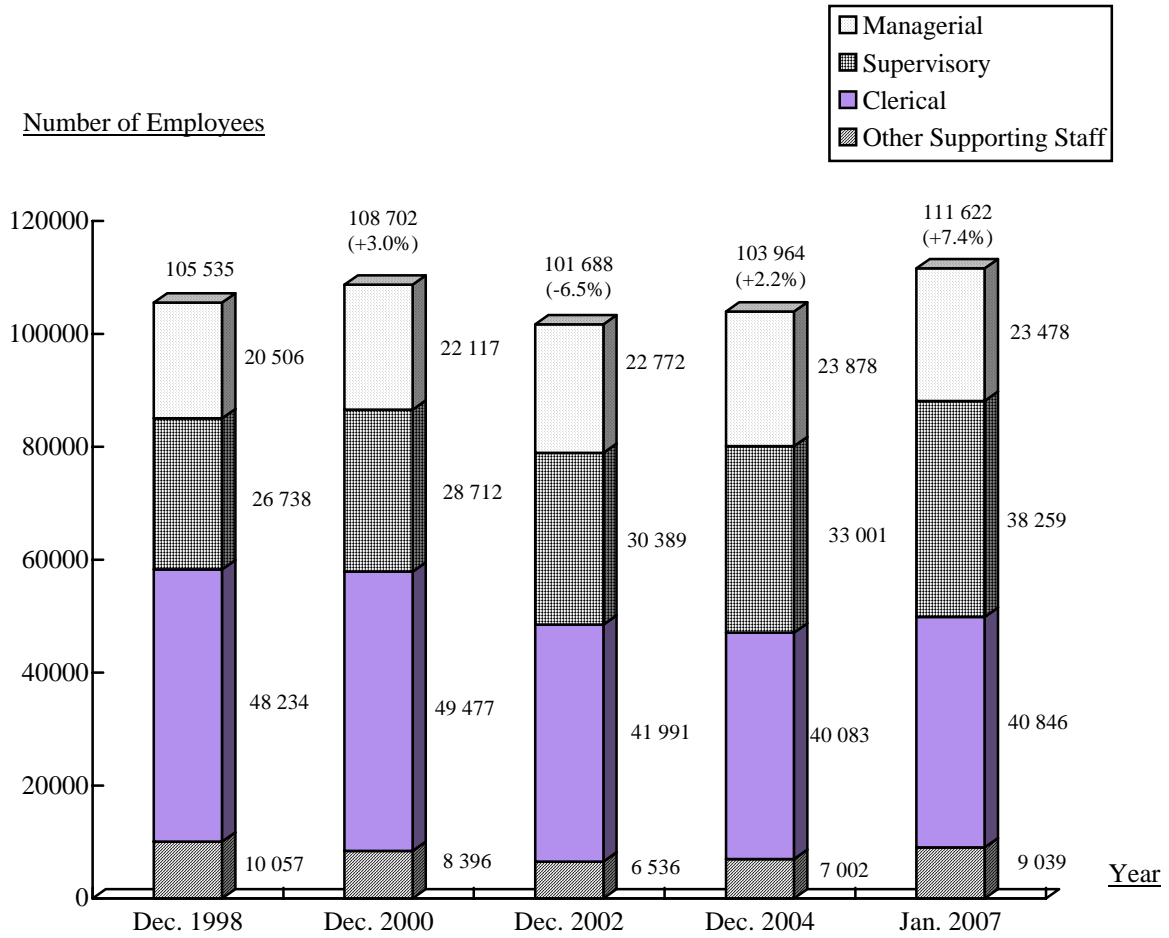
3.13 Generally speaking, the stage of economic cycle, the business environment as well as government policies, etc. have large impacts on manpower demand for the industry. Table AH and Figure 8 show the manpower trend of the banking and finance industry in the past 10 years. It should be noted that the overall manpower for the banking and finance industry has been increasing over the past 5 years.

Table AH: Manpower Trend of the Banking and Finance Industry in the Past 10 Years

<u>Job Level</u>	<u>Number of Employees Engaged in the Industry</u>				
	<u>Dec. 1998</u>	<u>Dec. 2000</u>	<u>Dec. 2002</u>	<u>Dec. 2004</u>	<u>Jan. 2007</u>
Managerial	20 506	22 117	22 772	23 878	23 478
Supervisory	26 738	28 712	30 389	33 001	38 259
Clerical	48 234	49 477	41 991	40 083	40 846
Other Supporting Staff	10 057	8 396	6 536	7 002	9 039
<b>Total</b>	<b>105 535</b>	<b>108 702</b>	<b>101 688</b>	<b>103 964</b>	<b>111 622</b>
<b>Manpower Change (%)*</b>		<b>+3 167(+3.0%)</b>	<b>-7 014(-6.5%)</b>	<b>+2 276(+2.2%)</b>	<b>+7 658(+7.4%)</b>

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

Figure 8: Manpower Trend of the Banking and Finance Industry in the Past 10 Years



Changes in Vacancy Situation

3.14 Employers reported 1 947 vacancies in January 2007. Comparing to the 1 430 vacancies reported by employers in December 2004, the number of vacancies had increased by 517 (36.2%). The changes in vacancy situation between 2004 and 2007 are summarized in Table AI and Figure 9.

Table AI: Vacancy Situation

(i) Vacancy Situation by Sector

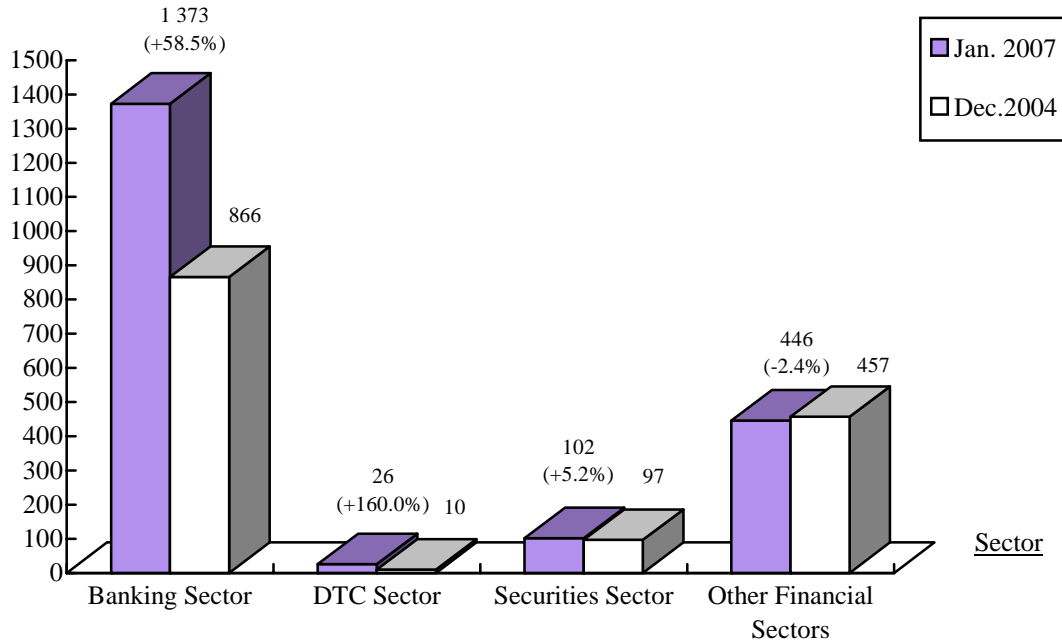
<u>Sector</u>	<u>Jan. 2007</u>	<u>Dec. 2004</u>	<u>Change (%)</u>
Banking Sector	1 373	866	+507 (+58.5%)
DTC Sector	26	10	+16 (+160.0%)
Securities Sector	102	97	+5 (+5.2%)
Other Financial Sectors	446	457	-11 (-2.4%)
<b>Total</b>	<b>1 947</b>	<b>1 430</b>	<b>+517 (+36.2%)</b>

(ii) Vacancy Situation by Job Level

<u>Job Level</u>	<u>Jan. 2007</u>	<u>Dec. 2004</u>	<u>Change (%)</u>
Managerial	551	355	+196 (+55.2%)
Supervisory	782	772	+10 (+1.3%)
Clerical	495	259	+236 (+91.1%)
Other Supporting Staff	119	44	+75 (+170.5%)
<b>Total</b>	<b>1 947</b>	<b>1 430</b>	<b>+517 (+36.2%)</b>
Vacancy rate as percentage of manpower demand	1.7%	1.4%	

Figure 9: Vacancy Situation

Number of Vacancies



3.15 Except for the Other Financial Sectors, all the other 3 sectors in the industry had reported more vacancies in January 2007 than in December 2004. The Banking Sector had 1 373 vacancies, the DTC Sector had 26 vacancies and the Securities Sector had 102 vacancies. One of the reasons of the increase in vacancies in the Banking Sector and the Securities Sector might be due to the expansion of operations by establishments in these 2 sectors, in particular during the economic boom in the past 2 years. Furthermore, the demand for clerical staff in the banking and finance industry was high as vacancies at this job level increased from 259 in December 2004 to 495 in January 2007, or increased by 91.1%.

3.16 Generally speaking, the 1 947 vacancies reported by employers seemed to be low. As the reference date of the manpower statistics was set on 2<sup>nd</sup> January 2007, the number of vacancies reported might be small. In general, employees would submit their resignations after receiving the bonus payments which were usually paid in March after the Chinese New Year.

3.17 Another factor contributing to the small number of vacancies reported might be due to the time lag between the applications for staff replacement or increase of headcounts submitted by operation units and the approvals granted by the human resources department. As a result, the number of vacancies would not be counted until applications for replacement were approved by the human resources department.



Minimum Education/Qualification Requirement of Employees

3.18 The survey findings showed that employers preferred their employees at the supervisory and managerial levels to possess at least 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. The three highest percentages of the minimum education/qualification requirements of employees at three major job levels reported by employers are summarized in Table AJ. (For details, please refer to Table D in paragraph 2.13)

Table AJ: Minimum Education/Qualification Requirement of Employees

<u>Education/Qualification</u>	<u>Managerial</u>	<u>Supervisory</u>	<u>Clerical</u>
Professional Qualification	7.2%	-	-
University Degree or Above	73.9%	35.9%	2.8%
Higher Diploma/Associate Degree or equivalent	1.4%	26.7%	-
Diploma/Higher Certificate/Certificate or equivalent	-	16.7%	7.4%
Matriculation/Secondary 5 or equivalent	-	-	86.3%
<b>Total</b>	<b>82.5%</b>	<b>79.3%</b>	<b>96.5%</b>

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

3.19 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 are summarized in Table AK. (For details, please refer to Table H in paragraph 2.15)

Table AK: Employees' Minimum Requirement on Year(s) of Experience in the Industry

<u>Year(s) of Experience</u>	<u>Managerial</u>	<u>Supervisory</u>	<u>Clerical</u>
1 Year or Less	-	1.0%	41.9%
2 - 4 Years	1.3%	51.7%	51.2%
5 - 10 Years	59.3%	27.7%	1.2%
Over 10 Years	16.5%	-	-
<b>Total</b>	<b>77.1%</b>	<b>80.4%</b>	<b>94.3%</b>

Distribution of Employees  
by Average Monthly Income Range

3.20 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 3 intervals . The three highest percentages of the average monthly income range of employees at three major job levels reported by employers are summarized in Table AL. (For details, please refer to Table L in paragraph 2.17)

Table AL: Employees' Average Monthly Income Range by Job Level

<u>Average Monthly Income Range</u>	<u>Managerial</u>	<u>Supervisory</u>	<u>Clerical</u>
\$6,001 to \$10,000	-	-	25.0%
\$10,001 to \$20,000	-	32.3%	48.7%
\$20,001 to \$30,000	8.8%	23.8%	0.7%
\$30,001 to \$40,000	13.5%	6.4%	-
\$40,001 to \$60,000	22.6%	-	-
<b>Total</b>	<b>44.9%</b>	<b>62.5%</b>	<b>74.4%</b>

## Staff Turnover

3.21 In the 12 months prior to the survey, 12 640 employees resigned from the establishments of the industry while 14 850 persons were recruited to fill the vacancies. The staff turnover rate\* was 12.3% in 2007. Compared with the staff turnover rate of 12.4% in 2004, the staff turnover rate was stable in the past 2 years. The staff turnover statistics of the 4 sectors are summarized in Table AM. (For details, please refer to Tables M and N in paragraph 2.18)

Table AM: 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	8 458 (66.9)	10 655 (71.8)
DTC Sector	165 (1.3)	119 (0.8)
Securities Sector	933 (7.4)	1 026 (6.9)
Other Financial Sectors	3084 (24.4)	3 050 (20.5)
<b>Total</b>	<b>12 640 (100)</b>	<b>14 850 (100)</b>

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

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

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

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.

3.22 The staff turnover statistics of the Banking and Finance Industry and the Other Financial Sectors are summarized in Tables AN to AS. The staff turnover figures of the Banking Sector (BANKS Branch), DTC Sector (DTCS Branch) and the Securities Sector (SS COS Branch) are shown in paragraph 2.19. It should be noted that 0.2% of the persons leaving the banking and finance industry joined the insurance industry and 0.7% of the recruits joining the banking and finance industry were personnel from the insurance industry.

## Banking and Finance Industry

Table AN : 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 banking/finance jobs or starting own finance related business	853 (3.6)	1 853 (4.8)	1 848 (4.5)	<b>4 554 (36.0)</b>
(b)	Taking up insurance jobs/ jobs related to the insurance industry or starting own insurance related business	5 (-)	7 (-)	18 (-)	<b>30 (0.2)</b>
(c)	Taking up non-banking/ non-finance/non-insurance jobs or starting own non-finance/non-insurance business	218 (0.9)	468 (1.2)	783 (1.9)	<b>1 469 (11.6)</b>
(d)	Emigration	32 (0.1)	43 (0.1)	22 (0.1)	<b>97 (0.8)</b>
(e)	Repatriation	39 (0.2)	7 (-)	4 (-)	<b>50 (0.4)</b>
(f)	Retirement	81 (0.3)	69 (0.2)	125 (0.3)	<b>275 (2.2)</b>
(g)	Further studies	31 (0.1)	45 (0.1)	221 (0.5)	<b>297 (2.4)</b>
(h)	Retrenchment	55 (0.2)	70 (0.2)	89 (0.2)	<b>214 (1.7)</b>
(i)	Company re-structured/closed	17 (0.1)	43 (0.1)	159 (0.4)	<b>219 (1.7)</b>
(j)	Expiry of employment contract	14 (0.1)	18 (-)	82 (0.2)	<b>114 (0.9)</b>
(k)	Poor performance	71 (0.3)	131 (0.3)	249 (0.6)	<b>451 (3.6)</b>
(l)	Other reasons <sup>△</sup>	114 (0.5)	311 (0.8)	461 (1.1)	<b>886 (7.0)</b>
(m)	Reasons unknown	1 032 (4.4)	1 103 (2.9)	1 849 (4.5)	<b>3 984 (31.5)</b>
	<b>Total</b>	<b>2 562 (10.9)</b>	<b>4 168 (10.9)</b>	<b>5 910 (14.5)</b>	<b>12 640 (100)</b>
	Total Number of Employees at the same job level in the Industry	23 478	38 259	40 846	102 583#
	Staff Turnover Rate@				12.3%

(%)\* 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 9 039 other supporting staff.

@ Staff Turnover Rate =  $\frac{\text{Total No. of Employees Leaving the Industry}}{\text{Total No. of Employees in the Industry Excluding 9 039 Other Supporting Staff}}$

Table AO: 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 banking/finance company	963 (4.1)	1 840 (4.8)	1 844 (4.5)	<b>4 647 (31.3)</b>
(b) From an insurance company/insurance intermediary/insurance related company	23 (0.1)	36 (0.1)	45 (0.1)	<b>104 (0.7)</b>
(c) From a non-bank/non-finance/non-insurance company	380 (1.6)	827 (2.2)	2 046 (5.0)	<b>3 253 (21.9)</b>
(d) From a college/school direct	10 (-)	386 (1.0)	1 385 (3.4)	<b>1 781 (12.0)</b>
(e) Other sources $\Delta$	248 (1.1)	553 (1.4)	578 (1.4)	<b>1 379 (9.3)</b>
(f) Sources unspecified	979 (4.2)	1 020 (2.7)	1 687 (4.1)	<b>3 686 (24.8)</b>
<b>Total</b>	<b>2 603 (11.1)</b>	<b>4 662 (12.2)</b>	<b>7 585 (18.6)</b>	<b>14 850 (100)</b>
Total Number of Employees at the same job level in the Industry	23 478	38 259	40 846	102 583#

(%)\* 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.

$\Delta$  Other sources included overseas recruitments and recruitments from other branches of the same group.

# Total number of employees in the Industry excluding 9 039 other supporting staff.

Table AP : 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	2 363 (10.1)	4 385 (11.5)	7 541 (18.5)	<b>14 289 (96.2)</b>
(b) Mainland	20 (0.1)	4 (-)	4 (-)	<b>28 (0.2)</b>
(c) Macau	- (-)	2 (-)	- (-)	<b>2 (-)</b>
(d) Taiwan	8 (-)	77 (0.2)	4 (-)	<b>89 (0.6)</b>
(e) Other countries $\Delta$	191 (0.8)	113 (0.3)	22 (0.1)	<b>326 (2.2)</b>
(e) Geographic Origins unspecified	21 (0.1)	81 (0.2)	14 (-)	<b>116 (0.8)</b>
<b>Total</b>	<b>2 603 (11.1)</b>	<b>4 662 (12.2)</b>	<b>7 585 (18.6)</b>	<b>14 850 (100)</b>
Total Number of Employees at the same job level in the Industry	23 478	38 259	40 846	102 583#

(%)\* 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.

$\Delta$  Other countries included USA, UK, Canada, Australia and some countries in Asia.

# Total number of employees in the Industry excluding 9 039 other supporting staff.

## Other Financial Sectors

Table AQ : 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 banking/finance jobs or starting own finance related business	382 (5.7)	656 (8.3)	396 (6.9)	<b>1 434 (46.5)</b>
(b)	Taking up insurance jobs/ jobs related to the insurance industry or starting own insurance related business	3 (-)	5 (0.1)	7 (0.1)	<b>15 (0.5)</b>
(c)	Taking up non-banking/ non-finance/non-insurance jobs or starting own non-finance/non-insurance business	139 (2.1)	107 (1.4)	187 (3.3)	<b>433 (14.0)</b>
(d)	Emigration	1 (-)	20 (0.3)	- (-)	<b>21 (0.7)</b>
(e)	Repatriation	7 (0.1)	- (-)	3 (0.1)	<b>10 (0.3)</b>
(f)	Retirement	12 (0.2)	7 (0.1)	13 (0.2)	<b>32 (1.0)</b>
(g)	Further studies	3 (-)	4 (0.1)	10 (0.2)	<b>17 (0.6)</b>
(h)	Retrenchment	3 (-)	6 (0.1)	25 (0.4)	<b>34 (1.1)</b>
(i)	Company re-structured/closed	7 (0.1)	33 (0.4)	92 (1.6)	<b>132 (4.3)</b>
(j)	Expiry of employment contract	- (-)	6 (0.1)	6 (0.1)	<b>12 (0.4)</b>
(k)	Poor performance	11 (0.2)	16 (0.2)	44 (0.8)	<b>71 (2.3)</b>
(l)	Other reasons <sup>△</sup>	19 (0.3)	39 (0.5)	154 (2.7)	<b>212 (6.9)</b>
(m)	Reasons unknown	157 (2.3)	172 (2.2)	332 (5.8)	<b>661 (21.4)</b>
	<b>Total</b>	<b>744 (11.1)</b>	<b>1 071 (13.6)</b>	<b>1 269 (22.2)</b>	<b>3 084 (100)</b>
	Total Number of Employees at the same job level in the Other Financial Sectors	6 720	7 897	5 719	20 336#
	Staff Turnover Rate@				15.2%

(%)\* 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 1 691 other supporting staff.

@ Staff Turnover Rate = 
$$\frac{\text{Total No. of Employees Leaving the Other Financial Sectors}}{\text{Total No. of Employees in the Other Financial Sectors Excluding 1 691 Other Supporting Staff}}$$

Table AR : 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 banking/finance company	309 (4.6)	645 (8.2)	562 (9.8)	<b>1 516 (49.7)</b>
(b) From an insurance company/insurance intermediary/insurance related company	2 (-)	4 (0.1)	6 (0.1)	<b>12 (0.4)</b>
(c) From a non-bank/non-finance/non-insurance company	233 (3.5)	217 (2.7)	580 (10.1)	<b>1 030 (33.8)</b>
(d) From a college/school direct	10 (0.1)	39 (0.5)	200 (3.5)	<b>249 (8.2)</b>
(e) Other sources $\Delta$	125 (1.9)	3 (-)	20 (0.3)	<b>148 (4.8)</b>
(f) Sources unspecified	22 (0.3)	21 (0.3)	52 (0.9)	<b>95 (3.1)</b>
<b>Total</b>	<b>701 (10.4)</b>	<b>929 (11.8)</b>	<b>1 420 (24.8)</b>	<b>3 050 (100)</b>
Total Number of Employees at the same job level in the Other Financial Sectors	6 720	7 897	5 719	20 336#

(%)\* 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.

$\Delta$  Other sources included overseas recruitments and recruitments from other branches of the same group.

# Total number of employees in the Other Financial Sectors excluding 1 691 other supporting staff.



Table AS : 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	531 (7.9)	842 (10.7)	1 384 (24.2)	<b>2 757 (90.4)</b>
(b) Mainland	18 (0.3)	- (-)	4 (0.1)	<b>22 (0.7)</b>
(c) Macau	- (-)	- (-)	- (-)	- (-)
(d) Taiwan	- (-)	- (-)	- (-)	- (-)
(e) Other countries $\Delta$	142 (2.1)	55 (0.7)	18 (0.3)	<b>215 (7.1)</b>
(e) Geographic Origins unspecified	10 (0.1)	32 (0.4)	14 (0.2)	<b>56 (1.8)</b>
<b>Total</b>	<b>701 (10.4)</b>	<b>929 (11.8)</b>	<b>1 420 (24.8)</b>	<b>3 050 (100)</b>
Total Number of Employees at the same job level in the Other Financial Sectors	6 720	7 897	5 719	20 336#

(%)\* 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.

$\Delta$  Other countries included USA, UK, Canada, Australia and some countries in Asia.

# Total number of employees in the Other Financial Sectors excluding 1 691 other supporting staff.

3.23 As shown in Table AM in paragraph 3.21, there was sufficient 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	11.9%	14.6%	9.4%	15.2%	12.3%

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, staff turnover is higher in SMEs than in large firms. As shown in Table AN, 11.6% of employees had changed their jobs to non-finance business. Furthermore, those leaving the industry by emigration, repatriation, retirement, pursuing further studies and retrenchment (a total of 7.5%) 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.

3.24 In addition, focus group members were of the view that the staff turnover rate for the Banking Sector was about 20%, whereas the rate of 11.9% derived from the 2007 Survey seemed to be low.

#### Number of Internal Promotions in the Past 12 Months

3.25 The 2007 Survey revealed that out of the 2 274 internal promotions in the industry, 1 397 positions (61.5%) were promoted internally to take up supervisory positions, 840 positions (36.9%) were promoted from supervisory level to managerial level. It is a general practice that senior positions were promoted from within the organization. Table AT shows the internal promotions distributed among three major job levels. (For details, please refer to Table X in paragraph 2.20)

Table AT : Distribution of Internal Promotions among Job Levels

<u>Job Level</u>	<u>Number of Internal Promotions</u>	<u>Percentage to Total Internal Promotions</u>
From Supervisor to Manager	840	36.9%
From Clerk to Supervisor	1 397	61.5%
From Others to Clerk	37	1.6%
<b>Total</b>	<b>2 274</b>	<b>100%</b>

## Reasons of Recruitment Difficulties

3.26 The 2007 Survey revealed that some establishments had encountered difficulties in recruiting clerks, supervisors and managers. 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”. 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 the need of the rapid changing business environment. (For details, please refer to Table Z in paragraph 2.22)

3.27 Focus group members agreed that there were manpower mismatches of banking and finance personnel at managerial level and supervisory level. For example, some candidates might be well experienced in corporate business, however, their soft skills such as leadership skills and managerial skills, etc. might not be sufficient in taking up the role of a manager. Therefore, the vacancies at managerial level were not filled.

## Hurdles in the Mobility of Talents Across the Border

3.28 Few years ago, Hong Kong employees had to work in companies’ subsidiaries/branches in Mainland on stationed basis or on travelling basis. Nowadays, the network in Mainland operations had been developed. In addition to the localization in Mainland branches, fewer Hong Kong employees needed to be posted to work in Mainland. However, following the economic growth in Mainland and the implementation of “Closer Economic Partnership Arrangement” (CEPA), Mainland opened its brokerage market to Hong Kong securities firms. As a result, firms in Mainland were looking for senior banking and finance personnel in Hong Kong to work in their Mainland office. The demand for Hong Kong banking and finance personnel to work in Mainland was great.

3.29 Focus group members pointed out that some factors needed to be considered before the Hong Kong banking and finance personnel decided to take up jobs in Mainland, for example, the education for their children and the social life for their families, etc. On the other hand, employees in Mainland companies to work in Hong Kong might also experience some problems, e.g. the business cultures and financial systems in Mainland and Hong Kong were different. Their working experiences in Mainland might not be suitable for the business environments in Hong Kong. They had to adapt to the legal systems as well as the trading practices in Hong Kong.

3.30 Furthermore, Hong Kong employees wanted to know their career paths after secondment to Mainland. Due to the rapid changes in the business environment, employees wanted to confirm their prospects in the company before accepting their postings to Mainland. This was to ensure that their career advancement in the company could not be jeopardized by their secondment to the Mainland.

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

3.31 In the 2007 Survey, employers reported that 1 036 employees had to work in Mainland and they forecast that about 945 employees would need to work in Mainland in the next 12 months. The number of employees to work in Mainland is expected to be decreased in the next year. One of the reasons might be due to the localization, Hong Kong companies would employ staff in Mainland instead of posting Hong Kong employees to Mainland to look after their Mainland operations. (For details, please refer to Table AA in paragraph 2.23)

### Effects of Mainland Operations on Hong Kong Employees

3.32 The 2007 Survey showed that Hong Kong companies needed not recruit large number of additional employees to cope with their Mainland operations. Furthermore, the number of employees needed to be trained for Mainland operations reported by employers seemed to be moderate. Employers might be conservative in estimating the manpower requirements in dealing with Mainland operations.

### Estimated Training Plans for Banking and Finance Employees in the Next 12 Months

3.33 Readers of the manpower survey report are advised to note that the following conclusions drawn are based on 901 907 estimated trainee hours for banking and finance employees in the next 12 months. (For details, please refer to paragraphs 2.25 to 2.27)

3.34 Among the 3 areas for training, the demand for training on “Basic Banking and Finance-related Knowledge” is the highest (50.7% of the total estimated trainee hours). The demand for “Generic Skills” and “General Management Knowledge” are 28.3% and 21.0% respectively. Employees at different job levels have different training needs. For instance, managerial staff need “General Management Knowledge” training whereas supervisory staff and clerical staff need “Basic Banking and Finance-related Knowledge” training .

3.35 In the 2007 Survey, employers were requested to report the topics of training that their employees would need in the next 12 months. Topics with the highest 5 percentages in each of the 3 areas are summarized in Table AU below. The full list of the topics of training is given in Table 11 of Appendix 5.

Table AU : Topics of Training Reported  
by Employers for the Next 12 Months

<u>Topics of Training</u>	<u>Estimated Trainee Hours</u>
<b><u>General Management Knowledge</u></b>	
(i) Principles of Management	68 815
(ii) Risk Management	32 040
(iii) Human Resources Management	26 158
(iv) Quality Management	26 069
(v) Marketing Management	12 032
Sub-total	165 114
<b><u>Basic Banking and Finance-related Knowledge</u></b>	
(i) Financial Markets Operations	65 105
(ii) Securities and Futures Regulations	57 419
(iii) Enhancing Quality Customer Services	40 740
(iv) Financial Risk Management	32 937
(v) Long Term Insurance	31 091
Sub-total	227 292
<b><u>Generic Skills</u></b>	
(i) Marketing/Selling Skills	116 751
(ii) Putonghua	43 153
(iii) Interpersonal Skills	24 943
(iv) English Written Skills	20 035
(v) English Oral Skills	17 346
Sub-total	222 228

3.36 Apart from the topics of training listed in Table 11 of Appendix 5, respondents also planned trainee hours for the following areas:

General Management Knowledge

- (i) Environmental Management
- (ii) Relationship Management

Basic Banking and Finance-related Knowledge

- (i) Skills in Differentiating Bank Notes
- (ii) Anti-Money Laundering Compliance
- (iii) Anti-Corruption Regulations
- (iv) Company Law in Mainland

Generic Skills

- (i) Team Building Skills
- (ii) Communication Skills
- (iii) Presentation Skills

3.37 Focus group members also recommended to organize training programmes on the following topics to banking and finance personnel:

- (i) Fund Management;
- (ii) Custodian Services;
- (iii) Compliance of various Ordinances; and
- (iv) Financial engineering.

Estimated Trainee Hours Provided by  
External Course Providers in the Next 12 Months

3.38 Among the 901 907 estimated trainee hours reported by employers, a minimum of 142 004 estimated trainee hours (about 15.7%) were expected to be provided by external course providers. (For details, please refer to Table AD in paragraph 2.29)

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

3.39 This is the first time that the manpower survey of the banking and finance industry to collect data on part-time employees. Survey findings showed that about 560 part-time employees (0.5% of 102 583 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.

## Forecast of Additional Manpower in the Next 12 Months

3.40 In the 2007 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 AV below shows the forecast of additional manpower in the next 12 months for the three major job levels reported by employers in this survey. (For details, please refer to Table C in paragraph 2.11)

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

	<u>Manpower Demand #</u>	<u>Forecast of Additional Employees in the Next 12 Months (%)*</u>
<u>Banking Sector</u>		
Managerial	14 886	8 (0.1)
Supervisory	27 707	-32 (-0.1)
Clerical	29 850	-100 (-0.3)
<u>DTC Sector</u>		
Managerial	296	-1 (-0.3)
Supervisory	381	- (-)
Clerical	476	-2 (-0.4)
<u>Securities Sector</u>		
Managerial	2 042	16 (0.8)
Supervisory	2 798	39 (1.4)
Clerical	5 204	14 (0.3)
<u>Other Financial Sectors</u>		
Managerial	6 805	45 (0.7)
Supervisory	8 155	49 (0.6)
Clerical	5 811	69 (1.2)
<b><u>Total</u></b>		
<b>Managerial</b>	<b>24 029</b>	<b>68 (0.3)</b>
<b>Supervisory</b>	<b>39 041</b>	<b>56 (0.1)</b>
<b>Clerical</b>	<b>41 341</b>	<b>-19 (-)</b>

# Manpower Demand is defined as the total number of employees plus vacancies in 2007.

(%)\* As the percentage of the Manpower Demand.

## Wastage

3.41 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

3.42 The projected manpower requirements for additional manpower and wastage in 2008 by job level and by sector can be deduced and shown in Table AW below:

Table AW: Projected Additional Manpower Requirements for 2008

	<u>Current No. of Employees</u>	<u>Wastage* Rate</u>	<u>Replacement for Wastage</u>	<u>Projected Additional Employees for 2008</u>	<u>Projected Additional Manpower Requirements for 2008</u>
<u>Banking Sector</u>					
Managerial	14 454	2%	289	8	297
Supervisory	27 219	2%	544	-32	512
Clerical	29 505	3%	885	-100	785
<u>DTC Sector</u>					
Managerial	286	1%	3	-1	2
Supervisory	376	1%	4	-	4
Clerical	465	1%	5	-2	3
<u>Securities Sector</u>					
Managerial	2 018	2%	40	16	56
Supervisory	2 767	1%	28	39	67
Clerical	5 157	2%	103	14	117
<u>Other Financial Sectors</u>					
Managerial	6 720	3%	202	45	247
Supervisory	7 897	2%	158	49	207
Clerical	5 719	4%	229	69	298
<b><u>Total</u></b>					
<b>Managerial</b>	<b>23 478</b>	<b>-</b>	<b>534</b>	<b>68</b>	<b>602</b>
<b>Supervisory</b>	<b>38 259</b>	<b>-</b>	<b>734</b>	<b>56</b>	<b>790</b>
<b>Clerical</b>	<b>40 846</b>	<b>-</b>	<b>1 222</b>	<b>-19</b>	<b>1 203</b>

\* The wastage rates are derived from Tables O, R, U and AQ.



Manpower Projection for 2008-2010 by Using the  
Labour Market Analysis Approach

3.43 Apart from the employers' forecast, the Secretariat has used the Labour Market Analysis (LMA) Approach to project the manpower of the Banking and Finance Industry for the years 2008-2010. A detailed description of the LMA Approach is given in Appendix 7. The projected manpower requirements using two different projection methods are compared with the employers' forecast for 2008-2010 as follows:

Projected Manpower for 2008-2010

Year	Actual	Projected (LMA)	Projected (AFM)	Projected (EF)
2007	113 569			
2008f		116 194 (2.3%)*	116 335 (2.4%)*	113 679 (0.1%)*
2009f		117 972 (1.5%)**	119 142 (2.4%)**	
2010f		120 010 (1.7%)**	121 990 (2.4%)**	
*	As percentage increase/decrease of the actual manpower against 2007			
**	As percentage increase/decrease of the projected manpower against the year before, i.e. 2008 and 2009 respectively			
LMA	Labour Market Analysis			
AFM	Adaptive Filtering Method			
EF	Employers' Forecast (at the date of survey)			

3.44 The Adaptive Filtering Method uses the historical manpower data to project the manpower requirements for future years. This method does not take into account qualitative factors which may have impacts on manpower. The forecast manpower growth reported by employers in the 2007 Survey seemed to be conservative that the additional manpower for the industry in 2008 are 105 employees for managerial, supervisory and clerical levels. Having reviewed the limitations and the figures of the projected manpower derived from 3 methods, the Training Board decided to use the manpower demand projected by the LMA Approach to calculate the additional manpower requirements for 2008 as follows:

Table AX: Projected Additional Manpower Requirements for 2008 (LMA Approach)

<u>Job Level</u>	<u>Manpower Projection for 2008 (LMA Approach)*</u>	<u>Current No. of Employees</u>	<u>Projected Additional Employees for 2008</u>	<u>Replacement for Wastage</u>	<u>Projected Additional Manpower Requirements for 2008</u>
Managerial	24 401	23 478	923	534	1 457
Supervisory	39 854	38 259	1 595	734	2 329
Clerical	42 527	40 846	1 681	1 222	2 903
<b>Total</b>	<b>106 782<sup>#</sup></b>	<b>102 583</b>	<b>4 199</b>	<b>2 490</b>	<b>6 689</b>

\* The projected no. of employees at 3 major job levels are derived from the Projected Manpower 2008 under LMA Approach (paragraph 3.43) and the ratio of manpower structure (paragraph 2.6).

# Total no. of projected manpower for 2008 (116 194) excluding 9 412 other supporting staff.

### Manpower Supply and Demand

#### Demand for Banking and Finance Personnel

3.45 In accordance with the projected additional manpower requirements for 2008 listed in Table AX in the preceding paragraph, the industry need additional employees to take up 1 457 managerial positions, 2 329 supervisory positions and 2 903 clerical positions. Regarding the analysis of the minimum education/qualification requirement of employees as shown in Table AJ in paragraph 3.18, the industry need 2 099 (105 + 1 077 + 836 + 81) persons who possess a university degree or a professional qualification to take up positions of the above 3 job levels. In addition, the industry need to recruit 1 246 (20 + 622 + 389 + 215) persons who possess sub-degree/associate degree qualifications to take up positions of the above 3 job levels.

## Supply of Banking and Finance Personnel

3.46 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 AY below:

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

	<u>Estimated Number of Graduates in 2007/2008</u>
Degree**	2 020
Sub-degree/Associate Degree	1 608
<b>Total</b>	<b>3 628</b> =====

\* The Training Board wrote to course providers requesting them to provide information on their estimated number of sub-degree/associate degree graduates in 2007/2008. It should be noted that only 30% 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, and Economics and Finance, etc.

3.47 The manpower supply of and demand for local banking and finance and related-disciplines graduates in the next 12 months are presented below:

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

	<u>Estimated Number of Graduates in 2007/2008</u>	<u>Employers' Demand for Employees with Degree or Sub-degree/Associate Degree Qualifications</u>
Degree	2 020	2 099
Sub-degree/Associate Degree	1 608	1 246
<b>Total</b>	<b>3 628</b> =====	<b>3 345</b> =====

3.48 It appears from Table AZ that the supply of 3 628 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 net manpower growth for the next year as shown in paragraph 3.44 above is 4 199. Added to this is a wastage of about 2 490 persons, the required number of fresh input to the industry should be 6 689 (4 199 + 2 490). 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. Generally speaking, candidates have to prove themselves suitable for working in the service industry in the selection interviews. Under the strict recruitment process, the number of graduates in banking and finance-related disciplines might not be adequate. Sometimes, banking and financial institutions would intake graduates of other disciplines to fill the vacancies. Graduates from overseas would be one of the sources of manpower supply too. In addition, investment bankers would recruit foreigners to work in their companies. As for clerical positions, the additional demand of 2 903 is only a small fraction of over 100 000 Form 5/Form 7 school leavers each year. The Training Board therefore believes that there should be adequate manpower supply to meet the additional demand in the industry.

#### Attributes of Banking and Finance Personnel

3.49 Good business ethics, appropriate working attitude, effective communication skills, presentation skills, language skills, good product knowledge, appropriate professional qualifications and licences acquired for specific business activities were the most wanted attributes of banking and finance personnel. In addition, short-term workshops and case discussions could help employees exchange views and share experience in handling critical cases. Furthermore, secondment of employees to overseas branches could help employees establish their network and increase their exposure in the banking and finance industry.

## SECTION IV

### RECOMMENDATIONS

#### Business Outlook

4.1 Hong Kong and Mainland have signed the Supplement IV of the “Closer Economic Partnership Arrangement (CEPA) shortly before the 10<sup>th</sup> Anniversary of establishment of the Hong Kong Special Administrative Region. The first phase of CEPA was implemented in early 2004. Over the past few years, some services sectors such as accounting, banking, securities and insurance services, etc. have established their network or developed their business in Mainland.

4.2 According to Supplement IV of the CEPA, the minimum capital requirement of banks in Hong Kong for the purpose of investing in banks in the Mainland has further been relaxed. The definition of “Bank in Hong Kong” has also been revised. These changes are expected to benefit banking and financial institutions which are interested to develop their business in the Mainland.

4.3 The National 11<sup>th</sup> Five-Year Plan also strengthened the support to the financial services sector in Hong Kong. With the evolution of financial systems in the Mainland, such as the speeding up of the development of direct financing, securities and futures markets as well as the bond market, it is expected that the financial markets of Hong Kong and the Mainland will complement each other, and through the co-operation of the financial markets in the 2 regions, the operation efficiency will be enhanced.

4.4 In addition, the introduction of various types of renminbi financial services in Hong Kong, the implementation of the Qualified Foreign Institutional Investor (QFII) and Qualified Domestic Institutional Investor (QDII) schemes would enhance the flow of funds between Hong Kong and Mainland. Thus, there will be a great demand for financial services as well as financial services professionals to provide consultancy services, in particular in capital financing and merger and acquisition.

4.5 With regard to investment business, fund management companies in the Mainland are allowed to set up branches in Hong Kong. The registration time frame for securities firms in Mainland to set up branches in Hong Kong has also been relaxed. The entrance of securities firms from the Mainland to the financial markets in Hong Kong will also lead to a high demand for banking and finance personnel, in particular for personnel working in stock and share companies, commodity futures companies and investment companies, etc.

4.6 The development of the Securities Sector will be promising. The Securities Sector involves “Human Capital”, “Financial Capital” and “IT Platform”. Hong Kong is and will continue to be an ideal intermediary for Mainland firms to access the global markets. Hong Kong will be developed as a fund raising hub for Mainland enterprises. Hong Kong has a sound legal system, efficient communication networks and professional banking and finance personnel with multi-language skill providing it with the advantage over other financial markets in providing capital financing services to the Mainland.

4.7 The business outlook of the banking and finance industry will be prosperous in the coming years. The role of banks has been changed over the past years. In addition to provide traditional banking services, banks have to provide value-added services to customers, i.e. banks become a strategic adviser to their customers in various aspects of financial services. In addition, it will be the trend that the banking and finance industry in Hong Kong will expand to service global customers.

#### Impacts on Manpower

4.8 Following the implementation of CEPA and the QDII, the Mainland will be a large market for financial institutions in Hong Kong. It is expected that the demand for senior management staff in financial institutions will be great. Banks in Hong Kong will post their senior managers to their new branches set up in Mainland to develop business and lead the operations in Mainland. As a result, banking and financial institutions have to recruit more employees not only to fill up vacancies in Hong Kong companies, but also to cater for business expansions. Moreover, Hong Kong employees involved in Mainland operations should know the licensing requirements for banking and finance personnel in Mainland and the functions of professional bodies in the banking and finance industry in China.

4.9 Generally speaking, banking and finance personnel before accepting the post to work in Mainland will consider various factors such as the education for their children, social life for their families as well as the taxation systems in Mainland, etc. On the other hand, Mainland personnel coming to work in Hong Kong would have to adjust to the differences in business cultures, environment, practices, and the legal and financial systems.

#### Utilization of the 2007 Manpower Survey Report

4.10 The 2007 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.

## Recommendations of the Banking and Finance Industry Training Board

### The Survey

4.11 The Training Board recommends that future surveys of the banking and finance industry should continue to be conducted once every two years so that the manpower and training needs of the industry can be assessed regularly.

### Manpower Requirements of the Banking and Finance Industry

4.12 Based on the manpower forecast for the next year made under the Labour Market Analysis (LMA) Approach, the Training Board has projected the future manpower and training requirements for the next year by job level. With reference to the projected additional manpower requirements for 2008 listed in Table AX of paragraph 3.44, the Training Board recommends that the banking and finance industry should cater for the training needs of about 109 272 persons working in the industry as shown in Table AAA.

Table AAA: Recommended Training Requirements for 2008

<u>Job Level</u>	<u>Current No. of Employees</u>	<u>Training Requirement for Projected Additional Manpower for 2008</u>	<u>Total Training Requirements</u>
Managerial	23 478	1 457	24 935
Supervisory	38 259	2 329	40 588
Clerical	40 846	2 903	43 749
<b>Total</b>	<b>102 583</b>	<b>6 689</b>	<b>109 272</b>

4.13 It is assumed that 6 689 persons will be recruited to replace the wastage and to fill up the manpower growth projected by the LMA Approach. If the 6 689 new recruits are inexperienced banking and finance personnel, they need comprehensive training from generic skills to specific job skills. On the other hand, the 102 583 in-service personnel will need continuing professional development training for job knowledge updating and job skills upgrading.

### Training Programmes

4.14 As evidenced by the employers' estimated training plans in the next 12 months, employees need training among the 3 areas of "General Management Knowledge", "Basic Banking and Finance-related Knowledge" and "Generic Skills". The provision of training to employees not only updates the job knowledge and skills of employees, but also broadens the exposures of employees to different trades/industries.

4.15 With regard to the mode of training, the Training Board recommends that apart from the systematic in-house training programmes provided to their employees, employers should make good use of the services provided by external course providers. Furthermore, subsidies would be granted by the Government via the Continuing Education Fund to support the lifelong learning process for employees' self-development.

4.16 With respect to training courses/programmes, the following topics are recommended:

(i) General Management Knowledge

Courses on Principles of Management, Risk Management, Human Resources Management, Quality Management and Marketing Management are recommended to provide to managerial level of banking and finance personnel.

(ii) Basic Banking and Finance-related Knowledge

Courses on Financial Markets Operations, Securities and Futures Regulations, Enhancing Quality Customer Services, Financial Risk Management and Long Term Insurance are recommended to offer to supervisory and clerical levels of banking and finance personnel. In addition, training programmes of the following topics could also be organized for banking and finance personnel:

- Skills in differentiating bank notes
- Anti-Money Laundering Compliance
- Anti-Corruption Regulations
- Company Law in Mainland
- Fund Management
- Custodian Services
- Compliance of various Ordinances
- Financial Engineering

(iii) Generic Skills

Courses on Marketing/Selling Skills, Putonghua, Interpersonal Skills, English Written Skills and English Oral Skills are recommended to be run for supervisory and clerical levels of banking and finance personnel. In addition, training programmes on team building skills, communication skills and presentation skills are also recommended to offer to junior banking and finance personnel.

4.17 Furthermore, same topic of training courses could be offered to banking and finance personnel at various job levels. Nevertheless, the content of training courses should be developed in accordance with the needs of target participants to enhance the training effectiveness.



4.18 As required by regulatory bodies in the industry, banking and finance personnel should possess valid licences when dealing with specific businesses, e.g. regulated activities and insurance business in daily operations. The Training Board recommends that banking and financial institutions should help employees fulfill various licensing requirements. On the other hand, banking and financial institutions are advised to encourage their employees to take part in some continuing professional development training programmes. In the long run, banking and finance personnel should possess various professional qualifications with a view to providing quality services to their customers.

4.19 Nowadays, the market for traditional banking services of deposits and loans are approaching saturated. Most of the banking and financial institutions have formulated their business strategies to provide financial advisory services, asset management services and investment advisory services. Financial services and products such as structured products as well as investment products have been developed over the past years to meet the market needs. The Training Board recommends that the manpower training for banking and finance personnel should be emphasized on professional training on asset management, investment consultancy and capital financing, etc.

4.20 With respect to attract and retain talents in the industry, the Training Board recommends that employers should consider to review the existing remuneration package, convey clear messages on the training and development plans and promotion routes to their employees. Banks could also evaluate employees by using performance recognition system, plan the career paths of individual employees on the basis of their strength. Employees would probably be willing to retain in the company if they anticipated their prospects in the company.

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(as at 30.9.2007)

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助理教授

趙小寶先生  
景順投資管理亞洲有限公司  
零售業務總監

禰養志先生  
香港上海匯豐銀行有限公司  
亞太區人才培訓及發展部  
高級經理

鄭民彬先生  
凱基證券亞洲有限公司  
營運總裁

李耀榮先生  
大福證券集團有限公司  
集團執行董事及營運總監

李文苑女士  
渣打銀行  
金融機構業務部大中華及日本區  
董事總經理

勞秉華先生  
中國銀行（香港）有限公司  
分銷網絡  
分行網絡主管  
副總經理

Mr Charles McLaughlin  
德意志銀行  
董事總經理

鄭偉琪博士  
職業訓練局  
總工業訓練主任

秘書：

王寶霞小姐  
職業訓練局

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 elements.
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 on matters pertaining to the development and promotion of vocational education and training in the industry, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments.
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.



銀行及金融業訓練委員會

職權範圍

1. 確定業內的人力需求，包括收集、分析相關的人力和學生／學員統計數字，以及關於社會經濟、科技及人力市場發展的資料。
2. 評估及研究本業的人力供求是否平衡。
3. 就發展業內專業教育及訓練設施應付人力需求，向職業訓練局提供意見。
4. 就相關學科的課程發展方向及策略，向香港專業教育學院(IVE)、訓練及發展中心提出建議。
5. 就 IVE、訓練及發展中心的課程策劃、課程發展及質素保證制度提供意見。
6. 擬訂本業主要職務的工作範圍，界定所需的技能、知識及訓練。
7. 建議本業主要職務訓練方案，訂定每種技能所需的訓練期。
8. 對技術評估、技能測驗及證書頒發制度提供意見，以確定從業員、學徒及見習員的技能水平。
9. 就本業主要行業舉辦技能比賽提供意見，以推廣專業教育與訓練和派員參加國際賽事。
10. 就本業專業教育及訓練的發展與推廣事宜，與僱主、僱主聯會、工會、專業團體、訓練及教育機構、政府部門等聯絡。
11. 為本業舉辦有關專業教育及訓練的研討會與會議。
12. 就業內訓練委員會工作、有關職訓局專業教育及訓練課程的宣傳事宜提供意見。
13. 每年向局方呈交訓練委員會工作報告，以及相關學科課程發展策略建議。
14. 根據《職業訓練局條例》第 7 條，負責局方所委派的其他工作。

The 2007 Manpower Survey of the Banking & 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	90	0.30	27
		20-49	49	0.50	25
		50-99	22	0.80	18
		100-499	28	1.00	28
		500-999	11	1.00	11
		1000 & over	19	1.00	19
	Sub-total		219		128
*2.	Deposit-taking companies	1-19	17	1.00	17
		20-49	5	1.00	5
		50-99	3	1.00	3
		100-499	3	1.00	3
		Sub-total	28		28
3.	Investment & holding companies	1-19	3005	0.05	150
		20-49	54	0.60	32
		50-99	9	1.00	9
		100-499	5	1.00	5
		500-999	2	1.00	2
		Sub-total	3075		198
4.	Personal loans, mortgages, instalment credits, finance leasing, factoring & bill discounting companies	1-19	435	0.15	66
		20-49	13	1.00	13
		50-99	4	1.00	4
		100-499	1	1.00	1
		1000 & over	1	1.00	1
		Sub-total	454		85
5.	Stock & share companies	1-19	606	0.20	121
		20-49	82	0.50	42
		50-99	14	1.00	14
		100-499	16	1.00	16
		500-999	1	1.00	1
		Sub-total	719		194
6.	Commodity futures & gold bullion brokers / dealers	1-19	86	0.85	73
		20-49	5	1.00	5
		50-99	1	1.00	1
		100-499	1	1.00	1
		Sub-total	93		80
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	359	0.35	126
		20-49	5	1.00	5
		50-99	2	1.00	2
		100-499	1	1.00	1
		Sub-total	367		134
9.	Financial institutions & financial services, n.e.c.	1-19	1660	0.07	116
		20-49	83	0.40	33
		50-99	15	1.00	16
		100-499	21	1.00	21
		500-999	1	1.00	1
		Sub-total	1780		187
Total for all branches			6740		1039

\* At company level

## 銀行及金融業二〇〇七年人力調查

## 調查樣本選擇方法

業務類別	僱員人數	機構數目	樣本所佔分數	樣本數目
*1. 銀行及外國銀行代表辦事處	1-19	90	0.30	27
	20-49	49	0.50	25
	50-99	22	0.80	18
	100-499	28	1.00	28
	500-999	11	1.00	11
	1 000 及以上	19	1.00	19
	小計	219		128
*2. 接受存款公司	1-19	17	1.00	17
	20-49	5	1.00	5
	50-99	3	1.00	3
	100-499	3	1.00	3
	小計	28		28
3. 投資及控股公司	1-19	3 005	0.05	150
	20-49	54	0.60	32
	50-99	9	1.00	9
	100-499	5	1.00	5
	500-999	2	1.00	2
	小計	3 075		198
4. 私人貸款、按揭、分期信貸、 財務租購、收債及貼現票據 公司	1-19	435	0.15	66
	20-49	13	1.00	13
	50-99	4	1.00	4
	100-499	1	1.00	1
	1000及以上	1	1.00	1
	小計	454		85
5. 股票公司	1-19	606	0.20	121
	20-49	82	0.50	42
	50-99	14	1.00	14
	100-499	16	1.00	16
	500-999	1	1.00	1
	小計	719		194

<u>業務類別</u>	<u>僱員人數</u>	<u>機構數目</u>	<u>樣本所佔分數</u>	<u>樣本數目</u>
6. 期貨及黃金經紀／交易商	1-19	86	0.85	73
	20-49	5	1.00	5
	50-99	1	1.00	1
	100-499	1	1.00	1
	小計	93		80
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	20-49	1	1.00	1
	100-499	2	1.00	2
	500-999	2	1.00	2
	小計	5		5
8. 兌換商及外匯經紀／交易商	1-19	359	0.35	126
	20-49	5	1.00	5
	50-99	2	1.00	2
	100-499	1	1.00	1
	小計	367		134
9. 未歸入其他類別的財務機構 及金融服務公司	1-19	1 660	0.07	116
	20-49	83	0.40	33
	50-99	15	1.00	16
	100-499	21	1.00	21
	500-999	1	1.00	1
	小計	1 780		187
各類別機構總數		6 740		1 039

\* 以公司名義計算

2<sup>nd</sup> January 2007

Dear Sir/Madam,

The 2007 Manpower Survey of the  
Banking and Finance Industry

I am writing to solicit your cooperation in the 2007 Manpower Survey, conducted by the Banking and Finance Industry Training Board 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 8<sup>th</sup> January 2007 to 8<sup>th</sup> February 2007.

---- 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 of the Census and Statistics Department (C&SD) will call at your office to see you or your authorized representative. The officer will answer any queries you may have 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 Education and Manpower Bureau (EMB), a policy branch of the HKSAR, will formulate manpower development policies based on our findings/recommendations in combination with their own surveys. In this connection, they may make use of the data collected from this survey if necessary. For compliance with the Privacy Ordinance, we wish to solicit your explicit consent for us to share our data with the EMB for the specific purpose of government's manpower planning, 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>. You may download the Survey Report when it is ready. 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.

Should you have any queries in connection with the survey, please contact the Manpower Statistics Section of the C&SD by telephoning 2887 5490.

Yours faithfully,



(Joseph Y.W. Pang)  
Chairman  
Banking and Finance Industry  
Training Board

<b>CONFIDENTIAL</b> WHEN ENTERED WITH DATA	填入數據後即成 機密文件
---	-----------------

**VOCATIONAL TRAINING COUNCIL**  
職業訓練局

**THE 2007 MANPOWER SURVEY OF THE BANKING AND FINANCE INDUSTRY**  
銀行及金融業 2007 年人力調查

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

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

<u>For Official Use Only:</u> 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 2007 MANPOWER SURVEY OF THE BANKING AND FINANCE INDUSTRY  
銀行及金融業 2007 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 現有空缺額	(D) Forecast No. of Employees in 12 Months' Time 預測 12個月後的僱員人數	(E) Minimum Education/Qualification Requirement 基本教育程度/資歷的要求 (see Column H) (見 H 欄)	(F) Minimum Requirement on Year(s) of Experience in the Industry 在此行業的基本年資要求 (see Column H) (見 H 欄)	(G) Average Monthly Income Range 平均每月收入的幅度 (see Column H) (見 H 欄)	(H) Enter in Columns E, F and G the minimum education/qualification and year(s) of experience in the industry requirements which an employee should have and the average monthly income range according to the following codes: 請將僱員基本教育程度/資歷及年資的要求及平均每月收入的幅度, 按下列類別編號, 填入(E)、(F)及(G)欄內:
Title 職稱	Rec. Type 紀錄類型	Code 編號							
		8-10	11-14	15-17	18-21	22	23	24	
1	2								1 Professional Qualificator 專業資格
2	2								2 University Degree or Above 大學學位或以上
3	2								3 Higher Diploma/ Associate Degree or equivalent 高級文憑/副學士或同等學歷
4	2								4 Diploma/Higher Certificate/Certificate or equivalent 文憑/高級證書/證書或同等學歷
5	2								5 Matriculation/ Secondary 5 or equivalent 預科/中五或同等學歷
6	2								6 Below Secondary 5 中五以下
7	2								
8	2								
9	2								
10	2								
11	2								Code Year(s) of Experience in the Industry 在此行業的年資
12	2								
13	2								1 1 Year or Less 1年或少於1年
14	2								2 2 - 4 Years 2至4年
15	2								3 5 - 10 Years 5至10年
16	2								4 Over 10 Years 10年以上
17	2								
18	2								Code Average Monthly Income Range 平均每月收入的幅度
19	2								
20	2								1 Below \$6,000以下
21	2								2 \$6,001 - \$10,000
22	2								3 \$10,001 - \$20,000
23	2								4 \$20,001 - \$30,000
24	2								5 \$30,001 - \$40,000
25	2								6 \$40,001 - \$60,000
26	2								7 \$60,001 - \$80,000
27	2								8 \$80,001 - \$100,000
28	2								9 Above \$100,000以上
29	2								
30	2								
31	2								
32	2								
33	2								
34	2								
35	2								
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。

Part II  
第二部分

VOCATIONAL TRAINING COUNCIL  
職業訓練局  
THE 2007 MANPOWER SURVEY OF THE  
BANKING AND FINANCE INDUSTRY  
銀行及金融業 2007 年人力調查  
QUESTIONNAIRE (PART II)  
調查表 ( 第二部分 )

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此欄毋須填寫

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

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

1. The number of employees who left in the past 12 months (1.1.2006 to 31.12.2006) by reason:  
按原因劃分，過去 12 個月內 ( 1.1.2006 至 31.12.2006 ) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	8	11	14
(b) Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	17	20	23
(c) Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	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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此欄毋須填寫

80

83

86

89



(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	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 90	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 93	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 96
(b) Company re-structured/closed 公司改組/結業	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 99	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 102	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 105
(c) Expiry of employment contract 僱傭合約期滿	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 108	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 111	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 114
(d) Poor performance 工作表現欠佳	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 117	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 120	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 123
(e) Other reasons 其他原因	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 126	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 129	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 132

Please specify \_\_\_\_\_  
請註明

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此欄毋須填寫

135 138 141 144

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source :  
按來源劃分，過去 12 個月內（1.1.2006 至 31.12.2006）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	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 145	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 148	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 151
(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	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 154	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 157	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 160
(c) From a non-bank/non-finance/ non-insurance company 來自非銀行/非財務/ 非保險業務的機構	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 163	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 166	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 169
(d) From a college/school direct 直接來自院校/學校	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 172	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 175	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 178
(e) Other sources 其他來源	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 181	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 184	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 187

Please specify \_\_\_\_\_  
請註明

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3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin :  
按地域劃分，過去 12 個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：

Geographic Origin 地域	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"/> 200	<input type="text"/> <input type="text"/> <input type="text"/> 203	<input type="text"/> <input type="text"/> <input type="text"/> 206
(b) Mainland 內地	<input type="text"/> <input type="text"/> <input type="text"/> 209	<input type="text"/> <input type="text"/> <input type="text"/> 212	<input type="text"/> <input type="text"/> <input type="text"/> 215
(c) Macau 澳門	<input type="text"/> <input type="text"/> <input type="text"/> 218	<input type="text"/> <input type="text"/> <input type="text"/> 221	<input type="text"/> <input type="text"/> <input type="text"/> 224
(d) Taiwan 台灣	<input type="text"/> <input type="text"/> <input type="text"/> 227	<input type="text"/> <input type="text"/> <input type="text"/> 230	<input type="text"/> <input type="text"/> <input type="text"/> 233
(e) Others 其他	<input type="text"/> <input type="text"/> <input type="text"/> 236	<input type="text"/> <input type="text"/> <input type="text"/> 239	<input type="text"/> <input type="text"/> <input type="text"/> 242

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

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4. No. of internal promotions in the past 12 months (1.1.2006 to 31.12.2006) :  
過去 12 個月內（1.1.2006 至 31.12.2006）由內部晉升的僱員人數：

	No. of Internal Promotions 由內部晉升的僱員人數
(a) From Supervisor to Manager 由主管晉升為經理	<input type="text"/> <input type="text"/> <input type="text"/> 255
(b) From Clerk to Supervisor 由文員晉升為主管	<input type="text"/> <input type="text"/> <input type="text"/> 258
(c) From Others to Clerk 由其他職級晉升為文員	<input type="text"/> <input type="text"/> <input type="text"/> 261

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

VOCATIONAL TRAINING COUNCIL  
職業訓練局  
THE 2007 MANPOWER SURVEY OF THE  
BANKING AND FINANCE INDUSTRY  
銀行及金融業 2007 年人力調查  
QUESTIONNAIRE (PART III)  
調查表 (第三部分)

1. Have you experienced any difficulty in filling the positions at various job levels in the past 12 months (1.1.2006 to 31.12.2006)?  
過去12個月內 (1.1.2006 至 31.12.2006) 貴機構有否在招聘下列各職級僱員時遇到困難?

	Managerial 經理級	Supervisory 主管級	Clerical 文員級
(a) Yes 有	<input type="checkbox"/> 265	<input type="checkbox"/> 266	<input type="checkbox"/> 267
(b) No 沒有	<input type="checkbox"/> 268	<input type="checkbox"/> 269	<input type="checkbox"/> 270
(c) Have 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"/> 271	<input type="checkbox"/> 272	<input type="checkbox"/> 273

2. If you have experienced recruitment difficulty in the past 12 months, please state the reasons. You may wish to choose more than 1 box for each job level.  
如貴機構過去12個月內在招聘員工方面有困難，請說明原因 (每職級可選擇 1 項或以上)。

	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"/> 274	<input type="checkbox"/> 275	<input type="checkbox"/> 276
(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"/> 277	<input type="checkbox"/> 278	<input type="checkbox"/> 279
(c) Lack of candidates with relevant experience and training 職位申請人缺乏相關經驗及訓練	<input type="checkbox"/> 280	<input type="checkbox"/> 281	<input type="checkbox"/> 282
(d) Working conditions/remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	<input type="checkbox"/> 283	<input type="checkbox"/> 284	<input type="checkbox"/> 285
(e) Other reasons 其他原因	<input type="checkbox"/> 286	<input type="checkbox"/> 287	<input type="checkbox"/> 288

Please specify  
請註明

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3. Number of Hong Kong employees who have to work (on HK payroll) in Mainland:  
貴機構須在內地工作的香港僱員人數：

	At Date of Survey 現時	In January 2008 2008年1月時
(a) <u>Managerial</u> <u>經理級</u>		
- Stationed Basis 長駐	□□□□ 291	□□□□ 294
- Travelling Basis 非長駐	□□□□ 297	□□□□ 300
(b) <u>Supervisory</u> <u>主管級</u>		
- Stationed Basis 長駐	□□□□ 303	□□□□ 306
- Travelling Basis 非長駐	□□□□ 309	□□□□ 312
(c) <u>Clerical</u> <u>文員級</u>		
- Stationed Basis 長駐	□□□□ 315	□□□□ 318
- Travelling Basis 非長駐	□□□□ 321	□□□□ 324

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

4. 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 2008 2008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？	□□□□ 327	□□□□ 330
(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。	□□□□ 333	□□□□ 336
(c) Any other effects? 其他影響？		
Please specify 請註明	_____	
	_____	

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5. Please estimate the total trainee hours# required for respective skills and knowledge training in the next 12 months.  
請估計在未來12個月內各技能及知識訓練所需要的總學員訓練時數#。

Code 編號	Skills and/or Knowledge 技能及/或知識	Total Trainee Hours Required in the Next 12 Months 在未來12個月內需要的總學員訓練時數		
		Managerial 經理級	Supervisory 主管級	Clerical 文員級
<u>General Management Knowledge</u> 一般管理知識				
101	Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和 危機處理)	<input type="text"/> 345	<input type="text"/> 350	<input type="text"/> 355
102	Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、 訓練及輔導下屬和壓力處理)	<input type="text"/> 360	<input type="text"/> 365	<input type="text"/> 370
103	Strategic Management 策略管理	<input type="text"/> 375	<input type="text"/> 380	<input type="text"/> 385
104	Marketing Management 市場管理	<input type="text"/> 390	<input type="text"/> 395	<input type="text"/> 400
105	Quality Management 優質服務管理	<input type="text"/> 405	<input type="text"/> 410	<input type="text"/> 415
106	Risk Management 風險管理	<input type="text"/> 420	<input type="text"/> 425	<input type="text"/> 430
107	Time Management 時間管理	<input type="text"/> 435	<input type="text"/> 440	<input type="text"/> 445
108	Others (Please specify) 其他 (請註明)			
	(i) _____	<input type="text"/> 450	<input type="text"/> 455	<input type="text"/> 460
	(ii) _____	<input type="text"/> 465	<input type="text"/> 470	<input type="text"/> 475
	(iii) _____	<input type="text"/> 480	<input type="text"/> 485	<input type="text"/> 490

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

# Total Trainee Hours Required in the Next 12 Months are defined as the planned training hours per employee in the next 12 months times the no. of employees at various job levels.  
總學員訓練時數定義為在未來12個月內計劃每位僱員需要接受的訓練時數乘以各技能等級僱員的人數。

Code 編號	Skills and/or Knowledge 技能及／或知識	Total Trainee Hours Required in the Next 12 Months 在未來12個月內需要的總學員訓練時數		
		Managerial 經理級	Supervisory 主管級	Clerical 文員級
<b>Basic Job-related Knowledge</b> 基本業務知識				
201	Enhancing Quality Customer Services 提升顧客服務的質素	495	500	505
202	Financial Statement Analysis 財務報表分析	510	515	520
203	Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	525	530	535
204	Trade Finance 貿易融資	540	545	550
205	Securities & Futures Regulation 證券及期貨條例	555	560	565
206	Securities Analysis 股票分析	570	575	580
207	Foreign Exchange 外匯	585	590	595
208	Financial Markets Operations 財務市場運作	600	605	610
209	Asset Valuation & Portfolio Management 資產估值及組合管理	615	620	625
210	SME Financial Management & Practice 中小企財務管理及實務	630	635	640
211	Corporate Finance 企業融資	645	650	655
212	International Business Management 國際企業管理	660	665	670
213	Financial Risk Management 財務風險管理	675	680	685
214	General Insurance 一般保險	690	695	700
215	Long Term Insurance 長期保險	705	710	715
216	Provident Fund 公積金	720	725	730
217	Others (Please specify) 其他 (請註明)			
	(i) _____	735	740	745
	(ii) _____	750	755	760
	(iii) _____	765	770	775

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

Code 編號	Skills and/or Knowledge 技能及／或知識	Total Trainee Hours Required in the Next 12 Months 在未來12個月內需要的總學員訓練時數		
		Managerial 經理級	Supervisory 主管級	Clerical 文員級
301	Business Communication Skills (English) 商業語文技巧 (英文)			
	(i) Written 書寫	780	785	790
	(ii) Oral 會話	795	800	805
302	Business Communication Skills (Chinese) 商業語文技巧 (中文)			
	(i) Written 書寫	810	815	820
	(ii) Cantonese 廣東話	825	830	835
	(iii) Putonghua 普通話	840	845	850
303	Interpersonal Skills 人際關係技巧	855	860	865
304	Marketing/Selling Skills 市場推廣／銷售技巧	870	875	880
305	Information Systems Application Skills 資訊系統應用技巧	885	890	895
306	Others (Please specify) 其他 (請註明)			
	(i) _____	900	905	910
	(ii) _____	915	920	925
	(iii) _____	930	935	940

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

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6. Please estimate the trainee hours provided by external course providers which your employees will join in the next 12 months. Please express your answer in percentage.

$$\text{Percentage} = \frac{\text{trainee hours provided by external course providers}}{\text{total trainee hours reported in Q. 5}}$$

請估計在未來12個月，貴機構僱員將參與由外間培訓機構提供的訓練時數，請以百分比表示。

$$\text{百分比} = \frac{\text{外間培訓機構提供的訓練時數}}{\text{在第五題填報的總訓練時數}}$$

	Managerial 經理級	Supervisory 主管級	Clerical 文員級
Less Than 25% 25% 以下	<input type="checkbox"/> 949	<input type="checkbox"/> 950	<input type="checkbox"/> 951
25% - Less Than 50% 25% 至 50% 以下	<input type="checkbox"/> 952	<input type="checkbox"/> 953	<input type="checkbox"/> 954
50% - Less Than 75% 50% 至 75% 以下	<input type="checkbox"/> 955	<input type="checkbox"/> 956	<input type="checkbox"/> 957
75% - Less Than 100% 75% 至 100% 以下	<input type="checkbox"/> 958	<input type="checkbox"/> 959	<input type="checkbox"/> 960
100%	<input type="checkbox"/> 961	<input type="checkbox"/> 962	<input type="checkbox"/> 963

7. If your company employs part-time staff to perform job duties in addition to the total number of full-time employees reported in Part I, please state the total number of these part-time staff in the following spaces:  
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，請提供以下職級的兼職員工總數：

	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	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 964	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 968
(b) Supervisory 主管級	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 972	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 976
(c) Clerical 文員級	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 980	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 984

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8. Does your company have subsidiaries/associates in Mainland?

貴機構有否在內地開設附屬公司？

Yes (Go to Q.9 to Q.11)  
990 有 (請回答第九至第十一題)

No (Go to Q.11)  
991 無 (請回答第十一題)

9. Please state the total number of banking/finance-related employees in the subsidiaries/associates in Mainland.

請填報在內地附屬公司僱用與銀行／財務有關的僱員總數。

(a) Managerial  
經理級       
992

(b) Supervisory  
主管級       
996

(c) Clerical  
文員級       
1000

10. Please state the total number of banking/finance-related employees whom you have transferred or recruited from Hong Kong to join your subsidiaries/associates in Mainland in the previous 12 months and they were under the subsidiaries/associates' payroll record.

請填報在過去12個月，貴公司調配或招募與銀行／財務有關的僱員往內地的附屬公司工作，而其薪金是由內地的附屬公司發放的僱員總數。

(a) Managerial  
經理級       
1004

(b) Supervisory  
主管級       
1008

(c) Clerical  
文員級       
1012

11. Please estimate the total number of banking/finance-related employees whom you would transfer or recruit from Hong Kong to join your subsidiaries/associates in Mainland in the next 12 months' time and their salaries would be under the subsidiaries/associates' payroll record.

請估計在12個月後，貴公司將會調配或招募與銀行／財務有關的僱員往內地的附屬公司工作，而其薪金是由內地的附屬公司發放的僱員總數。

(a) Managerial  
經理級       
1016

(b) Supervisory  
主管級       
1020

(c) Clerical  
文員級       
1024

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- End of Questionnaire (Part III) -

- 調查表 (第三部分) 完 -

VOCATIONAL TRAINING COUNCIL  
職業訓練局

THE 2007 MANPOWER SURVEY OF THE BANKING AND FINANCE INDUSTRY  
銀行及金融業 2007 年人力調查

SUPPLEMENTARY QUESTIONNAIRE  
補充調查表

1. Has your company been licensed by or registered with the SFC to carry on regulated activities?  
貴公司是否已向證監會領取牌照或在證監會註冊以進行受規管活動？

1032 Yes (Go to Q. 2 to Q. 3)  
是 (請回答第二至第三題)

1033 No (Go to Q. 4)  
否 (請回答第四題)

2. Which of the following type(s) of regulated activities (RAs) is/are your company authorized to carry on by the SFC? (Please tick as appropriate and you may choose more than one type)  
貴公司已獲證監會批准進行的受規管活動屬於以下那種類別？  
(請✓在格內及可選多於1類)

1034 Type 1 Dealing in Securities  
第一類 證券交易

1035 Type 2 Dealing in Futures Contracts  
第二類 期貨合約交易

1036 Type 3 Leveraged Foreign Exchange Trading  
第三類 槓桿式外匯交易

1037 Type 4 Advising on Securities  
第四類 就證券提供意見

1038 Type 5 Advising on Futures Contracts  
第五類 就期貨合約提供意見

1039 Type 6 Advising on Corporate Finance  
第六類 就機構融資提供意見

1040 Type 7 Providing Automated Trading Services  
第七類 提供自動化交易服務

1041 Type 8 Securities Margin Financing  
第八類 證券保證金融資

1042 Type 9 Asset Management  
第九類 提供資產管理

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3. Please report the number of employees who are registered to carry on the above regulated activities (RAs).  
請填報負責進行該等類別受規管活動的僱員人數。

		No. of Employees Registered to Carry on RAs at Date of Survey 現有進行規管活動 的僱員人數	Estimated No. of Employees Registered to Carry on RAs in Next 12 Months 估計未來 12個月進行規管 活動的僱員人數
Type 1 第一類	Dealing in Securities 證券交易	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1045	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1049
Type 2 第二類	Dealing in Futures Contracts 期貨合約交易	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1053	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1057
Type 3 第三類	Leveraged Foreign Exchange Trading 槓桿式外匯交易	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1061	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1065
Type 4 第四類	Advising on Securities 就證券提供意見	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1069	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1073
Type 5 第五類	Advising on Futures Contracts 就期貨合約提供意見	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1077	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1081
Type 6 第六類	Advising on Corporate Finance 就機構融資提供意見	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1085	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1089
Type 7 第七類	Providing Automated Trading Services 提供自動化交易服務	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1093	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1097
Type 8 第八類	Securities Margin Financing 證券保證金融資	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1101	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1105
Type 9 第九類	Asset Management 提供資產管理	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1109	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1113

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4. Please report the number of employees who have passed the following Insurance Intermediaries Qualifying Examinations (IIQEs) as required by the Office of the Commissioner of Insurance (OCI) if they are dealing with insurance business.

請填報因應保險業監理處的要求 — 從事保險業務者須已通過下列各科資格考試的僱員人數。

	No. of Employees Passed Relevant Examinations at Date of Survey 現有各科考試及格 的僱員人數	Estimated No. of Employees Passed Relevant Examinations in Next 12 Months 估計未來 12個月各科考試 及格的僱員人數
(a) Principles and Practice of Insurance 保險原理及實務	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1120	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1124
(b) General Insurance 一般保險	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1128	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1132
(c) Long Term Insurance 長期保險	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1136	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1140
(d) Investment-linked Long Term Insurance 投資相連長期保險	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1144	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1148
(e) Travel Insurance Agents 旅遊保險代理人	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1152	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1156
(f) Mandatory Provident Fund Schemes 強制性公積金計劃	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1160	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 1164

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- End of Supplementary Questionnaire -  
- 補充調查表完 -

**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 2007 Manpower Survey of the Banking and Finance Industry

Explanatory Notes

1. Before completing the questionnaire, please read carefully the trade definitions, the job titles and job descriptions in Appendices C and D respectively.
2. Please complete all columns ('A' to 'G') of the Questionnaire (Part I) which are applicable and insert a zero (0) in any column which is not.
3. 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 substantially 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).
4. 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.
5. 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.

6. 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.

7. Minimum Education/Qualification Requirement - Column 'E'

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

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

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 H of the questionnaire, which your organization requires an employee in a particular position should possess.

9. Average Monthly Income Range

Please fill in the average monthly income range of employees in each principal job in accordance with the codes in Column H of the questionnaire. The monthly income should include basic salary, overtime pay, other allowance, 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:

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

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

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

12. Please fill in relevant columns of the Supplementary Questionnaire.

Note:

- (1) The 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) Some establishments may engage in businesses which are not classified as banking and financial activities. Therefore, the number of persons engaged in these establishments will not be included in the manpower statistics in this manpower survey.

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.

2. Deposit-taking Companies

This group consists of deposit-taking companies.

3. Investment and Holding Companies

This group consists of establishments engaged in the investment of money in securities or in precious metals, commodity futures and other financial/real assets; and establishments engaged in holding shares of subsidiary companies or associated companies. Establishments engaged mainly in the trading of taxis/public light buses including operation licence are also included.

4. Personal Loans and Related Companies e.g. Mortgages, Instalment Credits, Finance Leasing, Factoring and Bill Discounting Companies

This group consists of establishments providing financial assistance to customers for 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/trustee companies; stock and share registration and transfer services; remittances services; mutual fund services; letter of credit services; and other financial services not elsewhere classified.



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
Supervisory Level		
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
Managerial Level		
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	Sales Officer - Investment Products	Assists the Manager-Investment Services to promote the sales of various investment/investment-linked products.
210	Sales Officer-Securities	Promotes securities trading services to customers. Directs prospective customers to Manager-Securities, Futures and Commodities Trading to follow up.
211	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
Supervisory Level		
212	Insurance Products Officer	Supervises the daily operation of the insurance product department and helps the Manager-Insurance Products plan and develop insurance products strategies.
213	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.
214	Operations Officer	Assists in the supervision of operations including customer services, personnel matters, office security and administration.
215	Sales Officer - Insurance Products	Assists the Manager-Insurance Products to promote the sales of various insurance products.
216	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.
217	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.
218	Trust Officer	Settles estates, administers trust and performs agency services.
Clerical Level		
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
Managerial Level		
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>		
219	Credit Analyst	Evaluates the financial strength of loan accounts by performing credit analyses. Prepares credit proposals in accordance with results of credit analyses.
220	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.
221	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.
222	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.
223	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 - 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>		
224	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.
225	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.
226	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		
128	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.
129	Manager - Accounting	Manages accounting activities and develops accounting and control procedures. Supervises the preparation of reporting requirements.
Supervisory Level		
227	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		
130	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.
131	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>		
228	Computer Operations Officer	Supervises routine operations of main frame computers. Assists in scheduling and coordinating activities of operations.
229	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.
230	Programmer/Technology Officer	Performs programming and assists in programme designs and/or specifications.
231	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>		
132	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
133	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		
232	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.
233	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		
134	Company Secretary	Provides corporate secretarial services and advises the Board to ensure compliance with relevant laws and regulations. Plans and organizes general meeting(s).
135	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.
136	Legal Adviser	Provides general counsel to the company in all aspects of daily operations.

Code No.	Job Title	Job Descriptions
137	Manager - Compliance	Organizes, monitors and ensures that the company is in compliance with relevant ordinances, regulations, rules and guidelines.
138	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.
139	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.
140	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.
141	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		
234	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.
235	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.
236	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 G of the Questionnaire (Part I). Please also complete Questionnaire (Part II and Part III) and the Supplementary Questionnaire.
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  
2007 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	Sales Officer-Investment Products
	210	Sales Officer-Securities
	211	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	212	Insurance Products Officer
	213	Mandatory Provident Fund Officer
	214	Operations Officer
	215	Sales Officer-Insurance Products
	216	Telecommunications Officer
	217	Trade Finance Operations Officer
	218	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	219	Credit Analyst
	220	Credit Card Officer
	221	Credit Information Officer
	222	Credit/Loan Officer
	223	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 - Marketing/Product Development
Supervisory	224	Business Development Officer
	225	Marketing Officer
	226	Telemarketing Officer
Clerical	312	Telemarketing Representative

**(VII) Accounting**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	128	Chief Financial Officer/Financial Controller
	129	Manager - Accounting
Supervisory	227	Accounting Officer
Clerical	313	Accounting Clerk

**(VIII) Information Technology**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	130	Chief Information Officer/Chief Technology Officer/ Manager - IT
	131	E-Commerce Manager
Supervisory	228	Computer Operations Officer
	229	IT Audit Officer
	230	Programmer/Technology Officer
	231	Systems Analyst
Clerical	314	Computer Operator

**(IX) Human Resources**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	132	Manager - Human Resources
	133	Manager - Training/Learning and Development
Supervisory	232	Human Resources Officer
	233	Training Officer/Instructor

(X) **Special Functions**

<u>Job Level</u>	<u>Job Code</u>	<u>Job Title</u>
Managerial	134	Company Secretary
	135	Economist/Manager - Economic Research
	136	Legal Adviser
	137	Manager - Compliance
	138	Manager - Corporate Communications/Public Relations
	139	Manager - Internal Audit
	140	Manager - Organization/Productivity/Quality/Re-Engineering
	141	Manager - Property/Real Estate
Supervisory	234	Compliance Officer
	235	Internal Audit Officer
	236	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 2007 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 2007 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 2007 年 1 月 8 日至 2 月 8 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。

…… 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，同時收取填妥的調查表，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，香港特別行政區的政策部門教育統籌局（教統局）將根據我們的調查結果/建議，綜合他們的調查結果制定人力發展政策。故此該局可於有需要時使用是次調查收集的數據。基於私隱條例規定，現請貴機構明確表示，同意本會與教統局分享所得數據，供政府人力規劃之用，本會與教統局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。

如對調查有任何疑問，可致電 2887 5490 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  
彭玉榮

2007 年 1 月 2 日

銀行及金融業 2007 年人力調查

附註

1. 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。
2. 請填寫調查表(第一部分)內各欄(‘A’至‘G’)；如某欄不適用，請在該欄填上(0)號。
3. 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)的工作說明相同或近似，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，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。
4. 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。
5. 現有空缺額 — ‘C’ 欄

請填上調查期間，貴機構各職位的空缺數目。
6. 預測未來 12 個月後的僱員人數 — ‘D’ 欄

請填上預測 12 個月後，貴機構各主要職務的僱員人數。

7. 僱員基本教育程度／資歷的要求 — ‘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／資歷的意見，請以調查表‘H’欄的類別編號表示。

8. 僱員在此行業的基本年資要求 — ‘F’ 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‘H’欄的類別編號表示。

9. 平均每月收入的幅度 — ‘G’ 欄

請根據調查表‘H’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：

$$\frac{\text{從事該職務的所有僱員薪金總額}}{\text{從事該職務的僱員總人數}}$$

10. 請填寫調查表(第二部分)的相關欄位。

11. 請填寫調查表(第三部分)的相關欄位。

12. 請填寫補充調查表的相關欄位。

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) 部份機構可能從事非銀行及金融業的業務，因此，這些機構的從業員人數不會包括在此人力調查的統計數字內。

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。

2. 接受存款公司

這類包括接受存款公司。

3. 投資及控股公司

這類包括投資證券、貴重金屬、期貨及其他財務／實物資產的公司；以及持有附屬公司或聯營公司股份的公司。主要從事的士／公共小型巴士業務（包括經營牌照）的公司亦包括在內。

4. 私人貸款及有關公司，例如按揭、分期信貸、  
財務租賃、收債及貼現票據公司

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／信託公司；提供股票登記及轉讓服務、匯兌服務、互惠基金服務、信用證服務的公司；以及未有歸類的財務公司。



## 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	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。
210	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。
211	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		
212	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。
213	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。
214	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）		
215	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。
216	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。
217	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。
218	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		
219	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。
220	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。
221	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。
222	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。
223	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－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		
224	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。
225	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。
226	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		
128	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。
129	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		
227	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		
130	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。
131	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		
228	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。
229	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。
230	程式員／科技主任	編製程式，並協助設計程式及／或訂立規格。
231	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		
132	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。
133	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		
232	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。
233	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		
134	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。
135	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。
136	法律顧問	對公司日常運作提供一般法律意見。
137	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。
138	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。
139	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。
140	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）		
141	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		
234	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。
235	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。
236	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G各欄的資料。並請填寫調查表(第二及第三部分)和補充調查表。
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2007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	銷售主任－投資產品
	210	銷售主任－證券
	211	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	212
213		強制性公積金主任
214		運作主任
215		銷售主任－保險產品
216		電訊主任
217		貿易融資運作主任
218		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	219	授信分析員
	220	信用卡主任
	221	資信調查主任
	222	授信／放款主任
	223	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－市場推廣／產品開發
主管級	224	業務發展主任
	225	市場推廣主任
	226	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	128	總財務主任／財務監督
	129	經理－會計
主管級	227	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	130	總資訊主任／總科技主任／經理－資訊科技
	131	電子商貿經理
主管級	228	電腦運作主任
	229	資訊科技稽核主任
	230	程式員／科技主任
	231	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	132	經理－人力資源
	133	經理－訓練／學習及培訓
主管級	232	人力資源主任
	233	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	134	公司秘書
	135	經濟研究員／經理－經濟研究
	136	法律顧問
	137	經理－條例執行
	138	經理－企業傳訊／公共關係
	139	經理－內部稽核
	140	經理－組織／生產力／質素／工序重整
	141	經理－產業／房地產
	主管級	234
235		內部稽核主任
236		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



Appendix 5  
附錄 5

Statistical Tables  
統計表

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	317	-	317	320
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	1 317	5	1 322	1 320
Chief Representative 首席代表	110	-	110	116
Manager - Administration 經理－行政	425	-	425	425
Manager - Branch Operations 經理－分行運作	255	1	256	256
Zone/District Manager 區域經理	136	-	136	136
Head of Treasury and Capital Markets 庫務及資本市場主管	174	1	175	175
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	478	8	486	486
Manager - Settlement 經理－結算	225	-	225	225
Risk Manager 風險經理	219	23	242	242
Chief Investment Officer/Manager - Investment 總投資主任／經理－投資	520	3	523	523
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	1 140	28	1 168	1 182
Manager - Investment Services 經理－投資服務	999	6	1 005	1 007
Manager - Private Banking 經理－私人銀行	681	16	697	709
Manager - Securities/Custodian Services 經理－證券／代管人服務	210	7	217	217
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	1 441	8	1 449	1 454

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 - Branch 經理－分行	2 233	24	2 257	2 257
Manager - Insurance Products 經理－保險產品	343	10	353	353
Manager - Mandatory Provident Fund 經理－強制性公積金	51	-	51	51
Manager - Trade Finance Operations 經理－貿易融資運作	408	6	414	414
Manager - Trust 經理－信託	178	2	180	180
Manager - Credit 經理－授信	1 127	12	1 139	1 144
Manager - Credit Card 經理－信用卡	246	20	266	266
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構／國外同業部	144	1	145	144
Manager - Business Development 經理－業務發展	764	20	784	796
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	1 010	62	1 072	1 070
Manager - Marketing/Product Development 經理－市場推廣／產品開發	641	34	675	677
Chief Financial Officer/Financial Controller 總財務主任／財務監督	248	-	248	248
Manager - Accounting 經理－會計	716	3	719	721
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資 訊科技	1 537	1	1 538	1 538
E-Commerce Manager 電子商貿經理	122	7	129	129
Manager - Human Resources 經理－人力資源	414	2	416	417
Manager - Training/Learning and Development 經理－訓練／學習及培訓	173	-	173	172
Company Secretary 公司秘書	86	-	86	86
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	282	1	283	287
Legal Adviser 法律顧問	194	4	198	200
Manager - Compliance 經理－條例執行	326	28	354	355

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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	121	1	122	122
Manager - Internal Audit 經理－內部稽核	272	20	292	292
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	111	14	125	125
Manager - Property/Real Estate 經理－產業／房地產	52	2	54	54
Manager - Liaison 經理－聯絡	104	-	104	104
Other Manager 其他經理	2 928	171	3 099	3 102
<b>Sub-total 小計</b>	<b>23 478</b>	<b>551</b>	<b>24 029</b>	<b>24 097</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	679	17	696	696
Management Trainee 見習主任	318	21	339	359
Representative 代表	139	-	139	139
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	1 311	31	1 342	1 349
Remittances Officer 匯兌主任	533	-	533	534
Settlement Officer 結算主任	477	7	484	483
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	3 341	178	3 519	3 521
Investment Analyst 投資分析員	1 142	31	1 173	1 161
Sales Officer – Investment Products 銷售主任－投資產品	502	24	526	526
Sales Officer – Securities 銷售主任－證券	276	-	276	300
Securities Settlement Officer 證券交收結算主任	1 755	10	1 765	1 767
Insurance Products Officer 保險產品主任	126	1	127	126
Mandatory Provident Fund Officer 強制性公積金主任	92	-	92	92
Operations Officer 運作主任	5 486	2	5 488	5 472
Sales Officer – Insurance Products 銷售主任－保險產品	566	-	566	566

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
Telecommunications Officer 電訊主任	100	-	100	100
Trade Finance Operations Officer 貿易融資運作主任	863	8	871	871
Trust Officer 信託主任	304	1	305	304
Credit Analyst 授信分析員	570	17	587	586
Credit Card Officer 信用卡主任	575	35	610	610
Credit Information Officer 資信調查主任	199	1	200	200
Credit/Loan Officer 授信／放款主任	1 748	10	1 758	1 751
Hire Purchase/Leasing Officer 分期付款／租賃主任	258	13	271	270
Business Development Officer 業務發展主任	1 771	42	1 813	1 830
Marketing Officer 市場推廣主任	1 676	34	1 710	1 727
Telemarketing Officer 電話市場推廣主任	295	20	315	315
Accounting Officer 會計主任	1 643	11	1 654	1 672
Computer Operations Officer 電腦運作主任	608	6	614	617
IT Audit Officer 資訊科技稽核主任	81	-	81	81
Programmer/Technology Officer 程式員／科技主任	2 401	42	2 443	2 419
Systems Analyst 系統分析員	1 593	64	1 657	1 658
Human Resources Officer 人力資源主任	590	1	591	593
Training Officer/Instructor 訓練主任／導師	209	-	209	209
Compliance Officer 條例執行主任	300	21	321	323
Internal Audit Officer 內部稽核主任	416	11	427	426
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	197	11	208	207
Investment Officer 投資主任	217	20	237	237
Liaison Officer 聯絡主任	184	-	184	184

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	4 718	92	4 810	4 816
<b>Sub-total 小計</b>	<b>38 259</b>	<b>782</b>	<b>39 041</b>	<b>39 097</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	1 046	15	1 061	1 061
Securities and Futures Assistant 證券及期貨助理	4 244	45	4 289	4 295
Securities Settlement Clerk 證券交收結算文員	1 553	13	1 566	1 572
Cashier 出納員	908	-	908	908
General Clerk 一般文員	14 405	147	14 552	14 563
Mailing Clerk 郵遞文員	333	-	333	333
Receptionist/Telephone Operator 接待員／電話操作員	763	1	764	744
Trade Finance Operations Checker 貿易融資運作核對員	1 013	7	1 020	1 020
Trade Finance Operations Clerk 貿易融資運作文員	1 304	1	1 305	1 307
Teller 櫃檯員	9 277	151	9 428	9 428
Credit/Loan Clerk 授信／放款文員	2 865	36	2 901	2 845
Telemarketing Representative 電話市場推廣代表	535	51	586	586
Accounting Clerk 會計文員	1 617	14	1 631	1 660
Computer Operator 電腦操作員	883	14	897	900
Internal Audit Clerk 內部稽核文員	100	-	100	100
<b>Sub-total 小計</b>	<b>40 846</b>	<b>495</b>	<b>41 341</b>	<b>41 322</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	9 039	119	9 158	9 163
<b>Sub-total 小計</b>	<b>9 039</b>	<b>119</b>	<b>9 158</b>	<b>9 163</b>
<b>TOTAL 總計</b>	<b>111 622</b>	<b>1 947</b>	<b>113 569</b>	<b>113 679</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	110	-	110	110
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	331	-	331	329
Chief Representative 首席代表	58	-	58	58
Manager - Administration 經理－行政	161	-	161	161
Manager - Branch Operations 經理－分行運作	195	1	196	196
Zone/District Manager 區域經理	119	-	119	119
Head of Treasury and Capital Markets 庫務及資本市場主管	156	1	157	157
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	291	8	299	299
Manager - Settlement 經理－結算	141	-	141	141
Risk Manager 風險經理	162	23	185	185
Chief Investment Officer/Manager - Investment 總投資主任／經理－投資	126	2	128	128
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	414	10	424	424
Manager - Investment Services 經理－投資服務	465	4	469	469
Manager - Private Banking 經理－私人銀行	664	15	679	691
Manager - Securities/Custodian Services 經理－證券／代管人服務	98	2	100	100
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	458	-	458	458

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 - Branch 經理－分行	1 814	10	1 824	1 824
Manager - Insurance Products 經理－保險產品	341	10	351	351
Manager - Mandatory Provident Fund 經理－強制性公積金	34	-	34	34
Manager - Trade Finance Operations 經理－貿易融資運作	360	5	365	365
Manager - Trust 經理－信託	85	2	87	87
Manager - Credit 經理－授信	630	12	642	641
Manager - Credit Card 經理－信用卡	210	20	230	230
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構／國外同業部	141	1	142	141
Manager - Business Development 經理－業務發展	529	12	541	541
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	936	45	981	979
Manager - Marketing/Product Development 經理－市場推廣／產品開發	435	19	454	455
Chief Financial Officer/Financial Controller 總財務主任／財務監督	101	-	101	101
Manager - Accounting 經理－會計	328	3	331	331
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資 訊科技	1 212	1	1 213	1 213
E-Commerce Manager 電子商貿經理	99	7	106	106
Manager - Human Resources 經理－人力資源	272	2	274	274
Manager - Training/Learning and Development 經理－訓練／學習及培訓	139	-	139	138
Company Secretary 公司秘書	47	-	47	47
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	44	-	44	44
Legal Adviser 法律顧問	90	4	94	94
Manager - Compliance 經理－條例執行	191	14	205	205



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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	54	1	55	55
Manager - Internal Audit 經理－內部稽核	213	18	231	231
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	98	14	112	112
Manager - Property/Real Estate 經理－產業／房地產	41	2	43	43
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	2 061	164	2 225	2 227
<b>Sub-total 小計</b>	<b>14 454</b>	<b>432</b>	<b>14 886</b>	<b>14 894</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	455	17	472	472
Management Trainee 見習主任	284	20	304	324
Representative 代表	55	-	55	55
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	812	21	833	833
Remittances Officer 匯兌主任	290	-	290	290
Settlement Officer 結算主任	372	7	379	378
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	1 727	90	1 817	1 819
Investment Analyst 投資分析員	297	11	308	308
Sales Officer – Investment Products 銷售主任－投資產品	320	-	320	320
Sales Officer – Securities 銷售主任－證券	17	-	17	17
Securities Settlement Officer 證券交收結算主任	601	7	608	608
Insurance Products Officer 保險產品主任	123	1	124	123
Mandatory Provident Fund Officer 強制性公積金主任	60	-	60	60
Operations Officer 運作主任	5 059	2	5 061	5 040
Sales Officer – Insurance Products 銷售主任－保險產品	555	-	555	555

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
Telecommunications Officer 電訊主任	92	-	92	92
Trade Finance Operations Officer 貿易融資運作主任	839	8	847	847
Trust Officer 信託主任	119	1	120	119
Credit Analyst 授信分析員	482	13	495	494
Credit Card Officer 信用卡主任	485	35	520	520
Credit Information Officer 資信調查主任	132	1	133	133
Credit/Loan Officer 授信／放款主任	1 153	10	1 163	1 148
Hire Purchase/Leasing Officer 分期付款／租賃主任	174	12	186	185
Business Development Officer 業務發展主任	1 555	41	1 596	1 599
Marketing Officer 市場推廣主任	1 386	31	1 417	1 422
Telemarketing Officer 電話市場推廣主任	262	20	282	282
Accounting Officer 會計主任	894	3	897	897
Computer Operations Officer 電腦運作主任	333	-	333	333
IT Audit Officer 資訊科技稽核主任	53	-	53	53
Programmer/Technology Officer 程式員／科技主任	2 013	8	2 021	1 993
Systems Analyst 系統分析員	1 157	31	1 188	1 188
Human Resources Officer 人力資源主任	337	1	338	340
Training Officer/Instructor 訓練主任／導師	181	-	181	181
Compliance Officer 條例執行主任	160	2	162	164
Internal Audit Officer 內部稽核主任	360	9	369	367
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	186	8	194	194
Investment Officer 投資主任	4	-	4	4
Liaison Officer 聯絡主任	-	-	-	-

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	3 835	78	3 913	3 918
<b>Sub-total 小計</b>	<b>27 219</b>	<b>488</b>	<b>27 707</b>	<b>27 675</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	197	6	203	203
Securities and Futures Assistant 證券及期貨助理	648	21	669	669
Securities Settlement Clerk 證券交收結算文員	708	3	711	711
Cashier 出納員	897	-	897	897
General Clerk 一般文員	11 956	94	12 050	12 018
Mailing Clerk 郵遞文員	141	-	141	141
Receptionist/Telephone Operator 接待員／電話操作員	367	-	367	367
Trade Finance Operations Checker 貿易融資運作核對員	986	6	992	992
Trade Finance Operations Clerk 貿易融資運作文員	1 266	1	1 267	1 269
Teller 櫃檯員	9 241	149	9 390	9 390
Credit/Loan Clerk 授信／放款文員	1 483	27	1 510	1 440
Telemarketing Representative 電話市場推廣代表	435	28	463	463
Accounting Clerk 會計文員	667	4	671	671
Computer Operator 電腦操作員	468	6	474	474
Internal Audit Clerk 內部稽核文員	45	-	45	45
<b>Sub-total 小計</b>	<b>29 505</b>	<b>345</b>	<b>29 850</b>	<b>29 750</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	6 712	108	6 820	6 821
<b>Sub-total 小計</b>	<b>6 712</b>	<b>108</b>	<b>6 820</b>	<b>6 821</b>
<b>TOTAL 總計</b>	<b>77 890</b>	<b>1 373</b>	<b>79 263</b>	<b>79 140</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
MANAGERIAL LEVEL 經理級				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	9	-	9	9
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	32	-	32	32
Chief Representative 首席代表	4	-	4	4
Manager - Administration 經理－行政	6	-	6	6
Manager - Branch Operations 經理－分行運作	7	-	7	7
Zone/District Manager 區域經理	6	-	6	6
Head of Treasury and Capital Markets 庫務及資本市場主管	3	-	3	3
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	2
Manager - Settlement 經理－結算	-	-	-	-
Risk Manager 風險經理	2	-	2	2
Chief Investment Officer/Manager - Investment 總投資主任／經理－投資	1	-	1	1
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	5	-	5	5
Manager - Investment Services 經理－投資服務	3	-	3	3
Manager - Private Banking 經理－私人銀行	2	-	2	2
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	-	-	-	-

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 - Branch 經理－分行	69	2	71	71
Manager - Insurance Products 經理－保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-
Manager - Trade Finance Operations 經理－貿易融資運作	12	1	13	13
Manager - Trust 經理－信託	-	-	-	-
Manager - Credit 經理－授信	37	-	37	36
Manager - Credit Card 經理－信用卡	-	-	-	-
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構／國外同業部	2	-	2	2
Manager - Business Development 經理－業務發展	7	2	9	9
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	12	2	14	14
Manager - Marketing/Product Development 經理－市場推廣／產品開發	14	-	14	14
Chief Financial Officer/Financial Controller 總財務主任／財務監督	5	-	5	5
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	10	-	10	10
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理－人力資源	3	-	3	3
Manager - Training/Learning and Development 經理－訓練／學習及培訓	1	-	1	1
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	5	-	5	5

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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	-	-	-	-
Manager - Internal Audit 經理－內部稽核	3	-	3	3
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	6	3	9	9
<b>Sub-total 小計</b>	<b>286</b>	<b>10</b>	<b>296</b>	<b>295</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	14	-	14	14
Remittances Officer 匯兌主任	3	-	3	3
Settlement Officer 結算主任	6	-	6	6
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	3	-	3	3
Investment Analyst 投資分析員	6	-	6	6
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	85	-	85	85
Sales Officer – Insurance Products 銷售主任－保險產品	2	-	2	2

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>				
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	11	-	11	11
Trust Officer 信託主任	-	-	-	-
Credit Analyst 授信分析員	4	1	5	5
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	2	-	2	2
Credit/Loan Officer 授信／放款主任	56	-	56	56
Hire Purchase/Leasing Officer 分期付款／租賃主任	15	1	16	16
Business Development Officer 業務發展主任	9	1	10	10
Marketing Officer 市場推廣主任	49	-	49	49
Telemarketing Officer 電話市場推廣主任	2	-	2	2
Accounting Officer 會計主任	29	-	29	29
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	10	-	10	10
Systems Analyst 系統分析員	14	-	14	14
Human Resources Officer 人力資源主任	9	-	9	9
Training Officer/Instructor 訓練主任／導師	3	-	3	3
Compliance Officer 條例執行主任	6	-	6	6
Internal Audit Officer 內部稽核主任	16	-	16	16
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Investment Officer 投資主任	-	-	-	-
Liaison Officer 聯絡主任	-	-	-	-

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	10	2	12	12
<b>Sub-total 小計</b>	<b>376</b>	<b>5</b>	<b>381</b>	<b>381</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	2	1
Securities Settlement Clerk 證券交收結算文員	-	-	-	-
Cashier 出納員	4	-	4	4
General Clerk 一般文員	92	1	93	92
Mailing Clerk 郵遞文員	7	-	7	7
Receptionist/Telephone Operator 接待員／電話操作員	12	-	12	12
Trade Finance Operations Checker 貿易融資運作核對員	5	1	6	6
Trade Finance Operations Clerk 貿易融資運作文員	13	-	13	13
Teller 櫃檯員	6	-	6	6
Credit/Loan Clerk 授信／放款文員	280	8	288	288
Telemarketing Representative 電話市場推廣代表	1	-	1	1
Accounting Clerk 會計文員	25	-	25	25
Computer Operator 電腦操作員	16	-	16	16
Internal Audit Clerk 內部稽核文員	3	-	3	3
<b>Sub-total 小計</b>	<b>465</b>	<b>11</b>	<b>476</b>	<b>474</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	46	-	46	46
<b>Sub-total 小計</b>	<b>46</b>	<b>0</b>	<b>46</b>	<b>46</b>
<b>TOTAL 總計</b>	<b>1 173</b>	<b>26</b>	<b>1 199</b>	<b>1 196</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
MANAGERIAL LEVEL 經理級				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	80	-	80	80
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	365	-	365	365
Chief Representative 首席代表	1	-	1	1
Manager - Administration 經理－行政	63	-	63	63
Manager - Branch Operations 經理－分行運作	12	-	12	12
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	1	-	1	1
Risk Manager 風險經理	-	-	-	-
Chief Investment Officer/Manager - Investment 總投資主任／經理－投資	193	-	193	193
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	155	-	155	155
Manager - Investment Services 經理－投資服務	141	-	141	141
Manager - Private Banking 經理－私人銀行	-	-	-	-
Manager - Securities/Custodian Services 經理－證券／代管人服務	12	-	12	12
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	13	-	13	13

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 - Branch 經理－分行	187	12	199	199
Manager - Insurance Products 經理－保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-
Manager - Trust 經理－信託	-	-	-	-
Manager - Credit 經理－授信	1	-	1	1
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	48	-	48	48
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	-	-	-	-
Manager - Marketing/Product Development 經理－市場推廣／產品開發	12	-	12	12
Chief Financial Officer/Financial Controller 總財務主任／財務監督	47	-	47	47
Manager - Accounting 經理－會計	60	-	60	60
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資 訊科技	19	-	19	19
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理－人力資源	22	-	22	22
Manager - Training/Learning and Development 經理－訓練／學習及培訓	12	-	12	12
Company Secretary 公司秘書	20	-	20	20
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	88	-	88	88
Legal Adviser 法律顧問	3	-	3	3
Manager - Compliance 經理－條例執行	17	-	17	17

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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	12	-	12	12
Manager - Internal Audit 經理－內部稽核	14	-	14	14
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	26	-	26	26
<b>Sub-total 小計</b>	<b>1 624</b>	<b>12</b>	<b>1 636</b>	<b>1 636</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	69	-	69	69
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	4	-	4	4
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	69	35	104	104
Investment Analyst 投資分析員	144	-	144	144
Sales Officer – Investment Products 銷售主任－投資產品	20	-	20	20
Sales Officer – Securities 銷售主任－證券	2	-	2	2
Securities Settlement Officer 證券交收結算主任	13	-	13	13
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	28	-	28	28
Sales Officer – Insurance Products 銷售主任－保險產品	-	-	-	-

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
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	-	-	-	-
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	18	-	18	18
Marketing Officer 市場推廣主任	12	-	12	12
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	195	-	195	195
Computer Operations Officer 電腦運作主任	13	-	13	13
IT Audit Officer 資訊科技稽核主任	12	-	12	12
Programmer/Technology Officer 程式員／科技主任	30	12	42	42
Systems Analyst 系統分析員	28	12	40	40
Human Resources Officer 人力資源主任	49	-	49	49
Training Officer/Instructor 訓練主任／導師	-	-	-	-
Compliance Officer 條例執行主任	12	-	12	12
Internal Audit Officer 內部稽核主任	6	-	6	7
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Investment Officer 投資主任	180	20	200	200
Liaison Officer 聯絡主任	40	-	40	40

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	18	-	18	18
<b>Sub-total 小計</b>	<b>962</b>	<b>79</b>	<b>1 041</b>	<b>1 042</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	93	-	93	93
Securities Settlement Clerk 證券交收結算文員	43	-	43	43
Cashier 出納員	-	-	-	-
General Clerk 一般文員	219	6	225	231
Mailing Clerk 郵遞文員	-	-	-	-
Receptionist/Telephone Operator 接待員／電話操作員	34	-	34	14
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	12	-	12	12
Accounting Clerk 會計文員	180	-	180	180
Computer Operator 電腦操作員	30	-	30	30
Internal Audit Clerk 內部稽核文員	-	-	-	-
<b>Sub-total 小計</b>	<b>611</b>	<b>6</b>	<b>617</b>	<b>603</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	352	1	353	353
<b>Sub-total 小計</b>	<b>352</b>	<b>1</b>	<b>353</b>	<b>353</b>
<b>TOTAL 總計</b>	<b>3 549</b>	<b>98</b>	<b>3 647</b>	<b>3 634</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
MANAGERIAL LEVEL 經理級				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	4	-	4	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	65	-	65	65
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理－行政	6	-	6	6
Manager - Branch Operations 經理－分行運作	14	-	14	14
Zone/District Manager 區域經理	7	-	7	7
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	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	-	-	-	-
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	-	-
Manager - Investment Services 經理－投資服務	3	-	3	3
Manager - Private Banking 經理－私人銀行	1	-	1	1
Manager - Securities/Custodian Services 經理－證券／代管人服務	13	-	13	13
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	13	-	13	13

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 - Branch 經理－分行	77	-	77	77
Manager - Insurance Products 經理－保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理－強制性公積金	6	-	6	6
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-
Manager - Trust 經理－信託	16	-	16	16
Manager - Credit 經理－授信	358	-	358	365
Manager - Credit Card 經理－信用卡	27	-	27	27
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	32	-	32	32
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	1	-	1	1
Manager - Marketing/Product Development 經理－市場推廣／產品開發	43	-	43	43
Chief Financial Officer/Financial Controller 總財務主任／財務監督	10	-	10	10
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	5	-	5	5
E-Commerce Manager 電子商貿經理	2	-	2	2
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	-	-	-	-
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	1	-	1	1
Legal Adviser 法律顧問	1	-	1	1
Manager - Compliance 經理－條例執行	-	-	-	-

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 - 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	6	-	6	6
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	7	-	7	7
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	7	-	7	7
<b>Sub-total 小計</b>	<b>760</b>	<b>0</b>	<b>760</b>	<b>767</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	2	-	2	2
Management Trainee 見習主任	-	-	-	-
Representative 代表	35	-	35	35
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	44	-	44	44
Remittances Officer 匯兌主任	7	-	7	7
Settlement Officer 結算主任	2	-	2	2
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	159	-	159	159
Investment Analyst 投資分析員	21	-	21	21
Sales Officer – Investment Products 銷售主任－投資產品	3	-	3	3
Sales Officer – Securities 銷售主任－證券	-	-	-	-
Securities Settlement Officer 證券交收結算主任	9	-	9	9
Insurance Products Officer 保險產品主任	2	-	2	2
Mandatory Provident Fund Officer 強制性公積金主任	11	-	11	11
Operations Officer 運作主任	34	-	34	34
Sales Officer – Insurance Products 銷售主任－保險產品	8	-	8	8



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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
Telecommunications Officer 電訊主任	4	-	4	4
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-
Trust Officer 信託主任	4	-	4	4
Credit Analyst 授信分析員	14	-	14	14
Credit Card Officer 信用卡主任	4	-	4	4
Credit Information Officer 資信調查主任	28	-	28	28
Credit/Loan Officer 授信／放款主任	491	-	491	499
Hire Purchase/Leasing Officer 分期付款／租賃主任	36	-	36	36
Business Development Officer 業務發展主任	37	-	37	37
Marketing Officer 市場推廣主任	55	1	56	56
Telemarketing Officer 電話市場推廣主任	10	-	10	10
Accounting Officer 會計主任	58	-	58	65
Computer Operations Officer 電腦運作主任	15	-	15	15
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	3	-	3	3
Human Resources Officer 人力資源主任	19	-	19	19
Training Officer/Instructor 訓練主任／導師	4	-	4	4
Compliance Officer 條例執行主任	1	-	1	1
Internal Audit Officer 內部稽核主任	3	-	3	3
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Investment Officer 投資主任	-	-	-	-
Liaison Officer 聯絡主任	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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	63	-	63	63
<b>Sub-total 小計</b>	<b>1 214</b>	<b>1</b>	<b>1 215</b>	<b>1 230</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	1	-	1	1
Securities and Futures Assistant 證券及期貨助理	5	-	5	5
Securities Settlement Clerk 證券交收結算文員	58	-	58	58
Cashier 出納員	4	-	4	4
General Clerk 一般文員	174	1	175	189
Mailing Clerk 郵遞文員	121	-	121	121
Receptionist/Telephone Operator 接待員／電話操作員	82	-	82	82
Trade Finance Operations Checker 貿易融資運作核對員	11	-	11	11
Trade Finance Operations Clerk 貿易融資運作文員	15	-	15	15
Teller 櫃檯員	-	-	-	-
Credit/Loan Clerk 授信／放款文員	632	1	633	647
Telemarketing Representative 電話市場推廣代表	3	-	3	3
Accounting Clerk 會計文員	48	-	48	69
Computer Operator 電腦操作員	35	-	35	35
Internal Audit Clerk 內部稽核文員	17	-	17	17
<b>Sub-total 小計</b>	<b>1 206</b>	<b>2</b>	<b>1 208</b>	<b>1 257</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	110	-	110	110
<b>Sub-total 小計</b>	<b>110</b>	<b>0</b>	<b>110</b>	<b>110</b>
<b>TOTAL 總計</b>	<b>3 290</b>	<b>3</b>	<b>3 293</b>	<b>3 364</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
MANAGERIAL LEVEL 經理級				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	34	-	34	37
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	233	4	237	237
Chief Representative 首席代表	17	-	17	23
Manager - Administration 經理－行政	60	-	60	60
Manager - Branch Operations 經理－分行運作	25	-	25	25
Zone/District Manager 區域經理	-	-	-	-
Head of Treasury and Capital Markets 庫務及資本市場主管	2	-	2	2
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	14	-	14	14
Manager - Settlement 經理－結算	50	-	50	50
Risk Manager 風險經理	15	-	15	15
Chief Investment Officer/Manager - Investment 總投資主任／經理－投資	41	-	41	41
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	32	2	34	34
Manager - Investment Services 經理－投資服務	67	2	69	69
Manager - Private Banking 經理－私人銀行	6	-	6	6
Manager - Securities/Custodian Services 經理－證券／代管人服務	84	5	89	89
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	730	8	738	741

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 - Branch 經理－分行	32	-	32	32
Manager - Insurance Products 經理－保險產品	2	-	2	2
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-
Manager - Trade Finance Operations 經理－貿易融資運作	28	-	28	28
Manager - Trust 經理－信託	-	-	-	-
Manager - Credit 經理－授信	18	-	18	18
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	30	-	30	30
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	14	-	14	14
Manager - Marketing/Product Development 經理－市場推廣／產品開發	21	-	21	21
Chief Financial Officer/Financial Controller 總財務主任／財務監督	34	-	34	34
Manager - Accounting 經理－會計	96	-	96	96
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資 訊科技	82	-	82	82
E-Commerce Manager 電子商貿經理	7	-	7	7
Manager - Human Resources 經理－人力資源	24	-	24	24
Manager - Training/Learning and Development 經理－訓練／學習及培訓	10	-	10	10
Company Secretary 公司秘書	8	-	8	8
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	46	-	46	50
Legal Adviser 法律顧問	34	-	34	34
Manager - Compliance 經理－條例執行	53	-	53	53

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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	1	-	1	1
Manager - Internal Audit 經理－內部稽核	16	2	18	18
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	3	-	3	3
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	49	1	50	50
<b>Sub-total 小計</b>	<b>2 018</b>	<b>24</b>	<b>2 042</b>	<b>2 058</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	67	-	67	67
Management Trainee 見習主任	28	-	28	28
Representative 代表	17	-	17	17
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	90	10	100	107
Remittances Officer 匯兌主任	5	-	5	5
Settlement Officer 結算主任	35	-	35	35
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	295	6	301	301
Investment Analyst 投資分析員	228	10	238	238
Sales Officer – Investment Products 銷售主任－投資產品	13	-	13	13
Sales Officer – Securities 銷售主任－證券	236	-	236	260
Securities Settlement Officer 證券交收結算主任	881	-	881	886
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	38	-	38	38
Sales Officer – Insurance Products 銷售主任－保險產品	-	-	-	-

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
Telecommunications Officer 電訊主任	-	-	-	-
Trade Finance Operations Officer 貿易融資運作主任	8	-	8	8
Trust Officer 信託主任	3	-	3	3
Credit Analyst 授信分析員	8	-	8	8
Credit Card Officer 信用卡主任	-	-	-	-
Credit Information Officer 資信調查主任	7	-	7	7
Credit/Loan Officer 授信／放款主任	30	-	30	30
Hire Purchase/Leasing Officer 分期付款／租賃主任	31	-	31	31
Business Development Officer 業務發展主任	29	-	29	29
Marketing Officer 市場推廣主任	35	-	35	35
Telemarketing Officer 電話市場推廣主任	8	-	8	8
Accounting Officer 會計主任	200	3	203	203
Computer Operations Officer 電腦運作主任	88	-	88	91
IT Audit Officer 資訊科技稽核主任	10	-	10	10
Programmer/Technology Officer 程式員／科技主任	72	-	72	72
Systems Analyst 系統分析員	81	-	81	81
Human Resources Officer 人力資源主任	46	-	46	46
Training Officer/Instructor 訓練主任／導師	9	-	9	9
Compliance Officer 條例執行主任	69	-	69	69
Internal Audit Officer 內部稽核主任	21	2	23	23
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Investment Officer 投資主任	5	-	5	5
Liaison Officer 聯絡主任	-	-	-	-

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	74	-	74	74
<b>Sub-total 小計</b>	<b>2 767</b>	<b>31</b>	<b>2 798</b>	<b>2 837</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	3060	23	3083	3092
Securities Settlement Clerk 證券交收結算文員	695	10	705	710
Cashier 出納員	-	-	-	-
General Clerk 一般文員	366	6	372	372
Mailing Clerk 郵遞文員	26	-	26	26
Receptionist/Telephone Operator 接待員／電話操作員	127	-	127	127
Trade Finance Operations Checker 貿易融資運作核對員	2	-	2	2
Trade Finance Operations Clerk 貿易融資運作文員	6	-	6	6
Teller 櫃檯員	3	-	3	3
Credit/Loan Clerk 授信／放款文員	309	-	309	309
Telemarketing Representative 電話市場推廣代表	8	-	8	8
Accounting Clerk 會計文員	438	6	444	444
Computer Operator 電腦操作員	87	2	89	89
Internal Audit Clerk 內部稽核文員	30	-	30	30
<b>Sub-total 小計</b>	<b>5 157</b>	<b>47</b>	<b>5 204</b>	<b>5 218</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	590	-	590	593
<b>Sub-total 小計</b>	<b>590</b>	<b>0</b>	<b>590</b>	<b>593</b>
<b>TOTAL 總計</b>	<b>10 532</b>	<b>102</b>	<b>10 634</b>	<b>10 706</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	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	20	-	20	20
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	1	-	1	1
Manager - Branch Operations 經理—分行運作	-	-	-	-
Zone/District Manager 區域經理	1	-	1	1
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	2	-	2	2
Manager - Settlement 經理—結算	3	-	3	3
Risk Manager 風險經理	1	-	1	1
Chief Investment Officer/Manager - Investment 總投資主任/經理—投資	18	-	18	18
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	1	-	1	1
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	71	-	71	71



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 - 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	-	-	-	-
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	-	-	-	-
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 - 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	1	-	1	1
Manager - Accounting 經理－會計	4	-	4	4
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	-	1	1
E-Commerce Manager 電子商貿經理	-	-	-	-
Manager - Human Resources 經理－人力資源	1	-	1	1
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	-	-	-	-

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 - 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	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	-	-	-	-
<b>Sub-total 小計</b>	<b>134</b>	<b>0</b>	<b>134</b>	<b>134</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	2	-	2	2
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	3	-	3	3
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	10	-	10	10
Investment Analyst 投資分析員	16	6	22	22
Sales Officer – Investment Products 銷售主任－投資產品	13	2	15	15
Sales Officer – Securities 銷售主任－證券	12	-	12	12
Securities Settlement Officer 證券交收結算主任	63	-	63	63
Insurance Products Officer 保險產品主任	1	-	1	1
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-
Operations Officer 運作主任	6	-	6	6
Sales Officer – Insurance Products 銷售主任－保險產品	-	-	-	-

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
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	-	-	-	-
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	-	-	-	-
Marketing Officer 市場推廣主任	7	1	8	8
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	12	-	12	12
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	5	-	5	5
Systems Analyst 系統分析員	-	-	-	-
Human Resources Officer 人力資源主任	2	-	2	2
Training Officer/Instructor 訓練主任／導師	-	-	-	-
Compliance Officer 條例執行主任	1	-	1	1
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	-	-	-	-
Investment Officer 投資主任	-	-	-	-
Liaison Officer 聯絡主任	-	-	-	-

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	5	-	5	5
<b>Sub-total 小計</b>	<b>161</b>	<b>9</b>	<b>170</b>	<b>170</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	176	-	176	180
Securities Settlement Clerk 證券交收結算文員	28	-	28	29
Cashier 出納員	-	-	-	-
General Clerk 一般文員	17	-	17	17
Mailing Clerk 郵遞文員	-	-	-	-
Receptionist/Telephone Operator 接待員／電話操作員	5	1	6	6
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	14	20	34	34
Accounting Clerk 會計文員	19	1	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>265</b>	<b>22</b>	<b>287</b>	<b>292</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	23	-	23	23
<b>Sub-total 小計</b>	<b>23</b>	<b>0</b>	<b>23</b>	<b>23</b>
<b>TOTAL 總計</b>	<b>583</b>	<b>31</b>	<b>614</b>	<b>619</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	5	-	5	5
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	4	-	4	4
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	-	-	-	-

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
MANAGERIAL LEVEL (Continued) 經理級 (續)				
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	-	-	-	-
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	2	-	2	2
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	-	-	-	-
Manager - Marketing/Product Development 經理－市場推廣／產品開發	4	-	4	4
Chief Financial Officer/Financial Controller 總財務主任／財務監督	4	-	4	4
Manager - Accounting 經理－會計	12	-	12	12
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資 訊科技	57	-	57	57
E-Commerce Manager 電子商貿經理	3	-	3	3
Manager - Human Resources 經理－人力資源	8	-	8	9
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	11	-	11	11
Manager - Compliance 經理－條例執行	-	-	-	-

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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	14	-	14	14
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	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	1	-	1	1
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	660	-	660	660
<b>Sub-total 小計</b>	<b>831</b>	<b>5</b>	<b>836</b>	<b>837</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	2	-	2	2
Management Trainee 見習主任	5	1	6	6
Representative 代表	4	-	4	4
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
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	1	-	1	1
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	-	-	-	-

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
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	-	-	-	-
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	1	-	1	1
Marketing Officer 市場推廣主任	6	-	6	6
Telemarketing Officer 電話市場推廣主任	-	-	-	-
Accounting Officer 會計主任	17	-	17	17
Computer Operations Officer 電腦運作主任	21	-	21	21
IT Audit Officer 資訊科技稽核主任	2	-	2	2
Programmer/Technology Officer 程式員／科技主任	13	-	13	15
Systems Analyst 系統分析員	79	-	79	79
Human Resources Officer 人力資源主任	11	-	11	11
Training Officer/Instructor 訓練主任／導師	4	-	4	4
Compliance Officer 條例執行主任	-	-	-	-
Internal Audit Officer 內部稽核主任	3	-	3	3
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／工序重整主任	-	-	-	-
Investment Officer 投資主任	-	-	-	-
Liaison Officer 聯絡主任	-	-	-	-



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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	542	2	544	545
<b>Sub-total 小計</b>	<b>717</b>	<b>3</b>	<b>720</b>	<b>723</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	235	11	246	246
Mailing Clerk 郵遞文員	4	-	4	4
Receptionist/Telephone Operator 接待員／電話操作員	8	-	8	8
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	9	-	9	10
Computer Operator 電腦操作員	25	-	25	25
Internal Audit Clerk 內部稽核文員	-	-	-	-
<b>Sub-total 小計</b>	<b>281</b>	<b>11</b>	<b>292</b>	<b>293</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	188	2	190	191
<b>Sub-total 小計</b>	<b>188</b>	<b>2</b>	<b>190</b>	<b>191</b>
<b>TOTAL 總計</b>	<b>2 017</b>	<b>21</b>	<b>2 038</b>	<b>2 044</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	16	-	16	16
Chief Representative 首席代表	-	-	-	-
Manager - Administration 經理—行政	2	-	2	2
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	87	-	87	87
Manager - Settlement 經理—結算	1	-	1	1
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	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	-	-	-	-

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 - Branch 經理－分行	20	-	20	20
Manager - Insurance Products 經理－保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理－強制性公積金	-	-	-	-
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 - 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	3	-	3	3
Manager - Accounting 經理－會計	7	-	7	7
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	4	-	4	4
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	3	-	3	3

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 - 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	-	-	-	-
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-
Manager - Liaison 經理－聯絡	-	-	-	-
Other Manager 其他經理	-	-	-	-
<b>Sub-total 小計</b>	<b>171</b>	<b>0</b>	<b>171</b>	<b>171</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	6	-	6	6
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	220	-	220	220
Remittances Officer 匯兌主任	115	-	115	116
Settlement Officer 結算主任	9	-	9	9
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	-	-	-
Investment Analyst 投資分析員	-	-	-	-
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	20	-	20	20
Sales Officer – Insurance Products 銷售主任－保險產品	-	-	-	-

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
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	-	-	-	-
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	-	-	-	-
Marketing Officer 市場推廣主任	2	-	2	2
Telemarketing Officer 電話市場推廣主任	3	-	3	3
Accounting Officer 會計主任	9	-	9	9
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	9
Systems Analyst 系統分析員	4	-	4	4
Human Resources Officer 人力資源主任	6	-	6	6
Training Officer/Instructor 訓練主任／導師	1	-	1	1
Compliance Officer 條例執行主任	2	-	2	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	-	-	-	-
Investment Officer 投資主任	-	-	-	-
Liaison Officer 聯絡主任	-	-	-	-

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	-	-	-	-
<b>Sub-total 小計</b>	<b>407</b>	<b>0</b>	<b>407</b>	<b>412</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	632	9	641	641
Securities and Futures Assistant 證券及期貨助理	89	-	89	89
Securities Settlement Clerk 證券交收結算文員	-	-	-	-
Cashier 出納員	3	-	3	3
General Clerk 一般文員	30	-	30	30
Mailing Clerk 郵遞文員	-	-	-	-
Receptionist/Telephone Operator 接待員／電話操作員	4	-	4	4
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	28	3	31	31
Accounting Clerk 會計文員	20	-	20	20
Computer Operator 電腦操作員	5	-	5	5
Internal Audit Clerk 內部稽核文員	-	-	-	-
<b>Sub-total 小計</b>	<b>811</b>	<b>12</b>	<b>823</b>	<b>823</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	39	-	39	39
<b>Sub-total 小計</b>	<b>39</b>	<b>0</b>	<b>39</b>	<b>39</b>
<b>TOTAL 總計</b>	<b>1 428</b>	<b>12</b>	<b>1 440</b>	<b>1 445</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
MANAGERIAL LEVEL 經理級				
Assistant to Chief Executive Officer/ Director 行政總裁助理／董事助理	75	-	75	75
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	247	-	247	247
Chief Representative 首席代表	30	-	30	30
Manager - Administration 經理－行政	121	-	121	121
Manager - Branch Operations 經理－分行運作	2	-	2	2
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	8	-	8	8
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	73	-	73	73
Manager - Settlement 經理－結算	25	-	25	25
Risk Manager 風險經理	36	-	36	36
Chief Investment Officer/Manager - Investment 總投資主任／經理－投資	140	-	140	140
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	530	14	544	558
Manager - Investment Services 經理－投資服務	298	-	298	300
Manager - Private Banking 經理－私人銀行	8	1	9	9
Manager - Securities/Custodian Services 經理－證券／代管人服務	1	-	1	1
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	156	-	156	158

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 - Branch 經理－分行	34	-	34	34
Manager - Insurance Products 經理－保險產品	-	-	-	-
Manager - Mandatory Provident Fund 經理－強制性公積金	11	-	11	11
Manager - Trade Finance Operations 經理－貿易融資運作	7	-	7	7
Manager - Trust 經理－信託	77	-	77	77
Manager - Credit 經理－授信	83	-	83	83
Manager - Credit Card 經理－信用卡	9	-	9	9
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	115	6	121	133
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	47	15	62	62
Manager - Marketing/Product Development 經理－市場推廣／產品開發	108	15	123	124
Chief Financial Officer/Financial Controller 總財務主任／財務監督	43	-	43	43
Manager - Accounting 經理－會計	181	-	181	183
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資 訊科技	147	-	147	147
E-Commerce Manager 電子商貿經理	11	-	11	11
Manager - Human Resources 經理－人力資源	76	-	76	76
Manager - Training/Learning and Development 經理－訓練／學習及培訓	7	-	7	7
Company Secretary 公司秘書	3	-	3	3
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	94	-	94	94
Legal Adviser 法律顧問	52	-	52	54
Manager - Compliance 經理－條例執行	57	14	71	72



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 - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	38	-	38	38
Manager - Internal Audit 經理－內部稽核	11	-	11	11
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	13	-	13	13
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-
Manager - Liaison 經理－聯絡	104	-	104	104
Other Manager 其他經理	119	3	122	123
<b>Sub-total 小計</b>	<b>3 200</b>	<b>68</b>	<b>3 268</b>	<b>3 305</b>
<b>SUPERVISORY LEVEL 主管級</b>				
Administration Officer 行政主任	71	-	71	71
Management Trainee 見習主任	1	-	1	1
Representative 代表	28	-	28	28
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	128	-	128	128
Remittances Officer 匯兌主任	113	-	113	113
Settlement Officer 結算主任	45	-	45	45
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	1 078	47	1 125	1 125
Investment Analyst 投資分析員	429	4	433	421
Sales Officer – Investment Products 銷售主任－投資產品	133	22	155	155
Sales Officer – Securities 銷售主任－證券	9	-	9	9
Securities Settlement Officer 證券交收結算主任	187	3	190	187
Insurance Products Officer 保險產品主任	-	-	-	-
Mandatory Provident Fund Officer 強制性公積金主任	21	-	21	21
Operations Officer 運作主任	215	-	215	220
Sales Officer – Insurance Products 銷售主任－保險產品	1	-	1	1

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
SUPERVISORY LEVEL (Continued) 主管級 (續)				
Telecommunications Officer 電訊主任	4	-	4	4
Trade Finance Operations Officer 貿易融資運作主任	5	-	5	5
Trust Officer 信託主任	178	-	178	178
Credit Analyst 授信分析員	62	3	65	65
Credit Card Officer 信用卡主任	86	-	86	86
Credit Information Officer 資信調查主任	30	-	30	30
Credit/Loan Officer 授信／放款主任	18	-	18	18
Hire Purchase/Leasing Officer 分期付款／租賃主任	2	-	2	2
Business Development Officer 業務發展主任	122	-	122	136
Marketing Officer 市場推廣主任	124	1	125	137
Telemarketing Officer 電話市場推廣主任	10	-	10	10
Accounting Officer 會計主任	229	5	234	245
Computer Operations Officer 電腦運作主任	125	6	131	131
IT Audit Officer 資訊科技稽核主任	2	-	2	2
Programmer/Technology Officer 程式員／科技主任	239	22	261	260
Systems Analyst 系統分析員	227	21	248	249
Human Resources Officer 人力資源主任	111	-	111	111
Training Officer/Instructor 訓練主任／導師	7	-	7	7
Compliance Officer 條例執行主任	49	19	68	67
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	11	3	14	13
Investment Officer 投資主任	28	-	28	28
Liaison Officer 聯絡主任	130	-	130	130

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>				
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-
Other Supervisor 其他主管	171	10	181	181
<b>Sub-total 小計</b>	<b>4 436</b>	<b>166</b>	<b>4 602</b>	<b>4 627</b>
<b>CLERICAL LEVEL 文員級</b>				
Money Changers Clerk 貨幣兌換文員	216	-	216	216
Securities and Futures Assistant 證券及期貨助理	172	-	172	166
Securities Settlement Clerk 證券交收結算文員	21	-	21	21
Cashier 出納員	-	-	-	-
General Clerk 一般文員	1 316	28	1 344	1 368
Mailing Clerk 郵遞文員	34	-	34	34
Receptionist/Telephone Operator 接待員／電話操作員	124	-	124	124
Trade Finance Operations Checker 貿易融資運作核對員	9	-	9	9
Trade Finance Operations Clerk 貿易融資運作文員	4	-	4	4
Teller 櫃檯員	27	2	29	29
Credit/Loan Clerk 授信／放款文員	161	-	161	161
Telemarketing Representative 電話市場推廣代表	34	-	34	34
Accounting Clerk 會計文員	211	3	214	221
Computer Operator 電腦操作員	211	6	217	220
Internal Audit Clerk 內部稽核文員	5	-	5	5
<b>Sub-total 小計</b>	<b>2 545</b>	<b>39</b>	<b>2 584</b>	<b>2 612</b>
<b>OTHERS 其他</b>				
Other Supporting Staff 其他輔助員工	979	8	987	987
<b>Sub-total 小計</b>	<b>979</b>	<b>8</b>	<b>987</b>	<b>987</b>
<b>TOTAL 總計</b>	<b>11 160</b>	<b>281</b>	<b>11 441</b>	<b>11 531</b>

Table 2 : Minimum Education/Qualification Requirement of Employees  
(Banking and Finance Industry)

表 2 : 僱員基本教育程度／資歷的要求  
(銀行及金融業)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	53	236	2	8	-	-	18	317
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	194	1 085	-	5	-	-	33	1 317
Chief Representative 首席代表	4	106	-	-	-	-	-	110
Manager - Administration 經理－行政	56	339	9	3	5	-	13	425
Manager - Branch Operations 經理－分行運作	13	234	-	-	-	-	8	255
Zone/District Manager 區域經理	-	136	-	-	-	-	-	136
Head of Treasury and Capital Markets 庫務及資本市場主管	17	152	-	-	-	-	5	174
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	10	365	40	42	-	-	21	478
Manager - Settlement 經理－結算	15	171	16	10	-	-	13	225
Risk Manager 風險經理	8	182	-	-	-	-	29	219
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	56	460	-	4	-	-	-	520
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	191	898	-	-	-	-	51	1 140
Manager - Investment Services 經理－投資服務	34	848	-	-	-	-	117	999
Manager - Private Banking 經理－私人銀行	75	347	-	-	-	-	259	681
Manager - Securities/ Custodian Services 經理－證券／代管人服務	20	176	2	-	-	-	12	210
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	56	1 246	53	11	10	-	65	1 441
Manager - Branch 經理－分行	113	2 041	70	-	-	-	9	2 233
Manager - Insurance Products 經理－保險產品	-	333	10	-	-	-	-	343
Manager - Mandatory Provident Fund 經理－強制性公積金	-	51	-	-	-	-	-	51
Manager - Trade Finance Operations 經理－貿易融資運作	12	311	48	2	-	-	35	408
Manager - Trust 經理－信託	-	172	-	-	-	-	6	178

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	40	1 033	30	-	-	-	24	1 127
Manager - Credit Card 經理－信用卡	7	228	9	-	-	-	2	246
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	1	130	2	-	-	-	11	144
Manager - Business Development 經理－業務發展	50	690	-	7	-	-	17	764
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	28	901	-	-	-	-	81	1 010
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	49	565	11	-	-	-	16	641
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	106	128	1	-	-	-	13	248
Manager - Accounting 經理－會計	190	472	2	-	-	-	52	716
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	48	1 417	6	10	-	-	56	1 537
E-Commerce Manager 電子商貿經理	3	111	-	-	-	-	8	122
Manager - Human Resources 經理－人力資源	16	364	6	2	-	-	26	414
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	4	167	-	-	-	-	2	173
Company Secretary 公司秘書	11	66	-	1	-	-	8	86
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	8	272	-	-	-	-	2	282
Legal Adviser 法律顧問	65	117	-	-	-	-	12	194
Manager - Compliance 經理－條例執行	45	259	-	-	-	-	22	326
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	4	106	-	-	-	-	11	121
Manager - Internal Audit 經理－內部稽核	79	178	-	-	-	-	15	272
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	1	108	-	-	-	-	2	111
Manager - Property/Real Estate 經理－產業/房地產	1	47	1	-	-	-	3	52
Manager - Liaison 經理－聯絡	-	104	-	-	-	-	-	104
Other Manager 其他經理	-	-	-	-	-	-	2 928	2 928
<b>Sub-total 小計</b>	<b>1 683</b>	<b>17 352</b>	<b>318</b>	<b>105</b>	<b>15</b>	<b>0</b>	<b>4 005</b>	<b>23 478</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	276	335	42	20	-	6	679
Management Trainee 見習主任	-	118	97	96	-	-	7	318

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	97	35	7	-	-	-	139
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	9	739	274	72	157	-	60	1 311
Remittances Officer 匯兌主任	3	211	106	133	69	-	11	533
Settlement Officer 結算主任	9	226	83	87	41	-	31	477
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	90	2 080	306	654	126	-	85	3 341
Investment Analyst 投資分析員	103	610	303	53	18	-	55	1 142
Sales Officer – Investment Products 銷售主任 – 投資產品	93	208	41	32	33	-	95	502
Sales Officer – Securities 銷售主任 – 證券	20	120	34	43	48	-	11	276
Securities Settlement Officer 證券交收結算主任	33	890	356	310	148	-	18	1 755
Insurance Products Officer 保險產品主任	1	62	63	-	-	-	-	126
Mandatory Provident Fund Officer 強制性公積金主任	-	92	-	-	-	-	-	92
Operations Officer 運作主任	81	1 378	2 558	1 327	106	-	36	5 486
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	47	46	473	-	-	-	566
Telecommunications Officer 電訊主任	2	38	20	24	9	-	7	100
Trade Finance Operations Officer 貿易融資運作主任	17	274	338	153	38	-	43	863
Trust Officer 信託主任	16	64	206	3	1	-	14	304
Credit Analyst 授信分析員	10	292	126	48	35	-	59	570
Credit Card Officer 信用卡主任	13	292	159	100	-	-	11	575
Credit Information Officer 資信調查主任	26	67	66	36	4	-	-	199
Credit/Loan Officer 授信/放款主任	16	647	618	185	246	-	36	1 748
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	110	90	32	21	-	5	258
Business Development Officer 業務發展主任	102	276	1 138	189	49	-	17	1 771
Marketing Officer 市場推廣主任	51	867	595	58	69	-	36	1 676
Telemarketing Officer 電話市場推廣主任	8	60	206	15	6	-	-	295
Accounting Officer 會計主任	93	649	452	365	53	-	31	1 643
Computer Operations Officer 電腦運作主任	2	217	130	202	18	-	39	608
IT Audit Officer 資訊科技稽核主任	-	61	9	11	-	-	-	81
Programmer/Technology Officer 程式員/科技主任	2	730	608	996	16	-	49	2 401
Systems Analyst 系統分析員	7	641	433	466	1	-	45	1 593
Human Resources Officer 人力資源主任	2	263	183	86	31	-	25	590
Training Officer/Instructor 訓練主任/導師	2	84	40	68	13	-	2	209

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	16	217	31	6	5	-	25	300
Internal Audit Officer 內部稽核主任	33	299	41	28	2	-	13	416
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	166	26	-	-	-	5	197
Investment Officer 投資主任	40	129	48	-	-	-	-	217
Liaison Officer 聯絡主任	-	119	44	-	21	-	-	184
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	4 718	4 718
<b>Sub-total 小計</b>	<b>900</b>	<b>13 716</b>	<b>10 244</b>	<b>6 400</b>	<b>1 404</b>	<b>0</b>	<b>5 595</b>	<b>38 259</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	10	41	160	765	70	-	1 046
Securities and Futures Assistant 證券及期貨助理	5	355	41	613	3 145	5	80	4 244
Securities Settlement Clerk 證券交收結算文員	-	130	23	129	1 249	20	2	1 553
Cashier 出納員	-	8	-	11	874	-	15	908
General Clerk 一般文員	-	66	132	651	13 278	40	238	14 405
Mailing Clerk 郵遞文員	-	145	-	10	143	25	10	333
Receptionist/Telephone Operator 接待員/電話操作員	4	132	9	45	529	15	29	763
Trade Finance Operations Checker 貿易融資運作核對員	-	23	3	55	866	-	66	1 013
Trade Finance Operations Clerk 貿易融資運作文員	-	31	6	57	1 119	-	91	1 304
Teller 櫃檯員	-	10	-	38	9 197	-	32	9 277
Credit/Loan Clerk 授信/放款文員	-	101	99	389	2 154	77	45	2 865
Telemarketing Representative 電話市場推廣代表	-	27	5	44	459	-	-	535
Accounting Clerk 會計文員	-	61	76	565	884	-	31	1 617
Computer Operator 電腦操作員	-	36	73	242	509	-	23	883
Internal Audit Clerk 內部稽核文員	-	-	13	22	65	-	-	100
<b>Sub-total 小計</b>	<b>9</b>	<b>1 135</b>	<b>521</b>	<b>3 031</b>	<b>35 236</b>	<b>252</b>	<b>662</b>	<b>40 846</b>
<b>TOTAL 總計</b>	<b>2 592</b>	<b>32 203</b>	<b>11 083</b>	<b>9 536</b>	<b>36 655</b>	<b>252</b>	<b>10 262</b>	<b>102 583</b>

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

Table 2.1 : Minimum Education/Qualification Requirement of Employees  
(Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks)

表 2.1 : 僱員基本教育程度／資歷的要求  
(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							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	44	53	2	3	-	-	8	110
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	57	252	-	-	-	-	22	331
Chief Representative 首席代表	4	54	-	-	-	-	-	58
Manager - Administration 經理－行政	6	140	8	2	-	-	5	161
Manager - Branch Operations 經理－分行運作	12	177	-	-	-	-	6	195
Zone/District Manager 區域經理	-	119	-	-	-	-	-	119
Head of Treasury and Capital Markets 庫務及資本市場主管	12	139	-	-	-	-	5	156
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	258	1	2	-	-	21	291
Manager - Settlement 經理－結算	9	99	16	4	-	-	13	141
Risk Manager 風險經理	1	150	-	-	-	-	11	162
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	13	113	-	-	-	-	-	126
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	1	405	-	-	-	-	8	414
Manager - Investment Services 經理－投資服務	2	391	-	-	-	-	72	465
Manager - Private Banking 經理－私人銀行	72	333	-	-	-	-	259	664
Manager - Securities/ Custodian Services 經理－證券／代管人服務	2	92	2	-	-	-	2	98
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	8	440	10	-	-	-	-	458
Manager - Branch 經理－分行	5	1 738	62	-	-	-	9	1 814
Manager - Insurance Products 經理－保險產品	-	331	10	-	-	-	-	341
Manager - Mandatory Provident Fund 經理－強制性公積金	-	34	-	-	-	-	-	34
Manager - Trade Finance Operations 經理－貿易融資運作	7	274	42	2	-	-	35	360
Manager - Trust 經理－信託	-	79	-	-	-	-	6	85



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	17	580	9	-	-	-	24	630
Manager - Credit Card 經理－信用卡	-	199	9	-	-	-	2	210
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	1	127	2	-	-	-	11	141
Manager - Business Development 經理－業務發展	5	518	-	-	-	-	6	529
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	14	842	-	-	-	-	80	936
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	15	412	-	-	-	-	8	435
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	41	51	1	-	-	-	8	101
Manager - Accounting 經理－會計	82	236	-	-	-	-	10	328
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	1 141	6	10	-	-	20	1 212
E-Commerce Manager 電子商貿經理	1	93	-	-	-	-	5	99
Manager - Human Resources 經理－人力資源	9	254	4	-	-	-	5	272
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	2	135	-	-	-	-	2	139
Company Secretary 公司秘書	6	36	-	-	-	-	5	47
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	-	42	-	-	-	-	2	44
Legal Adviser 法律顧問	31	53	-	-	-	-	6	90
Manager - Compliance 經理－條例執行	5	172	-	-	-	-	14	191
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	4	50	-	-	-	-	-	54
Manager - Internal Audit 經理－內部稽核	73	130	-	-	-	-	10	213
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	1	95	-	-	-	-	2	98
Manager - Property/Real Estate 經理－產業/房地產	1	36	1	-	-	-	3	41
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	2 061	2 061
<b>Sub-total 小計</b>	<b>607</b>	<b>10 873</b>	<b>185</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>2 766</b>	<b>14 454</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	109	307	31	8	-	-	455
Management Trainee 見習主任	-	100	97	84	-	-	3	284

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	41	7	7	-	-	-	55
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	9	478	195	56	14	-	60	812
Remittances Officer 匯兌主任	3	154	58	43	21	-	11	290
Settlement Officer 結算主任	9	177	59	78	18	-	31	372
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	1 200	228	294	-	-	5	1 727
Investment Analyst 投資分析員	-	119	143	21	2	-	12	297
Sales Officer – Investment Products 銷售主任 – 投資產品	60	123	10	32	-	-	95	320
Sales Officer – Securities 銷售主任 – 證券	-	-	17	-	-	-	-	17
Securities Settlement Officer 證券交收結算主任	14	385	46	154	-	-	2	601
Insurance Products Officer 保險產品主任	1	59	63	-	-	-	-	123
Mandatory Provident Fund Officer 強制性公積金主任	-	60	-	-	-	-	-	60
Operations Officer 運作主任	81	1 165	2 471	1 278	32	-	32	5 059
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	38	46	471	-	-	-	555
Telecommunications Officer 電訊主任	2	34	16	24	9	-	7	92
Trade Finance Operations Officer 貿易融資運作主任	9	267	335	151	34	-	43	839
Trust Officer 信託主任	2	55	46	1	1	-	14	119
Credit Analyst 授信分析員	10	248	117	48	-	-	59	482
Credit Card Officer 信用卡主任	13	286	75	100	-	-	11	485
Credit Information Officer 資信調查主任	26	42	56	8	-	-	-	132
Credit/Loan Officer 授信/放款主任	16	473	533	58	37	-	36	1 153
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	91	47	31	-	-	5	174
Business Development Officer 業務發展主任	97	190	1 069	181	6	-	12	1 555
Marketing Officer 市場推廣主任	49	699	553	30	24	-	31	1 386
Telemarketing Officer 電話市場推廣主任	3	36	205	15	3	-	-	262
Accounting Officer 會計主任	39	249	308	270	6	-	22	894
Computer Operations Officer 電腦運作主任	-	97	62	150	12	-	12	333
IT Audit Officer 資訊科技稽核主任	-	35	7	11	-	-	-	53
Programmer/Technology Officer 程式員/科技主任	-	447	528	992	-	-	46	2 013
Systems Analyst 系統分析員	-	303	371	452	-	-	31	1 157
Human Resources Officer 人力資源主任	-	120	146	58	6	-	7	337
Training Officer/Instructor 訓練主任/導師	-	77	38	62	2	-	2	181

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	1	128	21	2	-	-	8	160
Internal Audit Officer 內部稽核主任	26	267	34	20	-	-	13	360
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	155	26	-	-	-	5	186
Investment Officer 投資主任	-	4	-	-	-	-	-	4
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	3 835	3 835
<b>Sub-total 小計</b>	<b>470</b>	<b>8 511</b>	<b>8 340</b>	<b>5 213</b>	<b>235</b>	<b>0</b>	<b>4 450</b>	<b>27 219</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	9	-	57	131	-	-	197
Securities and Futures Assistant 證券及期貨助理	-	9	24	87	526	-	2	648
Securities Settlement Clerk 證券交收結算文員	-	64	22	2	620	-	-	708
Cashier 出納員	-	4	-	10	868	-	15	897
General Clerk 一般文員	-	5	24	172	11 551	-	204	11 956
Mailing Clerk 郵遞文員	-	24	-	4	93	10	10	141
Receptionist/Telephone Operator 接待員/電話操作員	-	30	6	16	302	8	5	367
Trade Finance Operations Checker 貿易融資運作核對員	-	12	3	53	852	-	66	986
Trade Finance Operations Clerk 貿易融資運作文員	-	16	6	50	1 103	-	91	1 266
Teller 櫃檯員	-	10	-	38	9 161	-	32	9 241
Credit/Loan Clerk 授信/放款文員	-	5	99	50	1 284	-	45	1 483
Telemarketing Representative 電話市場推廣代表	-	4	2	-	429	-	-	435
Accounting Clerk 會計文員	-	4	18	196	436	-	13	667
Computer Operator 電腦操作員	-	6	13	108	332	-	9	468
Internal Audit Clerk 內部稽核文員	-	-	8	3	34	-	-	45
<b>Sub-total 小計</b>	<b>0</b>	<b>202</b>	<b>225</b>	<b>846</b>	<b>27 722</b>	<b>18</b>	<b>492</b>	<b>29 505</b>
<b>TOTAL 總計</b>	<b>1 077</b>	<b>19 586</b>	<b>8 750</b>	<b>6 082</b>	<b>27 957</b>	<b>18</b>	<b>7 708</b>	<b>71 178</b>

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

Table 2.2 : Minimum Education/Qualification Requirement of Employees  
(Deposit-taking Companies)

表 2.2 : 僱員基本教育程度／資歷的要求  
(接受存款公司)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	3	6	-	-	-	-	-	9
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	26	-	-	-	-	-	32
Chief Representative 首席代表	-	4	-	-	-	-	-	4
Manager - Administration 經理－行政	1	5	-	-	-	-	-	6
Manager - Branch Operations 經理－分行運作	1	6	-	-	-	-	-	7
Zone/District Manager 區域經理	-	6	-	-	-	-	-	6
Head of Treasury and Capital Markets 庫務及資本市場主管	1	2	-	-	-	-	-	3
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	1	-	-	-	-	-	2
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	0
Risk Manager 風險經理	-	2	-	-	-	-	-	2
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	1	4	-	-	-	-	-	5
Manager - Investment Services 經理－投資服務	1	2	-	-	-	-	-	3
Manager - Private Banking 經理－私人銀行	-	2	-	-	-	-	-	2
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	1	64	4	-	-	-	-	69
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	3	9	-	-	-	-	-	12
Manager - Trust 經理－信託	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	3	27	7	-	-	-	-	37
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	-	2	-	-	-	-	-	2
Manager - Business Development 經理－業務發展	3	4	-	-	-	-	-	7
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	12	-	-	-	-	-	12
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	-	3	11	-	-	-	-	14
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	3	2	-	-	-	-	-	5
Manager - Accounting 經理－會計	3	7	-	-	-	-	-	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	1	9	-	-	-	-	-	10
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	3	-	-	-	-	-	3
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	-	1	-	-	-	-	-	1
Company Secretary 公司秘書	-	4	-	1	-	-	-	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	1	4	-	-	-	-	-	5
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	-	3	-	-	-	-	-	3
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	6	6
<b>Sub-total 小計</b>	<b>35</b>	<b>222</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>286</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	1	3	1	-	-	-	5
Management Trainee 見習主任	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	1	2	10	1	-	-	14
Remittances Officer 匯兌主任	-	3	-	-	-	-	-	3
Settlement Officer 結算主任	-	-	4	2	-	-	-	6
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	1	-	2	-	-	-	3
Investment Analyst 投資分析員	-	6	-	-	-	-	-	6
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	-	67	6	6	6	-	-	85
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	-	2	-	-	-	2
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	6	3	2	-	-	-	11
Trust Officer 信託主任	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	3	-	1	-	-	4
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	2	-	-	-	-	-	2
Credit/Loan Officer 授信/放款主任	-	15	8	31	2	-	-	56
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	4	11	-	-	-	-	15
Business Development Officer 業務發展主任	4	3	-	2	-	-	-	9
Marketing Officer 市場推廣主任	-	32	11	6	-	-	-	49
Telemarketing Officer 電話市場推廣主任	-	2	-	-	-	-	-	2
Accounting Officer 會計主任	2	10	7	10	-	-	-	29
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
Programmer/Technology Officer 程式員/科技主任	-	6	-	3	1	-	-	10
Systems Analyst 系統分析員	-	3	-	10	1	-	-	14
Human Resources Officer 人力資源主任	1	4	2	2	-	-	-	9
Training Officer/Instructor 訓練主任/導師	-	1	-	2	-	-	-	3

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	-	2	-	4	-	-	-	6
Internal Audit Officer 內部稽核主任	-	10	-	6	-	-	-	16
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	10	10
<b>Sub-total 小計</b>	<b>7</b>	<b>184</b>	<b>60</b>	<b>103</b>	<b>12</b>	<b>0</b>	<b>10</b>	<b>376</b>
CLERICAL LEVEL 文員級								
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	-	-	-	-	-	-	-	0
Cashier 出納員	-	-	-	-	4	-	-	4
General Clerk 一般文員	-	-	2	20	70	-	-	92
Mailing Clerk 郵遞文員	-	-	-	-	7	-	-	7
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	1	11	-	-	12
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	2	3	-	-	5
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	3	10	-	-	13
Teller 櫃檯員	-	-	-	-	6	-	-	6
Credit/Loan Clerk 授信/放款文員	-	-	-	11	269	-	-	280
Telemarketing Representative 電話市場推廣代表	-	-	-	-	1	-	-	1
Accounting Clerk 會計文員	-	-	3	3	19	-	-	25
Computer Operator 電腦操作員	-	5	-	5	6	-	-	16
Internal Audit Clerk 內部稽核文員	-	-	-	3	-	-	-	3
<b>Sub-total 小計</b>	<b>0</b>	<b>5</b>	<b>6</b>	<b>48</b>	<b>406</b>	<b>0</b>	<b>0</b>	<b>465</b>
<b>TOTAL 總計</b>	<b>42</b>	<b>411</b>	<b>88</b>	<b>152</b>	<b>418</b>	<b>0</b>	<b>16</b>	<b>1 127</b>

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

Table 2.3 : Minimum Education/Qualification Requirement of Employees  
(Investment and Holding Companies)

表 2.3 : 僱員基本教育程度／資歷的要求  
(投資及控股公司)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	80	-	-	-	-	-	<b>80</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	361	-	-	-	-	-	<b>365</b>
Chief Representative 首席代表	-	1	-	-	-	-	-	<b>1</b>
Manager - Administration 經理－行政	-	63	-	-	-	-	-	<b>63</b>
Manager - Branch Operations 經理－分行運作	-	12	-	-	-	-	-	<b>12</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	-	-	-	-	-	-	-	<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>
Manager - Settlement 經理－結算	-	1	-	-	-	-	-	<b>1</b>
Risk Manager 風險經理	-	-	-	-	-	-	-	<b>0</b>
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	12	181	-	-	-	-	-	<b>193</b>
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	20	135	-	-	-	-	-	<b>155</b>
Manager - Investment Services 經理－投資服務	6	135	-	-	-	-	-	<b>141</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	2	10	-	-	-	-	-	<b>12</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	13	-	-	-	-	-	<b>13</b>
Manager - Branch 經理－分行	80	107	-	-	-	-	-	<b>187</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							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	-	1	-	-	-	-	-	1
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	-	48	-	-	-	-	-	48
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	-	12	-	-	-	-	-	12
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	26	21	-	-	-	-	-	47
Manager - Accounting 經理－會計	-	60	-	-	-	-	-	60
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	-	19	-	-	-	-	-	19
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	22	-	-	-	-	-	22
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	-	12	-	-	-	-	-	12
Company Secretary 公司秘書	-	20	-	-	-	-	-	20
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	-	88	-	-	-	-	-	88
Legal Adviser 法律顧問	-	3	-	-	-	-	-	3
Manager - Compliance 經理－條例執行	-	17	-	-	-	-	-	17
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	12	-	-	-	-	-	12
Manager - Internal Audit 經理－內部稽核	-	14	-	-	-	-	-	14
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	26	26
<b>Sub-total 小計</b>	<b>150</b>	<b>1 448</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>1 624</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	66	3	-	-	-	-	69
Management Trainee 見習主任	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
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	-	4	-	-	-	-	-	4
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	26	-	20	23	-	-	69
Investment Analyst 投資分析員	40	64	-	-	-	-	40	144
Sales Officer – Investment Products 銷售主任 – 投資產品	-	20	-	-	-	-	-	20
Sales Officer – Securities 銷售主任 – 證券	-	-	2	-	-	-	-	2
Securities Settlement Officer 證券交收結算主任	-	12	-	-	1	-	-	13
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	-	24	-	4	-	-	-	28
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	-	18	-	-	-	-	-	18
Marketing Officer 市場推廣主任	-	12	-	-	-	-	-	12
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	27	153	12	3	-	-	-	195
Computer Operations Officer 電腦運作主任	-	11	-	2	-	-	-	13
IT Audit Officer 資訊科技稽核主任	-	10	2	-	-	-	-	12
Programmer/Technology Officer 程式員/科技主任	-	26	4	-	-	-	-	30
Systems Analyst 系統分析員	-	24	4	-	-	-	-	28
Human Resources Officer 人力資源主任	-	43	-	2	4	-	-	49
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	-	12	-	-	-	-	-	12
Internal Audit Officer 內部稽核主任	-	6	-	-	-	-	-	6
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Investment Officer 投資主任	40	120	20	-	-	-	-	180
Liaison Officer 聯絡主任	-	40	-	-	-	-	-	40
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	18	18
<b>Sub-total 小計</b>	<b>107</b>	<b>691</b>	<b>47</b>	<b>31</b>	<b>28</b>	<b>0</b>	<b>58</b>	<b>962</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	71	-	-	22	-	-	93
Securities Settlement Clerk 證券交收結算文員	-	-	-	40	3	-	-	43
Cashier 出納員	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	17	-	83	119	-	-	219
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	0
Receptionist/Telephone Operator 接待員/電話操作員	4	19	-	-	11	-	-	34
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	-	10	-	-	2	-	-	12
Accounting Clerk 會計文員	-	22	-	89	69	-	-	180
Computer Operator 電腦操作員	-	10	-	18	2	-	-	30
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>4</b>	<b>149</b>	<b>0</b>	<b>230</b>	<b>228</b>	<b>0</b>	<b>0</b>	<b>611</b>
<b>TOTAL 總計</b>	<b>261</b>	<b>2 288</b>	<b>47</b>	<b>261</b>	<b>256</b>	<b>0</b>	<b>84</b>	<b>3 197</b>

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

Table 2.4 : Minimum Education/Qualification Requirement of Employees  
(Personal Loans and Related Companies)

表 2.4 : 僱員基本教育程度／資歷的要求  
(私人貸款及有關公司)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	4	-	-	-	-	-	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	7	58	-	-	-	-	-	65
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	6	-	-	-	-	-	6
Manager - Branch Operations 經理－分行運作	-	14	-	-	-	-	-	14
Zone/District Manager 區域經理	-	7	-	-	-	-	-	7
Head of Treasury and Capital Markets 庫務及資本市場主管	-	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
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	-	-	-	-	-	-	-	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	-	3	-	-	-	-	-	3
Manager - Private Banking 經理－私人銀行	-	1	-	-	-	-	-	1
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	13	-	-	-	-	-	13
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	-	77	-	-	-	-	-	77
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	6	-	-	-	-	-	6
Manager - Trade Finance Operations 經理－貿易融資運作	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	16	-	-	-	-	-	16

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	18	326	14	-	-	-	-	358
Manager - Credit Card 經理－信用卡	-	27	-	-	-	-	-	27
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	-	25	-	7	-	-	-	32
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	1	-	-	-	-	-	1
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	6	37	-	-	-	-	-	43
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	10	-	-	-	-	-	10
Manager - Accounting 經理－會計	1	17	-	-	-	-	-	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	-	5	-	-	-	-	-	5
E-Commerce Manager 電子商貿經理	-	2	-	-	-	-	-	2
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	-	-	-	-	-	-	-	0
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	-	1	-	-	-	-	-	1
Legal Adviser 法律顧問	-	1	-	-	-	-	-	1
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	2	-	-	-	-	-	2
Manager - Internal Audit 經理－內部稽核	3	3	-	-	-	-	-	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	-	7	-	-	-	-	-	7
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	7	7
<b>Sub-total 小計</b>	<b>35</b>	<b>697</b>	<b>14</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>760</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	-	1	1	-	-	-	2
Management Trainee 見習主任	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	35	-	-	-	-	-	35
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	44	-	-	-	-	-	44
Remittances Officer 匯兌主任	-	7	-	-	-	-	-	7
Settlement Officer 結算主任	-	2	-	-	-	-	-	2
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	159	-	-	-	-	-	159
Investment Analyst 投資分析員	-	21	-	-	-	-	-	21
Sales Officer – Investment Products 銷售主任 – 投資產品	-	3	-	-	-	-	-	3
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	9	-	-	-	-	-	9
Insurance Products Officer 保險產品主任	-	2	-	-	-	-	-	2
Mandatory Provident Fund Officer 強制性公積金主任	-	11	-	-	-	-	-	11
Operations Officer 運作主任	-	-	1	-	33	-	-	34
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	8	-	-	-	-	-	8
Telecommunications Officer 電訊主任	-	4	-	-	-	-	-	4
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	4	-	-	-	-	-	4
Credit Analyst 授信分析員	-	2	6	-	6	-	-	14
Credit Card Officer 信用卡主任	-	4	-	-	-	-	-	4
Credit Information Officer 資信調查主任	-	16	8	-	4	-	-	28
Credit/Loan Officer 授信/放款主任	-	128	60	96	207	-	-	491
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	14	1	-	21	-	-	36
Business Development Officer 業務發展主任	-	6	-	2	29	-	-	37
Marketing Officer 市場推廣主任	-	2	-	10	43	-	-	55
Telemarketing Officer 電話市場推廣主任	-	10	-	-	-	-	-	10
Accounting Officer 會計主任	-	9	10	17	22	-	-	58
Computer Operations Officer 電腦運作主任	-	2	1	8	4	-	-	15
IT Audit Officer 資訊科技稽核主任	-	1	-	-	-	-	-	1
Programmer/Technology Officer 程式員/科技主任	-	1	-	-	12	-	-	13
Systems Analyst 系統分析員	-	3	-	-	-	-	-	3
Human Resources Officer 人力資源主任	-	3	1	2	13	-	-	19
Training Officer/Instructor 訓練主任/導師	-	-	-	4	-	-	-	4

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	-	1	-	-	-	-	-	1
Internal Audit Officer 內部稽核主任	-	1	-	2	-	-	-	3
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	14	-	-	14
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	63	63
<b>Sub-total 小計</b>	<b>0</b>	<b>512</b>	<b>89</b>	<b>142</b>	<b>408</b>	<b>0</b>	<b>63</b>	<b>1 214</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	1	-	-	-	-	-	1
Securities and Futures Assistant 證券及期貨助理	-	5	-	-	-	-	-	5
Securities Settlement Clerk 證券交收結算文員	-	58	-	-	-	-	-	58
Cashier 出納員	-	4	-	-	-	-	-	4
General Clerk 一般文員	-	15	-	-	159	-	-	174
Mailing Clerk 郵遞文員	-	121	-	-	-	-	-	121
Receptionist/Telephone Operator 接待員/電話操作員	-	78	-	-	4	-	-	82
Trade Finance Operations Checker 貿易融資運作核對員	-	11	-	-	-	-	-	11
Trade Finance Operations Clerk 貿易融資運作文員	-	15	-	-	-	-	-	15
Teller 櫃檯員	-	-	-	-	-	-	-	0
Credit/Loan Clerk 授信/放款文員	-	12	-	49	494	77	-	632
Telemarketing Representative 電話市場推廣代表	-	3	-	-	-	-	-	3
Accounting Clerk 會計文員	-	-	-	30	18	-	-	48
Computer Operator 電腦操作員	-	-	-	-	35	-	-	35
Internal Audit Clerk 內部稽核文員	-	-	-	-	17	-	-	17
<b>Sub-total 小計</b>	<b>0</b>	<b>323</b>	<b>0</b>	<b>79</b>	<b>727</b>	<b>77</b>	<b>0</b>	<b>1 206</b>
<b>TOTAL 總計</b>	<b>35</b>	<b>1 532</b>	<b>103</b>	<b>228</b>	<b>1 135</b>	<b>77</b>	<b>70</b>	<b>3 180</b>

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

Table 2.5 : Minimum Education/Qualification Requirement of Employees  
(Stock and Share Companies)

表 2.5 : 僱員基本教育程度／資歷的要求  
(股票公司)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	4	25	-	5	-	-	-	34
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	58	164	-	5	-	-	6	233
Chief Representative 首席代表	-	17	-	-	-	-	-	17
Manager - Administration 經理－行政	11	41	-	-	5	-	3	60
Manager - Branch Operations 經理－分行運作	-	23	-	-	-	-	2	25
Zone/District Manager 區域經理	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	-	2	-	-	-	-	-	2
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	-	14	-	-	-	-	-	14
Manager - Settlement 經理－結算	4	41	-	5	-	-	-	50
Risk Manager 風險經理	-	7	-	-	-	-	8	15
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	9	28	-	4	-	-	-	41
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	4	23	-	-	-	-	5	32
Manager - Investment Services 經理－投資服務	19	48	-	-	-	-	-	67
Manager - Private Banking 經理－私人銀行	-	6	-	-	-	-	-	6
Manager - Securities/ Custodian Services 經理－證券／代管人服務	16	58	-	-	-	-	10	84
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	37	568	41	10	10	-	64	730
Manager - Branch 經理－分行	1	31	-	-	-	-	-	32
Manager - Insurance Products 經理－保險產品	-	2	-	-	-	-	-	2
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	2	26	-	-	-	-	-	28
Manager - Trust 經理－信託	-	-	-	-	-	-	-	0



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	2	16	-	-	-	-	-	18
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	9	15	-	-	-	-	6	30
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	13	-	-	-	-	1	14
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	2	16	-	-	-	-	3	21
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	15	14	-	-	-	-	5	34
Manager - Accounting 經理－會計	29	53	-	-	-	-	14	96
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	56	-	-	-	-	22	82
E-Commerce Manager 電子商貿經理	2	2	-	-	-	-	3	7
Manager - Human Resources 經理－人力資源	2	15	-	-	-	-	7	24
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	-	10	-	-	-	-	-	10
Company Secretary 公司秘書	-	5	-	-	-	-	3	8
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	6	40	-	-	-	-	-	46
Legal Adviser 法律顧問	-	28	-	-	-	-	6	34
Manager - Compliance 經理－條例執行	17	33	-	-	-	-	3	53
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	-	-	-	-	-	1	1
Manager - Internal Audit 經理－內部稽核	-	11	-	-	-	-	5	16
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	-	3	-	-	-	-	-	3
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	49	49
<b>Sub-total 小計</b>	<b>253</b>	<b>1 454</b>	<b>41</b>	<b>29</b>	<b>15</b>	<b>0</b>	<b>226</b>	<b>2 018</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	40	12	5	9	-	1	67
Management Trainee 見習主任	-	12	-	12	-	-	4	28

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	17	-	-	-	-	-	17
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	69	21	-	-	-	-	90
Remittances Officer 匯兌主任	-	5	-	-	-	-	-	5
Settlement Officer 結算主任	-	16	-	-	19	-	-	35
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	238	39	-	18	-	-	295
Investment Analyst 投資分析員	4	143	71	5	2	-	3	228
Sales Officer – Investment Products 銷售主任 – 投資產品	-	9	-	-	4	-	-	13
Sales Officer – Securities 銷售主任 – 證券	20	107	9	41	48	-	11	236
Securities Settlement Officer 證券交收結算主任	2	318	265	148	133	-	15	881
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	-	24	4	-	6	-	4	38
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	8	-	-	-	-	-	-	8
Trust Officer 信託主任	-	-	3	-	-	-	-	3
Credit Analyst 授信分析員	-	8	-	-	-	-	-	8
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	5	2	-	-	-	-	7
Credit/Loan Officer 授信/放款主任	-	13	17	-	-	-	-	30
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	-	31	-	-	-	-	31
Business Development Officer 業務發展主任	-	11	-	4	14	-	-	29
Marketing Officer 市場推廣主任	-	15	11	4	-	-	5	35
Telemarketing Officer 電話市場推廣主任	-	5	-	-	3	-	-	8
Accounting Officer 會計主任	6	73	40	52	20	-	9	200
Computer Operations Officer 電腦運作主任	-	44	12	17	2	-	13	88
IT Audit Officer 資訊科技稽核主任	-	10	-	-	-	-	-	10
Programmer/Technology Officer 程式員/科技主任	-	64	5	-	-	-	3	72
Systems Analyst 系統分析員	-	64	3	-	-	-	14	81
Human Resources Officer 人力資源主任	-	27	15	-	-	-	4	46
Training Officer/Instructor 訓練主任/導師	-	-	-	-	9	-	-	9

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	10	44	8	-	4	-	3	69
Internal Audit Officer 內部稽核主任	7	8	4	-	2	-	-	21
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	5	-	-	-	-	-	5
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	74	74
<b>Sub-total 小計</b>	<b>57</b>	<b>1 394</b>	<b>572</b>	<b>288</b>	<b>293</b>	<b>0</b>	<b>163</b>	<b>2 767</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	5	250	16	451	2 258	5	75	3 060
Securities Settlement Clerk 證券交收結算文員	-	5	1	61	606	20	2	695
Cashier 出納員	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	-	-	50	278	4	34	366
Mailing Clerk 郵遞文員	-	-	-	6	20	-	-	26
Receptionist/Telephone Operator 接待員/電話操作員	-	5	1	13	104	2	2	127
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	2	-	-	2
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	4	2	-	-	6
Teller 櫃檯員	-	-	-	-	3	-	-	3
Credit/Loan Clerk 授信/放款文員	-	25	-	270	14	-	-	309
Telemarketing Representative 電話市場推廣代表	-	-	-	-	8	-	-	8
Accounting Clerk 會計文員	-	23	3	187	221	-	4	438
Computer Operator 電腦操作員	-	7	-	37	29	-	14	87
Internal Audit Clerk 內部稽核文員	-	-	-	16	14	-	-	30
<b>Sub-total 小計</b>	<b>5</b>	<b>315</b>	<b>21</b>	<b>1 095</b>	<b>3 559</b>	<b>31</b>	<b>131</b>	<b>5 157</b>
<b>TOTAL 總計</b>	<b>315</b>	<b>3 163</b>	<b>634</b>	<b>1 412</b>	<b>3 867</b>	<b>31</b>	<b>520</b>	<b>9 942</b>

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

Table 2.6 : Minimum Education/Qualification Requirement of Employees  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 2.6 : 僱員基本教育程度／資歷的要求  
(期貨及黃金經紀／交易商)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明	Total 總計
<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	5	15	-	-	-	-	-	20
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	1	-	-	-	-	-	-	1
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	1	-	-	-	-	-	1
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	-	2	-	-	-	-	-	2
Manager - Settlement 經理－結算	-	3	-	-	-	-	-	3
Risk Manager 風險經理	-	1	-	-	-	-	-	1
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	5	13	-	-	-	-	-	18
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	1	-	-	-	-	-	1
Manager - Investment Services 經理－投資服務	-	2	-	-	-	-	-	2
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	11	56	2	1	-	-	1	71
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	-	1	-	-	-	-	-	1
Manager - Trust 經理－信託	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)								
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 - 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	-	1	-	-	-	-	-	1
Manager - Accounting 經理－會計	2	2	-	-	-	-	-	4
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	-	-	-	-	-	1
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	1	-	-	-	-	-	1
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>27</b>	<b>103</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>134</b>
SUPERVISORY LEVEL 主管級								
Administration Officer 行政主任	-	-	-	2	-	-	-	2
Management Trainee 見習主任	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	3	-	-	-	3
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	-	5	5	-	-	-	-	10
Investment Analyst 投資分析員	-	11	5	-	-	-	-	16
Sales Officer – Investment Products 銷售主任 – 投資產品	-	11	1	-	1	-	-	13
Sales Officer – Securities 銷售主任 – 證券	-	10	-	2	-	-	-	12
Securities Settlement Officer 證券交收結算主任	3	26	22	8	3	-	1	63
Insurance Products Officer 保險產品主任	-	1	-	-	-	-	-	1
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	6	-	-	-	-	-	6
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
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	5	5	2	-	-	-	-	12
Computer Operations Officer 電腦運作主任	-	1	-	2	-	-	-	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	0
Programmer/Technology Officer 程式員/科技主任	-	3	2	-	-	-	-	5
Systems Analyst 系統分析員	-	-	-	-	-	-	-	0
Human Resources Officer 人力資源主任	-	-	1	1	-	-	-	2
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	-	1	-	-	-	-	-	1
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
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	5	5
<b>Sub-total 小計</b>	<b>8</b>	<b>87</b>	<b>38</b>	<b>18</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>161</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	17	-	39	117	-	3	176
Securities Settlement Clerk 證券交收結算文員	-	3	-	9	16	-	-	28
Cashier 出納員	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	-	-	2	14	1	-	17
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	0
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	1	4	-	-	5
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	-	-	-	-	14	-	-	14
Accounting Clerk 會計文員	-	2	2	8	7	-	-	19
Computer Operator 電腦操作員	-	1	-	-	5	-	-	6
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>23</b>	<b>2</b>	<b>59</b>	<b>177</b>	<b>1</b>	<b>3</b>	<b>265</b>
<b>TOTAL 總計</b>	<b>35</b>	<b>213</b>	<b>42</b>	<b>78</b>	<b>181</b>	<b>1</b>	<b>10</b>	<b>560</b>

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

Table 2.7 : Minimum Education/Qualification Requirement of Employees  
(Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry)

表 2.7 : 僱員基本教育程度／資歷的要求  
(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							
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<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	1	7	-	-	-	-	-	8
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	5	-	-	-	-	-	5
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	-	4	-	-	-	-	-	4
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							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<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	-	2	-	-	-	-	-	2
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	-	4	-	-	-	-	-	4
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	2	2	-	-	-	-	-	4
Manager - Accounting 經理－會計	8	4	-	-	-	-	-	12
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	-	57	-	-	-	-	-	57
E-Commerce Manager 電子商貿經理	-	3	-	-	-	-	-	3
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	-	2	-	-	-	-	-	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	6	-	-	-	-	-	11
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	14	-	-	-	-	-	14
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	-	1	-	-	-	-	-	1
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	660	660
<b>Sub-total 小計</b>	<b>19</b>	<b>152</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>660</b>	<b>831</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	2	-	-	-	-	-	2
Management Trainee 見習主任	-	5	-	-	-	-	-	5

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	4	-	-	-	-	-	4
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
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	-	-	-	-	1	-	-	1
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	-	1	-	-	-	-	-	1
Marketing Officer 市場推廣主任	-	6	-	-	-	-	-	6
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	-	8	8	-	1	-	-	17
Computer Operations Officer 電腦運作主任	-	4	-	17	-	-	-	21
IT Audit Officer 資訊科技稽核主任	-	2	-	-	-	-	-	2
Programmer/Technology Officer 程式員/科技主任	-	13	-	-	-	-	-	13
Systems Analyst 系統分析員	-	79	-	-	-	-	-	79
Human Resources Officer 人力資源主任	-	7	3	-	1	-	-	11
Training Officer/Instructor 訓練主任/導師	-	2	2	-	-	-	-	4

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	-	-	-	-	-	-	-	0
Internal Audit Officer 內部稽核主任	-	3	-	-	-	-	-	3
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	542	542
<b>Sub-total 小計</b>	<b>0</b>	<b>137</b>	<b>17</b>	<b>17</b>	<b>4</b>	<b>0</b>	<b>542</b>	<b>717</b>
CLERICAL LEVEL 文員級								
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	-	-	-	-	-	-	-	0
Cashier 出納員	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	-	-	-	235	-	-	235
Mailing Clerk 郵遞文員	-	-	-	-	-	4	-	4
Receptionist/Telephone Operator 接待員/電話操作員	-	-	-	-	8	-	-	8
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	-	-	6	-	-	9
Computer Operator 電腦操作員	-	-	-	3	22	-	-	25
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>271</b>	<b>4</b>	<b>0</b>	<b>281</b>
<b>TOTAL 總計</b>	<b>19</b>	<b>292</b>	<b>17</b>	<b>20</b>	<b>275</b>	<b>4</b>	<b>1 202</b>	<b>1 829</b>

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

Table 2.8 : Minimum Education/Qualification Requirement of Employees  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 2.8 : 僱員基本教育程度／資歷的要求  
(兌換商及外匯經紀／交易商)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<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	3	13	-	-	-	-	-	16
Chief Representative 首席代表	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	1	-	1	-	-	-	2
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	-	36	11	40	-	-	-	87
Manager - Settlement 經理－結算	-	-	-	1	-	-	-	1
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	-	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	-	20	-	-	-	-	-	20
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							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<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 - 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	-	3	-	-	-	-	-	3
Manager - Accounting 經理－會計	1	6	-	-	-	-	-	7
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	3	-	-	-	-	-	4
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	-	-	-	-	-	-	-	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	-	3	-	-	-	-	-	3
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>5</b>	<b>113</b>	<b>11</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>171</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	-	3	-	3	-	-	6
Management Trainee 見習主任	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	-	-	-	-	-	-	0
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	19	56	3	142	-	-	220
Remittances Officer 匯兌主任	-	14	20	33	48	-	-	115
Settlement Officer 結算主任	-	3	5	-	1	-	-	9
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	-	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	-	-	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	-	-	-	-	20	-	-	20
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
Marketing Officer 市場推廣主任	-	2	-	-	-	-	-	2
Telemarketing Officer 電話市場推廣主任	-	3	-	-	-	-	-	3
Accounting Officer 會計主任	-	8	1	-	-	-	-	9
Computer Operations Officer 電腦運作主任	2	-	2	-	-	-	-	4
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	0
Programmer/Technology Officer 程式員/科技主任	-	-	3	-	3	-	-	6
Systems Analyst 系統分析員	-	1	3	-	-	-	-	4
Human Resources Officer 人力資源主任	-	2	-	1	3	-	-	6
Training Officer/Instructor 訓練主任/導師	-	1	-	-	-	-	-	1

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	-	1	-	-	1	-	-	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
Investment Officer 投資主任	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>2</b>	<b>54</b>	<b>93</b>	<b>37</b>	<b>221</b>	<b>0</b>	<b>0</b>	<b>407</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	-	7	33	522	70	-	632
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	89	-	-	89
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	0
Cashier 出納員	-	-	-	1	2	-	-	3
General Clerk 一般文員	-	-	-	1	26	3	-	30
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	-	-	-	28	-	-	-	28
Accounting Clerk 會計文員	-	-	-	4	16	-	-	20
Computer Operator 電腦操作員	-	-	-	2	3	-	-	5
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>70</b>	<b>661</b>	<b>73</b>	<b>0</b>	<b>811</b>
<b>TOTAL 總計</b>	<b>7</b>	<b>167</b>	<b>111</b>	<b>149</b>	<b>882</b>	<b>73</b>	<b>0</b>	<b>1 389</b>

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

Table 2.9 : Minimum Education/Qualification Requirement of Employees  
(Other Financial Companies)

表 2.9 : 僱員基本教育程度／資歷的要求  
(其他財務公司)

Job Title 職稱	Number of Employees 僱員人數							
	Professional Qualification 專業資格	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/ or equivalent 文憑/高級 證書/證書 或同等學歷	Matriculation/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>								
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	65	-	-	-	-	10	75
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	53	189	-	-	-	-	5	247
Chief Representative 首席代表	-	30	-	-	-	-	-	30
Manager - Administration 經理－行政	37	78	1	-	-	-	5	121
Manager - Branch Operations 經理－分行運作	-	2	-	-	-	-	-	2
Zone/District Manager 區域經理	-	3	-	-	-	-	-	3
Head of Treasury and Capital Markets 庫務及資本市場主管	4	4	-	-	-	-	-	8
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	-	45	28	-	-	-	-	73
Manager - Settlement 經理－結算	2	23	-	-	-	-	-	25
Risk Manager 風險經理	7	19	-	-	-	-	10	36
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	16	124	-	-	-	-	-	140
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	165	327	-	-	-	-	38	530
Manager - Investment Services 經理－投資服務	6	247	-	-	-	-	45	298
Manager - Private Banking 經理－私人銀行	3	5	-	-	-	-	-	8
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	1	-	-	-	-	-	1
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	156	-	-	-	-	-	156
Manager - Branch 經理－分行	26	4	4	-	-	-	-	34
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性公積金	-	11	-	-	-	-	-	11
Manager - Trade Finance Operations 經理－貿易融資運作	-	1	6	-	-	-	-	7
Manager - Trust 經理－信託	-	77	-	-	-	-	-	77



Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>								
Manager - Credit 經理－授信	-	83	-	-	-	-	-	83
Manager - Credit Card 經理－信用卡	7	2	-	-	-	-	-	9
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	32	78	-	-	-	-	5	115
Manager - Corporate Banking/ Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係推廣	14	33	-	-	-	-	-	47
Manager - Marketing/ Product Development 經理－市場推廣/產品開發	26	77	-	-	-	-	5	108
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	19	24	-	-	-	-	-	43
Manager - Accounting 經理－會計	64	87	2	-	-	-	28	181
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理－資訊科技	7	126	-	-	-	-	14	147
E-Commerce Manager 電子商貿經理	-	11	-	-	-	-	-	11
Manager - Human Resources 經理－人力資源	5	53	2	2	-	-	14	76
Manager - Training/ Learning and Development 經理－訓練/學習及培訓	2	5	-	-	-	-	-	7
Company Secretary 公司秘書	2	1	-	-	-	-	-	3
Economist/Manager - Economic Research 經濟研究員/經理－ 經濟研究	2	92	-	-	-	-	-	94
Legal Adviser 法律顧問	28	24	-	-	-	-	-	52
Manager - Compliance 經理－條例執行	22	30	-	-	-	-	5	57
Manager - Corporate Communications/Public Relations 經理－企業傳訊/公共關係	-	28	-	-	-	-	10	38
Manager - Internal Audit 經理－內部稽核	3	8	-	-	-	-	-	11
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織/生產力/ 質素/工序重整	-	13	-	-	-	-	-	13
Manager - Property/Real Estate 經理－產業/房地產	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	104	-	-	-	-	-	104
Other Manager 其他經理	-	-	-	-	-	-	119	119
<b>Sub-total 小計</b>	<b>552</b>	<b>2 290</b>	<b>43</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>313</b>	<b>3 200</b>
<b>SUPERVISORY LEVEL 主管級</b>								
Administration Officer 行政主任	-	58	6	2	-	-	5	71
Management Trainee 見習主任	-	1	-	-	-	-	-	1

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Representative 代表	-	-	28	-	-	-	-	28
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	128	-	-	-	-	-	128
Remittances Officer 匯兌主任	-	28	28	57	-	-	-	113
Settlement Officer 結算主任	-	24	11	7	3	-	-	45
Financial Adviser Representative/ Personal Consultant 財務顧問代表/私人顧問	90	451	34	338	85	-	80	1078
Investment Analyst 投資分析員	59	245	84	27	14	-	-	429
Sales Officer – Investment Products 銷售主任 – 投資產品	33	42	30	-	28	-	-	133
Sales Officer – Securities 銷售主任 – 證券	-	3	6	-	-	-	-	9
Securities Settlement Officer 證券交收結算主任	14	140	23	-	10	-	-	187
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	21	-	-	-	-	-	21
Operations Officer 運作主任	-	92	76	39	8	-	-	215
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	1	-	-	-	-	-	1
Telecommunications Officer 電訊主任	-	-	4	-	-	-	-	4
Trade Finance Operations Officer 貿易融資運作主任	-	1	-	-	4	-	-	5
Trust Officer 信託主任	14	5	157	2	-	-	-	178
Credit Analyst 授信分析員	-	34	-	-	28	-	-	62
Credit Card Officer 信用卡主任	-	2	84	-	-	-	-	86
Credit Information Officer 資信調查主任	-	2	-	28	-	-	-	30
Credit/Loan Officer 授信/放款主任	-	18	-	-	-	-	-	18
Hire Purchase/Leasing Officer 分期付款/租賃主任	-	1	-	1	-	-	-	2
Business Development Officer 業務發展主任	1	47	69	-	-	-	5	122
Marketing Officer 市場推廣主任	2	92	20	8	2	-	-	124
Telemarketing Officer 電話市場推廣主任	5	4	1	-	-	-	-	10
Accounting Officer 會計主任	14	134	64	13	4	-	-	229
Computer Operations Officer 電腦運作主任	-	54	53	4	-	-	14	125
IT Audit Officer 資訊科技稽核主任	-	2	-	-	-	-	-	2
Programmer/Technology Officer 程式員/科技主任	2	170	66	1	-	-	-	239
Systems Analyst 系統分析員	7	164	52	4	-	-	-	227
Human Resources Officer 人力資源主任	1	57	15	20	4	-	14	111
Training Officer/Instructor 訓練主任/導師	2	3	-	-	2	-	-	7

Job Title 職稱	Number of Employees 僱員人數							Total 總計
	Professional Qualification 專業資格	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/ Secondary 5 or equivalent 預科/中五 或同等學歷	Below Secondary 5 中五以下	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)								
Compliance Officer 條例執行主任	5	28	2	-	-	-	14	49
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	-	11	-	-	-	-	-	11
Investment Officer 投資主任	-	-	28	-	-	-	-	28
Liaison Officer 聯絡主任	-	79	44	-	7	-	-	130
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	171	171
<b>Sub-total 小計</b>	<b>249</b>	<b>2 146</b>	<b>988</b>	<b>551</b>	<b>199</b>	<b>0</b>	<b>303</b>	<b>4 436</b>
CLERICAL LEVEL 文員級								
Money Changers Clerk 貨幣兌換文員	-	-	34	70	112	-	-	216
Securities and Futures Assistant 證券及期貨助理	-	3	-	36	133	-	-	172
Securities Settlement Clerk 證券交收結算文員	-	-	-	17	4	-	-	21
Cashier 出納員	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	29	106	323	826	32	-	1 316
Mailing Clerk 郵遞文員	-	-	-	-	23	11	-	34
Receptionist/Telephone Operator 接待員/電話操作員	-	-	2	13	82	5	22	124
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	9	-	-	9
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	4	-	-	4
Teller 櫃檯員	-	-	-	-	27	-	-	27
Credit/Loan Clerk 授信/放款文員	-	59	-	9	93	-	-	161
Telemarketing Representative 電話市場推廣代表	-	10	3	16	5	-	-	34
Accounting Clerk 會計文員	-	7	50	48	92	-	14	211
Computer Operator 電腦操作員	-	7	60	69	75	-	-	211
Internal Audit Clerk 內部稽核文員	-	-	5	-	-	-	-	5
<b>Sub-total 小計</b>	<b>0</b>	<b>115</b>	<b>260</b>	<b>601</b>	<b>1 485</b>	<b>48</b>	<b>36</b>	<b>2 545</b>
<b>TOTAL 總計</b>	<b>801</b>	<b>4 551</b>	<b>1 291</b>	<b>1 154</b>	<b>1 684</b>	<b>48</b>	<b>652</b>	<b>10 181</b>

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

Table 3 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Banking and Finance Industry)

表 3 : 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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	14	149	88	66	317
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	-	-	506	695	116	1 317
Chief Representative 首席代表	-	-	23	85	2	110
Manager - Administration 經理－行政	-	12	241	136	36	425
Manager - Branch Operations 經理－分行運作	-	36	154	42	23	255
Zone/District Manager 區域經理	-	-	105	28	3	136
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	76	87	11	174
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	315	120	38	478
Manager - Settlement 經理－結算	-	2	131	28	64	225
Risk Manager 風險經理	-	-	160	11	48	219
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	2	242	188	88	520
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	3	808	274	55	1 140
Manager - Investment Services 經理－投資服務	-	70	645	91	193	999
Manager - Private Banking 經理－私人銀行	-	6	320	15	340	681
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	8	107	52	43	210
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	23	979	211	228	1 441
Manager - Branch 經理－分行	-	-	1 712	424	97	2 233
Manager - Insurance Products 經理－保險產品	-	-	327	13	3	343

Job Title 職稱	Number of Employees 僱員人數					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager – Mandatory Provident Fund 經理 – 強制性公積金	-	-	37	2	12	51
Manager - Trade Finance Operations 經理 – 貿易融資運作	-	-	243	101	64	408
Manager - Trust 經理 – 信託	-	-	145	8	25	178
Manager - Credit 經理 – 授信	-	6	814	206	101	1 127
Manager - Credit Card 經理 – 信用卡	-	-	203	13	30	246
Manager - Financial Institutions/ Correspondent Banking 經理 – 財務機構/ 國外同業部	-	-	97	33	14	144
Manager - Business Development 經理 – 業務發展	-	3	603	119	39	764
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	805	71	134	1 010
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	15	545	46	35	641
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	96	128	24	248
Manager - Accounting 經理 – 會計	-	14	508	99	95	716
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任/總科技主任/ 經理 – 資訊科技	-	7	1 278	171	81	1 537
E-Commerce Manager 電子商貿經理	-	-	102	8	12	122
Manager - Human Resources 經理 – 人力資源	-	2	318	50	44	414
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	1	148	9	15	173
Company Secretary 公司秘書	-	1	57	15	13	86
Economist/Manager - Economic Research 經濟研究員/經理 – 經濟研究	-	56	107	16	103	282
Legal Adviser 法律顧問	-	3	111	24	56	194
Manager - Compliance 經理 – 條例執行	-	14	239	43	30	326
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	91	6	24	121
Manager - Internal Audit 經理 – 內部稽核	-	5	199	40	28	272
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	2	96	8	5	111

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	38	-	14	52
Manager - Liaison 經理－聯絡	-	-	42	62	-	104
Other Manager 其他經理	-	-	-	-	2 928	2 928
<b>Sub-total 小計</b>	<b>0</b>	<b>310</b>	<b>13 922</b>	<b>3 866</b>	<b>5 380</b>	<b>23 478</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	48	301	313	11	6	679
Management Trainee 見習主任	75	153	67	-	23	318
Representative 代表	-	34	30	6	69	139
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	645	471	54	141	1 311
Remittances Officer 匯兌主任	-	359	137	3	34	533
Settlement Officer 結算主任	-	238	182	6	51	477
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	24	2 300	502	146	369	3 341
Investment Analyst 投資分析員	2	481	443	7	209	1 142
Sales Officer – Investment Products 銷售主任－投資產品	-	190	191	-	121	502
Sales Officer – Securities 銷售主任－證券	-	132	133	-	11	276
Securities Settlement Officer 證券交收結算主任	-	1 059	568	25	103	1 755
Insurance Products Officer 保險產品主任	-	14	98	-	14	126
Mandatory Provident Fund Officer 強制性公積金主任	-	49	20	-	23	92
Operations Officer 運作主任	181	2 467	2 688	3	147	5 486
Sales Officer – Insurance Products 銷售主任－保險產品	-	502	48	-	16	566
Telecommunications Officer 電訊主任	-	32	49	-	19	100
Trade Finance Operations Officer 貿易融資運作主任	-	446	338	13	66	863
Trust Officer 信託主任	-	197	81	-	26	304
Credit Analyst 授信分析員	-	350	139	7	74	570
Credit Card Officer 信用卡主任	-	376	179	-	20	575
Credit Information Officer 資信調查主任	-	74	92	-	33	199
Credit/Loan Officer 授信／放款主任	-	1 088	577	15	68	1 748
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	117	91	-	50	258
Business Development Officer 業務發展主任	-	1 137	592	-	42	1 771

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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	22	1 315	234	-	105	1 676
Telemarketing Officer 電話市場推廣主任	-	241	5	4	45	295
Accounting Officer 會計主任	-	936	617	-	90	1 643
Computer Operations Officer 電腦運作主任	5	333	182	12	76	608
IT Audit Officer 資訊科技稽核主任	-	52	17	-	12	81
Programmer/Technology Officer 程式員/科技主任	28	1 870	364	-	139	2 401
Systems Analyst 系統分析員	1	990	479	-	123	1 593
Human Resources Officer 人力資源主任	-	350	183	1	56	590
Training Officer/Instructor 訓練主任/導師	-	138	53	-	18	209
Compliance Officer 條例執行主任	-	170	90	-	40	300
Internal Audit Officer 內部稽核主任	-	258	139	-	19	416
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	163	16	-	18	197
Investment Officer 投資主任	-	124	93	-	-	217
Liaison Officer 聯絡主任	-	108	76	-	-	184
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	4 718	4 718
<b>Sub-total 小計</b>	<b>386</b>	<b>19 789</b>	<b>10 577</b>	<b>313</b>	<b>7 194</b>	<b>38 259</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	506	520	12	6	2	1 046
Securities and Futures Assistant 證券及期貨助理	1 008	2 751	175	10	300	4 244
Securities Settlement Clerk 證券交收結算文員	298	1 116	15	-	124	1 553
Cashier 出納員	418	467	-	-	23	908
General Clerk 一般文員	6 915	6 864	46	-	580	14 405
Mailing Clerk 郵遞文員	76	94	-	-	163	333
Receptionist/Telephone Operator 接待員/電話操作員	215	332	10	-	206	763
Trade Finance Operations Checker 貿易融資運作核對員	81	805	35	1	91	1 013
Trade Finance Operations Clerk 貿易融資運作文員	505	564	110	-	125	1 304
Teller 櫃檯員	4 918	4 273	-	-	86	9 277

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* 不適用/ 未有說明*	Total 總計
CLERICAL LEVEL (Continued) 文員級 (續)						
Credit/Loan Clerk 授信／放款文員	938	1 454	44	-	429	2 865
Telemarketing Representative 電話市場推廣代表	195	333	-	-	7	535
Accounting Clerk 會計文員	580	875	37	-	125	1 617
Computer Operator 電腦操作員	416	397	18	-	52	883
Internal Audit Clerk 內部稽核文員	34	55	3	-	8	100
<b>Sub-total 小計</b>	<b>17 103</b>	<b>20 900</b>	<b>505</b>	<b>17</b>	<b>2 321</b>	<b>40 846</b>
<b>TOTAL 總計</b>	<b>17 489</b>	<b>40 999</b>	<b>25 004</b>	<b>4 196</b>	<b>14 895</b>	<b>102 583</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 3.1 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Licensed Banks, Restricted Licence Banks and Local  
Representative Offices of Foreign Banks)

表 3.1 : 僱員在此行業的基本年資要求  
(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
	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* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	7	32	21	50	<b>110</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	-	-	76	216	39	<b>331</b>
Chief Representative 首席代表	-	-	22	36	-	<b>58</b>
Manager - Administration 經理－行政	-	10	104	32	15	<b>161</b>
Manager - Branch Operations 經理－分行運作	-	35	108	34	18	<b>195</b>
Zone/District Manager 區域經理	-	-	92	24	3	<b>119</b>
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	64	85	7	<b>156</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	-	-	209	51	31	<b>291</b>
Manager - Settlement 經理－結算	-	-	100	19	22	<b>141</b>
Risk Manager 風險經理	-	-	139	8	15	<b>162</b>
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	99	27	-	<b>126</b>
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	393	12	9	<b>414</b>
Manager - Investment Services 經理－投資服務	-	-	336	12	117	<b>465</b>
Manager - Private Banking 經理－私人銀行	-	6	312	13	333	<b>664</b>
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	81	14	3	<b>98</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	442	8	8	<b>458</b>
Manager - Branch 經理－分行	-	-	1456	329	29	<b>1814</b>
Manager - Insurance Products 經理－保險產品	-	-	327	13	1	<b>341</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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager – Mandatory Provident Fund 經理 – 強制性公積金	-	-	26	2	6	34
Manager - Trade Finance Operations 經理 – 貿易融資運作	-	-	231	91	38	360
Manager - Trust 經理 – 信託	-	-	68	8	9	85
Manager - Credit 經理 – 授信	-	-	464	126	40	630
Manager - Credit Card 經理 – 信用卡	-	-	194	13	3	210
Manager - Financial Institutions/ Correspondent Banking 經理 – 財務機構/ 國外同業部	-	-	97	31	13	141
Manager - Business Development 經理 – 業務發展	-	3	462	47	17	529
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	770	43	123	936
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	-	400	15	20	435
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	48	39	14	101
Manager - Accounting 經理 – 會計	-	2	261	44	21	328
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	1 079	97	34	1 212
E-Commerce Manager 電子商貿經理	-	-	86	6	7	99
Manager - Human Resources 經理 – 人力資源	-	-	225	33	14	272
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	-	128	7	4	139
Company Secretary 公司秘書	-	-	29	12	6	47
Economist/Manager - Economic Research 經濟研究員/經理 – 經濟研究	-	-	39	2	3	44
Legal Adviser 法律顧問	-	-	62	16	12	90
Manager - Compliance 經理 – 條例執行	-	-	153	23	15	191
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	43	3	8	54
Manager - Internal Audit 經理 – 內部稽核	-	-	159	36	18	213
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	-	85	8	5	98

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	37	-	4	41
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	2 061	2 061
<b>Sub-total 小計</b>	<b>0</b>	<b>65</b>	<b>9 538</b>	<b>1 656</b>	<b>3 195</b>	<b>14 454</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	48	125	276	6	-	455
Management Trainee 見習主任	74	140	67	-	3	284
Representative 代表	-	3	29	6	17	55
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	529	197	6	80	812
Remittances Officer 匯兌主任	-	177	91	-	22	290
Settlement Officer 結算主任	-	207	125	1	39	372
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	1 530	140	-	57	1 727
Investment Analyst 投資分析員	-	207	62	-	28	297
Sales Officer – Investment Products 銷售主任－投資產品	-	114	108	-	98	320
Sales Officer – Securities 銷售主任－證券	-	-	17	-	-	17
Securities Settlement Officer 證券交收結算主任	-	485	99	-	17	601
Insurance Products Officer 保險產品主任	-	14	97	-	12	123
Mandatory Provident Fund Officer 強制性公積金主任	-	44	4	-	12	60
Operations Officer 運作主任	181	2 220	2 567	-	91	5 059
Sales Officer – Insurance Products 銷售主任－保險產品	-	501	46	-	8	555
Telecommunications Officer 電訊主任	-	32	49	-	11	92
Trade Finance Operations Officer 貿易融資運作主任	-	441	322	10	66	839
Trust Officer 信託主任	-	33	67	-	19	119
Credit Analyst 授信分析員	-	280	131	-	71	482
Credit Card Officer 信用卡主任	-	290	179	-	16	485
Credit Information Officer 資信調查主任	-	40	82	-	10	132
Credit/Loan Officer 授信／放款主任	-	669	410	7	67	1 153
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	90	70	-	14	174
Business Development Officer 業務發展主任	-	972	566	-	17	1 555

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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	22	1 119	156	-	89	<b>1 386</b>
Telemarketing Officer 電話市場推廣主任	-	229	2	4	27	<b>262</b>
Accounting Officer 會計主任	-	520	329	-	45	<b>894</b>
Computer Operations Officer 電腦運作主任	-	222	82	12	17	<b>333</b>
IT Audit Officer 資訊科技稽核主任	-	37	15	-	1	<b>53</b>
Programmer/Technology Officer 程式員／科技主任	-	1 646	274	-	93	<b>2 013</b>
Systems Analyst 系統分析員	-	832	269	-	56	<b>1 157</b>
Human Resources Officer 人力資源主任	-	220	105	-	12	<b>337</b>
Training Officer/Instructor 訓練主任／導師	-	127	46	-	8	<b>181</b>
Compliance Officer 條例執行主任	-	113	36	-	11	<b>160</b>
Internal Audit Officer 內部稽核主任	-	227	118	-	15	<b>360</b>
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／ 工序重整主任	-	154	14	-	18	<b>186</b>
Investment Officer 投資主任	-	4	-	-	-	<b>4</b>
Liaison Officer 聯絡主任	-	-	-	-	-	<b>0</b>
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	<b>0</b>
Other Supervisor 其他主管	-	-	-	-	3 835	<b>3 835</b>
<b>Sub-total 小計</b>	<b>325</b>	<b>14 593</b>	<b>7 247</b>	<b>52</b>	<b>5 002</b>	<b>27 219</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	27	169	-	-	1	<b>197</b>
Securities and Futures Assistant 證券及期貨助理	213	428	-	-	7	<b>648</b>
Securities Settlement Clerk 證券交收結算文員	85	559	-	-	64	<b>708</b>
Cashier 出納員	414	464	-	-	19	<b>897</b>
General Clerk 一般文員	5 850	5 681	8	-	417	<b>11 956</b>
Mailing Clerk 郵遞文員	53	54	-	-	34	<b>141</b>
Receptionist/Telephone Operator 接待員／電話操作員	110	213	4	-	40	<b>367</b>
Trade Finance Operations Checker 貿易融資運作核對員	79	795	34	-	78	<b>986</b>
Trade Finance Operations Clerk 貿易融資運作文員	497	553	108	-	108	<b>1 266</b>
Teller 櫃檯員	4 885	4 273	-	-	83	<b>9 241</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* 不適用/ 未有說明*	Total 總計
CLERICAL LEVEL (Continued) 文員級 (續)						
Credit/Loan Clerk 授信／放款文員	274	1 016	18	-	175	1 483
Telemarketing Representative 電話市場推廣代表	125	306	-	-	4	435
Accounting Clerk 會計文員	296	334	2	-	35	667
Computer Operator 電腦操作員	281	160	6	-	21	468
Internal Audit Clerk 內部稽核文員	34	11	-	-	-	45
<b>Sub-total 小計</b>	<b>13 223</b>	<b>15 016</b>	<b>180</b>	<b>0</b>	<b>1 086</b>	<b>29 505</b>
<b>TOTAL 總計</b>	<b>13 548</b>	<b>29 674</b>	<b>16 965</b>	<b>1 708</b>	<b>9 283</b>	<b>71 178</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 3.2 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Deposit-taking Companies)

表 3.2 : 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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	5	4	-	9
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	-	-	18	14	-	32
Chief Representative 首席代表	-	-	-	4	-	4
Manager - Administration 經理－行政	-	-	6	-	-	6
Manager - Branch Operations 經理－分行運作	-	-	4	3	-	7
Zone/District Manager 區域經理	-	-	6	-	-	6
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	1	2	-	3
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
Manager - Settlement 經理－結算	-	-	-	-	-	0
Risk Manager 風險經理	-	-	1	1	-	2
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	-	-	1	4	-	5
Manager - Investment Services 經理－投資服務	-	-	1	2	-	3
Manager - Private Banking 經理－私人銀行	-	-	-	2	-	2
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	-	-	63	6	-	69
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
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	-	-	4	8	-	12
Manager - Trust 經理 – 信託	-	-	-	-	-	0
Manager - Credit 經理 – 授信	-	4	29	4	-	37
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	-	-	-	2	-	2
Manager - Business Development 經理 – 業務發展	-	-	4	3	-	7
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	2	10	-	12
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	11	2	1	-	14
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	1	4	-	5
Manager - Accounting 經理 – 會計	-	-	5	5	-	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	-	-	6	4	-	10
E-Commerce Manager 電子商貿經理	-	-	-	-	-	0
Manager - Human Resources 經理 – 人力資源	-	-	3	-	-	3
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	1	-	-	-	1
Company Secretary 公司秘書	-	1	1	3	-	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	-	-	3	2	-	5
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	-	1	2	-	-	3
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	6	6
<b>Sub-total 小計</b>	<b>0</b>	<b>18</b>	<b>169</b>	<b>93</b>	<b>6</b>	<b>286</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	4	1	-	-	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	-	2	12	-	-	14
Remittances Officer 匯兌主任	-	-	3	-	-	3
Settlement Officer 結算主任	-	4	2	-	-	6
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	1	2	-	-	3
Investment Analyst 投資分析員	-	4	2	-	-	6
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	-	71	13	1	-	85
Sales Officer – Insurance Products 銷售主任－保險產品	-	-	2	-	-	2
Telecommunications Officer 電訊主任	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	4	4	3	-	11
Trust Officer 信託主任	-	-	-	-	-	0
Credit Analyst 授信分析員	-	4	-	-	-	4
Credit Card Officer 信用卡主任	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	2	-	-	2
Credit/Loan Officer 授信／放款主任	-	40	13	3	-	56
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	4	11	-	-	15
Business Development Officer 業務發展主任	-	7	2	-	-	9



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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	-	11	38	-	-	49
Telemarketing Officer 電話市場推廣主任	-	-	2	-	-	2
Accounting Officer 會計主任	-	12	17	-	-	29
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
Programmer/Technology Officer 程式員/科技主任	-	5	5	-	-	10
Systems Analyst 系統分析員	1	2	11	-	-	14
Human Resources Officer 人力資源主任	-	4	4	1	-	9
Training Officer/Instructor 訓練主任/導師	-	-	3	-	-	3
Compliance Officer 條例執行主任	-	1	5	-	-	6
Internal Audit Officer 內部稽核主任	-	10	6	-	-	16
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	10	10
<b>Sub-total 小計</b>	<b>1</b>	<b>195</b>	<b>162</b>	<b>8</b>	<b>10</b>	<b>376</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	-	-	-	-	-	0
Cashier 出納員	4	-	-	-	-	4
General Clerk 一般文員	53	39	-	-	-	92
Mailing Clerk 郵遞文員	7	-	-	-	-	7
Receptionist/Telephone Operator 接待員/電話操作員	8	4	-	-	-	12
Trade Finance Operations Checker 貿易融資運作核對員	2	1	1	1	-	5
Trade Finance Operations Clerk 貿易融資運作文員	8	3	2	-	-	13
Teller 櫃檯員	6	-	-	-	-	6

Job Title 職稱	Number of Employees 僱員人數					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)						
Credit/Loan Clerk 授信／放款文員	228	52	-	-	-	280
Telemarketing Representative 電話市場推廣代表	-	1	-	-	-	1
Accounting Clerk 會計文員	13	12	-	-	-	25
Computer Operator 電腦操作員	8	3	5	-	-	16
Internal Audit Clerk 內部稽核文員	-	3	-	-	-	3
<b>Sub-total 小計</b>	<b>337</b>	<b>119</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>465</b>
<b>TOTAL 總計</b>	<b>338</b>	<b>332</b>	<b>339</b>	<b>102</b>	<b>16</b>	<b>1 127</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 3.3 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Investment and Holding Companies)

表 3.3 : 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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	57	23	-	<b>80</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	-	-	209	136	20	<b>365</b>
Chief Representative 首席代表	-	-	1	-	-	<b>1</b>
Manager - Administration 經理－行政	-	-	21	42	-	<b>63</b>
Manager - Branch Operations 經理－分行運作	-	-	12	-	-	<b>12</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	-	-	-	-	-	<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>
Manager - Settlement 經理－結算	-	-	1	-	-	<b>1</b>
Risk Manager 風險經理	-	-	-	-	-	<b>0</b>
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	117	76	-	<b>193</b>
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	75	80	-	<b>155</b>
Manager - Investment Services 經理－投資服務	-	40	75	6	20	<b>141</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	-	-	12	-	-	<b>12</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	13	-	-	<b>13</b>
Manager - Branch 經理－分行	-	-	107	80	-	<b>187</b>
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	<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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
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	-	-	1	-	-	1
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	-	-	2	46	-	48
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	-	4	8	-	12
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	6	41	-	47
Manager - Accounting 經理 – 會計	-	-	58	2	-	60
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	14	-	19
E-Commerce Manager 電子商貿經理	-	-	-	-	-	0
Manager - Human Resources 經理 – 人力資源	-	-	20	2	-	22
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	-	12	-	-	12
Company Secretary 公司秘書	-	-	20	-	-	20
Economist/Manager - Economic Research 經濟研究員/經理 – 經濟研究	-	48	40	-	-	88
Legal Adviser 法律顧問	-	-	1	2	-	3
Manager - Compliance 經理 – 條例執行	-	-	15	2	-	17
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	12	-	-	12
Manager - Internal Audit 經理 – 內部稽核	-	-	12	2	-	14
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	26	26
<b>Sub-total 小計</b>	<b>0</b>	<b>88</b>	<b>908</b>	<b>562</b>	<b>66</b>	<b>1 624</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	67	2	-	-	69
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	-	4	-	-	-	4
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	24	45	-	-	-	69
Investment Analyst 投資分析員	-	3	81	-	60	144
Sales Officer – Investment Products 銷售主任－投資產品	-	-	-	-	20	20
Sales Officer – Securities 銷售主任－證券	-	-	2	-	-	2
Securities Settlement Officer 證券交收結算主任	-	1	12	-	-	13
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	7	-	20	28
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	-	18	-	-	-	18

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* 不適用/ 未有說明*	Total 總計
SUPERVISORY LEVEL (Continued) 主管級 (續)						
Marketing Officer 市場推廣主任	-	12	-	-	-	12
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	0
Accounting Officer 會計主任	-	134	61	-	-	195
Computer Operations Officer 電腦運作主任	-	13	-	-	-	13
IT Audit Officer 資訊科技稽核主任	-	12	-	-	-	12
Programmer/Technology Officer 程式員/科技主任	24	2	4	-	-	30
Systems Analyst 系統分析員	-	-	28	-	-	28
Human Resources Officer 人力資源主任	-	42	7	-	-	49
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	11	1	-	-	12
Internal Audit Officer 內部稽核主任	-	-	6	-	-	6
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0
Investment Officer 投資主任	-	120	60	-	-	180
Liaison Officer 聯絡主任	-	-	40	-	-	40
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	18	18
<b>Sub-total 小計</b>	<b>48</b>	<b>485</b>	<b>311</b>	<b>0</b>	<b>118</b>	<b>962</b>
CLERICAL LEVEL 文員級						
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	93	-	-	-	-	93
Securities Settlement Clerk 證券交收結算文員	3	40	-	-	-	43
Cashier 出納員	-	-	-	-	-	0
General Clerk 一般文員	87	127	5	-	-	219
Mailing Clerk 郵遞文員	-	-	-	-	-	0
Receptionist/Telephone Operator 接待員/電話操作員	23	11	-	-	-	34
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
	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* 不適用/ 未有說明*	
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	12	-	-	-	-	12
Accounting Clerk 會計文員	66	89	5	-	20	180
Computer Operator 電腦操作員	12	18	-	-	-	30
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>296</b>	<b>285</b>	<b>10</b>	<b>0</b>	<b>20</b>	<b>611</b>
<b>TOTAL 總計</b>	<b>344</b>	<b>858</b>	<b>1 229</b>	<b>562</b>	<b>204</b>	<b>3 197</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 3.4 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Personal Loans and Related Companies)

表 3.4 : 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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
<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	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	-	-	23	14	28	65
Chief Representative 首席代表	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	2	2	2	6
Manager - Branch Operations 經理－分行運作	-	-	12	-	2	14
Zone/District Manager 區域經理	-	-	7	-	-	7
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	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
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	-	-	-	-	-	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	-	-	-	-	3	3
Manager - Private Banking 經理－私人銀行	-	-	-	-	1	1
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	-	-	13	13
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	-	-	15	-	62	77
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	0



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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager – Mandatory Provident Fund 經理 – 強制性公積金	-	-	-	-	6	6
Manager - Trade Finance Operations 經理 – 貿易融資運作	-	-	-	-	-	0
Manager - Trust 經理 – 信託	-	-	-	-	16	16
Manager - Credit 經理 – 授信	-	-	227	71	60	358
Manager - Credit Card 經理 – 信用卡	-	-	-	-	27	27
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	-	-	26	-	6	32
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	-	-	1	1
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	-	36	6	1	43
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	8	-	2	10
Manager - Accounting 經理 – 會計	-	-	5	2	11	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	2	-	5
E-Commerce Manager 電子商貿經理	-	-	-	-	2	2
Manager - Human Resources 經理 – 人力資源	-	-	3	-	1	4
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	-	2	-	-	2
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	-	-	-	-	1	1
Manager - Compliance 經理 – 條例執行	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	-	-	2	2
Manager - Internal Audit 經理 – 內部稽核	-	-	5	-	1	6
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	7	7
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	7	7
<b>Sub-total 小計</b>	<b>0</b>	<b>2</b>	<b>374</b>	<b>97</b>	<b>287</b>	<b>760</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	1	1	-	-	2
Management Trainee 見習主任	-	-	-	-	-	0
Representative 代表	-	-	-	-	35	35
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	-	-	44	44
Remittances Officer 匯兌主任	-	-	-	-	7	7
Settlement Officer 結算主任	-	-	-	-	2	2
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	-	-	-	159	159
Investment Analyst 投資分析員	-	-	-	-	21	21
Sales Officer – Investment Products 銷售主任－投資產品	-	-	-	-	3	3
Sales Officer – Securities 銷售主任－證券	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	9	9
Insurance Products Officer 保險產品主任	-	-	-	-	2	2
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	11	11
Operations Officer 運作主任	-	33	1	-	-	34
Sales Officer – Insurance Products 銷售主任－保險產品	-	-	-	-	8	8
Telecommunications Officer 電訊主任	-	-	-	-	4	4
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	4	4
Credit Analyst 授信分析員	-	12	-	-	2	14
Credit Card Officer 信用卡主任	-	-	-	-	4	4
Credit Information Officer 資信調查主任	-	6	6	-	16	28
Credit/Loan Officer 授信／放款主任	-	342	149	-	-	491
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	21	10	-	5	36
Business Development Officer 業務發展主任	-	30	2	-	5	37

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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	-	43	12	-	-	55
Telemarketing Officer 電話市場推廣主任	-	-	-	-	10	10
Accounting Officer 會計主任	-	25	26	-	7	58
Computer Operations Officer 電腦運作主任	-	-	13	-	2	15
IT Audit Officer 資訊科技稽核主任	-	-	-	-	1	1
Programmer/Technology Officer 程式員/科技主任	-	12	-	-	1	13
Systems Analyst 系統分析員	-	-	-	-	3	3
Human Resources Officer 人力資源主任	-	12	5	-	2	19
Training Officer/Instructor 訓練主任/導師	-	-	4	-	-	4
Compliance Officer 條例執行主任	-	1	-	-	-	1
Internal Audit Officer 內部稽核主任	-	1	2	-	-	3
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	14	-	-	-	14
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	63	63
<b>Sub-total 小計</b>	<b>0</b>	<b>553</b>	<b>231</b>	<b>0</b>	<b>430</b>	<b>1 214</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	-	-	-	-	1	1
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	5	5
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	58	58
Cashier 出納員	-	-	-	-	4	4
General Clerk 一般文員	135	37	-	-	2	174
Mailing Clerk 郵遞文員	-	-	-	-	121	121
Receptionist/Telephone Operator 接待員/電話操作員	-	4	-	-	78	82
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	11	11
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	15	15
Teller 櫃檯員	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
CLERICAL LEVEL (Continued) 文員級 (續)						
Credit/Loan Clerk 授信／放款文員	371	256	-	-	5	632
Telemarketing Representative 電話市場推廣代表	-	-	-	-	3	3
Accounting Clerk 會計文員	30	18	-	-	-	48
Computer Operator 電腦操作員	29	6	-	-	-	35
Internal Audit Clerk 內部稽核文員	-	17	-	-	-	17
<b>Sub-total 小計</b>	<b>565</b>	<b>338</b>	<b>0</b>	<b>0</b>	<b>303</b>	<b>1 206</b>
<b>TOTAL 總計</b>	<b>565</b>	<b>893</b>	<b>605</b>	<b>97</b>	<b>1 020</b>	<b>3 180</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 3.5 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Stock and Share Companies)

表 3.5 : 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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	4	19	7	4	34
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	-	-	72	140	21	233
Chief Representative 首席代表	-	-	-	15	2	17
Manager - Administration 經理－行政	-	-	36	14	10	60
Manager - Branch Operations 經理－分行運作	-	-	17	5	3	25
Zone/District Manager 區域經理	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場主管	-	-	-	-	2	2
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	10	3	14
Manager - Settlement 經理－結算	-	-	21	4	25	50
Risk Manager 風險經理	-	-	-	2	13	15
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	2	10	24	5	41
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	12	12	8	32
Manager - Investment Services 經理－投資服務	-	2	26	31	8	67
Manager - Private Banking 經理－私人銀行	-	-	-	-	6	6
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	6	13	38	27	84
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	23	464	166	77	730
Manager - Branch 經理－分行	-	-	21	5	6	32
Manager - Insurance Products 經理－保險產品	-	-	-	-	2	2

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
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	-	-	-	2	26	28
Manager - Trust 經理 – 信託	-	-	-	-	-	0
Manager - Credit 經理 – 授信	-	2	10	5	1	18
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	-	-	17	2	11	30
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	-	4	10	14
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	2	10	-	9	21
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	15	11	8	34
Manager - Accounting 經理 – 會計	-	8	42	27	19	96
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	21	26	32	82
E-Commerce Manager 電子商貿經理	-	-	2	2	3	7
Manager - Human Resources 經理 – 人力資源	-	-	7	6	11	24
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	-	-	-	10	10
Company Secretary 公司秘書	-	-	1	-	7	8
Economist/Manager - Economic Research 經濟研究員/經理 – 經濟研究	-	-	19	14	13	46
Legal Adviser 法律顧問	-	-	-	-	34	34
Manager - Compliance 經理 – 條例執行	-	12	23	11	7	53
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	-	-	1	1
Manager - Internal Audit 經理 – 內部稽核	-	2	3	2	9	16
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	3	3
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	49	49
<b>Sub-total 小計</b>	<b>0</b>	<b>66</b>	<b>882</b>	<b>585</b>	<b>485</b>	<b>2 018</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	40	21	5	1	67
Management Trainee 見習主任	-	8	-	-	20	28
Representative 代表	-	-	-	-	17	17
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	25	-	48	17	90
Remittances Officer 匯兌主任	-	-	-	-	5	5
Settlement Officer 結算主任	-	4	19	5	7	35
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	93	46	146	10	295
Investment Analyst 投資分析員	-	81	116	7	24	228
Sales Officer – Investment Products 銷售主任－投資產品	-	8	5	-	-	13
Sales Officer – Securities 銷售主任－證券	-	118	107	-	11	236
Securities Settlement Officer 證券交收結算主任	-	510	301	25	45	881
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	-	3	10	2	23	38
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	-	-	8	-	-	8
Trust Officer 信託主任	-	-	-	-	3	3
Credit Analyst 授信分析員	-	-	-	7	1	8
Credit Card Officer 信用卡主任	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	7	7
Credit/Loan Officer 授信／放款主任	-	22	2	5	1	30
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	-	-	-	31	31
Business Development Officer 業務發展主任	-	14	-	-	15	29

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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	-	13	6	-	16	35
Telemarketing Officer 電話市場推廣主任	-	-	-	-	8	8
Accounting Officer 會計主任	-	108	73	-	19	200
Computer Operations Officer 電腦運作主任	5	26	34	-	23	88
IT Audit Officer 資訊科技稽核主任	-	-	-	-	10	10
Programmer/Technology Officer 程式員/科技主任	-	22	34	-	16	72
Systems Analyst 系統分析員	-	10	52	-	19	81
Human Resources Officer 人力資源主任	-	8	29	-	9	46
Training Officer/Instructor 訓練主任/導師	-	-	-	-	9	9
Compliance Officer 條例執行主任	-	25	35	-	9	69
Internal Audit Officer 內部稽核主任	-	13	4	-	4	21
Organization/Productivity/Quality/ Re-Engineering Officer 組織/生產力/質素/ 工序重整主任	-	-	-	-	-	0
Investment Officer 投資主任	-	-	5	-	-	5
Liaison Officer 聯絡主任	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	74	74
<b>Sub-total 小計</b>	<b>5</b>	<b>1 151</b>	<b>907</b>	<b>250</b>	<b>454</b>	<b>2 767</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	643	2 013	175	10	219	3 060
Securities Settlement Clerk 證券交收結算文員	198	480	15	-	2	695
Cashier 出納員	-	-	-	-	-	0
General Clerk 一般文員	104	162	5	-	95	366
Mailing Clerk 郵遞文員	5	19	-	-	2	26
Receptionist/Telephone Operator 接待員/電話操作員	25	40	-	-	62	127
Trade Finance Operations Checker 貿易融資運作核對員	-	-	-	-	2	2
Trade Finance Operations Clerk 貿易融資運作文員	-	4	-	-	2	6
Teller 櫃檯員	-	-	-	-	3	3



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* 不適用/ 未有說明*	Total 總計
CLERICAL LEVEL (Continued) 文員級 (續)						
Credit/Loan Clerk 授信／放款文員	-	37	23	-	249	309
Telemarketing Representative 電話市場推廣代表	-	8	-	-	-	8
Accounting Clerk 會計文員	102	270	28	-	38	438
Computer Operator 電腦操作員	19	32	5	-	31	87
Internal Audit Clerk 內部稽核文員	-	22	-	-	8	30
<b>Sub-total 小計</b>	<b>1 096</b>	<b>3 087</b>	<b>251</b>	<b>10</b>	<b>713</b>	<b>5 157</b>
<b>TOTAL 總計</b>	<b>1 101</b>	<b>4 304</b>	<b>2 040</b>	<b>845</b>	<b>1 652</b>	<b>9 942</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 3.6 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 3.6 : 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					
	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* 不適用/ 未有說明*	Total 總計
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理/董事助理	-	1	-	2	-	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	-	-	10	10	-	20
Chief Representative 首席代表	-	-	-	-	-	0
Manager - Administration 經理—行政	-	-	-	1	-	1
Manager - Branch Operations 經理—分行運作	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	1	-	1
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	-	-	2	-	-	2
Manager - Settlement 經理—結算	-	-	3	-	-	3
Risk Manager 風險經理	-	-	1	-	-	1
Chief Investment Officer/ Manager - Investment 總投資主任/經理—投資	-	-	11	7	-	18
Financial Adviser/Portfolio Manager 財務顧問/基金組合經理	-	-	1	-	-	1
Manager - Investment Services 經理—投資服務	-	-	2	-	-	2
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	-	-	38	32	1	71
Manager - Branch 經理—分行	-	-	-	-	-	0
Manager - Insurance Products 經理—保險產品	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
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	-	-	-	-	-	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 - 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	-	-	1	-	-	1
Manager - Accounting 經理 – 會計	-	1	1	2	-	4
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	-	-	1
E-Commerce Manager 電子商貿經理	-	-	-	-	-	0
Manager - Human Resources 經理 – 人力資源	-	-	1	-	-	1
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

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>2</b>	<b>76</b>	<b>55</b>	<b>1</b>	<b>134</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	2	-	-	-	2
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	-	-	-	3
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	-	1	9	-	-	10
Investment Analyst 投資分析員	-	7	9	-	-	16
Sales Officer – Investment Products 銷售主任－投資產品	-	12	1	-	-	13
Sales Officer – Securities 銷售主任－證券	-	11	1	-	-	12
Securities Settlement Officer 證券交收結算主任	-	21	41	-	1	63
Insurance Products Officer 保險產品主任	-	-	1	-	-	1
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	0
Operations Officer 運作主任	-	2	4	-	-	6
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

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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
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	-	2	10	-	-	12
Computer Operations Officer 電腦運作主任	-	3	-	-	-	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	0
Programmer/Technology Officer 程式員／科技主任	-	5	-	-	-	5
Systems Analyst 系統分析員	-	-	-	-	-	0
Human Resources Officer 人力資源主任	-	1	1	-	-	2
Training Officer/Instructor 訓練主任／導師	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	-	1	-	-	1
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
Investment Officer 投資主任	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	5	5
<b>Sub-total 小計</b>	<b>0</b>	<b>77</b>	<b>78</b>	<b>0</b>	<b>6</b>	<b>161</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	39	134	-	-	3	176
Securities Settlement Clerk 證券交收結算文員	10	18	-	-	-	28
Cashier 出納員	-	-	-	-	-	0
General Clerk 一般文員	14	3	-	-	-	17
Mailing Clerk 郵遞文員	-	-	-	-	-	0
Receptionist/Telephone Operator 接待員／電話操作員	5	-	-	-	-	5
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					
	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* 不適用/ 未有說明*	Total 總計
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	-	14	-	-	-	14
Accounting Clerk 會計文員	5	12	2	-	-	19
Computer Operator 電腦操作員	-	6	-	-	-	6
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>73</b>	<b>187</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>265</b>
<b>TOTAL 總計</b>	<b>73</b>	<b>266</b>	<b>156</b>	<b>55</b>	<b>10</b>	<b>560</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 3.7 : 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 3.7 : 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					
	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* 不適用/ 未有說明*	Total 總計
<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	-	-	1	7	-	8
Chief Representative 首席代表	-	-	-	-	-	0
Manager - Administration 經理－行政	-	2	3	-	-	5
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	-	-	4	-	-	4
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

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
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	-	-	2	-	-	2
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	-	4	-	-	4
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	1	3	-	4
Manager - Accounting 經理 – 會計	-	2	10	-	-	12
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	56	-	-	57
E-Commerce Manager 電子商貿經理	-	-	3	-	-	3
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
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	-	2	9	-	-	11
Manager - Compliance 經理 – 條例執行	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	14	-	-	14
Manager - Internal Audit 經理 – 內部稽核	-	2	7	-	-	9
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	-	-	-	-	0



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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	1	-	-	1
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	660	660
<b>Sub-total 小計</b>	<b>0</b>	<b>31</b>	<b>130</b>	<b>10</b>	<b>660</b>	<b>831</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	-	2	-	-	2
Management Trainee 見習主任	-	5	-	-	-	5
Representative 代表	-	3	1	-	-	4
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
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	-	-	1	-	-	1
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	-	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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	-	5	1	-	-	6
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	0
Accounting Officer 會計主任	-	16	1	-	-	17
Computer Operations Officer 電腦運作主任	-	4	17	-	-	21
IT Audit Officer 資訊科技稽核主任	-	-	2	-	-	2
Programmer/Technology Officer 程式員／科技主任	4	9	-	-	-	13
Systems Analyst 系統分析員	-	20	59	-	-	79
Human Resources Officer 人力資源主任	-	10	1	-	-	11
Training Officer/Instructor 訓練主任／導師	-	4	-	-	-	4
Compliance Officer 條例執行主任	-	-	-	-	-	0
Internal Audit Officer 內部稽核主任	-	3	-	-	-	3
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／ 工序重整主任	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	542	542
<b>Sub-total 小計</b>	<b>4</b>	<b>85</b>	<b>86</b>	<b>0</b>	<b>542</b>	<b>717</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	-	-	-	-	-	0
Cashier 出納員	-	-	-	-	-	0
General Clerk 一般文員	152	45	-	-	38	235
Mailing Clerk 郵遞文員	-	4	-	-	-	4
Receptionist/Telephone Operator 接待員／電話操作員	2	6	-	-	-	8
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
	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* 不適用/ 未有說明*	
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	2	7	-	-	-	9
Computer Operator 電腦操作員	3	22	-	-	-	25
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>159</b>	<b>84</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>281</b>
<b>TOTAL 總計</b>	<b>163</b>	<b>200</b>	<b>216</b>	<b>10</b>	<b>1 240</b>	<b>1 829</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 3.8 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 3.8 : 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					
	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* 不適用/ 未有說明*	Total 總計
<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	-	-	5	11	-	16
Chief Representative 首席代表	-	-	-	-	-	0
Manager - Administration 經理—行政	-	-	2	-	-	2
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	-	-	72	15	-	87
Manager - Settlement 經理—結算	-	-	1	-	-	1
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	-	-	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	-	-	20	-	-	20
Manager - Insurance Products 經理—保險產品	-	-	-	-	-	0

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
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 - 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	-	-	-	3	-	3
Manager - Accounting 經理 – 會計	-	1	6	-	-	7
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	3	-	-	4
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	-	-	-	-	-	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	-	-	3	-	-	3
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

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>2</b>	<b>140</b>	<b>29</b>	<b>0</b>	<b>171</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	6	-	-	-	6
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	-	84	136	-	-	220
Remittances Officer 匯兌主任	-	84	28	3	-	115
Settlement Officer 結算主任	-	4	5	-	-	9
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	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	-	-	20	-	-	20
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

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* 不適用/ 未有說明*	Total 總計
SUPERVISORY LEVEL (Continued) 主管級 (續)						
Marketing Officer 市場推廣主任	-	2	-	-	-	2
Telemarketing Officer 電話市場推廣主任	-	3	-	-	-	3
Accounting Officer 會計主任	-	-	9	-	-	9
Computer Operations Officer 電腦運作主任	-	2	2	-	-	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	-	4	-	-	-	4
Human Resources Officer 人力資源主任	-	5	1	-	-	6
Training Officer/Instructor 訓練主任/導師	-	1	-	-	-	1
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
Investment Officer 投資主任	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>203</b>	<b>201</b>	<b>3</b>	<b>0</b>	<b>407</b>
CLERICAL LEVEL 文員級						
Money Changers Clerk 貨幣兌換文員	395	219	12	6	-	632
Securities and Futures Assistant 證券及期貨助理	-	89	-	-	-	89
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	0
Cashier 出納員	-	3	-	-	-	3
General Clerk 一般文員	15	15	-	-	-	30
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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
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	28	-	-	-	-	28
Accounting Clerk 會計文員	6	14	-	-	-	20
Computer Operator 電腦操作員	-	5	-	-	-	5
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>446</b>	<b>347</b>	<b>12</b>	<b>6</b>	<b>0</b>	<b>811</b>
<b>TOTAL 總計</b>	<b>446</b>	<b>552</b>	<b>353</b>	<b>38</b>	<b>0</b>	<b>1 389</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 3.9 : Employees' Minimum Requirement on Year(s)  
of Experience in the Industry  
(Other Financial Companies)

表 3.9 : 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					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>						
Assistant to Chief Executive Officer/Director 行政總裁助理／董事助理	-	-	34	31	10	<b>75</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	-	-	92	147	8	<b>247</b>
Chief Representative 首席代表	-	-	-	30	-	<b>30</b>
Manager - Administration 經理－行政	-	-	67	45	9	<b>121</b>
Manager - Branch Operations 經理－分行運作	-	1	1	-	-	<b>2</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	-	-	7	-	1	<b>8</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	-	-	31	42	-	<b>73</b>
Manager - Settlement 經理－結算	-	-	5	5	15	<b>25</b>
Risk Manager 風險經理	-	-	17	-	19	<b>36</b>
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	-	-	3	54	83	<b>140</b>
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	-	-	326	166	38	<b>530</b>
Manager - Investment Services 經理－投資服務	-	28	185	40	45	<b>298</b>
Manager - Private Banking 經理－私人銀行	-	-	8	-	-	<b>8</b>
Manager - Securities/ Custodian Services 經理－證券／代管人服務	-	-	1	-	-	<b>1</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及 商品交易	-	-	22	5	129	<b>156</b>
Manager - Branch 經理－分行	-	-	30	4	-	<b>34</b>
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	<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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager – Mandatory Provident Fund 經理 – 強制性公積金	-	-	11	-	-	11
Manager - Trade Finance Operations 經理 – 貿易融資運作	-	-	7	-	-	7
Manager - Trust 經理 – 信託	-	-	77	-	-	77
Manager - Credit 經理 – 授信	-	-	83	-	-	83
Manager - Credit Card 經理 – 信用卡	-	-	9	-	-	9
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	-	-	89	21	5	115
Manager - Corporate Banking/ Commercial Banking/Relationship 經理 – 機構銀行/ 商業銀行/關係推廣	-	-	33	14	-	47
Manager - Marketing/ Product Development 經理 – 市場推廣/產品開發	-	2	85	16	5	108
Chief Financial Officer/ Financial Controller 總財務主任/財務監督	-	-	16	27	-	43
Manager - Accounting 經理 – 會計	-	-	120	17	44	181
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	28	15	147
E-Commerce Manager 電子商貿經理	-	-	11	-	-	11
Manager - Human Resources 經理 – 人力資源	-	-	49	9	18	76
Manager - Training/ Learning and Development 經理 – 訓練/學習及培訓	-	-	4	2	1	7
Company Secretary 公司秘書	-	-	3	-	-	3
Economist/Manager - Economic Research 經濟研究員/經理 – 經濟研究	-	-	8	-	86	94
Legal Adviser 法律顧問	-	1	39	3	9	52
Manager - Compliance 經理 – 條例執行	-	2	42	5	8	57
Manager - Corporate Communications/Public Relations 經理 – 企業傳訊/公共關係	-	-	22	3	13	38
Manager - Internal Audit 經理 – 內部稽核	-	-	11	-	-	11
Manager - Organization/Productivity/ Quality/Re-Engineering 經理 – 組織/生產力/ 質素/工序重整	-	2	11	-	-	13

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* 不適用/ 未有說明*	Total 總計
MANAGERIAL LEVEL (Continued) 經理級 (續)						
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	42	62	-	104
Other Manager 其他經理	-	-	-	-	119	119
<b>Sub-total 小計</b>	<b>0</b>	<b>36</b>	<b>1 705</b>	<b>779</b>	<b>680</b>	<b>3 200</b>
SUPERVISORY LEVEL 主管級						
Administration Officer 行政主任	-	56	10	-	5	71
Management Trainee 見習主任	1	-	-	-	-	1
Representative 代表	-	28	-	-	-	28
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	2	126	-	-	128
Remittances Officer 匯兌主任	-	98	15	-	-	113
Settlement Officer 結算主任	-	11	31	-	3	45
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	-	630	305	-	143	1 078
Investment Analyst 投資分析員	2	178	173	-	76	429
Sales Officer – Investment Products 銷售主任－投資產品	-	56	77	-	-	133
Sales Officer – Securities 銷售主任－證券	-	3	6	-	-	9
Securities Settlement Officer 證券交收結算主任	-	42	114	-	31	187
Insurance Products Officer 保險產品主任	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	5	16	-	-	21
Operations Officer 運作主任	-	137	65	-	13	215
Sales Officer – Insurance Products 銷售主任－保險產品	-	1	-	-	-	1
Telecommunications Officer 電訊主任	-	-	-	-	4	4
Trade Finance Operations Officer 貿易融資運作主任	-	1	4	-	-	5
Trust Officer 信託主任	-	164	14	-	-	178
Credit Analyst 授信分析員	-	54	8	-	-	62
Credit Card Officer 信用卡主任	-	86	-	-	-	86
Credit Information Officer 資信調查主任	-	28	2	-	-	30
Credit/Loan Officer 授信／放款主任	-	15	3	-	-	18
Hire Purchase/Leasing Officer 分期付款／租賃主任	-	2	-	-	-	2
Business Development Officer 業務發展主任	-	95	22	-	5	122

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* 不適用/ 未有說明*	Total 總計
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>						
Marketing Officer 市場推廣主任	-	103	21	-	-	124
Telemarketing Officer 電話市場推廣主任	-	9	1	-	-	10
Accounting Officer 會計主任	-	119	91	-	19	229
Computer Operations Officer 電腦運作主任	-	59	32	-	34	125
IT Audit Officer 資訊科技稽核主任	-	2	-	-	-	2
Programmer/Technology Officer 程式員/科技主任	-	163	47	-	29	239
Systems Analyst 系統分析員	-	122	60	-	45	227
Human Resources Officer 人力資源主任	-	48	30	-	33	111
Training Officer/Instructor 訓練主任/導師	-	6	-	-	1	7
Compliance Officer 條例執行主任	-	17	12	-	20	49
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	-	9	2	-	-	11
Investment Officer 投資主任	-	-	28	-	-	28
Liaison Officer 聯絡主任	-	94	36	-	-	130
Securities, Futures and Commodities Trading Officer 證券、期貨及商品交易主任	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	171	171
<b>Sub-total 小計</b>	<b>3</b>	<b>2 447</b>	<b>1 354</b>	<b>0</b>	<b>632</b>	<b>4 436</b>
<b>CLERICAL LEVEL 文員級</b>						
Money Changers Clerk 貨幣兌換文員	84	132	-	-	-	216
Securities and Futures Assistant 證券及期貨助理	20	86	-	-	66	172
Securities Settlement Clerk 證券交收結算文員	2	19	-	-	-	21
Cashier 出納員	-	-	-	-	-	0
General Clerk 一般文員	505	755	28	-	28	1 316
Mailing Clerk 郵遞文員	11	17	-	-	6	34
Receptionist/Telephone Operator 接待員/電話操作員	40	52	6	-	26	124
Trade Finance Operations Checker 貿易融資運作核對員	-	9	-	-	-	9
Trade Finance Operations Clerk 貿易融資運作文員	-	4	-	-	-	4
Teller 櫃檯員	27	-	-	-	-	27

Job Title 職稱	Number of Employees 僱員人數					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	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)						
Credit/Loan Clerk 授信／放款文員	65	93	3	-	-	161
Telemarketing Representative 電話市場推廣代表	30	4	-	-	-	34
Accounting Clerk 會計文員	60	119	-	-	32	211
Computer Operator 電腦操作員	64	145	2	-	-	211
Internal Audit Clerk 內部稽核文員	-	2	3	-	-	5
<b>Sub-total 小計</b>	<b>908</b>	<b>1 437</b>	<b>42</b>	<b>0</b>	<b>158</b>	<b>2 545</b>
<b>TOTAL 總計</b>	<b>911</b>	<b>3 920</b>	<b>3 101</b>	<b>779</b>	<b>1 470</b>	<b>10 181</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 : Average Monthly Income Range of Employees  
(Banking and Finance Industry)

表 4 : 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										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	1	28	34	26	32	33	15	148	<b>317</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	-	-	-	113	86	114	46	83	307	568	<b>1 317</b>
Chief Representative 首席代表	-	-	-	3	18	46	3	18	13	9	<b>110</b>
Manager - Administration 經理－行政	-	-	4	26	94	88	33	4	5	171	<b>425</b>
Manager - Branch Operations 經理－分行運作	-	-	-	23	80	75	10	2	5	60	<b>255</b>
Zone/District Manager 區域經理	-	-	-	7	3	73	22	6	9	16	<b>136</b>
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	12	19	24	16	44	59	<b>174</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	-	-	-	71	106	39	14	15	59	174	<b>478</b>
Manager - Settlement 經理－結算	-	-	3	19	62	27	9	6	23	76	<b>225</b>
Risk Manager 風險經理	-	-	-	2	45	71	6	-	10	85	<b>219</b>
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	16	58	64	10	77	122	173	<b>520</b>
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	63	95	391	189	104	19	279	<b>1 140</b>
Manager - Investment Services 經理－投資服務	-	-	40	143	76	176	138	86	31	309	<b>999</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>											
Manager - Private Banking 經理－私人銀行	-	-	-	15	-	35	34	347	11	239	<b>681</b>
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	26	31	59	8	-	14	72	<b>210</b>
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	268	123	480	63	33	33	441	<b>1 441</b>
Manager - Branch 經理－分行	-	-	-	310	1 006	209	4	-	11	693	<b>2 233</b>
Manager - Insurance Products 經理－保險產品	-	-	-	10	9	314	-	-	2	8	<b>343</b>
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	31	8	-	-	-	12	<b>51</b>
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	3	37	118	74	36	-	28	112	<b>408</b>
Manager - Trust 經理－信託	-	-	-	-	1	55	81	-	-	41	<b>178</b>
Manager - Credit 經理－授信	-	-	-	242	237	230	165	2	14	237	<b>1 127</b>
Manager - Credit Card 經理－信用卡	-	-	-	12	96	55	10	-	-	73	<b>246</b>
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	5	12	46	14	32	4	31	<b>144</b>
Manager - Business Development 經理－業務發展	-	-	1	54	24	208	262	49	10	156	<b>764</b>
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	100	212	379	31	4	23	261	<b>1 010</b>
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	122	36	192	34	159	7	91	<b>641</b>
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	13	7	16	23	12	66	111	<b>248</b>
Manager - Accounting 經理－會計	-	-	7	130	98	167	61	8	2	243	<b>716</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</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	-	-	13	79	37	993	68	137	11	199	<b>1 537</b>
E-Commerce Manager 電子商貿經理	-	-	-	5	41	41	5	4	2	24	<b>122</b>
Manager - Human Resources 經理－人力資源	-	-	-	30	80	116	42	14	4	128	<b>414</b>
Manager - Training/ Learning and Development 經理－訓練／學習及培訓	-	-	-	12	15	95	2	-	12	37	<b>173</b>
Company Secretary 公司秘書	-	-	-	14	8	10	10	2	1	41	<b>86</b>
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	-	-	-	10	27	27	4	-	2	212	<b>282</b>
Legal Adviser 法律顧問	-	-	-	1	4	6	27	27	50	79	<b>194</b>
Manager - Compliance 經理－條例執行	-	-	-	17	66	92	32	14	6	99	<b>326</b>
Manager - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	-	-	-	2	-	25	31	3	-	60	<b>121</b>
Manager - Internal Audit 經理－內部稽核	-	-	-	13	61	66	37	13	3	79	<b>272</b>
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織／生產力／質素／工序重整	-	-	-	-	5	65	7	-	2	32	<b>111</b>
Manager - Property/ Real Estate 經理－產業／房地產	-	-	-	-	16	10	-	-	8	18	<b>52</b>
Manager - Liaison 經理－聯絡	-	-	42	29	-	28	-	5	-	-	<b>104</b>
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	2 928	<b>2 928</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>114</b>	<b>2 070</b>	<b>3 170</b>	<b>5 310</b>	<b>1 627</b>	<b>1 315</b>	<b>988</b>	<b>8 884</b>	<b>23 478</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	384	212	36	2	-	-	-	45	<b>679</b>
Management Trainee 見習主任	-	-	153	84	-	-	-	-	12	69	<b>318</b>
Representative 代表	-	-	44	12	3	4	-	-	17	59	<b>139</b>



Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	179	319	125	129	36	-	9	514	<b>1 311</b>
Remittances Officer 匯兌主任	-	9	207	159	-	5	-	-	5	148	<b>533</b>
Settlement Officer 結算主任	-	-	138	87	29	1	-	-	7	215	<b>477</b>
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	1 257	682	251	165	10	50	-	926	<b>3 341</b>
Investment Analyst 投資分析員	-	-	126	370	66	73	4	-	22	481	<b>1 142</b>
Sales Officer – Investment Products 銷售主任 – 投資產品	-	1	254	50	107	46	-	-	-	44	<b>502</b>
Sales Officer – Securities 銷售主任 – 證券	-	-	130	101	2	4	-	-	4	35	<b>276</b>
Securities Settlement Officer 證券交收結算主任	-	1	649	483	139	35	-	-	3	445	<b>1 755</b>
Insurance Products Officer 保險產品主任	-	-	14	87	-	1	-	-	-	24	<b>126</b>
Mandatory Provident Fund Officer 強制性公積金主任	-	-	61	8	-	-	-	-	-	23	<b>92</b>
Operations Officer 運作主任	-	-	2 898	1 684	20	-	-	-	7	877	<b>5 486</b>
Sales Officer – Insurance Products 銷售主任 – 保險產品	-	-	48	46	456	-	-	-	-	16	<b>566</b>
Telecommunications Officer 電訊主任	-	-	23	35	-	-	-	-	-	42	<b>100</b>
Trade Finance Operations Officer 貿易融資運作主任	-	-	271	368	17	-	10	-	-	197	<b>863</b>
Trust Officer 信託主任	-	-	222	28	2	-	-	-	3	49	<b>304</b>
Credit Analyst 授信分析員	-	-	133	127	110	10	-	-	-	190	<b>570</b>
Credit Card Officer 信用卡主任	-	-	167	146	-	-	-	-	-	262	<b>575</b>
Credit Information Officer 資信調查主任	-	-	36	91	1	-	-	-	5	66	<b>199</b>
Credit/Loan Officer 授信/放款主任	-	13	512	680	106	3	-	-	-	434	<b>1 748</b>
Hire Purchase/Leasing Officer 分期付款/ 租賃主任	-	-	75	43	-	-	-	-	31	109	<b>258</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Business Development Officer 業務發展主任	-	-	1 288	48	17	19	-	-	10	389	<b>1 771</b>
Marketing Officer 市場推廣主任	-	-	726	528	59	15	-	-	-	348	<b>1 676</b>
Telemarketing Officer 電話市場推廣主任	-	-	167	49	-	-	-	-	5	74	<b>295</b>
Accounting Officer 會計主任	-	-	568	448	91	4	-	-	-	532	<b>1 643</b>
Computer Operations Officer 電腦運作主任	-	-	148	158	101	4	-	-	-	197	<b>608</b>
IT Audit Officer 資訊科技稽核主任	-	-	11	36	-	6	-	-	10	18	<b>81</b>
Programmer/ Technology Officer 程式員／科技主任	-	-	588	1 239	11	4	-	-	-	559	<b>2 401</b>
Systems Analyst 系統分析員	-	-	277	164	408	277	-	-	3	464	<b>1 593</b>
Human Resources Officer 人力資源主任	-	1	164	178	19	3	-	-	-	225	<b>590</b>
Training Officer/Instructor 訓練主任／導師	-	-	34	98	27	-	-	-	9	41	<b>209</b>
Compliance Officer 條例執行主任	-	1	57	87	27	20	6	-	-	102	<b>300</b>
Internal Audit Officer 內部稽核主任	-	-	118	87	76	13	-	-	-	122	<b>416</b>
Organization/ Productivity/Quality/ Re-Engineering Officer 組織／生產力／ 質素／工序重整 主任	-	-	26	18	92	-	-	-	-	61	<b>197</b>
Investment Officer 投資主任	-	-	160	-	48	4	-	-	-	5	<b>217</b>
Liaison Officer 聯絡主任	-	43	29	83	14	15	-	-	-	-	<b>184</b>
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	4 718	<b>4 718</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>69</b>	<b>12 342</b>	<b>9 123</b>	<b>2 460</b>	<b>862</b>	<b>66</b>	<b>50</b>	<b>162</b>	<b>13 125</b>	<b>38 259</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	17	655	300	-	-	-	-	-	-	74	<b>1 046</b>
Securities and Futures Assistant 證券及期貨助理	-	881	2 052	224	7	7	-	-	3	1 070	<b>4 244</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	409	986	-	-	-	-	-	-	158	1 553
Cashier 出納員	-	177	540	-	-	-	-	-	-	191	908
General Clerk 一般文員	-	3 822	6 795	18	2	-	-	-	2	3 766	14 405
Mailing Clerk 郵遞文員	-	61	30	-	-	-	-	-	-	242	333
Receptionist/ Telephone Operator 接待員／電話 操作員	-	158	294	2	-	-	-	-	54	255	763
Trade Finance Operations Checker 貿易融資運作 核對員	-	8	713	24	-	-	-	-	2	266	1 013
Trade Finance Operations Clerk 貿易融資運作文員	-	305	583	-	-	-	-	-	2	414	1 304
Teller 櫃檯員	-	2 723	4 922	-	-	-	-	-	3	1 629	9 277
Credit/Loan Clerk 授信／放款文員	14	476	1 046	2	3	-	-	-	241	1 083	2 865
Telemarketing Representative 電話市場推廣代表	-	38	441	3	-	-	-	-	-	53	535
Accounting Clerk 會計文員	-	361	664	11	10	-	-	-	-	571	1 617
Computer Operator 電腦操作員	-	138	473	-	-	-	-	-	-	272	883
Internal Audit Clerk 內部稽核文員	-	15	44	3	-	-	-	-	-	38	100
<b>Sub-total 小計</b>	<b>31</b>	<b>10 227</b>	<b>19 883</b>	<b>287</b>	<b>22</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>307</b>	<b>10 082</b>	<b>40 846</b>
<b>TOTAL 總計</b>	<b>31</b>	<b>10 296</b>	<b>32 339</b>	<b>11 480</b>	<b>5 652</b>	<b>6 179</b>	<b>1 693</b>	<b>1 365</b>	<b>1 457</b>	<b>32 091</b>	<b>102 583</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.1 : Average Monthly Income Range of Employees  
(Licensed Banks, Restricted Licence Banks and  
Local Representative Offices of Foreign  
Banks)

表 4.1 : 僱員平均每月收入的幅度  
(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										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	8	3	10	7	7	11	64	<b>110</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	-	-	-	-	16	29	12	27	136	111	<b>331</b>
Chief Representative 首席代表	-	-	-	3	12	18	3	3	11	8	<b>58</b>
Manager - Administration 經理－行政	-	-	4	5	32	27	28	3	-	62	<b>161</b>
Manager - Branch Operations 經理－分行運作	-	-	-	2	66	75	8	2	5	37	<b>195</b>
Zone/District Manager 區域經理	-	-	-	-	3	73	22	5	6	10	<b>119</b>
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	12	14	22	16	38	54	<b>156</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	-	-	-	14	49	38	14	14	59	103	<b>291</b>
Manager - Settlement 經理－結算	-	-	3	11	51	19	4	6	-	47	<b>141</b>
Risk Manager 風險經理	-	-	-	-	44	65	6	-	10	37	<b>162</b>
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	3	8	2	8	8	90	7	<b>126</b>
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	15	331	64	-	-	4	<b>414</b>
Manager - Investment Services 經理－投資服務	-	-	-	93	9	68	136	7	26	126	<b>465</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Manager - Private Banking 經理－私人銀行	-	-	-	15	-	35	32	346	9	227	664
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	4	18	59	-	-	-	17	98
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	4	7	390	-	2	11	44	458
Manager - Branch 經理－分行	-	-	-	271	990	209	-	-	1	343	1 814
Manager - Insurance Products 經理－保險產品	-	-	-	10	9	314	-	-	-	8	341
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	26	2	-	-	-	6	34
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	3	35	115	66	32	-	-	109	360
Manager - Trust 經理－信託	-	-	-	-	1	55	8	-	-	21	85
Manager - Credit 經理－授信	-	-	-	20	168	165	157	-	2	118	630
Manager - Credit Card 經理－信用卡	-	-	-	12	94	55	10	-	-	39	210
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構/ 國外同業部	-	-	-	5	12	46	14	32	4	28	141
Manager - Business Development 經理－業務發展	-	-	-	40	13	167	240	2	2	65	529
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	100	192	368	7	-	23	246	936
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	68	25	116	29	152	-	45	435
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	1	-	7	9	4	47	33	101
Manager - Accounting 經理－會計	-	-	4	33	48	103	48	5	-	87	328

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</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	-	-	12	49	13	919	47	76	4	92	<b>1 212</b>
E-Commerce Manager 電子商貿經理	-	-	-	3	36	32	5	4	2	17	<b>99</b>
Manager - Human Resources 經理－人力資源	-	-	-	16	64	94	35	6	4	53	<b>272</b>
Manager - Training/ Learning and Development 經理－訓練／學習及培訓	-	-	-	8	15	95	1	-	2	18	<b>139</b>
Company Secretary 公司秘書	-	-	-	10	6	10	5	2	1	13	<b>47</b>
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	-	-	-	1	15	19	-	-	-	9	<b>44</b>
Legal Adviser 法律顧問	-	-	-	-	4	4	16	13	22	31	<b>90</b>
Manager - Compliance 經理－條例執行	-	-	-	8	36	56	26	14	3	48	<b>191</b>
Manager - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	-	-	-	2	-	17	20	-	-	15	<b>54</b>
Manager - Internal Audit 經理－內部稽核	-	-	-	9	55	56	32	13	1	47	<b>213</b>
Manager - Organization/ Productivity/Quality/ Re-Engineering 經理－組織／生產力／質素／工序重整	-	-	-	-	3	59	7	-	2	27	<b>98</b>
Manager - Property/ Real Estate 經理－產業／房地產	-	-	-	-	16	9	-	-	5	11	<b>41</b>
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	2 061	<b>2 061</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>863</b>	<b>2 301</b>	<b>4 296</b>	<b>1 114</b>	<b>769</b>	<b>537</b>	<b>4 548</b>	<b>14 454</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	292	150	6	2	-	-	-	5	<b>455</b>
Management Trainee 見習主任	-	-	145	84	-	-	-	-	-	55	<b>284</b>
Representative 代表	-	-	16	12	3	3	-	-	-	21	<b>55</b>

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	102	197	122	129	-	-	-	262	812
Remittances Officer 匯兌主任	-	-	68	76	-	5	-	-	-	141	290
Settlement Officer 結算主任	-	-	130	51	26	1	-	-	-	164	372
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	1 036	441	-	-	-	50	-	200	1 727
Investment Analyst 投資分析員	-	-	15	169	10	-	4	-	22	77	297
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	160	30	98	18	-	-	-	14	320
Sales Officer – Securities 銷售主任 – 證券	-	-	-	17	-	-	-	-	-	-	17
Securities Settlement Officer 證券交收結算主任	-	-	290	147	24	-	-	-	-	140	601
Insurance Products Officer 保險產品主任	-	-	14	87	-	-	-	-	-	22	123
Mandatory Provident Fund Officer 強制性公積金主任	-	-	44	4	-	-	-	-	-	12	60
Operations Officer 運作主任	-	-	2 823	1 646	4	-	-	-	-	586	5 059
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	45	46	456	-	-	-	-	8	555
Telecommunications Officer 電訊主任	-	-	23	35	-	-	-	-	-	34	92
Trade Finance Operations Officer 貿易融資運作主任	-	-	268	362	13	-	-	-	-	196	839
Trust Officer 信託主任	-	-	65	14	2	-	-	-	-	38	119
Credit Analyst 授信分析員	-	-	76	127	101	10	-	-	-	168	482
Credit Card Officer 信用卡主任	-	-	165	146	-	-	-	-	-	174	485
Credit Information Officer 資信調查主任	-	-	2	83	1	-	-	-	-	46	132
Credit/Loan Officer 授信/放款主任	-	-	228	576	55	1	-	-	-	293	1 153
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	59	35	-	-	-	-	-	80	174

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Business Development Officer 業務發展主任	-	-	1 243	20	9	13	-	-	-	270	<b>1 555</b>
Marketing Officer 市場推廣主任	-	-	620	472	55	-	-	-	-	239	<b>1386</b>
Telemarketing Officer 電話市場推廣主任	-	-	167	42	-	-	-	-	-	53	<b>262</b>
Accounting Officer 會計主任	-	-	336	285	61	-	-	-	-	212	<b>894</b>
Computer Operations Officer 電腦運作主任	-	-	68	104	84	-	-	-	-	77	<b>333</b>
IT Audit Officer 資訊科技稽核主任	-	-	11	34	-	4	-	-	-	4	<b>53</b>
Programmer/ Technology Officer 程式員／科技主任	-	-	491	1 141	-	-	-	-	-	381	<b>2 013</b>
Systems Analyst 系統分析員	-	-	224	132	295	275	-	-	-	231	<b>1 157</b>
Human Resources Officer 人力資源主任	-	-	111	140	8	-	-	-	-	78	<b>337</b>
Training Officer/Instructor 訓練主任／導師	-	-	30	93	27	-	-	-	-	31	<b>181</b>
Compliance Officer 條例執行主任	-	-	38	42	19	12	-	-	-	49	<b>160</b>
Internal Audit Officer 內部稽核主任	-	-	107	71	73	5	-	-	-	104	<b>360</b>
Organization/ Productivity/Quality/ Re-Engineering Officer 組織／生產力／ 質素／工序重整 主任	-	-	24	14	92	-	-	-	-	56	<b>186</b>
Investment Officer 投資主任	-	-	-	-	-	4	-	-	-	-	<b>4</b>
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	3 835	<b>3 835</b>
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>9 536</b>	<b>7 125</b>	<b>1 644</b>	<b>482</b>	<b>4</b>	<b>50</b>	<b>22</b>	<b>8 356</b>	<b>27 219</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	24	169	-	-	-	-	-	-	4	<b>197</b>
Securities and Futures Assistant 證券及期貨助理	-	277	176	24	-	-	-	-	-	171	<b>648</b>



Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	87	557	-	-	-	-	-	-	64	708
Cashier 出納員	-	173	539	-	-	-	-	-	-	185	897
General Clerk 一般文員	-	3 155	6 020	4	2	-	-	-	-	2 775	11 956
Mailing Clerk 郵遞文員	-	35	24	-	-	-	-	-	-	82	141
Receptionist/ Telephone Operator 接待員／電話 操作員	-	60	229	2	-	-	-	-	-	76	367
Trade Finance Operations Checker 貿易融資運作 核對員	-	6	712	15	-	-	-	-	-	253	986
Trade Finance Operations Clerk 貿易融資運作文員	-	300	567	-	-	-	-	-	-	399	1 266
Teller 櫃檯員	-	2 719	4 895	-	-	-	-	-	-	1 627	9 241
Credit/Loan Clerk 授信／放款文員	-	166	712	2	-	-	-	-	-	603	1 483
Telemarketing Representative 電話市場推廣代表	-	15	386	-	-	-	-	-	-	34	435
Accounting Clerk 會計文員	-	95	275	-	-	-	-	-	-	297	667
Computer Operator 電腦操作員	-	104	233	-	-	-	-	-	-	131	468
Internal Audit Clerk 內部稽核文員	-	5	33	-	-	-	-	-	-	7	45
<b>Sub-total 小計</b>	<b>0</b>	<b>7 221</b>	<b>15 527</b>	<b>47</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6 708</b>	<b>29 505</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>7 221</b>	<b>25 089</b>	<b>8 035</b>	<b>3 947</b>	<b>4 778</b>	<b>1 118</b>	<b>819</b>	<b>559</b>	<b>19 612</b>	<b>71 178</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.2 : Average Monthly Income Range of Employees  
(Deposit-taking Companies)

表 4.2 : 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
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL 經理級											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	2	2	1	1	-	-	3	9
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	3	4	4	1	2	17	32
Chief Representative 首席代表	-	-	-	-	4	-	-	-	-	-	4
Manager - Administration 經理－行政	-	-	-	-	2	-	-	-	-	4	6
Manager - Branch Operations 經理－分行運作	-	-	-	3	-	-	2	-	-	2	7
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	6	6
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	1	2	-	-	-	3
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	-	-	-	1	2
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	-	-	-	0
Risk Manager 風險經理	-	-	-	-	-	1	-	-	-	1	2
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	-	-	-	-	-	-	5	-	-	-	5
Manager - Investment Services 經理－投資服務	-	-	-	-	1	-	2	-	-	-	3

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	2	-	-	-	2
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	-	-	-	2	2	-	4	-	-	61	69
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	-	-	-	2	2	2	4	-	-	2	12
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	5	4	-	3	-	-	25	37
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	-	-	-	-	-	-	-	-	-	2	2
Manager - Business Development 經理－業務發展	-	-	-	-	1	3	2	-	-	1	7
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	-	2	-	10	-	-	-	12
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	11	-	-	-	-	-	3	14
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	1	-	3	-	-	1	5
Manager - Accounting 經理－會計	-	-	-	3	-	1	2	-	-	4	10

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
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	-	-	6	10
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	-	1	-	-	-	2	3
Manager - Training/ Learning and Development 經理－訓練／學習及培訓	-	-	-	-	-	-	-	-	-	1	1
Company Secretary 公司秘書	-	-	-	1	-	-	2	-	-	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	-	-	-	1	-	1	2	-	-	1	5
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	-	-	1	3
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	6	6
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>24</b>	<b>17</b>	<b>58</b>	<b>1</b>	<b>2</b>	<b>152</b>	<b>286</b>
SUPERVISORY LEVEL 主管級											
Administration Officer 行政主任	-	-	-	2	-	-	-	-	-	3	5
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	11	-	-	-	-	-	3	14
Remittances Officer 匯兌主任	-	-	3	-	-	-	-	-	-	-	3
Settlement Officer 結算主任	-	-	1	4	-	-	-	-	-	1	6
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	3	-	-	-	-	-	-	3
Investment Analyst 投資分析員	-	-	1	4	-	1	-	-	-	-	6
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	6	-	-	-	-	-	71	85
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	2	-	-	-	-	-	-	-	2
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	-	0
Trade Finance Operations Officer 貿易融資運作主任	-	-	2	6	-	-	2	-	-	1	11
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	-	0
Credit Analyst 授信分析員	-	-	3	-	-	-	-	-	-	1	4
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	-	2	2
Credit/Loan Officer 授信/放款主任	-	-	8	4	-	2	-	-	-	42	56
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	-	-	-	-	-	-	-	15	15

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Business Development Officer 業務發展主任	-	-	-	1	-	-	-	-	-	8	9
Marketing Officer 市場推廣主任	-	-	10	8	-	-	-	-	-	31	49
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	2	2
Accounting Officer 會計主任	-	-	7	15	-	-	-	-	-	7	29
Computer Operations Officer 電腦運作主任	-	-	-	2	-	-	-	-	-	4	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	2	-	-	-	-	-	7	10
Systems Analyst 系統分析員	-	-	-	8	-	-	-	-	-	6	14
Human Resources Officer 人力資源主任	-	-	1	2	-	-	-	-	-	6	9
Training Officer/Instructor 訓練主任／導師	-	-	-	2	-	-	-	-	-	1	3
Compliance Officer 條例執行主任	-	-	1	4	-	-	-	-	-	1	6
Internal Audit Officer 內部稽核主任	-	-	-	6	-	-	-	-	-	10	16
Organization/ Productivity/Quality/ Re-Engineering Officer 組織／生產力／ 質素／工序重整 主任	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	10	10
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>90</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>233</b>	<b>376</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

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	-	0
Cashier 出納員	-	2	-	-	-	-	-	-	-	2	4
General Clerk 一般文員	-	47	3	-	-	-	-	-	-	42	92
Mailing Clerk 郵遞文員	-	6	-	-	-	-	-	-	-	1	7
Receptionist/ Telephone Operator 接待員／電話 操作員	-	7	1	-	-	-	-	-	-	4	12
Trade Finance Operations Checker 貿易融資運作 核對員	-	2	-	1	-	-	-	-	-	2	5
Trade Finance Operations Clerk 貿易融資運作文員	-	5	8	-	-	-	-	-	-	-	13
Teller 櫃檯員	-	4	-	-	-	-	-	-	-	2	6
Credit/Loan Clerk 授信／放款文員	-	33	4	-	-	-	-	-	-	243	280
Telemarketing Representative 電話市場推廣代表	-	1	-	-	-	-	-	-	-	-	1
Accounting Clerk 會計文員	-	15	4	-	-	-	-	-	-	6	25
Computer Operator 電腦操作員	-	8	-	-	-	-	-	-	-	8	16
Internal Audit Clerk 內部稽核文員	-	3	-	-	-	-	-	-	-	-	3
<b>Sub-total 小計</b>	<b>0</b>	<b>133</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>310</b>	<b>465</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>133</b>	<b>69</b>	<b>123</b>	<b>24</b>	<b>20</b>	<b>60</b>	<b>1</b>	<b>2</b>	<b>695</b>	<b>1 127</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.3 : Average Monthly Income Range of Employees  
(Investment and Holding Companies)

表 4.3 : 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
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	20	-	-	-	-	60	<b>80</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	-	-	-	40	-	-	-	-	48	277	<b>365</b>
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	1	<b>1</b>
Manager - Administration 經理－行政	-	-	-	-	40	-	-	-	2	21	<b>63</b>
Manager - Branch Operations 經理－分行運作	-	-	-	-	-	-	-	-	-	12	<b>12</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	-	-	-	-	-	-	-	-	-	-	<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>
Manager - Settlement 經理－結算	-	-	-	-	-	-	-	-	-	1	<b>1</b>
Risk Manager 風險經理	-	-	-	-	-	-	-	-	-	-	<b>0</b>
Chief Investment Officer/Manager - Investment 總投資主任/ 經理－投資	-	-	-	-	40	50	-	40	-	63	<b>193</b>
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	20	-	-	80	20	-	35	<b>155</b>
Manager - Investment Services 經理－投資服務	-	-	40	-	40	-	-	-	-	61	<b>141</b>



Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	-	12	12
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	1	-	-	-	-	-	-	12	13
Manager - Branch 經理－分行	-	-	-	-	-	-	-	-	-	-	187	187
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	-	-	-	-	-	-	1	-	-	-	-	1
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	-	-	-	-	-	-	-	40	-	8	-	48
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行／關係 推廣	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	-	-	-	-	-	-	12	12
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	1	-	6	40	-	47
Manager - Accounting 經理－會計	-	-	-	41	-	-	4	2	-	13	-	60

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</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	-	-	-	-	-	-	6	-	-	13	19
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	-	4	-	2	-	16	22
Manager - Training/ Learning and Development 經理－訓練／學習及培訓	-	-	-	-	-	-	-	-	-	12	12
Company Secretary 公司秘書	-	-	-	2	-	-	-	-	-	18	20
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	-	-	-	-	-	-	-	-	-	88	88
Legal Adviser 法律顧問	-	-	-	-	-	-	-	-	2	1	3
Manager - Compliance 經理－條例執行	-	-	-	-	-	2	-	-	-	15	17
Manager - Corporate Communications/ Public Relations 經理－企業傳訊／公共關係	-	-	-	-	-	-	-	-	-	12	12
Manager - Internal Audit 經理－內部稽核	-	-	-	-	-	-	-	-	2	12	14
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	26	26
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>104</b>	<b>140</b>	<b>56</b>	<b>92</b>	<b>104</b>	<b>60</b>	<b>1 028</b>	<b>1 624</b>
<b>SUPERVISORY LEVEL 主管級</b>											
Administration Officer 行政主任	-	-	40	6	-	-	-	-	-	23	69
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
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	-	-	-	40	5	-	-	-	-	24	69
Investment Analyst 投資分析員	-	-	9	40	-	-	-	-	-	95	144
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	-	-	-	-	-	-	-	20	20
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	-	-	2	2
Securities Settlement Officer 證券交收結算主任	-	-	-	1	-	-	-	-	-	12	13
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	-	-	3	4	-	-	-	-	-	21	28
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

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Business Development Officer 業務發展主任	-	-	-	-	4	-	-	-	-	14	18
Marketing Officer 市場推廣主任	-	-	-	-	-	-	-	-	-	12	12
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	-	-	46	37	10	-	-	-	-	102	195
Computer Operations Officer 電腦運作主任	-	-	-	-	-	-	-	-	-	13	13
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	12	12
Programmer/ Technology Officer 程式員／科技主任	-	-	-	4	-	-	-	-	-	26	30
Systems Analyst 系統分析員	-	-	-	4	-	-	-	-	-	24	28
Human Resources Officer 人力資源主任	-	-	-	4	4	-	-	-	-	41	49
Training Officer/Instructor 訓練主任／導師	-	-	-	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	-	-	6	-	4	-	-	-	2	12
Internal Audit Officer 內部稽核主任	-	-	-	-	-	6	-	-	-	-	6
Organization/ Productivity/Quality/ Re-Engineering Officer 組織／生產力／ 質素／工序重整 主任	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	160	-	20	-	-	-	-	-	180
Liaison Officer 聯絡主任	-	-	-	40	-	-	-	-	-	-	40
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	18	18
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>258</b>	<b>186</b>	<b>43</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>465</b>	<b>962</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	-	20	2	-	-	-	-	-	-	71	93

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
CLERICAL LEVEL (Continued) 文員級 (續)												
Securities Settlement Clerk 證券交收結算文員	-	-	43	-	-	-	-	-	-	-	-	43
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	62	78	-	-	-	-	-	-	-	79	219
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	-	-	0
Receptionist/ Telephone Operator 接待員／電話 操作員	-	1	4	-	-	-	-	-	-	-	29	34
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	-	-	-	-	-	-	-	-	-	-	12	12
Accounting Clerk 會計文員	-	81	43	-	-	-	-	-	-	-	56	180
Computer Operator 電腦操作員	-	-	14	-	-	-	-	-	-	-	16	30
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>164</b>	<b>184</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>263</b>	<b>611</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>164</b>	<b>482</b>	<b>290</b>	<b>183</b>	<b>66</b>	<b>92</b>	<b>104</b>	<b>60</b>	<b>1 756</b>	<b>3 197</b>	

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.4 : Average Monthly Income Range of Employees  
(Personal Loans and Related Companies)

表 4.4 : 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										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL 經理級											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	-	-	-	2	-	-	2	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	-	-	-	15	7	6	-	7	-	30	65
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理－行政	-	-	-	1	1	-	-	-	-	4	6
Manager - Branch Operations 經理－分行運作	-	-	-	12	-	-	-	-	-	2	14
Zone/District Manager 區域經理	-	-	-	7	-	-	-	-	-	-	7
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	-	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
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	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-	-	-	-	-	3	3

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	-	1	1
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	13	13
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	-	-	-	1	-	-	-	-	3	73	77
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	-	-	-	-	-	6	6
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	-	-	-	-	-	-	0
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	16	16
Manager - Credit 經理－授信	-	-	-	157	60	60	-	2	1	78	358
Manager - Credit Card 經理－信用卡	-	-	-	-	-	-	-	-	-	27	27
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	-	-	-	5	-	-	-	7	-	20	32
Manager - Corporate Banking/Commercial Banking/Relationship Banking 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	-	-	-	-	1	1
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	34	-	6	-	2	-	1	43
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	7	1	-	-	-	-	2	10
Manager - Accounting 經理－會計	-	-	-	4	2	-	-	1	-	11	18

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
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	-	-	5
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	2	2
Manager - Human Resources 經理－人力資源	-	-	-	2	-	-	-	1	-	1	4
Manager - Training/Learning and Development 經理－訓練／學習及培訓	-	-	-	2	-	-	-	-	-	-	2
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	-	-	-	-	-	-	-	-	-	1	1
Manager - Compliance 經理－條例執行	-	-	-	-	-	-	-	-	-	-	0
Manager - Corporate Communications/Public Relations 經理－企業傳訊／公共關係	-	-	-	-	-	-	-	-	-	2	2
Manager - Internal Audit 經理－內部稽核	-	-	-	2	-	3	-	-	-	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	-	-	-	-	-	-	-	-	-	7	7
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	7	7
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>253</b>	<b>71</b>	<b>75</b>	<b>2</b>	<b>21</b>	<b>4</b>	<b>334</b>	<b>760</b>
SUPERVISORY LEVEL 主管級											
Administration Officer 行政主任	-	-	2	-	-	-	-	-	-	-	2
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	35	35



Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	-	-	-	-	-	-	44	44
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	-	7	7
Settlement Officer 結算主任	-	-	-	-	-	-	-	-	-	2	2
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	-	-	-	-	-	-	159	159
Investment Analyst 投資分析員	-	-	-	-	-	-	-	-	-	21	21
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	-	-	-	-	-	-	-	-	3	3
Sales Officer – Securities 銷售主任 – 證券	-	-	-	-	-	-	-	-	-	-	0
Securities Settlement Officer 證券交收結算主任	-	-	-	-	-	-	-	-	-	9	9
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	2	2
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	11	11
Operations Officer 運作主任	-	-	34	-	-	-	-	-	-	-	34
Sales Officer – Insurance Products 銷售主任 – 保險 產品	-	-	-	-	-	-	-	-	-	8	8
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	4	4
Trade Finance Operations Officer 貿易融資運作主任	-	-	-	-	-	-	-	-	-	-	0
Trust Officer 信託主任	-	-	-	-	-	-	-	-	-	4	4
Credit Analyst 授信分析員	-	-	12	-	-	-	-	-	-	2	14
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	4	4
Credit Information Officer 資信調查主任	-	-	6	6	-	-	-	-	-	16	28
Credit/Loan Officer 授信/放款主任	-	13	262	95	48	-	-	-	-	73	491
Hire Purchase/ Leasing Officer 分期付款/ 租賃主任	-	-	15	7	-	-	-	-	-	14	36

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>											
Business Development Officer 業務發展主任	-	-	32	-	-	-	-	-	-	5	37
Marketing Officer 市場推廣主任	-	-	47	2	-	-	-	-	-	6	55
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	10	10
Accounting Officer 會計主任	-	-	41	7	-	-	-	-	-	10	58
Computer Operations Officer 電腦運作主任	-	-	9	-	-	-	-	-	-	6	15
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	1	1
Programmer/ Technology Officer 程式員／科技主任	-	-	12	-	-	-	-	-	-	1	13
Systems Analyst 系統分析員	-	-	-	-	-	-	-	-	-	3	3
Human Resources Officer 人力資源主任	-	-	15	-	-	-	-	-	-	4	19
Training Officer/Instructor 訓練主任／導師	-	-	4	-	-	-	-	-	-	-	4
Compliance Officer 條例執行主任	-	-	-	1	-	-	-	-	-	-	1
Internal Audit Officer 內部稽核主任	-	-	2	1	-	-	-	-	-	-	3
Organization/ Productivity/Quality/ Re-Engineering Officer 組織／生產力／ 質素／工序重整 主任	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	14	-	-	-	-	-	-	-	-	14
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	63	63
<b>Sub-total 小計</b>	<b>0</b>	<b>27</b>	<b>493</b>	<b>119</b>	<b>48</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>527</b>	<b>1 214</b>
<b>CLERICAL LEVEL 文員級</b>											
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	1	1
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	5	5

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	58	58
Cashier 出納員	-	-	-	-	-	-	-	-	-	4	4
General Clerk 一般文員	-	145	25	-	-	-	-	-	-	4	174
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	121	121
Receptionist/ Telephone Operator 接待員／電話 操作員	-	2	2	-	-	-	-	-	-	78	82
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	-	11	11
Trade Finance Operations Clerk 貿易融資運作文員	-	-	-	-	-	-	-	-	-	15	15
Teller 櫃檯員	-	-	-	-	-	-	-	-	-	-	0
Credit/Loan Clerk 授信／放款文員	14	275	230	-	-	-	-	-	-	113	632
Telemarketing Representative 電話市場推廣代表	-	-	-	-	-	-	-	-	-	3	3
Accounting Clerk 會計文員	-	38	5	-	-	-	-	-	-	5	48
Computer Operator 電腦操作員	-	2	33	-	-	-	-	-	-	-	35
Internal Audit Clerk 內部稽核文員	-	2	-	-	-	-	-	-	-	15	17
<b>Sub-total 小計</b>	<b>14</b>	<b>464</b>	<b>295</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>433</b>	<b>1 206</b>
<b>TOTAL 總計</b>	<b>14</b>	<b>491</b>	<b>788</b>	<b>372</b>	<b>119</b>	<b>75</b>	<b>2</b>	<b>21</b>	<b>4</b>	<b>1 294</b>	<b>3 180</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.5 : Average Monthly Income Range of Employees  
(Stock and Share Companies)

表 4.5 : 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
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
<b>MANAGERIAL LEVEL 經理級</b>											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	2	9	4	3	12	-	4	34
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	-	-	-	25	51	62	8	12	39	36	233
Chief Representative 首席代表	-	-	-	-	-	-	-	15	2	-	17
Manager - Administration 經理－行政	-	-	-	19	13	15	-	-	3	10	60
Manager - Branch Operations 經理－分行運作	-	-	-	6	13	-	-	-	-	6	25
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	-	-	0
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	-	-	-	2	-	2
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	-	-	-	-	13	14
Manager - Settlement 經理－結算	-	-	-	7	9	2	5	-	23	4	50
Risk Manager 風險經理	-	-	-	2	-	-	-	-	-	13	15
Chief Investment Officer/Manager - Investment 總投資主任 / 經理－投資	-	-	-	2	8	8	-	5	7	11	41
Financial Adviser/ Portfolio Manager 財務顧問 / 基金組合經理	-	-	-	-	5	7	8	4	3	5	32
Manager - Investment Services 經理－投資服務	-	-	-	16	23	8	-	3	-	17	67

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	-	2	4	6
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	22	13	-	8	-	14	27	84
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	222	106	81	49	24	13	235	730
Manager - Branch 經理－分行	-	-	-	16	10	-	-	-	3	3	32
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	2	-	2
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	-	-	-	-	-	-	-	-	28	-	28
Manager - Trust 經理－信託	-	-	-	-	-	-	-	-	-	-	0
Manager - Credit 經理－授信	-	-	-	4	4	-	4	-	-	6	18
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	-	-	-	9	2	2	-	-	-	17	30
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	-	-	4	-	10	14
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	6	2	-	2	-	3	8	21
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	5	5	7	3	-	2	12	34
Manager - Accounting 經理－會計	-	-	2	18	32	15	-	-	2	27	96

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資訊科技	-	-	-	12	15	-	2	-	5	48	82
E-Commerce Manager 電子商貿經理	-	-	-	2	-	-	-	-	-	5	7
Manager - Human Resources 經理－人力資源	-	-	-	7	4	-	-	-	-	13	24
Manager - Training/Learning and Development 經理－訓練／學習及培訓	-	-	-	-	-	-	-	-	10	-	10
Company Secretary 公司秘書	-	-	-	1	-	-	-	-	-	7	8
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	-	-	-	8	12	6	-	-	2	18	46
Legal Adviser 法律顧問	-	-	-	-	-	-	-	-	21	13	34
Manager - Compliance 經理－條例執行	-	-	-	5	30	7	2	-	-	9	53
Manager - Corporate Communications/Public Relations 經理－企業傳訊／公共關係	-	-	-	-	-	-	-	-	-	1	1
Manager - Internal Audit 經理－內部稽核	-	-	-	-	6	-	-	-	-	10	16
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	-	-	-	-	-	-	-	-	3	-	3
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	49	49
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>416</b>	<b>373</b>	<b>224</b>	<b>94</b>	<b>79</b>	<b>189</b>	<b>641</b>	<b>2 018</b>
SUPERVISORY LEVEL 主管級											
Administration Officer 行政主任	-	-	43	21	-	-	-	-	-	3	67
Management Trainee 見習主任	-	-	8	-	-	-	-	-	12	8	28
Representative 代表	-	-	-	-	-	-	-	-	17	-	17

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	25	-	-	-	-	-	9	56	90
Remittances Officer 匯兌主任	-	-	-	-	-	-	-	-	5	-	5
Settlement Officer 結算主任	-	-	4	19	-	-	-	-	7	5	35
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	43	36	22	4	10	-	-	180	295
Investment Analyst 投資分析員	-	-	46	51	11	-	-	-	-	120	228
Sales Officer – Investment Products 銷售主任－投資 產品	-	-	9	4	-	-	-	-	-	-	13
Sales Officer – Securities 銷售主任－證券	-	-	120	76	2	1	-	-	4	33	236
Securities Settlement Officer 證券交收結算主任	-	-	325	284	78	35	-	-	3	156	881
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	4	-	-	-	-	7	19	38
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	-	-	-	-	-	-	8	-	-	-	8
Trust Officer 信託主任	-	-	-	-	-	-	-	-	3	-	3
Credit Analyst 授信分析員	-	-	-	-	-	-	-	-	-	8	8
Credit Card Officer 信用卡主任	-	-	-	-	-	-	-	-	-	-	0
Credit Information Officer 資信調查主任	-	-	-	-	-	-	-	-	5	2	7
Credit/Loan Officer 授信／放款主任	-	-	12	5	-	-	-	-	-	13	30
Hire Purchase/ Leasing Officer 分期付款／ 租賃主任	-	-	-	-	-	-	-	-	31	-	31

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Business Development Officer 業務發展主任	-	-	8	-	4	-	-	-	10	7	29
Marketing Officer 市場推廣主任	-	-	10	-	-	-	-	-	-	25	35
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	5	3	8
Accounting Officer 會計主任	-	-	94	47	2	-	-	-	-	57	200
Computer Operations Officer 電腦運作主任	-	-	47	11	2	2	-	-	-	26	88
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	10	-	10
Programmer/ Technology Officer 程式員/科技主任	-	-	28	4	-	4	-	-	-	36	72
Systems Analyst 系統分析員	-	-	3	7	6	-	-	-	3	62	81
Human Resources Officer 人力資源主任	-	-	22	2	-	-	-	-	-	22	46
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	9	-	9
Compliance Officer 條例執行主任	-	-	18	22	8	-	-	-	-	21	69
Internal Audit Officer 內部稽核主任	-	-	8	5	-	2	-	-	-	6	21
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整主任	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	5	5
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	74	74
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>881</b>	<b>598</b>	<b>135</b>	<b>48</b>	<b>18</b>	<b>0</b>	<b>140</b>	<b>947</b>	<b>2 767</b>
CLERICAL LEVEL 文員級											
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	529	1 763	172	7	-	-	-	3	586	3 060



Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	310	350	-	-	-	-	-	-	35	695
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	115	57	-	-	-	-	-	2	192	366
Mailing Clerk 郵遞文員	-	5	6	-	-	-	-	-	-	15	26
Receptionist/ Telephone Operator 接待員／電話 操作員	-	23	27	-	-	-	-	-	54	23	127
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	-	-	-	-	-	-	2	-	2
Trade Finance Operations Clerk 貿易融資運作文員	-	-	4	-	-	-	-	-	2	-	6
Teller 櫃檯員	-	-	-	-	-	-	-	-	3	-	3
Credit/Loan Clerk 授信／放款文員	-	2	21	-	-	-	-	-	241	45	309
Telemarketing Representative 電話市場推廣代表	-	8	-	-	-	-	-	-	-	-	8
Accounting Clerk 會計文員	-	117	210	10	10	-	-	-	-	91	438
Computer Operator 電腦操作員	-	16	31	-	-	-	-	-	-	40	87
Internal Audit Clerk 內部稽核文員	-	5	9	-	-	-	-	-	-	16	30
<b>Sub-total 小計</b>	<b>0</b>	<b>1 130</b>	<b>2 478</b>	<b>182</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>307</b>	<b>1 043</b>	<b>5 157</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>1 130</b>	<b>3 361</b>	<b>1 196</b>	<b>525</b>	<b>272</b>	<b>112</b>	<b>79</b>	<b>636</b>	<b>2 631</b>	<b>9 942</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.6 : Average Monthly Income Range of Employees  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 4.6 : 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
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL 經理級											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	1	-	-	-	-	-	-	2	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	-	-	-	4	2	5	1	2	1	5	20
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理—行政	-	-	-	-	-	-	-	1	-	-	1
Manager - Branch Operations 經理—分行運作	-	-	-	-	-	-	-	-	-	-	0
Zone/District Manager 區域經理	-	-	-	-	-	-	-	1	-	-	1
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	-	-	-	1	-	-	-	1	-	-	2
Manager - Settlement 經理—結算	-	-	-	1	-	1	-	-	-	1	3
Risk Manager 風險經理	-	-	-	-	-	-	-	-	-	1	1
Chief Investment Officer/Manager - Investment 總投資主任/ 經理—投資	-	-	-	11	2	3	-	-	-	2	18
Financial Adviser/ Portfolio Manager 財務顧問/ 基金組合經理	-	-	-	-	-	1	-	-	-	-	1
Manager - Investment Services 經理—投資服務	-	-	-	-	-	1	-	-	-	1	2

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
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	-	-	-	41	10	3	8	2	-	7	-	71
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	-	-	-	-	-	-	-	-	-	1	-	1
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 - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	1	-	-	1	-	-	-	-	2
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	-	-	-	1	-	1
Manager - Accounting 經理－會計	-	-	-	3	-	-	-	-	-	1	-	4

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
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	-	-	-	-	-	-	1
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	-	1	-	-	-	-	-	-	1
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>62</b>	<b>16</b>	<b>14</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>22</b>	<b>134</b>	
SUPERVISORY LEVEL 主管級												
Administration Officer 行政主任	-	-	2	-	-	-	-	-	-	-	-	2
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	-	3	-	-	-	-	-	3
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	-	-	4	5	-	-	-	-	-	1	10
Investment Analyst 投資分析員	-	-	8	5	-	-	-	-	-	3	16
Sales Officer – Investment Products 銷售主任 – 投資 產品	-	1	8	-	1	-	-	-	-	3	13
Sales Officer – Securities 銷售主任 – 證券	-	-	10	2	-	-	-	-	-	-	12
Securities Settlement Officer 證券交收結算主任	-	1	18	35	4	-	-	-	-	5	63
Insurance Products Officer 保險產品主任	-	-	-	-	-	1	-	-	-	-	1
Mandatory Provident Fund Officer 強制性公積金主任	-	-	-	-	-	-	-	-	-	-	0
Operations Officer 運作主任	-	-	4	-	-	-	-	-	-	2	6
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

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
SUPERVISORY LEVEL (Continued) 主管級 (續)												
Business Development Officer 業務發展主任	-	-	-	-	-	-	-	-	-	-	-	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	-	-	7	1	-	1	-	-	-	-	3	12
Computer Operations Officer 電腦運作主任	-	-	-	3	-	-	-	-	-	-	-	3
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	-	-	-	-	-	-	0
Programmer/ Technology Officer 程式員/科技主任	-	-	2	-	-	-	-	-	-	-	3	5
Systems Analyst 系統分析員	-	-	-	-	-	-	-	-	-	-	-	0
Human Resources Officer 人力資源主任	-	-	-	2	-	-	-	-	-	-	-	2
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	-	-	-	0
Compliance Officer 條例執行主任	-	-	-	1	-	-	-	-	-	-	-	1
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
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	-	5	5
<b>Sub-total 小計</b>	<b>0</b>	<b>2</b>	<b>70</b>	<b>54</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>161</b>
CLERICAL LEVEL 文員級												
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	49	67	28	-	7	-	-	-	-	25	176

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	12	15	-	-	-	-	-	-	1	28
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	10	1	-	-	-	-	-	-	6	17
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	-	0
Receptionist/ Telephone Operator 接待員／電話 操作員	-	4	1	-	-	-	-	-	-	-	5
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	-	14	-	-	-	-	-	-	-	-	14
Accounting Clerk 會計文員	-	9	8	1	-	-	-	-	-	1	19
Computer Operator 電腦操作員	-	-	-	-	-	-	-	-	-	6	6
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>98</b>	<b>92</b>	<b>29</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>265</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>100</b>	<b>164</b>	<b>145</b>	<b>24</b>	<b>23</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>86</b>	<b>560</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.7 : Average Monthly Income Range of Employees  
(Stock, Bullion and Commodity Exchanges and Statutory  
Bodies in the Banking and Finance Industry)

表 4.7 : 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
	Below \$6,000 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 及以上	Not applicable/ 不適用/ 未有說明*	
MANAGERIAL LEVEL 經理級											
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	-	-	-	3	5
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	3	4
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



Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
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
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	-	-	-	-	-	2	-	-	-	-	-	2
Manager - Corporate Banking/Commercial Banking/Relationship Banking 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	-	-	4	-	-	-	-	-	4
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	-	-	-	2	2	-	4
Manager - Accounting 經理－會計	-	-	-	-	-	8	-	-	-	4	-	12

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／經理－資訊科技	-	-	-	-	-	54	-	-	-	3	57
E-Commerce Manager 電子商貿經理	-	-	-	-	-	3	-	-	-	-	3
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	-	6	11
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	-	-	-	10	14
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	660	660
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>87</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>727</b>	<b>831</b>
SUPERVISORY LEVEL 主管級											
Administration Officer 行政主任	-	-	-	-	2	-	-	-	-	-	2
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	5	5
Representative 代表	-	-	-	-	-	1	-	-	-	3	4

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
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
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	-	-	1	-	-	-	-	-	-	-	1
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

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
SUPERVISORY LEVEL (Continued) 主管級 (續)												
Business Development Officer 業務發展主任	-	-	1	-	-	-	-	-	-	-	-	1
Marketing Officer 市場推廣主任	-	-	5	1	-	-	-	-	-	-	-	6
Telemarketing Officer 電話市場推廣主任	-	-	-	-	-	-	-	-	-	-	-	0
Accounting Officer 會計主任	-	-	1	6	-	-	-	-	-	10	-	17
Computer Operations Officer 電腦運作主任	-	-	-	17	-	-	-	-	-	4	-	21
IT Audit Officer 資訊科技稽核主任	-	-	-	2	-	-	-	-	-	-	-	2
Programmer/ Technology Officer 程式員/科技主任	-	-	4	-	-	-	-	-	-	9	-	13
Systems Analyst 系統分析員	-	-	-	-	59	-	-	-	-	20	-	79
Human Resources Officer 人力資源主任	-	-	1	3	-	-	-	-	-	7	-	11
Training Officer/Instructor 訓練主任/導師	-	-	-	2	-	-	-	-	-	2	-	4
Compliance Officer 條例執行主任	-	-	-	-	-	-	-	-	-	-	-	0
Internal Audit Officer 內部稽核主任	-	-	1	-	-	-	-	-	-	2	-	3
Organization/ Productivity/Quality/ Re-Engineering Officer 組織/生產力/ 質素/工序重整主任	-	-	-	-	-	-	-	-	-	-	-	0
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	542	-	542
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>31</b>	<b>61</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>609</b>	-	<b>717</b>
CLERICAL LEVEL 文員級												
Money Changers Clerk 貨幣兌換文員	-	-	-	-	-	-	-	-	-	-	-	0
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	-	-	0

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	-	0
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	-	45	-	-	-	-	-	-	190	235
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	4	4
Receptionist/ Telephone Operator 接待員／電話 操作員	-	-	6	-	-	-	-	-	-	2	8
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	-	-	4	-	-	-	-	-	-	5	9
Computer Operator 電腦操作員	-	-	22	-	-	-	-	-	-	3	25
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>	<b>281</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>0</b>	<b>92</b>	<b>31</b>	<b>61</b>	<b>88</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>1 540</b>	<b>1 829</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.8 : Average Monthly Income Range of Employees  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 4.8 : 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										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
MANAGERIAL LEVEL 經理級												
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	-	-	-	-	7	3	3	-	-	3	-	16
Chief Representative 首席代表	-	-	-	-	-	-	-	-	-	-	-	0
Manager - Administration 經理—行政	-	-	-	1	-	-	-	-	-	1	-	2
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	-	-	-	56	16	-	-	-	-	15	-	87
Manager - Settlement 經理—結算	-	-	-	-	-	-	-	-	-	1	-	1
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	-	-	-	20	-	-	-	-	-	-	-	20

Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
MANAGERIAL LEVEL (Continued) 經理級 (續)												
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	-	-	-	20	-	-	-	-	-	-	-	20
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 Banking 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-	-	-	-	-	-	3	3
Manager - Accounting 經理－會計	-	-	1	-	4	-	-	-	-	-	2	7

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
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	-	-	-	-	-	-	3	4
E-Commerce Manager 電子商貿經理	-	-	-	-	-	-	-	-	-	-	0
Manager - Human Resources 經理－人力資源	-	-	-	3	-	-	-	-	-	1	4
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	-	-	-	3	-	-	-	-	-	-	3
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
Manager - Liaison 經理－聯絡	-	-	-	-	-	-	-	-	-	-	0
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>104</b>	<b>30</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>171</b>
SUPERVISORY LEVEL 主管級											
Administration Officer 行政主任	-	-	3	3	-	-	-	-	-	-	6
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	-	0
Representative 代表	-	-	-	-	-	-	-	-	-	-	0



Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	-	-	52	110	-	-	-	-	-	58	220
Remittances Officer 匯兌主任	-	9	94	12	-	-	-	-	-	-	115
Settlement Officer 結算主任	-	-	-	3	-	-	-	-	-	6	9
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	-	-	-	-	-	-	-	-	0
Investment Analyst 投資分析員	-	-	-	-	-	-	-	-	-	-	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	-	-	-	20	-	-	-	-	-	-	20
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

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Business Development Officer 業務發展主任	-	-	-	-	-	-	-	-	-	-	0
Marketing Officer 市場推廣主任	-	-	-	2	-	-	-	-	-	-	2
Telemarketing Officer 電話市場推廣主任	-	-	-	3	-	-	-	-	-	-	3
Accounting Officer 會計主任	-	-	3	3	-	-	-	-	-	3	9
Computer Operations Officer 電腦運作主任	-	-	-	2	-	-	-	-	-	2	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	-	-	-	-	-	2	4
Human Resources Officer 人力資源主任	-	1	3	1	-	-	-	-	-	1	6
Training Officer/Instructor 訓練主任／導師	-	-	-	1	-	-	-	-	-	-	1
Compliance Officer 條例執行主任	-	1	-	1	-	-	-	-	-	-	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
Investment Officer 投資主任	-	-	-	-	-	-	-	-	-	-	0
Liaison Officer 聯絡主任	-	-	-	-	-	-	-	-	-	-	0
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>0</b>	<b>11</b>	<b>162</b>	<b>162</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>407</b>
CLERICAL LEVEL 文員級											
Money Changers Clerk 貨幣兌換文員	17	519	96	-	-	-	-	-	-	-	632
Securities and Futures Assistant 證券及期貨助理	-	-	-	-	-	-	-	-	-	89	89

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
CLERICAL LEVEL (Continued) 文員級 (續)											
Securities Settlement Clerk 證券交收結算文員	-	-	-	-	-	-	-	-	-	-	0
Cashier 出納員	-	2	1	-	-	-	-	-	-	-	3
General Clerk 一般文員	-	14	7	-	-	-	-	-	-	9	30
Mailing Clerk 郵遞文員	-	-	-	-	-	-	-	-	-	-	0
Receptionist/ Telephone Operator 接待員／電話 操作員	-	1	1	-	-	-	-	-	-	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
Credit/Loan Clerk 授信／放款文員	-	-	-	-	-	-	-	-	-	-	0
Telemarketing Representative 電話市場推廣代表	-	-	28	-	-	-	-	-	-	-	28
Accounting Clerk 會計文員	-	6	11	-	-	-	-	-	-	3	20
Computer Operator 電腦操作員	-	2	-	-	-	-	-	-	-	3	5
Internal Audit Clerk 內部稽核文員	-	-	-	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>	<b>17</b>	<b>544</b>	<b>144</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>811</b>
<b>TOTAL 總計</b>	<b>17</b>	<b>555</b>	<b>308</b>	<b>266</b>	<b>30</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>207</b>	<b>1389</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 4.9 : Average Monthly Income Range of Employees  
(Other Financial Companies)

表 4.9 : 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
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL 經理級											
Assistant to Chief Executive Officer/ Director 行政總裁助理/ 董事助理	-	-	-	16	-	10	19	14	4	12	75
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	-	-	-	28	-	4	18	34	79	84	247
Chief Representative 首席代表	-	-	-	-	2	28	-	-	-	-	30
Manager - Administration 經理－行政	-	-	-	-	6	44	5	-	-	66	121
Manager - Branch Operations 經理－分行運作	-	-	-	-	1	-	-	-	-	1	2
Zone/District Manager 區域經理	-	-	-	-	-	-	-	-	3	-	3
Head of Treasury and Capital Markets 庫務及資本市場 主管	-	-	-	-	-	4	-	-	3	1	8
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	-	-	-	-	40	-	-	-	-	33	73
Manager - Settlement 經理－結算	-	-	-	-	2	5	-	-	-	18	25
Risk Manager 風險經理	-	-	-	-	-	5	-	-	-	31	36
Chief Investment Officer/Manager - Investment 總投資主任 / 經理－投資	-	-	-	-	-	-	2	24	25	89	140
Financial Adviser/ Portfolio Manager 財務顧問 / 基金組合經理	-	-	-	43	75	52	32	80	16	232	530
Manager - Investment Services 經理－投資服務	-	-	-	14	3	99	-	76	5	101	298

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
Manager - Private Banking 經理－私人銀行	-	-	-	-	-	-	-	1	-	7	8
Manager - Securities/ Custodian Services 經理－證券/ 代管人服務	-	-	-	-	-	-	-	-	-	1	1
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨 及商品交易	-	-	-	-	-	6	6	5	9	130	156
Manager - Branch 經理－分行	-	-	-	-	4	-	-	-	4	26	34
Manager - Insurance Products 經理－保險產品	-	-	-	-	-	-	-	-	-	-	0
Manager - Mandatory Provident Fund 經理－強制性 公積金	-	-	-	-	5	6	-	-	-	-	11
Manager - Trade Finance Operations 經理－貿易融資 運作	-	-	-	-	1	6	-	-	-	-	7
Manager - Trust 經理－信託	-	-	-	-	-	-	73	-	-	4	77
Manager - Credit 經理－授信	-	-	-	56	1	5	-	-	11	10	83
Manager - Credit Card 經理－信用卡	-	-	-	-	2	-	-	-	-	7	9
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	-	-	-	-	8	34	20	-	8	45	115
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行/ 商業銀行/關係 推廣	-	-	-	-	18	11	14	-	-	4	47
Manager - Marketing/ Product Development 經理－市場推廣/ 產品開發	-	-	-	2	7	66	2	5	4	22	108
Chief Financial Officer/Financial Controller 總財務主任/ 財務監督	-	-	-	-	-	2	7	8	9	17	43
Manager - Accounting 經理－會計	-	-	-	28	12	40	7	-	-	94	181

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
MANAGERIAL LEVEL (Continued) 經理級 (續)											
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	8	20	9	60	2	34	147
E-Commerce Manager 電子商貿經理	-	-	-	-	5	6	-	-	-	-	11
Manager - Human Resources 經理－人力資源	-	-	-	2	11	17	4	5	-	37	76
Manager - Training/Learning and Development 經理－訓練／學習及培訓	-	-	-	2	-	-	-	-	-	5	7
Company Secretary 公司秘書	-	-	-	-	2	-	-	-	-	1	3
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	-	-	-	-	-	2	4	-	-	88	94
Legal Adviser 法律顧問	-	-	-	-	-	2	9	9	5	27	52
Manager - Compliance 經理－條例執行	-	-	-	-	-	26	2	-	3	26	57
Manager - Corporate Communications/Public Relations 經理－企業傳訊／公共關係	-	-	-	-	-	4	11	3	-	20	38
Manager - Internal Audit 經理－內部稽核	-	-	-	2	-	-	3	-	-	6	11
Manager - Organization/Productivity/Quality/Re-Engineering 經理－組織／生產力／質素／工序重整	-	-	-	-	2	6	-	-	-	5	13
Manager - Property/Real Estate 經理－產業／房地產	-	-	-	-	-	-	-	-	-	-	0
Manager - Liaison 經理－聯絡	-	-	42	29	-	28	-	5	-	-	104
Other Manager 其他經理	-	-	-	-	-	-	-	-	-	119	119
<b>Sub-total 小計</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>236</b>	<b>215</b>	<b>538</b>	<b>247</b>	<b>329</b>	<b>190</b>	<b>1 403</b>	<b>3 200</b>
SUPERVISORY LEVEL 主管級											
Administration Officer 行政主任	-	-	2	30	28	-	-	-	-	11	71
Management Trainee 見習主任	-	-	-	-	-	-	-	-	-	1	1
Representative 代表	-	-	28	-	-	-	-	-	-	-	28

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Foreign Exchange and Money Market Dealer 外匯及拆放市場 交易員	-	-	-	1	-	-	36	-	-	91	128
Remittances Officer 匯兌主任	-	-	42	71	-	-	-	-	-	-	113
Settlement Officer 結算主任	-	-	3	10	3	-	-	-	-	29	45
Financial Adviser Representative/ Personal Consultant 財務顧問代表/ 私人顧問	-	-	174	157	224	161	-	-	-	362	1 078
Investment Analyst 投資分析員	-	-	47	101	45	72	-	-	-	164	429
Sales Officer – Investment Products 銷售主任－投資 產品	-	-	77	16	8	28	-	-	-	4	133
Sales Officer – Securities 銷售主任－證券	-	-	-	6	-	3	-	-	-	-	9
Securities Settlement Officer 證券交收結算主任	-	-	15	16	33	-	-	-	-	123	187
Insurance Products Officer 保險產品主任	-	-	-	-	-	-	-	-	-	-	0
Mandatory Provident Fund Officer 強制性公積金主任	-	-	17	4	-	-	-	-	-	-	21
Operations Officer 運作主任	-	-	17	4	16	-	-	-	-	178	215
Sales Officer – Insurance Products 銷售主任－保險 產品	-	-	1	-	-	-	-	-	-	-	1
Telecommunications Officer 電訊主任	-	-	-	-	-	-	-	-	-	4	4
Trade Finance Operations Officer 貿易融資運作主任	-	-	1	-	4	-	-	-	-	-	5
Trust Officer 信託主任	-	-	157	14	-	-	-	-	-	7	178
Credit Analyst 授信分析員	-	-	42	-	9	-	-	-	-	11	62
Credit Card Officer 信用卡主任	-	-	2	-	-	-	-	-	-	84	86
Credit Information Officer 資信調查主任	-	-	28	2	-	-	-	-	-	-	30
Credit/Loan Officer 授信／放款主任	-	-	2	-	3	-	-	-	-	13	18
Hire Purchase/ Leasing Officer 分期付款／ 租賃主任	-	-	1	1	-	-	-	-	-	-	2

Job Title 職稱	Number of Employees 僱員人數										Total 總計
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*	
SUPERVISORY LEVEL (Continued) 主管級 (續)											
Business Development Officer 業務發展主任	-	-	4	27	-	6	-	-	-	85	122
Marketing Officer 市場推廣主任	-	-	27	43	4	15	-	-	-	35	124
Telemarketing Officer 電話市場推廣主任	-	-	-	4	-	-	-	-	-	6	10
Accounting Officer 會計主任	-	-	33	47	18	3	-	-	-	128	229
Computer Operations Officer 電腦運作主任	-	-	24	19	15	2	-	-	-	65	125
IT Audit Officer 資訊科技稽核主任	-	-	-	-	-	2	-	-	-	-	2
Programmer/ Technology Officer 程式員/科技主任	-	-	44	88	11	-	-	-	-	96	239
Systems Analyst 系統分析員	-	-	49	12	48	2	-	-	-	116	227
Human Resources Officer 人力資源主任	-	-	11	24	7	3	-	-	-	66	111
Training Officer/Instructor 訓練主任/導師	-	-	-	-	-	-	-	-	-	7	7
Compliance Officer 條例執行主任	-	-	-	10	-	4	6	-	-	29	49
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	-	-	2	4	-	-	-	-	-	5	11
Investment Officer 投資主任	-	-	-	-	28	-	-	-	-	-	28
Liaison Officer 聯絡主任	-	29	29	43	14	15	-	-	-	-	130
Securities, Futures and Commodities Trading Officer 證券、期貨及商品 交易主任	-	-	-	-	-	-	-	-	-	-	0
Other Supervisor 其他主管	-	-	-	-	-	-	-	-	-	171	171
<b>Sub-total 小計</b>	<b>0</b>	<b>29</b>	<b>879</b>	<b>758</b>	<b>521</b>	<b>316</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>1 891</b>	<b>4 436</b>
CLERICAL LEVEL 文員級											
Money Changers Clerk 貨幣兌換文員	-	112	35	-	-	-	-	-	-	69	216
Securities and Futures Assistant 證券及期貨助理	-	6	43	-	-	-	-	-	-	123	172



Job Title 職稱	Number of Employees 僱員人數										Total 總計	
	Below \$6,000 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 及以上	Not applicable/ Unspecified* 不適用/ 未有說明*		
CLERICAL LEVEL (Continued) 文員級 (續)												
Securities Settlement Clerk 證券交收結算文員	-	-	21	-	-	-	-	-	-	-	-	21
Cashier 出納員	-	-	-	-	-	-	-	-	-	-	-	0
General Clerk 一般文員	-	274	559	14	-	-	-	-	-	469	-	1 316
Mailing Clerk 郵遞文員	-	15	-	-	-	-	-	-	-	19	-	34
Receptionist/ Telephone Operator 接待員／電話 操作員	-	60	23	-	-	-	-	-	-	41	-	124
Trade Finance Operations Checker 貿易融資運作 核對員	-	-	1	8	-	-	-	-	-	-	-	9
Trade Finance Operations Clerk 貿易融資運作文員	-	-	4	-	-	-	-	-	-	-	-	4
Teller 櫃檯員	-	-	27	-	-	-	-	-	-	-	-	27
Credit/Loan Clerk 授信／放款文員	-	-	79	-	3	-	-	-	-	79	-	161
Telemarketing Representative 電話市場推廣代表	-	-	27	3	-	-	-	-	-	4	-	34
Accounting Clerk 會計文員	-	-	104	-	-	-	-	-	-	107	-	211
Computer Operator 電腦操作員	-	6	140	-	-	-	-	-	-	65	-	211
Internal Audit Clerk 內部稽核文員	-	-	2	3	-	-	-	-	-	-	-	5
<b>Sub-total 小計</b>	<b>0</b>	<b>473</b>	<b>1 065</b>	<b>28</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>976</b>	<b>-</b>	<b>2 545</b>
<b>TOTAL 總計</b>	<b>0</b>	<b>502</b>	<b>1 986</b>	<b>1 022</b>	<b>739</b>	<b>854</b>	<b>289</b>	<b>329</b>	<b>190</b>	<b>4 270</b>	<b>-</b>	<b>10 181</b>

\* As the average monthly income range of employees of other principal jobs were widely spread, their statistics were grouped under "Unspecified".

Table 5 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Banking and Finance Industry)

表 5 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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)

1. The number of employees who left in the past 12 months (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	853	1 853	1 848	4 554
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	5	7	18	30
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	218	468	783	1 469
(d)	Emigration 移民	32	43	22	97
(e)	Repatriation 回國	39	7	4	50
(f)	Retirement 退休	81	69	125	275
(g)	Further studies 繼續進修	31	45	221	297
(h)	Other reasons 其他原因	77	257	356	690
(i)	Reasons unknown 理由不詳	1 012	1 069	1 809	3 890
	<b>Sub-total 小計</b>	<b>2 348</b>	<b>3 818</b>	<b>5 186</b>	<b>11 352</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	55	70	89	214
(b)	Company re-structured/closed 公司改組/結業	17	43	159	219
(c)	Expiry of employment contract 僱傭合約期滿	14	18	82	114
(d)	Poor performance 工作表現欠佳	71	131	249	451
(e)	Other reasons 其他原因	37	54	105	196
(f)	Reasons unknown 理由不詳	20	34	40	94
	<b>Sub-total 小計</b>	<b>214</b>	<b>350</b>	<b>724</b>	<b>1 288</b>
	<b>Total 總計</b>	<b>2 562</b>	<b>4 168</b>	<b>5 910</b>	<b>12 640</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	963	1 840	1 844	4 647
(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	23	36	45	104
(c)	From a non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	380	827	2 046	3 253
(d)	From a college/school direct 直接來自院校／學校	10	386	1 385	1 781
(e)	Others 其他	248	553	578	1 379
(f)	Sources unspecified 來源未有說明	979	1 020	1 687	3 686
<b>Total 總計</b>		<b>2 603</b>	<b>4 662</b>	<b>7 585</b>	<b>14 850</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
Geographic Origin 地域		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	2 363	4 385	7 541	14 289
(b)	Mainland 內地	20	4	4	28
(c)	Macau 澳門	-	2	-	2
(d)	Taiwan 台灣	8	77	4	89
(e)	Others 其他	191	113	22	326
(f)	Geographic origins unspecified 地域未有說明	21	81	14	116
<b>Total 總計</b>		<b>2 603</b>	<b>4 662</b>	<b>7 585</b>	<b>14 850</b>

Table 5.1 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Licensed Banks, Restricted Licence Banks and Local Representative  
Offices of Foreign Banks)

表 5.1 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分, 過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	341	1 022	1 200	2 563
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	2	2	6	10
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	49	333	540	922
(d)	Emigration 移民	31	23	19	73
(e)	Repatriation 回國	24	7	1	32
(f)	Retirement 退休	69	52	105	226
(g)	Further studies 繼續進修	28	41	200	269
(h)	Other reasons 其他原因	68	222	269	559
(i)	Reasons unknown 理由不詳	836	823	1 340	2 999
	<b>Sub-total 小計</b>	<b>1 448</b>	<b>2 525</b>	<b>3 680</b>	<b>7 653</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	48	64	64	176
(b)	Company re-structured/closed 公司改組/結業	8	10	16	34
(c)	Expiry of employment contract 僱傭合約期滿	14	12	74	100
(d)	Poor performance 工作表現欠佳	58	99	184	341
(e)	Other reasons 其他原因	25	49	29	103
(f)	Reasons unknown 理由不詳	20	18	13	51
	<b>Sub-total 小計</b>	<b>173</b>	<b>252</b>	<b>380</b>	<b>805</b>
	<b>Total 總計</b>	<b>1 621</b>	<b>2 777</b>	<b>4 060</b>	<b>8 458</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	513	899	922	2 334
(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	21	32	32	85
(c)	From a non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	138	583	1 314	2 035
(d)	From a college/school direct 直接來自院校／學校	-	338	1 125	1 463
(e)	Others 其他	118	537	551	1 206
(f)	Sources unspecified 來源未有說明	951	958	1 623	3 532
	<b>Total 總計</b>	<b>1 741</b>	<b>3 347</b>	<b>5 567</b>	<b>10 655</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	1 698	3 211	5 563	10 472
(b)	Mainland 內地	-	4	-	4
(c)	Macau 澳門	-	2	-	2
(d)	Taiwan 台灣	6	55	4	65
(e)	Others 其他	30	44	-	74
(f)	Geographic origins unspecified 地域未有說明	7	31	-	38
	<b>Total 總計</b>	<b>1 741</b>	<b>3 347</b>	<b>5 567</b>	<b>10 655</b>

Table 5.2 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Deposit-taking Companies)

表 5.2 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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)

1. The number of employees who left in the past 12 months (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	23	53	36	112
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	-	2	3	5
(d)	Emigration 移民	-	-	1	1
(e)	Repatriation 回國	4	-	-	4
(f)	Retirement 退休	-	-	-	0
(g)	Further studies 繼續進修	-	-	-	0
(h)	Other reasons 其他原因	2	1	1	4
(i)	Reasons unknown 理由不詳	4	17	15	36
	<b>Sub-total</b> 小計	<b>33</b>	<b>73</b>	<b>56</b>	<b>162</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	-	-	-	0
(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	-	-	2	2
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 理由不詳	-	-	-	0
	<b>Sub-total</b> 小計	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>
	<b>Total</b> 總計	<b>33</b>	<b>73</b>	<b>59</b>	<b>165</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	14	43	22	79
(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	-	-	7	7
(c)	From a non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	-	3	23	26
(d)	From a college/school direct 直接來自院校／學校	-	1	1	2
(e)	Others 其他	3	1	1	5
(f)	Sources unspecified 來源未有說明	-	-	-	0
	<b>Total 總計</b>	<b>17</b>	<b>48</b>	<b>54</b>	<b>119</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	14	47	54	115
(b)	Mainland 內地	-	-	-	0
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	3	1	-	4
(f)	Geographic origins unspecified 地域未有說明	-	-	-	0
	<b>Total 總計</b>	<b>17</b>	<b>48</b>	<b>54</b>	<b>119</b>

Table 5.3 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Investment and Holding Companies)

表 5.3 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行／財務的工作或創辦與財務有關的業務	244	156	126	526
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行／非財務／非保險的工作或創辦非財務／非保險的業務	41	41	41	123
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	-	5	-	5
(g)	Further studies 繼續進修	-	2	-	2
(h)	Other reasons 其他原因	-	-	4	4
(i)	Reasons unknown 理由不詳	101	104	54	259
	<b>Sub-total 小計</b>	<b>386</b>	<b>308</b>	<b>225</b>	<b>919</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	-	-	2	2
(e)	Other reasons 其他原因	10	-	50	60
(f)	Reasons unknown 理由不詳	-	-	-	0
	<b>Sub-total 小計</b>	<b>12</b>	<b>0</b>	<b>52</b>	<b>64</b>
	<b>Total 總計</b>	<b>398</b>	<b>308</b>	<b>277</b>	<b>983</b>



2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	83	169	203	455
(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 non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	101	89	132	322
(d)	From a college/school direct 直接來自院校／學校	10	10	45	65
(e)	Others 其他	80	-	-	80
(f)	Sources unspecified 來源未有說明	-	-	-	0
	<b>Total 總計</b>	<b>274</b>	<b>268</b>	<b>380</b>	<b>922</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	184	217	380	781
(b)	Mainland 內地	-	-	-	0
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	80	21	-	101
(f)	Geographic origins unspecified 地域未有說明	10	30	-	40
	<b>Total 總計</b>	<b>274</b>	<b>268</b>	<b>380</b>	<b>922</b>

Table 5.4 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Personal Loans and Related Companies)

表 5.4 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	5	50	42	97
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	1	-	6	7
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	-	-	1	1
(g)	Further studies 繼續進修	-	-	-	0
(h)	Other reasons 其他原因	-	14	7	21
(i)	Reasons unknown 理由不詳	-	-	33	33
	<b>Sub-total 小計</b>	<b>6</b>	<b>64</b>	<b>89</b>	<b>159</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	-	-	-	0
(b)	Company re-structured/closed 公司改組/結業	2	2	-	4
(c)	Expiry of employment contract 僱傭合約期滿	-	6	6	12
(d)	Poor performance 工作表現欠佳	-	-	23	23
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 理由不詳	-	-	-	0
	<b>Sub-total 小計</b>	<b>2</b>	<b>8</b>	<b>29</b>	<b>39</b>
	<b>Total 總計</b>	<b>8</b>	<b>72</b>	<b>118</b>	<b>198</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	3	48	63	114
(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 non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	-	1	34	35
(d)	From a college/school direct 直接來自院校／學校	-	2	11	13
(e)	Others 其他	-	-	-	0
(f)	Sources unspecified 來源未有說明	-	-	-	0
	<b>Total 總計</b>	<b>3</b>	<b>51</b>	<b>108</b>	<b>162</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	3	51	108	162
(b)	Mainland 內地	-	-	-	0
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	-	-	-	0
(f)	Geographic origins unspecified 地域未有說明	-	-	-	0
	<b>Total 總計</b>	<b>3</b>	<b>51</b>	<b>108</b>	<b>162</b>

Table 5.5 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Stock and Share Companies)

表 5.5 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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)

1. The number of employees who left in the past 12 months (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行／財務的工作或創辦與財務有關的業務	107	122	216	445
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	-	-	5	5
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行／非財務／非保險的工作或創辦非財務／非保險的業務	30	26	53	109
(d)	Emigration 移民	-	-	2	2
(e)	Repatriation 回國	4	-	-	4
(f)	Retirement 退休	-	10	7	17
(g)	Further studies 繼續進修	-	-	11	11
(h)	Other reasons 其他原因	-	-	8	8
(i)	Reasons unknown 理由不詳	15	58	122	195
	<b>Sub-total 小計</b>	<b>156</b>	<b>216</b>	<b>424</b>	<b>796</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	-	-	4
(b)	Company re-structured/closed 公司改組／結業	2	-	50	52
(c)	Expiry of employment contract 僱傭合約期滿	-	-	2	2
(d)	Poor performance 工作表現欠佳	2	16	19	37
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 理由不詳	-	15	27	42
	<b>Sub-total 小計</b>	<b>8</b>	<b>31</b>	<b>98</b>	<b>137</b>
	<b>Total 總計</b>	<b>164</b>	<b>247</b>	<b>522</b>	<b>933</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	127	253	338	718
(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 non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	9	24	129	162
(d)	From a college/school direct 直接來自院校／學校	-	8	59	67
(e)	Others 其他	2	12	6	20
(f)	Sources unspecified 來源未有說明	6	41	12	59
	<b>Total 總計</b>	<b>144</b>	<b>338</b>	<b>544</b>	<b>1 026</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	120	285	540	945
(b)	Mainland 內地	2	-	-	2
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	2	22	-	24
(e)	Others 其他	16	13	4	33
(f)	Geographic origins unspecified 地域未有說明	4	18	-	22
	<b>Total 總計</b>	<b>144</b>	<b>338</b>	<b>544</b>	<b>1 026</b>

Table 5.6 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 5.6 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分, 過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	2	11	11	24
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	-	4	-	4
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	-	3	4	7
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	-	-	-	0
(g)	Further studies 繼續進修	-	-	-	0
(h)	Other reasons 其他原因	-	-	4	4
(i)	Reasons unknown 理由不詳	1	5	52	58
	<b>Sub-total 小計</b>	<b>3</b>	<b>23</b>	<b>71</b>	<b>97</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	-	-	-	0
(b)	Company re-structured/closed 公司改組/結業	3	1	10	14
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	-	2	1	3
(e)	Other reasons 其他原因	-	-	-	0
(f)	Reasons unknown 理由不詳	-	-	-	0
	<b>Sub-total 小計</b>	<b>3</b>	<b>3</b>	<b>11</b>	<b>17</b>
	<b>Total 總計</b>	<b>6</b>	<b>26</b>	<b>82</b>	<b>114</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	19	46	69
(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	-	-	3	3
(c)	From a non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	-	2	7	9
(d)	From a college/school direct 直接來自院校／學校	-	-	54	54
(e)	Others 其他	-	-	-	0
(f)	Sources unspecified 來源未有說明	4	-	-	4
	<b>Total 總計</b>	<b>8</b>	<b>21</b>	<b>110</b>	<b>139</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	7	17	101	125
(b)	Mainland 內地	-	-	1	1
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	1	4	8	13
(f)	Geographic origins unspecified 地域未有說明	-	-	-	0
	<b>Total 總計</b>	<b>8</b>	<b>21</b>	<b>110</b>	<b>139</b>

Table 5.7 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Stock, Bullion and Commodity Exchanges and Statutory Bodies in the  
Banking and Finance Industry)

表 5.7 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分, 過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	9	33	3	45
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	1	1	3	5
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	6	5	1	12
(d)	Emigration 移民	1	2	-	3
(e)	Repatriation 回國	1	-	-	1
(f)	Retirement 退休	9	-	-	9
(g)	Further studies 繼續進修	-	2	1	3
(h)	Other reasons 其他原因	4	10	3	17
(i)	Reasons unknown 理由不詳	7	8	2	17
	<b>Sub-total 小計</b>	<b>38</b>	<b>61</b>	<b>13</b>	<b>112</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	-	-	1	1
(b)	Company re-structured/closed 公司改組/結業	2	-	-	2
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	-	-	2	2
(e)	Other reasons 其他原因	2	1	4	7
(e)	Reasons unknown 理由不詳	-	-	-	0
	<b>Sub-total 小計</b>	<b>4</b>	<b>1</b>	<b>7</b>	<b>12</b>
	<b>Total 總計</b>	<b>42</b>	<b>62</b>	<b>20</b>	<b>124</b>



2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	16	33	19	68
(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 non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	13	29	19	61
(d)	From a college/school direct 直接來自院校／學校	-	3	-	3
(e)	Others 其他	-	-	-	0
(f)	Sources unspecified 來源未有說明	-	-	-	0
	<b>Total 總計</b>	<b>29</b>	<b>66</b>	<b>38</b>	<b>133</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	22	66	38	126
(b)	Mainland 內地	-	-	-	0
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	7	-	-	7
(f)	Geographic origins unspecified 地域未有說明	-	-	-	0
	<b>Total 總計</b>	<b>29</b>	<b>66</b>	<b>38</b>	<b>133</b>

Table 5.8 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 5.8 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	-	5	9	14
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	-	-	-	0
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	-	-	23	23
(d)	Emigration 移民	-	-	-	0
(e)	Repatriation 回國	-	-	-	0
(f)	Retirement 退休	1	-	9	10
(g)	Further studies 繼續進修	-	-	-	0
(h)	Other reasons 其他原因	-	-	27	27
(i)	Reasons unknown 理由不詳	-	-	28	28
	<b>Sub-total 小計</b>	<b>1</b>	<b>5</b>	<b>96</b>	<b>102</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	-	-	16	16
(b)	Company re-structured/closed 公司改組/結業	-	2	11	13
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	-	-	3	3
(e)	Other reasons 其他原因	-	-	7	7
(f)	Reasons unknown 理由不詳	-	-	-	0
	<b>Sub-total 小計</b>	<b>0</b>	<b>2</b>	<b>37</b>	<b>39</b>
	<b>Total 總計</b>	<b>1</b>	<b>7</b>	<b>133</b>	<b>141</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	-	5	39	44
(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 non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	-	1	37	38
(d)	From a college/school direct 直接來自院校／學校	-	-	20	20
(e)	Others 其他	-	-	5	5
(f)	Sources unspecified 來源未有說明	-	-	-	0
	<b>Total 總計</b>	<b>0</b>	<b>6</b>	<b>101</b>	<b>107</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	-	6	88	94
(b)	Mainland 內地	-	-	3	3
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	-	-	10	10
(f)	Geographic origins unspecified 地域未有說明	-	-	-	0
	<b>Total 總計</b>	<b>0</b>	<b>6</b>	<b>101</b>	<b>107</b>

Table 5.9 : Staff Turnover in the Past 12 Months (1.1.2006 to 31.12.2006)  
by Reason, by Source and by Geographic Origin  
(Other Financial Companies)

表 5.9 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 (1.1.2006 to 31.12.2006) by reason: 按原因劃分，過去十二個月內 (1.1.2006 至 31.12.2006) 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 banking/finance jobs or starting own finance related business 擔任銀行/財務的工作或創辦與財務有關的業務	122	401	205	728
(b)	Taking up insurance jobs/jobs related to the insurance industry or starting own insurance related business 擔任保險業或與保險業有關的工作或創辦與保險有關的業務	2	-	4	6
(c)	Taking up non-banking/non-finance/non-insurance jobs or starting own non-finance/non-insurance business 擔任非銀行/非財務/非保險的工作或創辦非財務/非保險的業務	91	58	112	261
(d)	Emigration 移民	-	18	-	18
(e)	Repatriation 回國	6	-	3	9
(f)	Retirement 退休	2	2	3	7
(g)	Further studies 繼續進修	3	-	9	12
(h)	Other reasons 其他原因	3	10	33	46
(i)	Reasons unknown 理由不詳	48	54	163	265
	<b>Sub-total 小計</b>	<b>277</b>	<b>543</b>	<b>532</b>	<b>1 352</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	1	6	8	15
(b)	Company re-structured/closed 公司改組/結業	-	28	71	99
(c)	Expiry of employment contract 僱傭合約期滿	-	-	-	0
(d)	Poor performance 工作表現欠佳	11	14	13	38
(e)	Other reasons 其他原因	-	4	15	19
(f)	Reasons unknown 理由不詳	-	1	-	1
	<b>Sub-total 小計</b>	<b>12</b>	<b>53</b>	<b>107</b>	<b>172</b>
	<b>Total 總計</b>	<b>289</b>	<b>596</b>	<b>639</b>	<b>1 524</b>

2. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by source: 按來源劃分，過去十二個月內（1.1.2006 至 31.12.2006）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	203	371	192	766
(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	3	3	8
(c)	From a non-bank/non-finance/ non-insurance company 來自非銀行／非財務／非保險業務的機構	119	95	351	565
(d)	From a college/school direct 直接來自院校／學校	-	24	70	94
(e)	Others 其他	45	3	15	63
(f)	Sources unspecified 來源未有說明	18	21	52	91
	<b>Total 總計</b>	<b>387</b>	<b>517</b>	<b>683</b>	<b>1 587</b>
3. The number of recruits in the past 12 months (1.1.2006 to 31.12.2006) by geographic origin: 按地域劃分，過去十二個月內（1.1.2006 至 31.12.2006）所招聘的僱員人數：					
	Geographic Origin 地域	Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
(a)	Hong Kong 香港	315	485	669	1 469
(b)	Mainland 內地	18	-	-	18
(c)	Macau 澳門	-	-	-	0
(d)	Taiwan 台灣	-	-	-	0
(e)	Others 其他	54	30	-	84
(f)	Geographic origins unspecified 地域未有說明	-	2	14	16
	<b>Total 總計</b>	<b>387</b>	<b>517</b>	<b>683</b>	<b>1 587</b>

Table 6 : No. of Internal Promotions in the Past 12 Months  
(1.1.2006 to 31.12.2006)  
(Banking and Finance Industry)

表 6 : 過去十二個月內 ( 1.1.2006 至 31.12.2006 )  
的內部晉升人數  
( 銀行及金融業 )

Branch 門類	Job Level 職級	No. of Internal Promotions in the Past 12 Months 過去一年 獲內部晉升的人數	Distribution of Internal Promotions (%) 內部晉升人數的分佈 (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	From Supervisor to Manager 由主管晉升為經理	595	35.5
	From Clerk to Supervisor 由文員晉升為主管	1 057	63.1
	From Others to Clerk 由其他職級晉升為文員	24	1.4
	<b>Total 總計</b>	<b>1 676</b>	<b>100</b>
Deposit-taking Companies 接受存款公司	From Supervisor to Manager 由主管晉升為經理	1	6.3
	From Clerk to Supervisor 由文員晉升為主管	9	56.2
	From Others to Clerk 由其他職級晉升為文員	6	37.5
	<b>Total 總計</b>	<b>16</b>	<b>100</b>
Investment and Holding Companies 投資及控股公司	From Supervisor to Manager 由主管晉升為經理	105	46.5
	From Clerk to Supervisor 由文員晉升為主管	121	53.5
	From Others to Clerk 由其他職級晉升為文員	-	-
	<b>Total 總計</b>	<b>226</b>	<b>100</b>
Personal Loans and Related Companies 私人貸款及有關公司	From Supervisor to Manager 由主管晉升為經理	3	14.3
	From Clerk to Supervisor 由文員晉升為主管	18	85.7
	From Others to Clerk 由其他職級晉升為文員	-	-
	<b>Total 總計</b>	<b>21</b>	<b>100</b>
Stock and Share Companies 股票公司	From Supervisor to Manager 由主管晉升為經理	62	40.3
	From Clerk to Supervisor 由文員晉升為主管	91	59.1
	From Others to Clerk 由其他職級晉升為文員	1	0.6
	<b>Total 總計</b>	<b>154</b>	<b>100</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	From Supervisor to Manager 由主管晉升為經理	2	18.2
	From Clerk to Supervisor 由文員晉升為主管	8	72.7
	From Others to Clerk 由其他職級晉升為文員	1	9.1
	<b>Total 總計</b>	<b>11</b>	<b>100</b>

Branch 門類	Job Level 職級	No. of Internal Promotions in the Past 12 Months 過去一年 獲內部晉升的人數	Distribution of Internal Promotions (%) 內部晉升人數的分佈 (百分比)
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 由主管晉升為經理	23	54.8
	From Clerk to Supervisor 由文員晉升為主管	16	38.1
	From Others to Clerk 由其他職級晉升為文員	3	7.1
	<b>Total 總計</b>	<b>42</b>	<b>100</b>
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	From Supervisor to Manager 由主管晉升為經理	1	25.0
	From Clerk to Supervisor 由文員晉升為主管	3	75.0
	From Others to Clerk 由其他職級晉升為文員	-	-
	<b>Total 總計</b>	<b>4</b>	<b>100</b>
Other Financial Companies 其他財務公司	From Supervisor to Manager 由主管晉升為經理	48	38.7
	From Clerk to Supervisor 由文員晉升為主管	74	59.7
	From Others to Clerk 由其他職級晉升為文員	2	1.6
	<b>Total 總計</b>	<b>124</b>	<b>100</b>
<b>All Branches 全部門類</b>	<b>From Supervisor to Manager 由主管晉升為經理</b>	<b>840</b>	<b>36.9</b>
	<b>From Clerk to Supervisor 由文員晉升為主管</b>	<b>1 397</b>	<b>61.5</b>
	<b>From Others to Clerk 由其他職級晉升為文員</b>	<b>37</b>	<b>1.6</b>
	<b>Total 總計</b>	<b>2 274</b>	<b>100</b>

Table 7 : Number of Establishments Encountered  
Recruitment Difficulties in the Past 12 Months  
(Banking and Finance Industry)

表 7 : 過去十二個月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	16	9.7	21	12.7	15	9.1
	No 沒有	46	27.9	47	28.5	51	30.9
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	103	62.4	97	58.8	99	60.0
	<b>Total 總計</b>	<b>165</b>	<b>100</b>	<b>165</b>	<b>100</b>	<b>165</b>	<b>100</b>
Deposit-taking Companies 接受存款公司	Yes 有	2	9.5	3	14.3	3	14.3
	No 沒有	6	28.6	5	23.8	7	33.3
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	13	61.9	13	61.9	11	52.4
	<b>Total 總計</b>	<b>21</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>21</b>	<b>100</b>
Investment and Holding Companies 投資及控股公司	Yes 有	-	-	20	3.3	4	0.7
	No 沒有	40	6.6	23	3.8	25	4.1
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	563	93.4	560	92.9	574	95.2
	<b>Total 總計</b>	<b>603</b>	<b>100</b>	<b>603</b>	<b>100</b>	<b>603</b>	<b>100</b>
Personal Loans and Related Companies 私人貸款及有關公司	Yes 有	1	0.3	16	4.4	27	7.4
	No 沒有	-	-	41	11.3	28	7.7
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	363	99.7	307	84.3	309	84.9
	<b>Total 總計</b>	<b>364</b>	<b>100</b>	<b>364</b>	<b>100</b>	<b>364</b>	<b>100</b>
Stock and Share Companies 股票公司	Yes 有	36	5.9	33	5.4	60	9.8
	No 沒有	22	3.6	36	5.9	107	17.6
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	551	90.5	540	88.7	442	72.6
	<b>Total 總計</b>	<b>609</b>	<b>100</b>	<b>609</b>	<b>100</b>	<b>609</b>	<b>100</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/ 交易商	Yes 有	-	-	6	9.1	9	13.6
	No 沒有	3	4.6	5	7.6	7	10.6
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	63	95.4	55	83.3	50	75.8
	<b>Total 總計</b>	<b>66</b>	<b>100</b>	<b>66</b>	<b>100</b>	<b>66</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	-	-	-	-	-	-
	No 沒有	2	100.0	2	100.0	1	50.0
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	-	-	-	-	1	50.0
	<b>Total 總計</b>	<b>2</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>2</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
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/ 交易商	Yes 有	-	-	1	0.3	31	9.0
	No 沒有	-	-	1	0.3	25	7.2
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	345	100.0	343	99.4	289	83.8
	<b>Total 總計</b>	<b>345</b>	<b>100</b>	<b>345</b>	<b>100</b>	<b>345</b>	<b>100</b>
Other Financial Companies 其他財務公司	Yes 有	27	2.5	58	5.4	35	3.2
	No 沒有	35	3.2	73	6.7	63	5.8
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	1 023	94.3	954	87.9	987	91.0
	<b>Total 總計</b>	<b>1 085</b>	<b>100</b>	<b>1 085</b>	<b>100</b>	<b>1 085</b>	<b>100</b>
<b>All Branches 全部門類</b>	Yes 有	<b>82</b>	<b>2.5</b>	<b>158</b>	<b>4.8</b>	<b>184</b>	<b>5.7</b>
	No 沒有	<b>154</b>	<b>4.7</b>	<b>233</b>	<b>7.2</b>	<b>314</b>	<b>9.6</b>
	Have not recruited or tried to recruit 未曾招聘或未有嘗試招聘員工	<b>3 024</b>	<b>92.8</b>	<b>2 869</b>	<b>88.0</b>	<b>2 762</b>	<b>84.7</b>
	<b>Total 總計</b>	<b>3 260</b>	<b>100</b>	<b>3 260</b>	<b>100</b>	<b>3 260</b>	<b>100</b>

Table 8 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Banking and Finance Industry)

表 8 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	16	19	10	45
(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	-	-	3	3
(c)	Lack of candidates with relevant experience and training 職位申請人缺乏相關經驗及訓練	69	104	93	266
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	28	85	63	176
(e)	Other reasons 其他原因	-	2	30	32
	<b>Total 總計</b>	<b>113</b>	<b>210</b>	<b>199</b>	<b>522</b>

Table 8.1 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Licensed Banks, Restricted Licence Banks and Local Representative Offices of Foreign Banks)

表 8.1 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	6	6	2	14
(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	-	-	2	2
(c)	Lack of candidates with relevant experience and training 職位申請人缺乏相關經驗及訓練	14	17	9	40
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	10	11	4	25
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>30</b>	<b>34</b>	<b>17</b>	<b>81</b>

Table 8.2 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Deposit-taking Companies)

表 8.2 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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 職位申請人缺乏相關經驗及訓練	1	3	2	6
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	1	-	-	1
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>9</b>

Table 8.3 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Investment and Holding Companies)

表 8.3 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	-	-	-	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 職位申請人缺乏相關 經驗及訓練	-	-	4	4
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能 符合求職者要求	-	20	-	20
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>0</b>	<b>20</b>	<b>4</b>	<b>24</b>

Table 8.4 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Personal Loans and Related Companies)

表 8.4 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	<b>1</b>
(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	-	-	-	<b>0</b>
(c)	Lack of candidates with relevant experience and training 職位申請人缺乏相關 經驗及訓練	1	-	10	<b>11</b>
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能 符合求職者要求	-	16	10	<b>26</b>
(e)	Other reasons 其他原因	-	-	7	<b>7</b>
	<b>Total 總計</b>	<b>1</b>	<b>16</b>	<b>28</b>	<b>45</b>

Table 8.5 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Stock and Share Companies)

表 8.5 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	2	-	-	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 職位申請人缺乏相關經驗及訓練	30	26	46	102
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	10	11	20	41
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>42</b>	<b>37</b>	<b>66</b>	<b>145</b>

Table 8.6 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 8.6 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	2	3
(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 職位申請人缺乏相關經驗及訓練	-	6	4	10
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	-	2	4	6
(e)	Other reasons 其他原因	-	-	1	1
<b>Total 總計</b>		<b>0</b>	<b>9</b>	<b>11</b>	<b>20</b>



Table 8.7 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Stock, Bullion and Commodity Exchanges and Statutory Bodies in the Banking and Finance Industry)

表 8.7 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	-	-	-	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 職位申請人缺乏相關經驗及訓練	-	-	-	0
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	-	-	-	0
(e)	Other reasons 其他原因	-	-	-	0
	<b>Total 總計</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Table 8.8 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 8.8 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	-	-	3	3
(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	-	-	1	1
(c)	Lack of candidates with relevant experience and training 職位申請人缺乏相關經驗及訓練	-	-	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要求	-	1	17	18
(e)	Other reasons 其他原因	-	-	8	8
	<b>Total 總計</b>	<b>0</b>	<b>1</b>	<b>35</b>	<b>36</b>

Table 8.9 : Reasons of Recruitment Difficulties in the Past 12 Months (1.1.2006 to 31.12.2006)  
(Other Financial Companies)

表 8.9 : 過去十二個月內 (1.1.2006 至 31.12.2006) 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	7	12	1	20
(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 職位申請人缺乏相關經驗及訓練	23	52	12	87
(d)	Working conditions/ remuneration package could not meet recruits' expectations 服務條件/薪酬未能符合求職者要求	7	24	8	39
(e)	Other reasons 其他原因	-	2	14	16
	<b>Total 總計</b>	<b>37</b>	<b>90</b>	<b>35</b>	<b>162</b>

Table 9 : Number of Hong Kong Employees  
Required to Work in Mainland  
(Banking and Finance Industry)

表 9 : 需要在內地工作的僱員人數  
(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 2008 2008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	197	233
		Travelling Basis 非長駐	57	51
		Sub-total 小計	254	284
	Supervisory 主管級	Stationed Basis 長駐	12	12
		Travelling Basis 非長駐	9	11
		Sub-total 小計	21	23
	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>213</b>	<b>249</b>
		<b>Travelling Basis 非長駐</b>	<b>66</b>	<b>62</b>
		<b>Total 總計</b>	<b>279</b>	<b>311</b>
	Deposit-taking Companies 接受存款公司	Managerial 經理級	Stationed Basis 長駐	-
Travelling Basis 非長駐			-	-
Sub-total 小計			0	0
Supervisory 主管級		Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	-	-
		Sub-total 小計	0	0
Clerical 文員級		Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	-	-
		Sub-total 小計	0	0
<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>0</b>	<b>0</b>
		<b>Total 總計</b>	<b>0</b>	<b>0</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 2008 2008年1月時	
Investment and Holding Companies 投資及控股公司	Managerial 經理級	Stationed Basis 長駐	12	12	
		Travelling Basis 非長駐	300	180	
		Sub-total 小計	312	192	
	Supervisory 主管級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	69	69	
		Sub-total 小計	69	69	
	Clerical 文員級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	0	0	
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>12</b>	<b>12</b>	
		<b>Travelling Basis 非長駐</b>	<b>369</b>	<b>249</b>	
		<b>Total 總計</b>	<b>381</b>	<b>261</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	-	-	
		Sub-total 小計	0	0	
	Supervisory 主管級	Stationed Basis 長駐	4	4	
		Travelling Basis 非長駐	1	1	
		Sub-total 小計	5	5	
	Clerical 文員級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	0	0	
	<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>1</b>	<b>1</b>	
		<b>Total 總計</b>	<b>5</b>	<b>5</b>	
	Stock and Share Companies 股票公司	Managerial 經理級	Stationed Basis 長駐	4	4
			Travelling Basis 非長駐	34	34
			Sub-total 小計	38	38
Supervisory 主管級		Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	12	12	
		Sub-total 小計	12	12	
Clerical 文員級		Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	14	24	
		Sub-total 小計	14	24	
<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>60</b>	<b>70</b>	
		<b>Total 總計</b>	<b>64</b>	<b>74</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 2008 2008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	8	9	
		Sub-total 小計	8	9	
	Supervisory 主管級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	10	10	
		Sub-total 小計	10	10	
	Clerical 文員級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	0	0	
	<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>18</b>	<b>19</b>	
		<b>Total 總計</b>	<b>18</b>	<b>19</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	1	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	1	1	
	Supervisory 主管級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	0	0	
	Clerical 文員級	Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	0	0	
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>1</b>	<b>1</b>	
		<b>Travelling Basis 非長駐</b>	<b>0</b>	<b>0</b>	
		<b>Total 總計</b>	<b>1</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	4	4
			Travelling Basis 非長駐	6	6
			Sub-total 小計	10	10
Supervisory 主管級		Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	6	6	
		Sub-total 小計	6	6	
Clerical 文員級		Stationed Basis 長駐	-	-	
		Travelling Basis 非長駐	-	-	
		Sub-total 小計	0	0	
<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>12</b>	<b>12</b>	
		<b>Total 總計</b>	<b>16</b>	<b>16</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 2008 2008年1月時
Other Financial Companies 其他財務公司	Managerial 經理級	Stationed Basis 長駐	4	5
		Travelling Basis 非長駐	187	187
		Sub-total 小計	191	192
	Supervisory 主管級	Stationed Basis 長駐	24	24
		Travelling Basis 非長駐	57	42
		Sub-total 小計	81	66
	Clerical 文員級	Stationed Basis 長駐	-	-
		Travelling Basis 非長駐	-	-
		Sub-total 小計	0	0
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>28</b>	<b>29</b>
		<b>Travelling Basis 非長駐</b>	<b>244</b>	<b>229</b>
		<b>Total 總計</b>	<b>272</b>	<b>258</b>
All Branches 全部門類	Managerial 經理級	Stationed Basis 長駐	222	259
		Travelling Basis 非長駐	592	467
		Sub-total 小計	814	726
	Supervisory 主管級	Stationed Basis 長駐	40	40
		Travelling Basis 非長駐	164	151
		Sub-total 小計	204	191
	Clerical 文員級	Stationed Basis 長駐	4	4
		Travelling Basis 非長駐	14	24
		Sub-total 小計	18	28
	<b>Total 總計</b>	<b>Stationed Basis 長駐</b>	<b>266</b>	<b>303</b>
		<b>Travelling Basis 非長駐</b>	<b>770</b>	<b>642</b>
		<b>Total 總計</b>	<b>1 036</b>	<b>945</b>

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

Table 10 : Effects of Mainland Operations on  
Hong Kong Employees  
(Banking and Finance Industry)

表 10 : 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 2008 2008年1月時
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	Additional employees need to recruit 須增聘的僱員數目	10	-
	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	62	106
Deposit-taking Companies 接受存款公司	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	-	-
Investment and Holding Companies 投資及控股公司	Additional employees need to recruit 須增聘的僱員數目	78	78
	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	78	78
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	4	4
	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	4	4
Stock and Share Companies 股票公司	Additional employees need to recruit 須增聘的僱員數目	4	6
	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	-	26
	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	-	20



Branch 門類	Effects 影響	Number of Employees 僱員人數	
		At Date of Survey 調查期間	In January 2008 2008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	19	19
	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	29	30
<b>All Branches</b> 全部門類	Additional employees need to recruit 須增聘的僱員數目	115	133
	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	173	238

Table 11 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Banking and Finance Industry)

表 11 : 估計未來十二個月內需要的總學員訓練時數  
(銀行及金融業)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	32 612	36 151	52	68 815
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	11 376	14 286	496	26 158
	103 Strategic Management 策略管理	4 244	1 979	30	6 253
	104 Marketing Management 市場管理	6 822	5 150	60	12 032
	105 Quality Management 優質服務管理	20 100	4 969	1 000	26 069
	106 Risk Management 風險管理	12 119	15 995	3 926	32 040
	107 Time Management 時間管理	2 019	4 811	1 090	7 920
	108 Others 其他	4 907	5 005	-	9 912
	<b>Sub-total 小計</b>	<b>94 199</b>	<b>88 346</b>	<b>6 654</b>	<b>189 199</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	2 579	11 938	26 223	40 740
	202 Financial Statement Analysis 財務報表分析	2 133	7 052	2 890	12 075
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	1 149	5 752	2 415	9 316
	204 Trade Finance 貿易融資	3 428	12 249	9 299	24 976
	205 Securities & Futures Regulation 證券及期貨條例	9 486	12 558	35 375	57 419
	206 Securities Analysis 股票分析	4 371	6 384	11 883	22 638
	207 Foreign Exchange 外匯	1 741	4 868	4 947	11 556
	208 Financial Markets Operations 財務市場運作	13 440	29 596	22 069	65 105
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	2 372	1 653	510	4 535
	210 SME Financial Management & Practice 中小企財務管理及實務	1 179	3 899	260	5 338
	211 Corporate Finance 企業融資	1 850	1 631	672	4 153
	212 International Business Management 國際企業管理	411	266	240	917
	213 Financial Risk Management 財務風險管理	4 829	12 193	15 915	32 937
	214 General Insurance 一般保險	2 320	23 151	4 997	30 468
	215 Long Term Insurance 長期保險	2 180	20 409	8 502	31 091
	216 Provident Fund 公積金	4 381	15 008	11 505	30 894
	217 Others 其他	4 847	34 331	34 309	73 487
<b>Sub-total 小計</b>	<b>62 696</b>	<b>202 938</b>	<b>192 011</b>	<b>457 645</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	3 740	10 031	6 264	20 035
	(ii) Oral 會話	1 117	7 634	8 595	17 346
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	75	3 867	3 744	7 686
	(ii) Cantonese 廣東話	360	4 212	3 864	8 436
	(iii) Putonghua 普通話	11 861	17 441	13 851	43 153
	303 Interpersonal Skills 人際關係技巧	3 680	14 905	6 358	24 943
	304 Marketing/Selling Skills 市場推廣/銷售技巧	7 613	68 984	40 154	116 751
	305 Information Systems Application Skills 資訊系統應用技巧	2 336	7 892	3 971	14 199
306 Others 其他	968	752	794	2 514	
	<b>Sub-total 小計</b>	<b>31 750</b>	<b>135 718</b>	<b>87 595</b>	<b>255 063</b>
<b>Total 總計</b>		<b>188 645</b>	<b>427 002</b>	<b>286 260</b>	<b>901 907</b>

Table 11.1 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Licensed Banks, Restricted Licence Banks and Local Representative  
Offices of Foreign Banks)

表 11.1 : 估計未來十二個月內需要的總學員訓練時數  
(持牌銀行、有限制牌照銀行及外國銀行本港代表辦事處)

Skills/ Knowledge 技能／知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	26 246	33 646	32	59 924
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	6 297	8 414	232	14 943
	103 Strategic Management 策略管理	1 056	1 390	-	2 446
	104 Marketing Management 市場管理	4 218	4 039	-	8 257
	105 Quality Management 優質服務管理	18 274	1 258	800	20 332
	106 Risk Management 風險管理	8 897	14 462	3 888	27 247
	107 Time Management 時間管理	986	816	230	2 032
	108 Others 其他	4 907	5 005	-	9 912
	<b>Sub-total 小計</b>	<b>70 881</b>	<b>69 030</b>	<b>5 182</b>	<b>145 093</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	750	4 235	15 460	20 445
	202 Financial Statement Analysis 財務報表分析	1 218	5 534	304	7 056
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	570	1 046	74	1 690
	204 Trade Finance 貿易融資	3 222	11 534	8 959	23 715
	205 Securities & Futures Regulation 證券及期貨條例	3 234	4 992	18 380	26 606
	206 Securities Analysis 股票分析	998	2 990	54	4 042
	207 Foreign Exchange 外匯	938	2 574	2 748	6 260
	208 Financial Markets Operations 財務市場運作	10 646	26 554	19 574	56 774
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	208	44	20	272
	210 SME Financial Management & Practice 中小企財務管理及實務	1 034	3 494	20	4 548
	211 Corporate Finance 企業融資	280	78	20	378
	212 International Business Management 國際企業管理	296	44	20	360
	213 Financial Risk Management 財務風險管理	3 262	10 234	12 240	25 736
	214 General Insurance 一般保險	1 716	22 319	4 425	28 460
	215 Long Term Insurance 長期保險	1 686	19 841	7 962	29 489
	216 Provident Fund 公積金	3 836	14 101	11 009	28 946
	217 Others 其他	2 455	31 420	25 069	58 944
<b>Sub-total 小計</b>	<b>36 349</b>	<b>161 034</b>	<b>126 338</b>	<b>323 721</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	2 976	4 420	3 880	11 276
	(ii) Oral 會話	700	2 480	5 310	8 490
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	-	-	0
	(ii) Cantonese 廣東話	360	360	-	720
	(iii) Putonghua 普通話	3 562	6 206	4 530	14 298
	303 Interpersonal Skills 人際關係技巧	1 960	6 888	600	9 448
	304 Marketing/Selling Skills 市場推廣/銷售技巧	7 006	66 910	38 807	112 723
	305 Information Systems Application Skills 資訊系統應用技巧	1 477	4 340	2 074	7 891
306 Others 其他	48	114	96	258	
	<b>Sub-total 小計</b>	<b>18 089</b>	<b>91 718</b>	<b>55 297</b>	<b>165 104</b>
<b>Total 總計</b>		<b>125 319</b>	<b>321 782</b>	<b>186 817</b>	<b>633 918</b>

Table 11.2 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Deposit-taking Companies)

表 11.2 : 估計未來十二個月內需要的總學員訓練時數  
(接受存款公司)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧(例如解決問題、決策、領導才能和危機處理)	158	200	20	378
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	83	189	10	282
	103 Strategic Management 策略管理	100	184	30	314
	104 Marketing Management 市場管理	48	177	-	225
	105 Quality Management 優質服務管理	40	30	10	80
	106 Risk Management 風險管理	90	174	10	274
	107 Time Management 時間管理	50	174	20	244
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>569</b>	<b>1 128</b>	<b>100</b>	<b>1 797</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	72	181	210	463
	202 Financial Statement Analysis 財務報表分析	75	55	10	140
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	95	199	10	304
	204 Trade Finance 貿易融資	49	199	5	253
	205 Securities & Futures Regulation 證券及期貨條例	65	97	5	167
	206 Securities Analysis 股票分析	5	25	-	30
	207 Foreign Exchange 外匯	40	37	-	77
	208 Financial Markets Operations 財務市場運作	5	5	-	10
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	25	25	-	50
	210 SME Financial Management & Practice 中小企財務管理及實務	70	57	10	137
	211 Corporate Finance 企業融資	25	30	-	55
	212 International Business Management 國際企業管理	10	5	-	15
	213 Financial Risk Management 財務風險管理	150	248	-	398
	214 General Insurance 一般保險	10	5	-	15
	215 Long Term Insurance 長期保險	-	5	-	5
	216 Provident Fund 公積金	-	-	-	0
	217 Others 其他	-	-	-	0
<b>Sub-total 小計</b>	<b>696</b>	<b>1 173</b>	<b>250</b>	<b>2 119</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	384	808	896	2 088
	(ii) Oral 會話	384	808	848	2 040
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	144	168	312
	(ii) Cantonese 廣東話	-	144	168	312
	(iii) Putonghua 普通話	160	198	292	650
	303 Interpersonal Skills 人際關係技巧	20	154	178	352
	304 Marketing/Selling Skills 市場推廣/銷售技巧	20	154	178	352
	305 Information Systems Application Skills 資訊系統應用技巧	20	164	178	362
306 Others 其他	-	288	288	576	
	<b>Sub-total 小計</b>	<b>988</b>	<b>2 862</b>	<b>3 194</b>	<b>7 044</b>
<b>Total 總計</b>		<b>2 253</b>	<b>5 163</b>	<b>3 544</b>	<b>10 960</b>

Table 11.3 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Investment and Holding Companies)

表 11.3 : 估計未來十二個月內需要的總學員訓練時數  
(投資及控股公司)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	1 684	232	-	1 916
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	52	16	-	68
	103 Strategic Management 策略管理	-	-	-	0
	104 Marketing Management 市場管理	-	-	-	0
	105 Quality Management 優質服務管理	-	-	-	0
	106 Risk Management 風險管理	20	-	-	20
	107 Time Management 時間管理	-	-	-	0
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>1 756</b>	<b>248</b>	<b>0</b>	<b>2 004</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	30	5	45	80
	202 Financial Statement Analysis 財務報表分析	32	64	64	160
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	-	-	-	0
	204 Trade Finance 貿易融資	-	-	-	0
	205 Securities & Futures Regulation 證券及期貨條例	40	20	140	200
	206 Securities Analysis 股票分析	200	-	-	200
	207 Foreign Exchange 外匯	-	-	-	0
	208 Financial Markets Operations 財務市場運作	242	5	45	292
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	424	412	-	836
	210 SME Financial Management & Practice 中小企財務管理及實務	-	-	-	0
	211 Corporate Finance 企業融資	8	8	-	16
	212 International Business Management 國際企業管理	-	-	-	0
	213 Financial Risk Management 財務風險管理	212	12	-	224
	214 General Insurance 一般保險	-	-	-	0
	215 Long Term Insurance 長期保險	-	-	-	0
	216 Provident Fund 公積金	8	-	8	16
	217 Others 其他	-	-	-	0
<b>Sub-total 小計</b>	<b>1 196</b>	<b>526</b>	<b>302</b>	<b>2 024</b>	



Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	16	1 024	-	1 040
	(ii) Oral 會話	-	960	-	960
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	-	-	0
	(ii) Cantonese 廣東話	-	-	-	0
	(iii) Putonghua 普通話	-	120	120	240
	303 Interpersonal Skills 人際關係技巧	32	32	-	64
	304 Marketing/Selling Skills 市場推廣/銷售技巧	-	-	-	0
	305 Information Systems Application Skills 資訊系統應用技巧	42	88	134	264
306 Others 其他	-	-	-	0	
	<b>Sub-total 小計</b>	<b>90</b>	<b>2 224</b>	<b>254</b>	<b>2 568</b>
<b>Total 總計</b>		<b>3 042</b>	<b>2 998</b>	<b>556</b>	<b>6 596</b>

Table 11.4 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Personal Loans and Related Companies)

表 11.4 : 估計未來十二個月內需要的總學員訓練時數  
(私人貸款及有關公司)

Skills/ Knowledge 技能／知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	115	160	-	275
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	30	150	-	180
	103 Strategic Management 策略管理	5	89	-	94
	104 Marketing Management 市場管理	35	155	-	190
	105 Quality Management 優質服務管理	35	155	-	190
	106 Risk Management 風險管理	5	89	-	94
	107 Time Management 時間管理	5	89	-	94
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>230</b>	<b>887</b>	<b>0</b>	<b>1 117</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	116	4 036	4 503	8 655
	202 Financial Statement Analysis 財務報表分析	30	68	84	182
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	198	3 996	1 996	6 190
	204 Trade Finance 貿易融資	-	-	-	0
	205 Securities & Futures Regulation 證券及期貨條例	-	-	-	0
	206 Securities Analysis 股票分析	-	-	-	0
	207 Foreign Exchange 外匯	-	-	-	0
	208 Financial Markets Operations 財務市場運作	5	47	21	73
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	5	5	-	10
	210 SME Financial Management & Practice 中小企財務管理及實務	5	33	-	38
	211 Corporate Finance 企業融資	5	5	-	10
	212 International Business Management 國際企業管理	5	5	-	10
	213 Financial Risk Management 財務風險管理	5	5	-	10
	214 General Insurance 一般保險	-	-	-	0
	215 Long Term Insurance 長期保險	-	-	-	0
	216 Provident Fund 公積金	-	5	-	5
	217 Others 其他	426	755	719	1 900
<b>Sub-total 小計</b>	<b>800</b>	<b>8 960</b>	<b>7 323</b>	<b>17 083</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	-	-	-	0
	(ii) Oral 會話	-	132	228	360
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	3 648	3 576	7 224
	(ii) Cantonese 廣東話	-	3 648	3 576	7 224
	(iii) Putonghua 普通話	-	3 780	3 804	7 584
	303 Interpersonal Skills 人際關係技巧	10	3 658	3 596	7 264
	304 Marketing/Selling Skills 市場推廣/銷售技巧	-	152	228	380
	305 Information Systems Application Skills 資訊系統應用技巧	-	-	-	0
306 Others 其他	-	-	-	0	
	<b>Sub-total 小計</b>	<b>10</b>	<b>15 018</b>	<b>15 008</b>	<b>30 036</b>
<b>Total 總計</b>		<b>1 040</b>	<b>24 865</b>	<b>22 331</b>	<b>48 236</b>

Table 11.5 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Stock and Share Companies)

表 11.5 : 估計未來十二個月內需要的總學員訓練時數  
(股票公司)

Skills/ Knowledge 技能／知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	1 147	378	-	1 525
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	1 102	250	-	1 352
	103 Strategic Management 策略管理	907	196	-	1 103
	104 Marketing Management 市場管理	882	151	-	1 033
	105 Quality Management 優質服務管理	100	58	-	158
	106 Risk Management 風險管理	513	330	-	843
	107 Time Management 時間管理	172	72	290	534
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>4 823</b>	<b>1 435</b>	<b>290</b>	<b>6 548</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	790	526	2 608	3 924
	202 Financial Statement Analysis 財務報表分析	429	384	902	1 715
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	-	133	188	321
	204 Trade Finance 貿易融資	-	288	188	476
	205 Securities & Futures Regulation 證券及期貨條例	3 348	3 128	14 016	20 492
	206 Securities Analysis 股票分析	2 803	2 367	11 413	16 583
	207 Foreign Exchange 外匯	241	96	194	531
	208 Financial Markets Operations 財務市場運作	477	449	1 426	2 352
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	150	120	105	375
	210 SME Financial Management & Practice 中小企財務管理及實務	10	115	90	215
	211 Corporate Finance 企業融資	345	332	317	994
	212 International Business Management 國際企業管理	-	20	80	100
	213 Financial Risk Management 財務風險管理	440	337	1 812	2 589
	214 General Insurance 一般保險	-	-	-	0
	215 Long Term Insurance 長期保險	-	-	-	0
	216 Provident Fund 公積金	-	-	-	0
	217 Others 其他	140	180	395	715
<b>Sub-total 小計</b>	<b>9 173</b>	<b>8 475</b>	<b>33 734</b>	<b>51 382</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	-	200	250	450
	(ii) Oral 會話	-	200	255	455
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	-	-	0
	(ii) Cantonese 廣東話	-	-	-	0
	(iii) Putonghua 普通話	3 130	2 410	2 930	8 470
	303 Interpersonal Skills 人際關係技巧	100	88	125	313
	304 Marketing/Selling Skills 市場推廣/銷售技巧	20	-	10	30
	305 Information Systems Application Skills 資訊系統應用技巧	220	200	240	660
306 Others 其他	-	-	-	0	
	<b>Sub-total 小計</b>	<b>3 470</b>	<b>3 098</b>	<b>3 810</b>	<b>10 378</b>
<b>Total 總計</b>		<b>17 466</b>	<b>13 008</b>	<b>37 834</b>	<b>68 308</b>

Table 11.6 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Commodity Futures and Gold Bullion Brokers/Dealers)

表 11.6 : 估計未來十二個月內需要的總學員訓練時數  
(期貨及黃金經紀/交易商)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	56	322	-	378
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	101	53	-	154
	103 Strategic Management 策略管理	1	-	-	1
	104 Marketing Management 市場管理	87	316	-	403
	105 Quality Management 優質服務管理	25	306	100	431
	106 Risk Management 風險管理	74	60	28	162
	107 Time Management 時間管理	-	100	50	150
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>344</b>	<b>1 157</b>	<b>178</b>	<b>1 679</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	78	100	1 696	1 874
	202 Financial Statement Analysis 財務報表分析	62	137	1 511	1 710
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	110	177	147	434
	204 Trade Finance 貿易融資	60	117	147	324
	205 Securities & Futures Regulation 證券及期貨條例	294	397	2 284	2 975
	206 Securities Analysis 股票分析	85	192	416	693
	207 Foreign Exchange 外匯	185	460	835	1 480
	208 Financial Markets Operations 財務市場運作	145	280	499	924
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	90	160	335	585
	210 SME Financial Management & Practice 中小企財務管理及實務	60	110	140	310
	211 Corporate Finance 企業融資	85	150	335	570
	212 International Business Management 國際企業管理	60	110	140	310
	213 Financial Risk Management 財務風險管理	69	129	163	361
	214 General Insurance 一般保險	35	40	195	270
	215 Long Term Insurance 長期保險	35	40	195	270
	216 Provident Fund 公積金	10	-	-	10
	217 Others 其他	12	62	40	114
<b>Sub-total 小計</b>	<b>1 475</b>	<b>2 661</b>	<b>9 078</b>	<b>13 214</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	2	-	50	52
	(ii) Oral 會話	3	-	50	53
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	-	-	0
	(ii) Cantonese 廣東話	-	-	-	0
	(iii) Putonghua 普通話	21	36	12	69
	303 Interpersonal Skills 人際關係技巧	-	100	100	200
	304 Marketing/Selling Skills 市場推廣/銷售技巧	2	302	600	904
	305 Information Systems Application Skills 資訊系統應用技巧	-	-	-	0
306 Others 其他	-	-	-	0	
	<b>Sub-total 小計</b>	<b>28</b>	<b>438</b>	<b>812</b>	<b>1 278</b>
<b>Total 總計</b>		<b>1 847</b>	<b>4 256</b>	<b>10 068</b>	<b>16 171</b>

Table 11.7 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Stock, Bullion and Commodity Exchanges and Statutory Bodies in  
the Banking and Finance Industry)

表 11.7 : 估計未來十二個月內需要的總學員訓練時數  
(股票、黃金及期貨交易公司及銀行及金融業內的法定機構)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導 才能和危機處理)	900	900	-	1 800
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導 下屬和壓力處理)	2 500	1 812	-	4 312
	103 Strategic Management 策略管理	-	-	-	0
	104 Marketing Management 市場管理	-	-	-	0
	105 Quality Management 優質服務管理	-	-	-	0
	106 Risk Management 風險管理	-	60	-	60
	107 Time Management 時間管理	100	300	-	400
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>3 500</b>	<b>3 072</b>	<b>0</b>	<b>6 572</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	300	800	600	1 700
	202 Financial Statement Analysis 財務報表分析	-	-	-	0
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	-	-	-	0
	204 Trade Finance 貿易融資	-	-	-	0
	205 Securities & Futures Regulation 證券及期貨條例	1 500	1 500	300	3 300
	206 Securities Analysis 股票分析	-	-	-	0
	207 Foreign Exchange 外匯	-	-	-	0
	208 Financial Markets Operations 財務市場運作	1 500	1 500	300	3 300
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	-	-	-	0
	210 SME Financial Management & Practice 中小企財務管理及實務	-	-	-	0
	211 Corporate Finance 企業融資	-	-	-	0
	212 International Business Management 國際企業管理	-	-	-	0
	213 Financial Risk Management 財務風險管理	-	-	-	0
	214 General Insurance 一般保險	-	-	-	0
	215 Long Term Insurance 長期保險	-	-	-	0
	216 Provident Fund 公積金	-	12	-	12
	217 Others 其他	800	1 400	-	2 200
<b>Sub-total 小計</b>	<b>4 100</b>	<b>5 212</b>	<b>1 200</b>	<b>10 512</b>	



Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	300	400	100	800
	(ii) Oral 會話	-	-	-	0
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	-	-	0
	(ii) Cantonese 廣東話	-	-	-	0
	(iii) Putonghua 普通話	3 000	3 000	500	6 500
	303 Interpersonal Skills 人際關係技巧	300	400	200	900
	304 Marketing/Selling Skills 市場推廣/銷售技巧	-	-	-	0
	305 Information Systems Application Skills 資訊系統應用技巧	200	516	500	1 216
306 Others 其他	800	200	100	1 100	
	<b>Sub-total 小計</b>	<b>4 600</b>	<b>4 516</b>	<b>1 400</b>	<b>10 516</b>
<b>Total 總計</b>		<b>12 200</b>	<b>12 800</b>	<b>2 600</b>	<b>27 600</b>

Table 11.8 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Money Changers and Foreign Exchange Brokers/Dealers)

表 11.8 : 估計未來十二個月內需要的總學員訓練時數  
(兌換商及外匯經紀/交易商)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	124	4	-	128
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	30	30	-	60
	103 Strategic Management 策略管理	-	-	-	0
	104 Marketing Management 市場管理	5	35	-	40
	105 Quality Management 優質服務管理	-	8	-	8
	106 Risk Management 風險管理	130	150	-	280
	107 Time Management 時間管理	-	-	-	0
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>289</b>	<b>227</b>	<b>0</b>	<b>516</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	-	34	68	102
	202 Financial Statement Analysis 財務報表分析	-	-	-	0
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	-	-	-	0
	204 Trade Finance 貿易融資	-	-	-	0
	205 Securities & Futures Regulation 證券及期貨條例	-	-	-	0
	206 Securities Analysis 股票分析	-	-	-	0
	207 Foreign Exchange 外匯	260	934	1 058	2 252
	208 Financial Markets Operations 財務市場運作	10	20	-	30
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	-	-	-	0
	210 SME Financial Management & Practice 中小企財務管理及實務	-	-	-	0
	211 Corporate Finance 企業融資	-	-	-	0
	212 International Business Management 國際企業管理	-	-	-	0
	213 Financial Risk Management 財務風險管理	-	-	-	0
	214 General Insurance 一般保險	-	-	-	0
	215 Long Term Insurance 長期保險	-	-	-	0
	216 Provident Fund 公積金	-	-	-	0
	217 Others 其他	-	514	8 086	8 600
<b>Sub-total 小計</b>	<b>270</b>	<b>1 502</b>	<b>9 212</b>	<b>10 984</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	-	-	-	0
	(ii) Oral 會話	-	-	240	240
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	-	-	-	0
	(ii) Cantonese 廣東話	-	60	120	180
	(iii) Putonghua 普通話	-	60	360	420
	303 Interpersonal Skills 人際關係技巧	-	-	416	416
	304 Marketing/Selling Skills 市場推廣/銷售技巧	-	394	-	394
	305 Information Systems Application Skills 資訊系統應用技巧	-	-	-	0
306 Others 其他	120	150	310	580	
	<b>Sub-total 小計</b>	<b>120</b>	<b>664</b>	<b>1 446</b>	<b>2 230</b>
<b>Total 總計</b>		<b>679</b>	<b>2 393</b>	<b>10 658</b>	<b>13 730</b>

Table 11.9 : Estimated Total Trainee Hours Required in the Next 12 Months  
(Other Financial Companies)

表 11.9 : 估計未來十二個月內需要的總學員訓練時數  
(其他財務公司)

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
General Management Knowledge 一般管理知識	101 Principles of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management) 管理技巧 (例如解決問題、決策、領導才能和危機處理)	2 182	309	-	2 491
	102 Human Resources Management (e.g. Motivation, Team Building, Coaching & Counseling, Stress Management) 人力資源管理 (例如激勵、團隊之建立、訓練及輔導下屬和壓力處理)	1 181	3 372	254	4 807
	103 Strategic Management 策略管理	2 175	120	-	2 295
	104 Marketing Management 市場管理	1 547	277	60	1 884
	105 Quality Management 優質服務管理	1 626	3 154	90	4 870
	106 Risk Management 風險管理	2 390	670	-	3 060
	107 Time Management 時間管理	706	3 260	500	4 466
	108 Others 其他	-	-	-	0
	<b>Sub-total 小計</b>	<b>11 807</b>	<b>11 162</b>	<b>904</b>	<b>23 873</b>
Basic Job-related Knowledge 基本業務 知識	201 Enhancing Quality Customer Services 提升顧客服務的質素	443	2 021	1 033	3 497
	202 Financial Statement Analysis 財務報表分析	287	810	15	1 112
	203 Credit Analysis-Spreading and Ratio Analysis 信用分析 — 報表展釋及比率分析	176	201	-	377
	204 Trade Finance 貿易融資	97	111	-	208
	205 Securities & Futures Regulation 證券及期貨條例	1 005	2 424	250	3 679
	206 Securities Analysis 股票分析	280	810	-	1 090
	207 Foreign Exchange 外匯	77	767	112	956
	208 Financial Markets Operations 財務市場運作	410	736	204	1 350
	209 Asset Valuation & Portfolio Management 資產估值及組合管理	1 470	887	50	2 407
	210 SME Financial Management & Practice 中小企財務管理及實務	-	90	-	90
	211 Corporate Finance 企業融資	1 102	1 028	-	2 130
	212 International Business Management 國際企業管理	40	82	-	122
	213 Financial Risk Management 財務風險管理	691	1 228	1 700	3 619
	214 General Insurance 一般保險	559	787	377	1 723
	215 Long Term Insurance 長期保險	459	523	345	1 327
	216 Provident Fund 公積金	527	890	488	1 905
	217 Others 其他	1 014	-	-	1 014
<b>Sub-total 小計</b>	<b>8 637</b>	<b>13 395</b>	<b>4 574</b>	<b>26 606</b>	

Skills/ Knowledge 技能/知識	Topics of Training 訓練課題	Estimated Total Trainee Hours 估計總學員訓練時數			
		Managerial 經理級	Supervisory 主管級	Clerical 文員級	Total 總計
Generic Skills 通用技能	301 Business Communication Skills (English) 商業語文技巧 (英文)				
	(i) Written 書寫	62	3 179	1 088	4 329
	(ii) Oral 會話	30	3 054	1 664	4 748
	302 Business Communication Skills (Chinese) 商業語文技巧 (中文)				
	(i) Written 書寫	75	75	-	150
	(ii) Cantonese 廣東話	-	-	-	0
	(iii) Putonghua 普通話	1 988	1 631	1 303	4 922
	303 Interpersonal Skills 人際關係技巧	1 258	3 585	1 143	5 986
	304 Marketing/Selling Skills 市場推廣/銷售技巧	565	1 072	331	1 968
	305 Information Systems Application Skills 資訊系統應用技巧	377	2 584	845	3 806
306 Others 其他	-	-	-	0	
	<b>Sub-total 小計</b>	<b>4 355</b>	<b>15 180</b>	<b>6 374</b>	<b>25 909</b>
<b>Total 總計</b>		<b>24 799</b>	<b>39 737</b>	<b>11 852</b>	<b>76 388</b>

Table 12 : Estimated Trainee Hours Provided by  
External Course Providers in the Next 12  
Months  
(Banking and Finance Industry)

表 12 : 估計未來十二個月由外間培訓機構提供的  
訓練時數  
(銀行及金融業)

Branch 門類	Job Level 職級	Less Than 25% 25%以下	25% - Less Than 50% 25% 至 50%以下	50% - Less Than 75% 50% 至 75%以下	75% - Less Than 100% 75% 至 100%以下	100%
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	107 194	2 213	5 250	5 370	5 292
	Supervisory 主管級	287 267	2 035	6 630	1 272	24 578
	Clerical 文員級	118 208	681	53 760	538	13 630
	<b>Total 總計</b>	<b>512 669</b>	<b>4 929</b>	<b>65 640</b>	<b>7 180</b>	<b>43 500</b>
Deposit-taking Companies 接受存款公司	Managerial 經理級	280	107	968	-	898
	Supervisory 主管級	155	2 941	1 408	-	659
	Clerical 文員級	5	1 850	960	700	29
	<b>Total 總計</b>	<b>440</b>	<b>4 898</b>	<b>3 336</b>	<b>700</b>	<b>1 586</b>
Investment and Holding Companies 投資及控股公司	Managerial 經理級	2	2 720	-	-	320
	Supervisory 主管級	1 952	610	-	-	436
	Clerical 文員級	94	190	-	-	272
	<b>Total 總計</b>	<b>2 048</b>	<b>3 520</b>	<b>0</b>	<b>0</b>	<b>1 028</b>
Personal Loans and Related Companies 私人貸款及有關公司	Managerial 經理級	560	225	-	105	150
	Supervisory 主管級	23 410	1 015	-	110	330
	Clerical 文員級	21 061	1 152	-	40	78
	<b>Total 總計</b>	<b>45 031</b>	<b>2 392</b>	<b>0</b>	<b>255</b>	<b>558</b>
Stock and Share Companies 股票公司	Managerial 經理級	1 615	11 393	1 776	1 282	1 400
	Supervisory 主管級	1 550	8 009	796	1 027	1 626
	Clerical 文員級	2 900	22 544	1 394	7 725	3 271
	<b>Total 總計</b>	<b>6 065</b>	<b>41 946</b>	<b>3 966</b>	<b>10 034</b>	<b>6 297</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/交易商	Managerial 經理級	280	1 098	-	40	429
	Supervisory 主管級	500	2 274	1 310	75	97
	Clerical 文員級	3 470	6 423	20	73	82
	<b>Total 總計</b>	<b>4 250</b>	<b>9 795</b>	<b>1 330</b>	<b>188</b>	<b>608</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	12 200	-	-	-	-
	Supervisory 主管級	12 800	-	-	-	-
	Clerical 文員級	2 600	-	-	-	-
	<b>Total 總計</b>	<b>27 600</b>	<b>0</b>	<b>0</b>	<b>0</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	390	265	-	24	-
	Supervisory 主管級	1 272	1 049	-	72	-
	Clerical 文員級	9 282	1 346	-	30	-
	<b>Total 總計</b>	<b>10 944</b>	<b>2 660</b>	<b>0</b>	<b>126</b>	<b>0</b>

Branch 門類	Job Level 職級	Less Than 25% 25%以下	25% - Less Than 50% 25% 至 50%以下	50% - Less Than 75% 50% 至 75%以下	75% - Less Than 100% 75% 至 100%以下	100%
Other Financial Companies 其他財務公司	Managerial 經理級	4 692	15 647	3 744	700	16
	Supervisory 主管級	5 085	30 378	2 264	700	1 310
	Clerical 文員級	2 656	7 132	1 680	-	384
	<b>Total 總計</b>	<b>12 433</b>	<b>53 157</b>	<b>7 688</b>	<b>1 400</b>	<b>1 710</b>
All Branches 全部門類	Managerial 經理級	127 213	33 668	11 738	7 521	8 505
	Supervisory 主管級	333 991	48 311	12 408	3 256	29 036
	Clerical 文員級	160 276	41 318	57 814	9 106	17 746
	<b>Total 總計</b>	<b>621 480</b>	<b>123 297</b>	<b>81 960</b>	<b>19 883</b>	<b>55 287</b>

Table 13 : Number of Part-time Employees Employed  
(Banking and Finance Industry)

表 13 : 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	14 454	2
	Supervisory 主管級	27 219	-
	Clerical 文員級	29 505	313
	<b>Total 總計</b>	<b>71 178</b>	<b>315</b>
Deposit-taking Companies 接受存款公司	Managerial 經理級	286	-
	Supervisory 主管級	376	-
	Clerical 文員級	465	-
	<b>Total 總計</b>	<b>1 127</b>	<b>0</b>
Investment and Holding Companies 投資及控股公司	Managerial 經理級	1 624	-
	Supervisory 主管級	962	-
	Clerical 文員級	611	-
	<b>Total 總計</b>	<b>3 197</b>	<b>0</b>
Personal Loans and Related Companies 私人貸款及有關公司	Managerial 經理級	760	2
	Supervisory 主管級	1 214	-
	Clerical 文員級	1 206	29
	<b>Total 總計</b>	<b>3 180</b>	<b>31</b>
Stock and Share Companies 股票公司	Managerial 經理級	2 018	-
	Supervisory 主管級	2 767	6
	Clerical 文員級	5 157	43
	<b>Total 總計</b>	<b>9 942</b>	<b>49</b>
Commodity Futures and Gold Bullion Brokers/Dealers 期貨及黃金經紀/交易商	Managerial 經理級	134	-
	Supervisory 主管級	161	-
	Clerical 文員級	265	1
	<b>Total 總計</b>	<b>560</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	831	-
	Supervisory 主管級	717	-
	Clerical 文員級	281	31
	<b>Total 總計</b>	<b>1 829</b>	<b>31</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
Money Changers and Foreign Exchange Brokers/Dealers 兌換商及外匯經紀/交易商	Managerial 經理級	171	-
	Supervisory 主管級	407	-
	Clerical 文員級	811	11
	<b>Total 總計</b>	<b>1 389</b>	<b>11</b>
Other Financial Companies 其他財務公司	Managerial 經理級	3 200	1
	Supervisory 主管級	4 436	-
	Clerical 文員級	2 545	121
	<b>Total 總計</b>	<b>10 181</b>	<b>122</b>
<b>All Branches 全部門類</b>	<b>Managerial 經理級</b>	<b>23 478</b>	<b>5</b>
	<b>Supervisory 主管級</b>	<b>38 259</b>	<b>6</b>
	<b>Clerical 文員級</b>	<b>40 846</b>	<b>549</b>
	<b>Total 總計</b>	<b>102 583</b>	<b>560</b>

Manpower Changes of the Banking and Finance Industry  
from December 2004 to January 2007

銀行及金融業於二〇〇四年十二月至二〇〇七年一月之人力轉變

Job Title* 職稱	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	No. of Employees in December 2004 二〇〇四年 十二月之 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	317	398	-81 (-20.4%)
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	1 317	1 438	-121 (-8.4%)
Chief Representative 首席代表	110	100	10 (10.0%)
Manager - Administration 經理－行政	425	556	-131 (-23.6%)
Manager - Branch Operations 經理－分行運作	255	287	-32 (-11.1%)
Zone/District Manager 區域經理	136	150	-14 (-9.3%)
Head of Treasury and Capital Markets 庫務及資本市場主管	174	154	20 (13.0%)
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	478	426	52 (12.2%)
Manager - Settlement 經理－結算	225	272	-47 (-17.3%)
Risk Manager 風險經理	219	229	-10 (-4.4%)
Chief Investment Officer/ Manager - Investment 總投資主任／經理－投資	520	598	-78 (-13.0%)
Financial Adviser/Portfolio Manager 財務顧問／基金組合經理	1 140	900	240 (26.7%)
Manager - Investment Services 經理－投資服務	999	837	162 (19.4%)
Manager - Private Banking 經理－私人銀行	681	530	151 (28.5%)
Manager - Securities/Custodian Services 經理－證券／代管人服務	210	282	-72 (-25.5%)
Manager - Securities, Futures and Commodities Trading 經理－證券、期貨及商品交易	1 441	940	501 (53.3%)

Job Title* 職稱	No. of Employees in January 2007 二〇〇七年一月之僱員人數	No. of Employees in December 2004 二〇〇四年十二月之僱員人數	Manpower Change (%) 人力轉變(百分比)
<b>MANAGERIAL LEVEL (Continued) 經理級 (續)</b>			
Manager – Branch 經理－分行	2 233	2 160	73 (3.4%)
Manager – Insurance Products 經理－保險產品	343	110	233 (211.8%)
Manager-Mandatory Provident Fund 經理－強制性公積金	51	-#	-
Manager - Trade Finance Operations 經理－貿易融資運作	408	479	-71 (-14.8%)
Manager - Trust 經理－信託	178	138	40 (29.0%)
Manager - Credit 經理－授信	1 127	933	194 (20.8%)
Manager - Credit Card 經理－信用卡	246	304	-58 (-19.1%)
Manager - Financial Institutions/ Correspondent Banking 經理－財務機構／國外同業部	144	122	22 (18.0%)
Manager - Business Development 經理－業務發展	764	819	-55 (-6.7%)
Manager - Corporate Banking/Commercial Banking/Relationship 經理－機構銀行／商業銀行／ 關係推廣	1 010	881	129 (14.6%)
Manager - Marketing/Product Development 經理－市場推廣／產品開發	641	580	61 (10.5%)
Chief Financial Officer/Financial Controller 總財務主任／財務監督	248	275	-27 (-9.8%)
Manager - Accounting 經理－會計	716	648	68 (10.5%)
Chief Information Officer/Chief Technology Officer/Manager - IT 總資訊主任／總科技主任／ 經理－資訊科技	1 537	2 563	-1 026 (-40.0%)
E-Commerce Manager 電子商貿經理	122	125	-3 (-2.4%)
Manager - Human Resources 經理－人力資源	414	433	-19 (-4.4%)
Manager - Training/Learning and Development 經理－訓練／學習及培訓	173	168	5 (3.0%)
Company Secretary 公司秘書	86	121	-35 (-28.9%)
Economist/Manager - Economic Research 經濟研究員／經理－經濟研究	282	342	-60 (-17.5%)
Legal Adviser 法律顧問	194	217	-23 (-10.6%)
Manager - Compliance 經理－條例執行	326	309	17 (5.5%)

Job Title* 職稱	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	No. of Employees in December 2004 二〇〇四年 十二月之 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	121	150	-29 (-19.3%)
Manager - Internal Audit 經理－內部稽核	272	312	-40 (-12.8%)
Manager - Organization/Productivity/ Quality/Re-Engineering 經理－組織／生產力／質素／ 工序重整	111	187	-76 (-40.6%)
Manager - Property/Real Estate 經理－產業／房地產	52	114	-62 (-54.4%)
Manager-Liaison 經理－聯絡	104	-#	-
Other Manager 其他經理	2 928	3 291	-363 (-11.0%)
<b>Sub-total 小計</b>	<b>23 478</b>	<b>23 878</b>	<b>-400 (-1.7%)</b>
<b>SUPERVISORY LEVEL 主管級</b>			
Administration Officer 行政主任	679	-#	-
Management Trainee 見習主任	318	473	-155 (-32.8%)
Representative 代表	139	132	7 (5.3%)
Foreign Exchange and Money Market Dealer 外匯及拆放市場交易員	1 311	1 121	190 (16.9%)
Remittances Officer 匯兌主任	533	458	75 (16.4%)
Settlement Officer 結算主任	477	444	33 (7.4%)
Financial Adviser Representative/ Personal Consultant 財務顧問代表／私人顧問	3 341	3 580	-239 (-6.7%)
Investment Analyst 投資分析員	1 142	1 056	86 (8.1%)
Sales Officer – Investment Products 銷售主任－投資產品	502	-#	-
Sales Officer – Securities 銷售主任－證券	276	-#	-
Securities Settlement Officer 證券交收結算主任	1 755	1 610	145 (9.0%)
Branch manager (Limited Service) 分行經理 (有限服務)	-@	1 408	-
Insurance Products Officer 保險產品主任	126	94	32 (34.0%)
Mandatory Provident Fund Officer 強制性公積金主任	92	-#	-
Operations Officer 運作主任	5 486	3 615	1 871 (51.8%)

Job Title* 職稱	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	No. of Employees in December 2004 二〇〇四年 十二月之 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	566	-#	-
Telecommunications Officer 電訊主任	100	122	-22 (-18.0%)
Trade Finance Operations Officer 貿易融資運作主任	863	1 019	-156 (-15.3%)
Trust Officer 信託主任	304	170	134 (78.8%)
Credit Analyst 授信分析員	570	560	10 (1.8%)
Credit Card Officer 信用卡主任	575	435	140 (32.2%)
Credit Information Officer 資信調查主任	199	194	5 (2.6%)
Credit/Loan Officer 授信／放款主任	1 748	1 413	335 (23.7%)
Hire Purchase/Leasing Officer 分期付款／租賃主任	258	212	46 (21.7%)
Business Development Officer 業務發展主任	1 771	1 723	48 (2.8%)
Marketing Officer 市場推廣主任	1 676	1 127	549 (48.7%)
Telemarketing Officer 電話市場推廣主任	295	284	11 (3.9%)
Accounting Officer 會計主任	1 643	1 594	49 (3.1%)
Computer Operations Officer 電腦運作主任	608	735	-127 (-17.3%)
IT Audit Officer 資訊科技稽核主任	81	77	4 (5.2%)
Programmer/Technology Officer 程式員／科技主任	2 401	1 661	740 (44.6%)
Systems Analyst 系統分析員	1 593	1 324	269 (20.3%)
Human Resources Officer 人力資源主任	590	540	50 (9.3%)
Training Officer/Instructor 訓練主任／導師	209	182	27 (14.8%)
Compliance Officer 條例執行主任	300	192	108 (56.3%)
Internal Audit Officer 內部稽核主任	416	370	46 (12.4%)
Organization/Productivity/Quality/ Re-Engineering Officer 組織／生產力／質素／ 工序重整主任	197	233	-36 (-15.5%)
Investment Officer 投資主任	217	-#	-

Job Title* 職稱	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	No. of Employees in December 2004 二〇〇四年 十二月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>SUPERVISORY LEVEL (Continued) 主管級 (續)</b>			
Liaison Officer 聯絡主任	184	-#	-
Securities, Futures and Commodities Trading Officers 證券、期貨及商品交易主任	-	-#	-
Other Supervisor 其他主管	4718	4 843	-125 (-2.6%)
<b>Sub-total 小計</b>	<b>38 259</b>	<b>33 001</b>	5 258 (15.9%)
<b>CLERICAL LEVEL 文員級</b>			
Money Changers Clerk 貨幣兌換文員	1 046	-#	-
Securities and Futures Assistant 證券及期貨助理	4 244	3 583	661 (18.4%)
Securities Settlement Clerk 證券交收結算文員	1 553	-#	-
Cashier 出納員	908	531	377 (71.0%)
General Clerk 一般文員	14 405	18 513	-4 108 (-22.2%)
Mailing Clerk 郵遞文員	333	386	-53 (-13.7%)
Receptionist/Telephone Operator 接待員／電話操作員	763	682	81 (11.9%)
Trade Finance Operations Checker 貿易融資運作核對員	1 013	1 315	-302 (-23.0%)
Trade Finance Operations Clerk 貿易融資運作文員	1 304	1 624	-320 (-19.7%)
Teller 櫃檯員	9 277	7 623	1 654 (21.7%)
Credit/Loan Clerk 授信／放款文員	2 865	2 965	-100 (-3.4%)
Telemarketing Representative 電話市場推廣代表	535	344	191 (55.5%)
Accounting Clerk 會計文員	1 617	1 744	-127 (-7.3%)
Computer Operator 電腦操作員	883	657	226 (34.4%)
Internal Audit Clerk 內部稽核文員	100	116	-16 (-13.8%)
<b>Sub-total 小計</b>	<b>40 846</b>	<b>40 083</b>	763 (1.9%)

Job Title* 職稱	No. of Employees in January 2007 二〇〇七年 一月之 僱員人數	No. of Employees in December 2004 二〇〇四年 十二月之 僱員人數	Manpower Change (%) 人力轉變 (百分比)
<b>OTHERS 其他</b>			
Other Supporting Staff 其他輔助員工	9 039	7 002	2 037 (29.1%)
<b>Sub-total 小計</b>	<b>9 039</b>	<b>7 002</b>	2 037 (29.1%)
<b>GRAND TOTAL 總計</b>	<b>111 622</b>	<b>103 964</b>	7 658 (7.4%)

- \* Some job titles of principal jobs were different in 2004 Manpower Survey and 2007 Manpower Survey due to the revision of job specifications. However, the main job duties were more or less the same.  
由於主要職務的工作責任曾經修訂，二〇〇四年人力調查及二〇〇七年人力調查的職稱雖然不同，但主要的工作責任相若。
- # New principal job added in 2007 Manpower Survey, no record in 2004 Manpower Survey.  
在二〇〇七年人力調查新增之主要職務，於二〇〇四年之人力調查並無紀錄。
- @ No such principal job in 2007 Manpower Survey due to the reallocation of job duties.  
由於工作責任重新分配，在二〇〇七年人力調查時已取消此主要職務。

**Manpower Projection for the Banking and Finance Industry**  
**2008 - 2010**

Using the Labour Market Analysis (LMA) Approach

The LMA Approach

1. LMA comprises two steps. It 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 to build a statistical model that can be used to project manpower requirements in the economic sector under study. If successful, the model can make use of these relevant and reliable leading economic indicators to project manpower demand in the short and medium term.

2. Statistical modelling has been successfully applied to the Banking and Finance Industry in 2004. Similar to the previous manpower survey, statistical modelling is only applied to the first two sub-sectors of the Banks and Deposit-Taking Companies (DTC) owing to the unavailability of sufficient manpower statistics of the other financial & securities sectors. The building of a statistical model again 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 nine 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 the economy. 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<sup>1</sup> 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. The second step of statistical modelling is called 'Prognostic' because these principal components are used to build and maintain the statistical models for manpower projection.

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<sup>1</sup> There are two kinds of errors that can be made in significance testing. Type I error is that a true null hypothesis can be incorrectly rejected. Type II error is that a false null hypothesis can fail to be rejected.



## Manpower Projection in the Sub-sectors of the Banks and Deposit-Taking Companies (DTC)

3. In the two sub-sectors, 8 determinants have been identified from the 51 economic indicators. The manpower requirements in the two sub-sectors can thus be explained by grouping these determinants into Principal Components:

- 1) Composite consumer price index [CCPI];
- 2) Export of services in volume index [XSER];
- 3) Import of goods in value index [VM];
- 4) Number of visitor arrival [VA];
- 5) Property price index (domestic private only) [PPI];
- 6) Re-exports of goods in value index [VREX];
- 7) Retail sales in value index [RSVA]; and
- 8) Total loans and advances [LA].

4. At the ‘Diagnostic’ step, Principal Component Analysis (PCA) has been used to group these eight determinants into five Principal Components (PCs). From recursive tests and regression analysis, it is found that the five PCs can explain most of the variability (88%) of the variance (total information) in the manpower requirements in the past 24 years; therefore, these PCs can safely be used to project the manpower requirements in the near future. For the two sub-sectors, the PCs comprise the five determinants of CCPI, LA, PPI, RSVA and VREX with as their subsets the other three determinants of VA, VM and XSER. At the second ‘Prognostic’ step, Principal Component Regression (PCR) technique is then applied to build the statistical model. The model indicates that there is a strong positive correlation between manpower and the five PCs. The adjusted R-square worked out to be 0.9293 indicates that 93% of the variation of the manpower requirements can be explained by the five PCs at the 5% level of significance.

## Summary of Manpower Projection by Using Different Methods

5. The manpower projection of the two sub-sectors for 2008-2010 is worked out using three methods, as summarized in Table 1. The three methods consist of the LMA Approach, the Adaptive Filtering Method (AFM, based on historical patterns in manpower series to extrapolate the future and assumes *ceteris paribus*<sup>2</sup>) and the Employers’ Forecast (based on the educated guess and personal experiences of the respondents).

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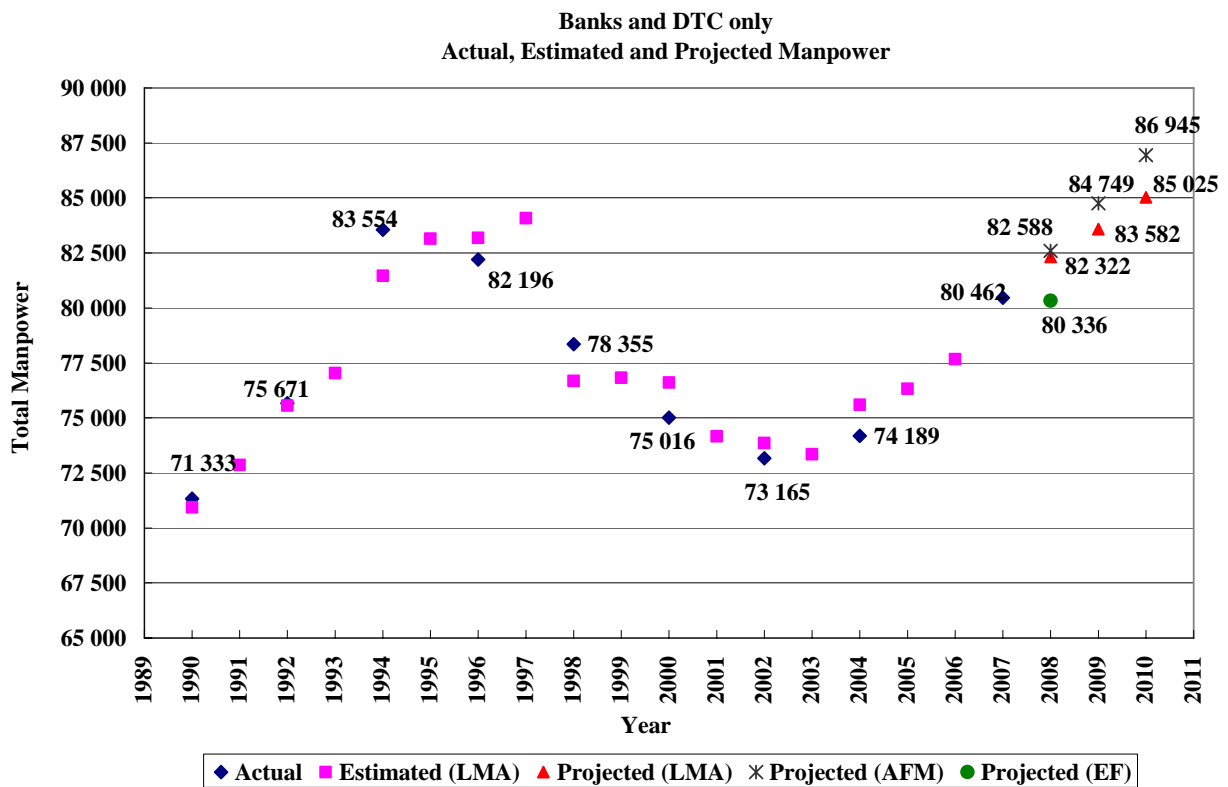
<sup>2</sup> All other variables remain unchanged.

Table 1: Summary of Manpower Projections

<b>Year</b>	<b>Actual</b>	<b>Projected (LMA)</b>	<b>Projected (AFM)</b>	<b>Projected (EF)</b>
<b>2004</b>	74 189			
<b>2005</b>		75 166 <sup>1</sup>	74 699 <sup>1</sup>	74 124 <sup>1</sup>
<b>2006</b>		76 066 <sup>1</sup>	75 027 <sup>1</sup>	
<b>2007</b>	<b>80 462</b>	77 567 <sup>1</sup> (-3.6%) <sup>#</sup>	75 714 <sup>1</sup> (-5.9%) <sup>#</sup>	
<b>2008</b>		<b>82 322</b> (2.3%)*	<b>82 588</b> (2.6%)*	<b>80 336</b> (-0.2%)*
<b>2009</b>		<b>83 582</b> (1.5%)**	<b>84 749</b> (2.6%)**	
<b>2010</b>		<b>85 025</b> (1.7%)**	<b>86 945</b> (2.6%)**	
<i>1</i>	Using either the LMA model, the AFM and EF in the manpower survey in 2004			
<i>#</i>	As percentage of the actual manpower in 2007			
<i>*</i>	As percentage increase / decrease of the actual manpower against 2007			
<i>**</i>	As percentage increase / decrease of the projected manpower against the year before, i.e. 2008 and 2009 respectively			
LMA	Labour Market Analysis			
AFM	Adaptive Filtering Method			
EF	Employers' Forecast (at the date of survey)			

6. Figure 1 is a graph of manpower projection using different methods. The manpower projection using the LMA Approach shows a moderately optimistic manpower trend. This Approach has the advantage of objectively as well as the possibility of regular updating when quarterly / monthly statistical data become available. The AFM on the other hand indicates a more rapidly increasing trend. Finally, the employers' forecast gives a decreasing manpower situation of the year ahead.

Figure 1: Summary of Manpower Projection by Different Methods



Note: Estimated (LMA): estimated manpower explained by the PCs in the past 24 years.

7. To arrive at the total manpower for the whole Banking and Finance Industry, the manpower in the remaining sub-sector, viz. other financial & securities sectors, is assumed to experience the same growth as other two sub-sectors (banks and DTC) for 2008 to 2010. The aggregate manpower requirement is the sum of the projected manpower for the two sub-sectors (banks and DTC) and that of the remaining sector (other financial & securities sectors).

Table 2: Projected Manpower of the Banking and Finance Industry

Year	Actual	Projected (LMA)	Projected (AFM)	Projected (EF)
2004	105 394			
2005		106 777 <sup>1</sup>	105 904 <sup>1</sup>	105 589 <sup>1</sup>
2006		108 056 <sup>1</sup>	106 412 <sup>1</sup>	
2007	<b>113 569</b>	110 197 <sup>1</sup> (-3.0%) <sup>#</sup>	106 919 <sup>1</sup> (-5.9%) <sup>#</sup>	
2008		<b>116 194</b> (2.3%)*	<b>116 335</b> (2.4%)*	<b>113 679</b> (0.1%)*
2009		<b>117 972</b> (1.5%)**	<b>119 142</b> (2.4%)**	
2010		<b>120 010</b> (1.7%)**	<b>121 990</b> (2.4%)**	
<sup>1</sup>	Using either the LMA model, the AFM and EF in the manpower survey in 2004			
<sup>#</sup>	As percentage of the actual manpower in 2007			
*	As percentage increase / decrease of the actual manpower against 2007			
**	As percentage increase / decrease of the projected manpower against the year before, i.e. 2008 and 2009 respectively			
LMA	Labour Market Analysis			
AFM	Adaptive Filtering Method			
EF	Employers' Forecast (at the date of survey)			

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