

The background of the slide features a photograph of two classical columns with Corinthian capitals. The columns are white and fluted, with ornate capitals decorated with acanthus leaves. The image is partially obscured by a red banner at the bottom.

Development of a Compensation and Position Classification System for GOCCs

Cash and Benefits Collection Orientation

**A presentation to the GCG and the GOCC representatives
by Towers Watson**

Presented December 19, 2012

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Agenda

- Background
- Survey Items & Methodology
- Survey Questionnaire Walkthrough

Introduction

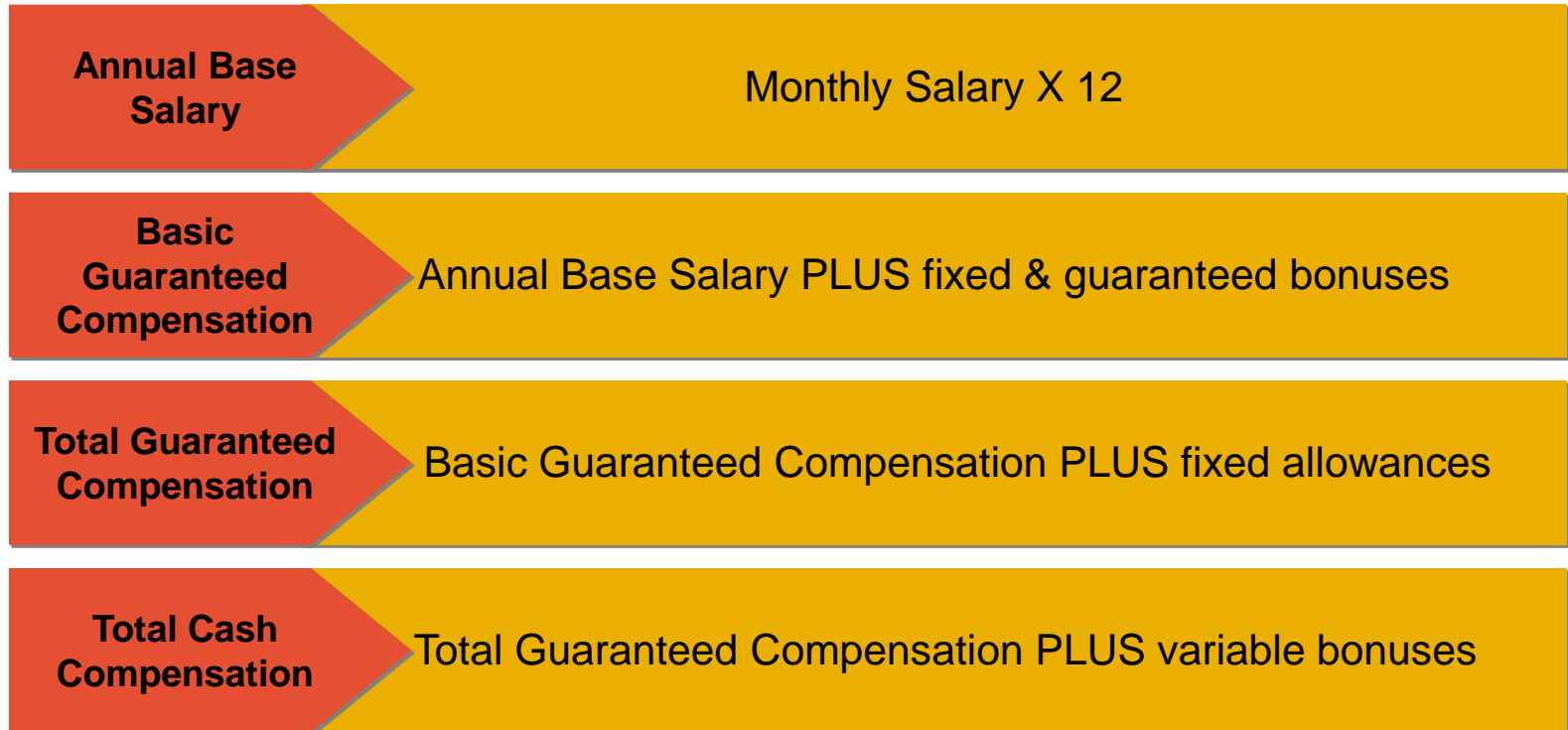
- The development of a Compensation & Position Classification System (CPCS) for Government-Owned or Controlled Corporations (GOCCs) will involve several phases and would require active participation by project owners, teams, and representatives to ensure timely completion of deliverables.
- Towers Watson (TW) was selected by the Governance Commission for GOCCs (GCG) to handle the project.
- This presentation summarizes the key activities and deliverables of the Data Collection and Analysis phase, and lists some critical protocols, procedures and resource requirements to be followed in order to ensure a smooth conduct of the project.

Roles of GOCC Representatives

- Act as overall coordinator/single point of contact between Towers Watson (TW), GCG and persons in his/her GOCC to accomplish and provide the requested data requirements
- Aid in collecting cash data by:
 - Attending the data collection orientation
 - Ensuring the accomplishment of cash data collection questionnaire
 - Ensuring the completion of validation requests
- Provide data on employee benefits to GCG

Survey Items & Methodology

Remuneration Components



Survey Items & Report Deliverables

Summary of Cash Policies

- Fixed Allowances
- Fixed & Variable Bonuses

Salary Review Details

- Salary review
- Salary increase history
- Salary structure

Benefits Policies

- Retirement Plan
- Life & Accident Insurance
- Healthcare Benefits
- Leave Privileges
- Company Loans
- Car Program
- Club Membership
- Mobile Phone Subsidy
- Working Hours & OT Premium
- Stock Programs
- Allowances, Subsidies & Misc.

Towers Watson Data Services

Data Submission Process

CLIENT

Accomplish cash and benefits questionnaires.

Submit cash questionnaire to TW, and benefits questionnaire to GCG



TW/GCG

Data validation

- Blank items
- Compare incumbent data to policy
- Other validation items



Job Matching to ensure appropriate comparison with market



Validated Company Data

Survey Questionnaire Walkthrough

Thank you for your time!