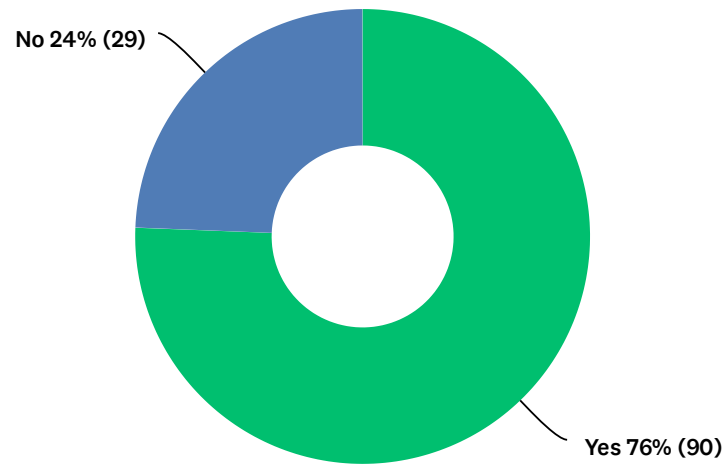


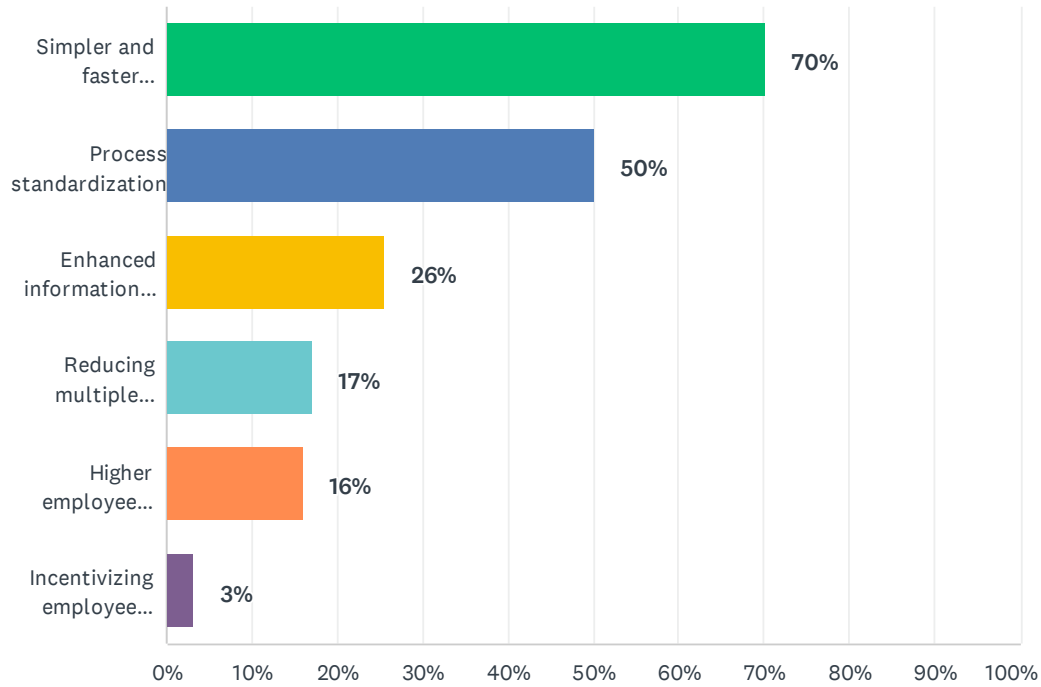
## Q1 Before this poll, were you aware of the eMPF implementation timeline?

Answered: 119 Skipped: 0



## Q2 As an employer, what are your most valued benefits from eMPF? (Please select at most 2 benefits)

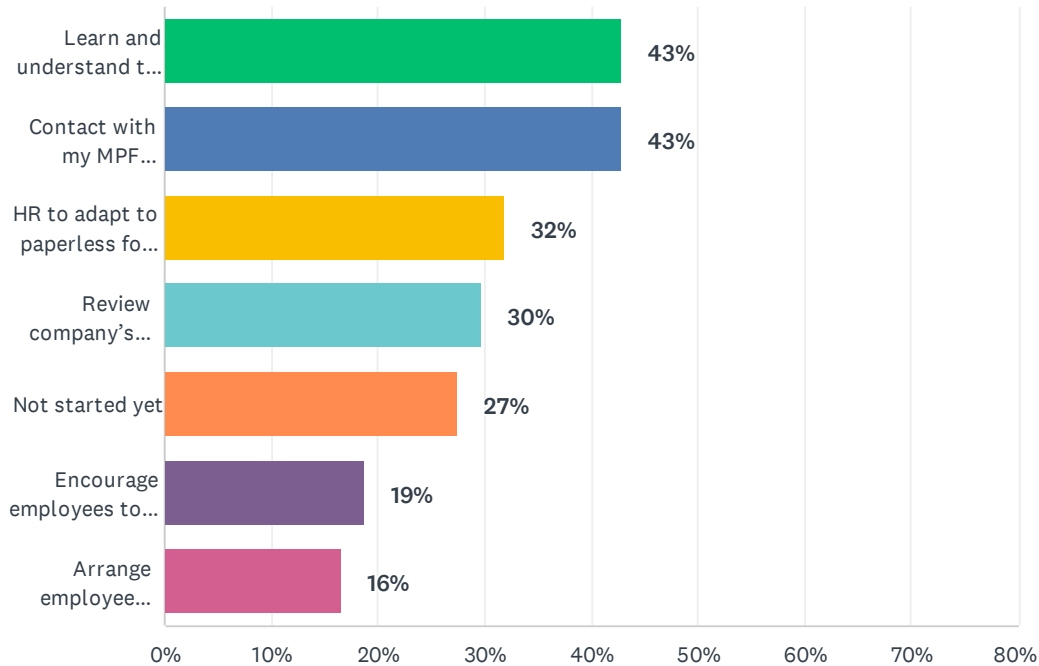
Answered: 94 Skipped: 25



ANSWER CHOICES	RESPONSES	
Simpler and faster administration	70%	66
Process standardization	50%	47
Enhanced information transparency and accessibility	26%	24
Reducing multiple accounts of employees	17%	16
Higher employee engagement in their MPF	16%	15
Incentivizing employee voluntary retirement saving with ease of enrolment	3%	3
Total Respondents: 94		

### Q3 What actions are you planning to take to prepare for eMPF? (Please select at most 3 actions)

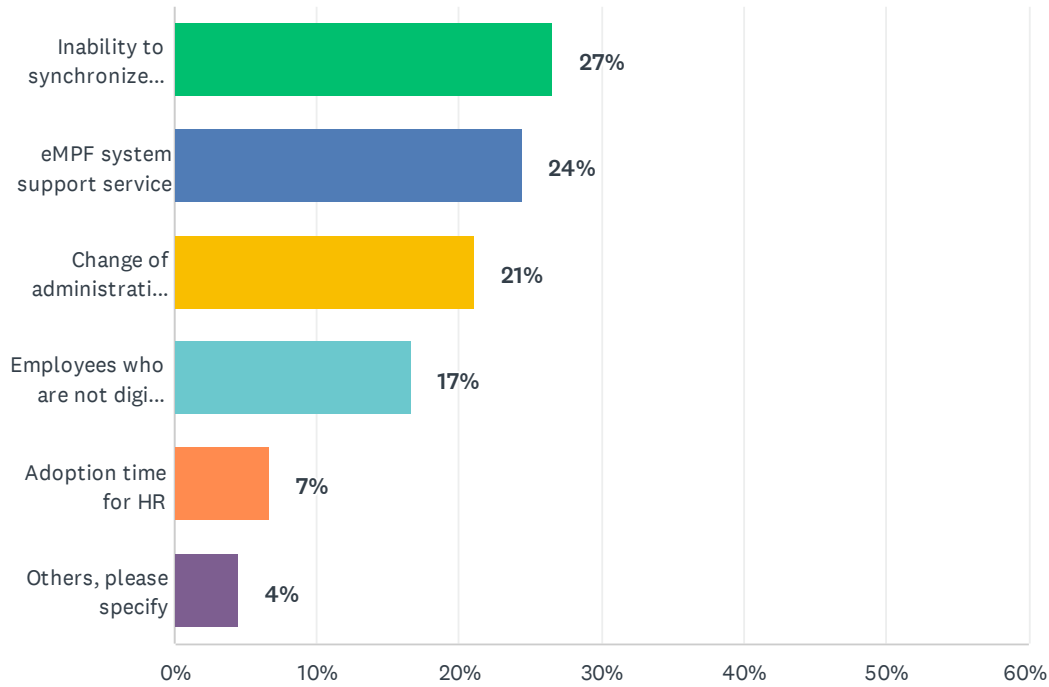
Answered: 91   Skipped: 28



ANSWER CHOICES	RESPONSES	
Learn and understand the latest development and design of eMPF from MPFA	43%	39
Contact with my MPF provider(s)/ Consultants for more information	43%	39
HR to adapt to paperless for current regular MPF administration work	32%	29
Review company's existing workflow and reporting requirement on potential impact	30%	27
Not started yet	27%	25
Encourage employees to use available online platform to manage their MPF	19%	17
Arrange employee education sessions to inform employees of the potential changes and benefits	16%	15
Total Respondents: 91		

## Q4 What is your organisation's top concern with the implementation of eMPF?

Answered: 90 Skipped: 29

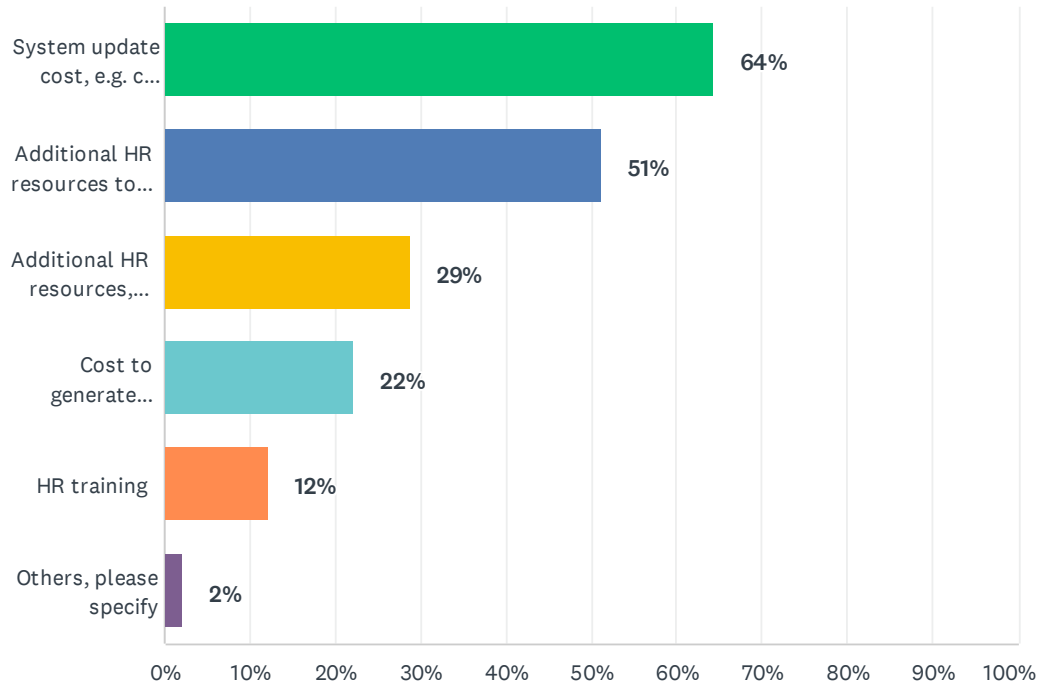


ANSWER CHOICES	RESPONSES	
Inability to synchronize with existing internal system	27%	24
eMPF system support service	24%	22
Change of administration workflow	21%	19
Employees who are not digit savvy may have difficulty using the new digital platform	17%	15
Adoption time for HR	7%	6
Others, please specify	4%	4
TOTAL		90

#	OTHERS, PLEASE SPECIFY	DATE
1	All of the above	10/18/2022 9:48 AM
2	no comment	10/18/2022 9:36 AM
3	It is not clear about the full functionalities of eMPF platform. I joined some webinars in the past and the information is that the platform is still collecting input as to what features to be included. It is not transparent at all.	10/18/2022 9:20 AM
4	we should be good	10/11/2022 10:36 PM

## Q5 What additional costs will likely be incurred due to the implementation of eMPF?(Please select at most 2 additional costs)

Answered: 90 Skipped: 29

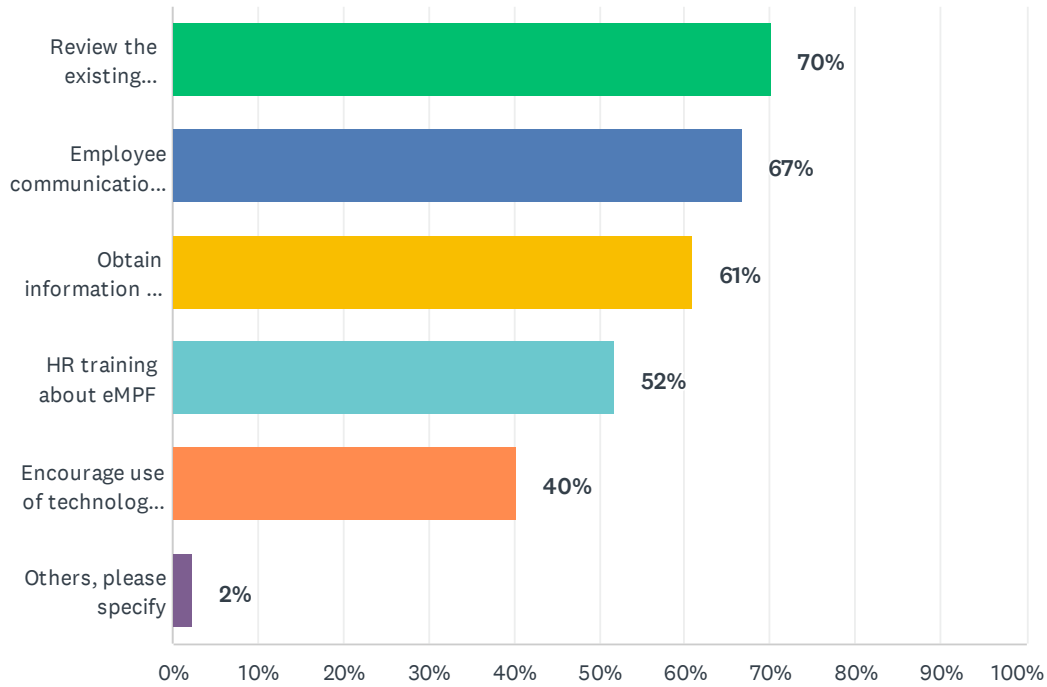


ANSWER CHOICES		RESPONSES	
System update cost, e.g. cost to update payroll system or internal record keeping system to adapt to eMPF platform		64%	58
Additional HR resources to handle any new platform requirement		51%	46
Additional HR resources, related to handling employee enquiries and employee education related to use of platform		29%	26
Cost to generate customized reports for submission to eMPF		22%	20
HR training		12%	11
Others, please specify		2%	2
Total Respondents: 90			

#	OTHERS, PLEASE SPECIFY	DATE
1	no	10/18/2022 9:37 AM
2	not anticipating any additional cost	10/11/2022 2:16 PM

## Q6 What do you think are the responsibilities of employers throughout the transition process to eMPF?(Please select all applicable answers)

Answered: 87 Skipped: 32

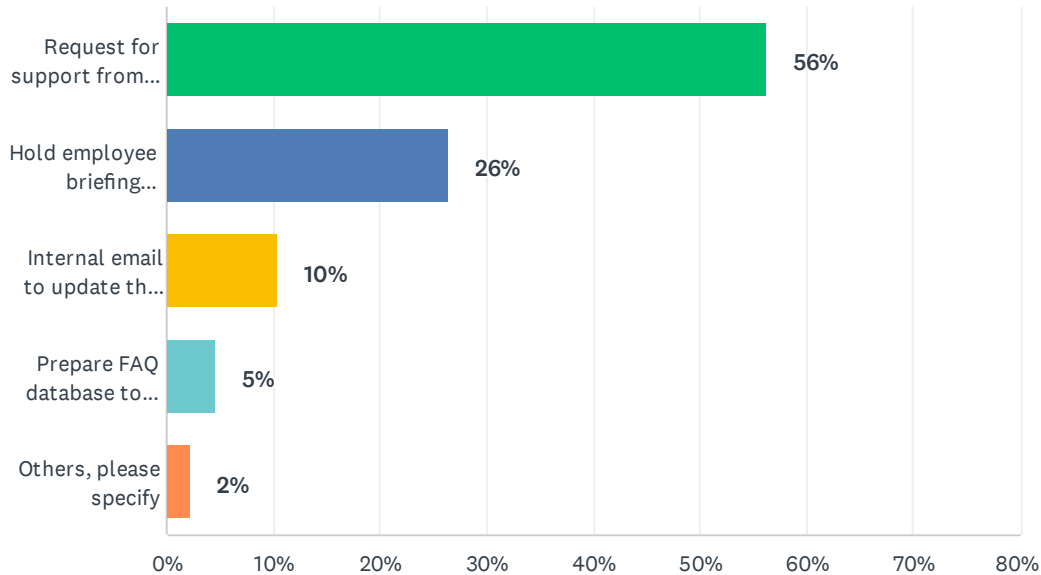


ANSWER CHOICES	RESPONSES	
Review the existing process to ensure smooth transition	70%	61
Employee communication on the changes and how to use the platform	67%	58
Obtain information of the implementation and transition process	61%	53
HR training about eMPF	52%	45
Encourage use of technology to staff	40%	35
Others, please specify	2%	2
Total Respondents: 87		

#	OTHERS, PLEASE SPECIFY	DATE
1	The cost may occur for payroll system upgrade to align eMPF	10/18/2022 12:43 PM
2	All of the above	10/18/2022 9:49 AM

## Q7 What communication do you plan to arrange for employees about the upcoming eMPF platform?

Answered: 87 Skipped: 32

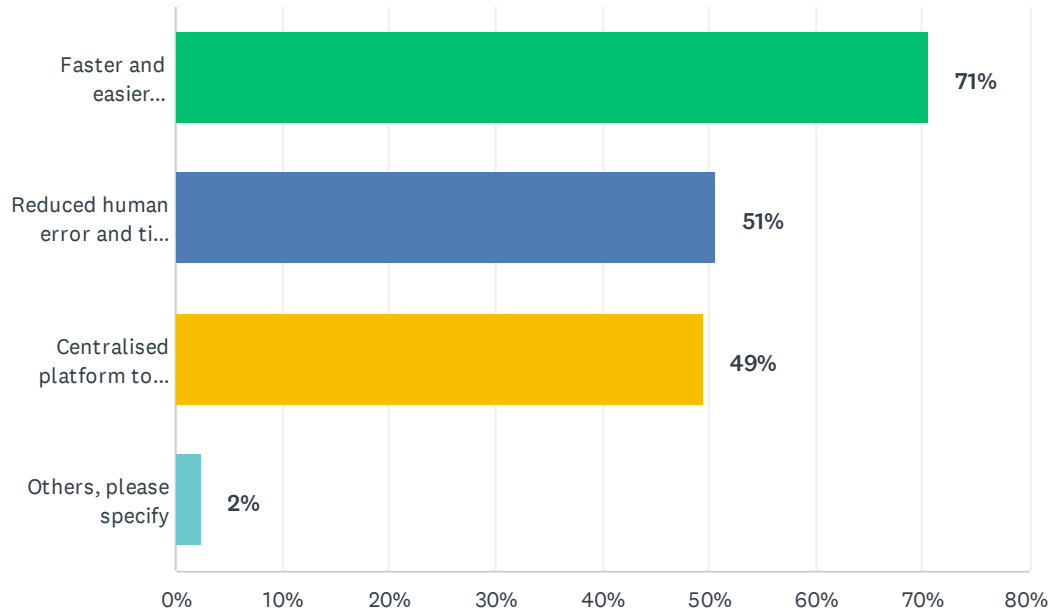


ANSWER CHOICES	RESPONSES	
Request for support from your MPF provider / Consultant	56%	49
Hold employee briefing sessions for employees to understand what eMPF is	26%	23
Internal email to update the development of eMPF	10%	9
Prepare FAQ database to handle potential employee enquiries	5%	4
Others, please specify	2%	2
TOTAL		87

#	OTHERS, PLEASE SPECIFY	DATE
1	All of the above	10/18/2022 9:22 AM
2	not yet decide	10/12/2022 7:29 PM

## Q8 What operational changes do you think eMPF can bring to employers? (Please select all applicable answers)

Answered: 85 Skipped: 34



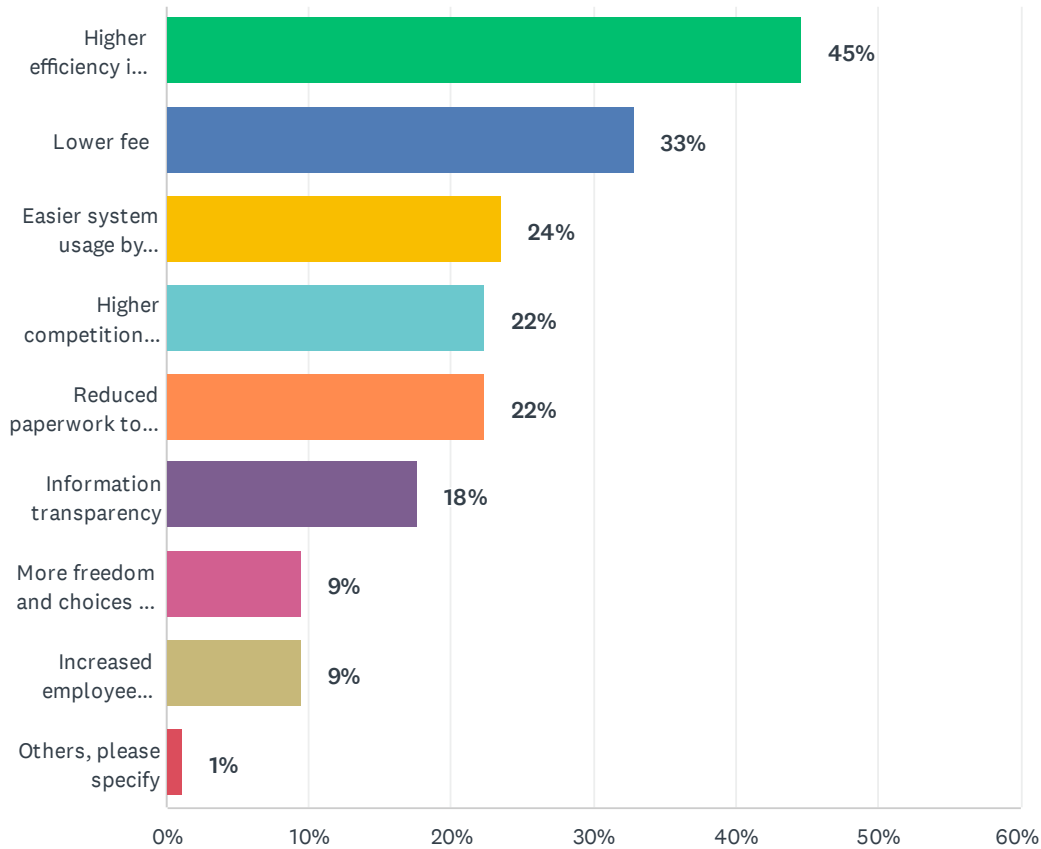
ANSWER CHOICES	RESPONSES	
Faster and easier administration processing, from employee enrolment, regular contribution to benefit payment withdrawal	71%	60
Reduced human error and time spent in daily operation for MPF by employers	51%	43
Centralised platform to obtain latest key MPF scheme real-time information and market update in addition to MPF providers	49%	42
Others, please specify	2%	2
Total Respondents: 85		

#	OTHERS, PLEASE SPECIFY	DATE
1	Results yet to be observed	10/18/2022 9:50 AM
2	There is not enough information on eMPF platform to say for sure at this time.	10/18/2022 9:24 AM



## Q9 What outcome do you think the eMPF platform can achieve?(Please select at most 2 outcomes)

Answered: 85   Skipped: 34



ANSWER CHOICES	RESPONSES	
Higher efficiency in administration	45%	38
Lower fee	33%	28
Easier system usage by employees and employers	24%	20
Higher competition among MPF providers	22%	19
Reduced paperwork to achieve sustainability	22%	19
Information transparency	18%	15
More freedom and choices of MPF product offering	9%	8
Increased employee engagement in MPF	9%	8
Others, please specify	1%	1
Total Respondents: 85		

#	OTHERS, PLEASE SPECIFY	DATE
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# Q10 What support do you need to facilitate the eMPF implementation?

Answered: 39   Skipped: 80

#	RESPONSES	DATE
1	Training sessions arranged by MPFA	10/21/2022 11:31 PM
2	In depth training from providers, MPFA and consultants	10/19/2022 10:42 AM
3	Knowledge and skills to implement.	10/18/2022 11:50 PM
4	More info by MPFA and MPF providers	10/18/2022 12:55 PM
5	Save administrative time and help employee to manage their MPF.	10/18/2022 12:46 PM
6	specific timeline, responsibility between MPF provider, Employer and Employees	10/18/2022 11:33 AM
7	Free briefing and training sessions to employer and employees	10/18/2022 10:54 AM
8	Training to HR staffs	10/18/2022 9:51 AM
9	Training sessions to operate eMPF platform	10/18/2022 9:37 AM
10	More promotion and introduction of this platform at the early stages with more concrete information. More demonstration to show HR practitioners what the platform looks like so we can be the ambassador to introduce this new platform to our company management and employees.	10/18/2022 9:26 AM
11	More progress update provided by MPFA / MPF Service Providers	10/18/2022 9:05 AM
12	more public information and training	10/17/2022 5:09 PM
13	not sure yet	10/15/2022 4:50 PM
14	To know more about the implication to Employer and also the eMPF system features for program implementation.	10/14/2022 2:41 PM
15	Human Resource	10/13/2022 12:07 PM
16	provide hotline/contact for assistance how to use the e-MPF if any questions raised	10/13/2022 9:04 AM
17	to equip the HR team and educate employee self service	10/12/2022 7:45 PM
18	employee education	10/12/2022 5:52 PM
19	More information for HR practitioner to prepare ahead and 1st phase implementation timetable	10/12/2022 3:58 PM
20	Employer registration with eMPF and how contribution will be made in future	10/12/2022 3:00 PM
21	Free Toolkits/resources from iHKHRM	10/12/2022 9:57 AM
22	More advertisements in media, practical guideline and CS support	10/11/2022 11:36 PM
23	Conduct more briefing sessions for HR practitioners and preparation work needs to do upfront	10/11/2022 9:07 PM
24	free seminar / training session	10/11/2022 9:07 PM
25	Communication emails to staff, free system updates, FAQ to staff and employers, timeline for each MPF scheme or trustee, changes on direct debit arrangements	10/11/2022 7:41 PM
26	More information regarding the changes, impact on the HR process and system.	10/11/2022 5:23 PM
27	What employers exactly need to prepare for such implementation including but not limited to the internal system upgrade and the employee communication	10/11/2022 4:21 PM
28	提供人力資源的應變支援，如積金承辦商清楚列明支援措施，相關查詢配套;政府的專門查詢熱線等。	10/11/2022 4:12 PM

## Quick Poll on the eMPF Platform

29	system training, briefing session to employees and HR team	10/11/2022 3:45 PM
30	IT technical support	10/11/2022 3:34 PM
31	Flexibility of MPF contribution adjustment. Some company may offer better MPF calculation than mandatory (e.g. MC for 5% with 2 decimal place). System support with adjustment function to allow rounding to the nearest whole number is perfect.	10/11/2022 3:18 PM
32	iHRM to hold briefing to members	10/11/2022 2:17 PM
33	earlier solid information on details of changes and allow ample time for system upgrade instead of all HR software houses are busy at the same time to meet the deadline for implementation.	10/11/2022 2:14 PM
34	1) detail of the new platform, 2) support to convert from current process flow / reporting with trustee to the centralized platform	10/11/2022 2:13 PM
35	provide more free seminars on this subject to all workers	10/11/2022 2:09 PM
36	how to link with HR system	10/11/2022 2:09 PM
37	Training and designed Account Manager to manage the changes	10/11/2022 2:03 PM
38	NO	10/11/2022 1:55 PM
39	沒有需要特別支援，現大多已是數碼化。只要積金局，提供多些資料及透明度給用家就可以了	10/11/2022 1:41 PM