

ASIA SALARY SURVEY 2015



INTRODUCTION / SOURCE OF INFORMATION

The 2015 Salary Review was compiled in February 2015 from many different sources including the thousands of resumes received monthly by Renard's worldwide offices. All of these executives confirm in writing, his/her current salary and desired salary and benefits, as well as preferred location and position.

We also take into consideration the salary information given to us by clients like yourself when you retain us on job searches. In the last year, Renard Search Consultants worked on assignments in over 50 countries from the culinary level to the President of hotel and restaurant companies. We assisted clients in countries that when we started business in 1970, did not exist.

Our Salary Guide is produced in an **average format** where all information is totaled and divided by the number of replies or **Median format** which is mid-range from extremes.



FAR EAST SALARY SCALE 2015*

Revised in January 2015

These salary scales are for Japan, Korea, Hong Kong, Taiwan, Macau hotels and casinos) and People's Republic of China.
 This Guide is for Deluxe Hotels with a Minimum Average Room Rate of **US\$210**
 Salaries Net of Income Tax (excluding Japan, Hong Kong and Macau)
300 Rooms - 600 Rooms 4-5 Star International Rated Hotels

Positions	*Lowest Reported Jan 2014 - Jan 2015	Highest Reported 2014 - 2015	Average of Jan 2015	Average % Change Jan 2010 - Jan 2015
General Manager	111	500 ^E	128	+42.1%
Resident Manager +	57.5	115	67	+22.3%
Rooms Division Manager	52	94	59	+25%
Front Office Manager	41	85	50	+23.8%
Executive Housekeeper	54	125 ^K	62	+29.4%
Chief Engineer	62	111	70	+22%
Laundry Manager	35	63	48	+12.7%
Food & Beverage Director ++	64	140 ^L	72.5	+25.1%
Restaurant Manager (Fine Dining Room)	40	60	50	+12%
Catering Manager (Sales)	37	52	46.5	+9.3%
Banquet Manager (Operations) ^	38.5	63	46.6	+17.9%
Executive Chef	64	154	85	+18.3%
Gourmet Restaurant Chef	54.5	A 127 ^L	72	+17.9%
Executive Sous Chef	48	75 ^L	55.1	+12%
Italian Chef	61	121 ^L	69	+22.7%
Pastry Chef	57	109 ^L	62	+21.1%
Comptroller	62	125	70	+24.3%
Personnel & Training Manager	60	84	65	+18.7%
Sales & Marketing Director	78	180 ^L	90.3	+26.6%
Sales Manager (No. 2)	46.8	75	50	+15.75%
Revenue Manager	40.1	65	49	+8.35%
IT Manager	36.9	85 ^L	60	+10.3%
Social Media Director ^H	32.4	75 ^L	40	+28% ^{XX}

Data originally requested in October 2014, survey prepared in February 2015

J Some base salaries are inclusive of benefits including housing and transportation allowance

^ Gratuities which are an important part of the income in banquets, they are not included, but those also have increased substantially in last 3 years

* Can be referred to as hotel manager or director of operations

** Sometimes the term is Executive Assistant Manager / F&B, and the position is really No. 2 in the hotel due to the size of the property; in which case the food and beverage director's salary as described may be so high

E Managing single unit with title GM, but had responsibilities over other hotels in same country. No increase in 2015 as 2nd year of contract

y Macau non casino hotel

k Post now includes some non Housekeeper responsibilities
 No benefits or bonuses are included in this figure. It is net or base gross (we deduct income applicable taxes to equal to those earning net salaries)

L Casino environment

Note: Some increase due solely to currency exchange

Median is defined as a number that represents a midpoint between extremes on a scale of valuation. In some cases where one salary was either ridiculously high or too low and way out of line, we removed it as it would have distorted the true median salary range.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

H New role, no historical data

Comments (Study conducted October 2014; formulated in February 2015):

In the Far East most full-service deluxe hotels are larger than anywhere else in the world except perhaps the UAE. The trend here, is toward hotels in excess of 400 rooms.

* These are base salaries only, benefits vary from company to company. See International Hong Kong and Macau only, local and expatriate salaries were polled as equal

A Stand-alone restaurant associated with a hotel

M Some regional responsibilities but still maintain single unit responsibilities

Note: Japan for the 5th year in the row, pays the lowest salary of the groups polled. The largest increases in compensation occurred for Mandarin speaking middle & senior executives in China.

* In some cases base salary have not increased significantly not at all. But benefits which are not Taxable have increased.

2015 FAR EAST SALARY SCALE

These salary scales are for Philippines, Thailand, Singapore, Malaysia, Indonesia and Vietnam.

This Guide is for Deluxe Hotels with a Minimum Average Room Rate of **US\$175**

Salaries Net of Income Tax

300 Rooms - 500 Rooms 4-5 star International Rated Hotels

Annual Salary, US\$(1000s)

Positions	Lowest Reported Jan 2014 - Jan 2015	Highest Reported Jan 2014 - Jan 2015	Average of Jan 2014 - Jan 2015	Average % Change 2010 - Jan 2015
General Manager	108	^L 550	126	+25.1%
Resident Manager +	56.5	^L 175	67.5	+17.2%
Rooms Division Manager	47	85	60	+14.1%
Front Office Manager	40	70.9	52	+13.3%
Executive Housekeeper	48	80.5	60.3	+26.6%
Chief Engineer	61	101	72.5	+15.5%
Laundry Manager	31.5	54	45	+10.1%
Food & Beverage Director ++	64.5	115	76.1	+29.9%
Restaurant Manager (Fine Dining Room)	39.8	65	49.8	+22%
Catering Manager (Sales)	35	56.9	47	+13%
Banquet Manager (Operations) ^	33	58	45	+21.1%
Executive Chef	65.5	175	79.3	+18.2%
Gourmet Restaurant Chef	52.1	86.5	69	+27.3%
Executive Sous Chef	40	68.4	49	+22.2%
Italian Chef	48	85.1	59.8	+34.3%
Pastry Chef	45	70	46.5	+22.1%
Comptroller	51	85	68.5	+24.6%
Personnel & Training Manager	44	75	57.3	+28.1%
Sales & Marketing Director	67.8	118	92.2	+37.7%
Sales Manager (No. 2)	43	75	58	+15.5%
Revenue Manager	36.6	52.3	44.4	+8.9%
IT Manager	39	60.1	43.6	+8.5%
Social Media Director ^H	24	80	38	+5.5% ^{xx}

Notes: Survey completed in February 2015. Initial data received in December 2014.

J Some base salaries are inclusive of benefits including housing and transportation allowance

L Casino environment. No change as 2nd year of 2 years contract

A Held GM title but had regional responsibility

B This included all benefits in salary i.e. car, housing allowance etc. Therefore paid tax on entire package because of company policy

* First time GM.

** Multi-unit responsibility as well.

** Properties contained over 800 rooms plus auxiliary services.

+ No. 2 in command of the hotel.

++ Sometimes the term is Executive Assistant Manager - F&B, and the position is No. 2 in the hotel due to the size of the property; in which case the food and beverage director's salary as described may be increased 10% to 15% to compensate for a senior title.

Median is defined as a number that represents a midpoint between extremes on a scale of valuation. In some cases where one salary was either ridiculously high or low, we removed it as it would have distorted the true median salary range.

Average is achieved by totaling all salary information received and dividing by the number of respondents.

Note: Some increase due solely to currency exchange

Comments

In the Far East most full-service deluxe hotels are larger than anywhere else in the world, except perhaps UAE. The trend here, even in three- and four- star hotels, is toward hotels in excess of 400 rooms. Budget and suite hotel groups (long-term-stay properties) have tripled in last 5 years, especially limited service models like Holiday Inn Express and IBIS Properties.

Expatriates salary survey only.

All are base salaries only, benefits vary from company to company. See our **International Benefit Program Survey**.

J Benefit Program Survey.

For the 6th year in a row Thailand's salaries are "world average" meaning an expatriate in Thailand earns the average of any country where many hotels are expatriate managed. Thailand has the lowest cost of living in South East Asian countries where expatriates are generally hired.

^A Gratuities which are an important part of the income in banquets, they are not included, but those also have increased substantially in last 3 years.

* In some cases base salary have not increased. But benefits which are not Taxable have increased.



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