

2012 Far East Salary Scale

Revised in October 2012

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\$170**

Salaries Net of Income Tax

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

Positions	Lowest Reported 2011	Highest Reported 2011	Average of 2007 - 2011	Average % Change 2007 - 2011	Highest Reported 2012	Average of 2012
General Manager	80*	A 475****	87.0	+17.90%	B 512	100
Resident Manager +	48	190***	51.8	+13.30%	165	59
Rooms Division Manager	42	72	47.4	+11.10%	73.9	54
Front Office Manager	36	60	38.6	+8.30%	64	45
Executive Housekeeper	42.5	72	42.8	+21.40%	76.5	53
Chief Engineer	48.5	89.9	51.5	+11.80%	92	64
Laundry Manager	28.3	52	35.5	+9.08%	50	42
Food & Beverage Director ++	52	96.8	54.3	+26.85%	98 **	73
Restaurant Manager (Fine Dining Room)	36	60.4	40.8	+18.90%	60	44
Catering Manager (Sales)	33	52.9	38.9	+10.99%	48.5	45
Banquet Manager (Operations) ^	29.1	52.6	36.5	+23.20%	53	43
Executive Chef	52	99	54.7	+9.30%	112	72
Gourmet Restaurant Chef	42.5	79	50.4	+27.40%	76	64
Executive Sous Chef	36	62	41.3	+20.00%	64.9	48
Italian Chef	40.7	76.5	48.1	+36.30%	76.5	54
Pastry Chef	41	64.8	40.0	+19.50%	66.2	46
Comptroller	47	76	53.3	+21.20%	79.8	65
Personnel & Training Manager	39	72.6	46.3	+37.00%	72.9	55
Sales & Marketing Director	58	132**	64.2	+33.45%	72.8	82
Sales Manager (No. 2)	38	76	48.0	+21.30%	72.3	54
Revenue Manager	39	52	42.8	+7.91%	52	44
IT Manager	36.1	62	40.3	+5.90%	60.5	45
Social Media Director	24	60	n/a	n/a	80	36

Annual Salary, US\$(1000s)

Notes:

Revision in October 2012 .Salaries (bold) changed since information originally received in January/February 2012, reveals shortage in these roles in last 8 months

A Held GM title but had regional responsibility

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

B

* First time GM

** Corporate responsibility as well.

*** Property contains 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.

Comments (Study conducted March - April 2012)

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**.

For the fifth year in a row Thailand's salaries are "world average" meaning an expatriate in Thailand earns the average of any country where most hotels are expatriate managed.

Thailand has the lowest cost of living in South East Asian countries where expatriates are generally hired.

- ^ 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.