

2013 WORLDWIDE

Introduction/Source of Information

The 2013 Salary Review was compiled in February 2013 (revised in September 2013) 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 last year Renard Hospitality Search Consultants worked on assignments in over 52 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.



**RENARD INTERNATIONAL
HOSPITALITY SEARCH
CONSULTANTS**

2013 INDIA SALARY SURVEY

Analysis of Hospitality trends in India in 2013

The hospitality Industry in India is set to boom by taking advantage of the weak Rupee which is considered an opportunity for Indian Tourism Industry. The foreign tourist gets more for their USA dollar when traveling to India in 2013. The "Incredible India" marketing that started in 2002 created an average 16% increase every year in various tourism sectors. This helped the foreign exchange earnings in 2012 to USD 17,737 million as compared to USD 16,564 in 2012. The number of tourist arrivals were 6.58 million in 2012 which is still low considering the tremendous potential that India has to offer. New tourist opportunities are being developed in Rajasthan Deserts of Thar, Himalayas, Forts, wildlife and sport adventures. The Government is stressing to all the local airlines to promote India as Emirates does for Dubai. State run resorts must enter partnerships with private hoteliers who can improve the basic standards of efficient management. There is enormous potential for growth offered in tourism with a burgeoning domestic economy complementing inbound tourism.

In 2013 and in a response to untamed inflationary pressures money tightening is being practiced by the Indian Government; but in spite of the currency crash in recent weeks, India is still growing at a rapid pace in comparison to most European countries. The service sector has maintained its strong performance during 2012 – 2013, proving again that it is the most resilient sector of the economy.

COMPENSATION

Due to many factors, hotel salaries across the board have increased as compared to 2011–2012. Due to the Rupee to USA dollar exchange in September 2013 local appointments are edging up again against expat recruitment which costs the employers between 20%-35% more. As a cost saving some Indian Hotels owners have outsourced their restaurants to Internationally branded restaurant groups. This saves the high cost of expensive foreign Executive Chefs and managers.

This survey is for Deluxe Hotels with a Minimum Average Room Rate of **\$200 - \$400**
For local candidates ONLY. US\$1000 payable in Indian Rupees
This survey is carried out on hotels with **100 Rooms - 400 Rooms** and have **4-5 Star**
International Hotel ratings in India - Annual Salary (In US \$1000)

Positions	Lowest 2011	Lowest 2013	Highest 2011	Highest 2013	Average 2011	Average 2013
General Manager	35.2	36.9	89	121	58	76
Resident / Hotel Manager	16.5	19.9	41	65	29	39
Rooms Division Manager	16.5	18.5	43.7	54	30.5	38
Front Office Manager	9.9	15.6	32.2	37.5	21.28	25.1
Executive Housekeeper	8.8	11.9	39	49	25	28
Chief Engineer	10.85	9.1	58	62.5	34.43	39
Laundry Manager	5.5	8.5	26.45	29.8	16.1	21.1
Food & Beverage Director	18.5	25.8	65	35.1	41.75	44
Restaurant Manager (Fine Dining Room)	4.85	8.1	30	36.3	17.43	24
Catering Manager (Sales)	5.5	6.8	20.7	24	13.23	18
Banquet Manager (Operations)	3.85	5.1	23	29	13.51	15
Executive Chef	8.2	19.1	64	79.6	41.1	52
Gourmet Restaurant Chef	6.4	10.6	30.7	36.4	18.55	26
Executive Sous Chef	10.8	10.5	30.75	34.5	20.78	2
Italian Chef	11	17.7	3	39.3	22	29
Pastry Chef	8.2	13.2	1	32	19.6	23
Comptroller	6.6	14.5	48	65	26	33
Human Resources & Training Manager / Director	10.2	9.4	65.5	49.3	37.85	38
Sales & Marketing Director	12.5	20.2	67.5	90.4	40	50
Sales Manager (No. 2) or Dir. or Sales	7.69.3	32	40.8	24.2	25.9	24.20
Revenue Manager	39	9.2	52	50	+6.7%	20
Security Director/Manager	8.8	9.4	28.75	30.5	18.98	19
IT Manager	6.5	7.5	30.75	30	18.63	19.2

Our salary reviews which we produce for the industry are meant to be informative only!

Comments: Supporting the findings of this survey done by Indian Travel/hospitality industry. These are gross salaries employees pay their own taxes.

Information for this survey:

Today's exchange rate has averaged to INR 65.6 to 1 USD in September 2013 which is 22% more than 2012. Compensation packages for Indian nationals do not offer accommodation as a benefit though some compensation is provided through various additional allowances based on company policy. Medicals, conveyance and bonuses are in addition to salaries offered. Few expatriate GMs and specialty chefs were hired in Indian hotels in 2013 because of increase in hiring cost. 99.2% of the staff is Indian nationals. The four major Indian hotel groups have their own Hotel schools where they select young graduates and train them. These hospitality trained ladies and gentlemen are then recruited by the Airlines, Clubs, Events Organizations, Cruise lines, and hospitals as front line and hospitality staff. On an average about 11,000 students leave India to join Hotel schools in Switzerland, Hungary, UK and Canada annually. These hotel graduates surface in all hotel brands all over the world and many return to India to fill key management appointments.



INDIA EXPATRIATE SALARY SURVEY 2013

Positions	Lowest	Highest	Average
General Manager	96.00	275.00	120.00
Hotel Manager / Resident Manager	50.00	80.00	52.50
Rooms Division Manager	48.00	76.80	50.10
Front Office Manager	38.00	60.80	46.40
Executive Housekeeper	39.00	72.40	48.70
Chief Engineer	45.00	63.00	50.00
Laundry Manager	32.00	56.80	41.40
Food and Beverage Dir / Manager	62.00	89.90	70.40
Restaurant Manager	34.00	54.20	39.10
Catering Manager (Sales)	24.00	39.76	26.88
Banqueting Manager	36.00	55.72	40.86
Executive Chef	60.00	105.00	70.00
Speciality Chef Indian	28.00	48.80	33.40
Exec. Sous Chef	36.00	59.44	41.22
speciality chef Italian	46.00	96.80	51.40
Pastry Chef	40.00	62.00	46.00
Comptroller	44.00	88.80	56.40
Human Resource/ Training Director	38.00	63.20	45.60
DO SM	58.00	89.40	65.22
Director of Sales	49.00	60.60	54.80
Revenue Manager	28.00	34.66	31.33
Security Manager	32.80	57.92	35.36
IT Manager	31.00	48.20	38.10

Expatriate Terms offered for all Foreign Hired Executives