

Far East Compensation Report March 2024

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to Success!



**RENARD INTERNATIONAL HOSPITALITY
SEARCH CONSULTANTS** is the leading
Recruitment Company for Hospitality in the World.
In 2024, we celebrate our 54th Anniversary.

2024 FAR EAST SALARY SURVEYS

These salary survey is for Philippines, Thailand, Malaysia, Indonesia and Vietnam.
This Guide is for Deluxe Hotels with a Minimum Average Room Rate of **US\$250**
Salaries Net of Income Tax & Employees Pay Tax
300 Rooms - 500 Rooms 4-5 star International Rated Hotels

	2022 SALARY RANGE FORMULATED	2023 SALARY RANGE FORMULATED	2024 SALARY RANGE FORMULATED
Positions	April 2022	August 2023	August 2024
General Manager	120 - 150	140 - 215	155 - 236
Resident Manager + / Hotel Manager **	60 - 80	66 - 90	70 - 105
Rooms Division Manager	53 - 72	54 - 76.8	59.6 - 68
Front Office Manager	45 - 58	45 - 60	48 - 68
Executive Housekeeper	60 - 72	60 - 77	64 - 81.1
Chief Engineer	68 - 82	69 - 87	72 - 90
Laundry Manager	36 - 43	36 - 48	40 - 52.5
Food & Beverage Director ++	77.5 - 101	78 - 102	80 - 126
Restaurant Manager (Fine Dining Room)	48 - 60	48 - 60	49 - 62
Catering Manager (Sales)	40 - 50	40 - 52	42 - 54.9
Banquet Manager (Operations) ^	41 - 48	42 - 48	42 - 52
Executive Chef	77 - 111	78 - 115	82 - 136
Gourmet Restaurant Chef	66 - 73	67 - 77.9	72 - 80
Executive Sous Chef	48 - 54	48 - 60.5	49.6 - 62
Italian Chef	54 - 70	54 - 72	58 - 72
Pastry Chef	46 - 54	48 - 69	49.3 - 72
Comptroller	60 - 77	60 - 81	63 - 85
Personnel & Training Manager	57 - 66	59 - 72	62 - 77.4
Sales & Marketing Director	80 - 112	84 - 125	88 - 139.2
Sales Manager (No. 2)	49 - 59	49 - 60	53 - 60
Revenue Manager	36 - 43	36.5 - 48	37 - 52.8
IT Manager	40 - 52	42 - 54	44 - 54
Social Media Director ^H	36 - 42	36 - 48	36 - 47.9

Notes: Survey Date Revised between August 1, 2023 and February 1, 2024
Some increases solely due to currency exchange
Top salaries in these regions are in Philippines

H This is a relatively new role so salaries are scattered

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

+ 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 more senior title

Comments

In the Far East most full service hotels are larger than anywhere globally, except perhaps UAE. The trend here, even in three and four-star hotels, is hotels in excess of 400 rooms. Budget and suite hotel groups (long-term-stay

properties) have tripled in last 6 years, especially limited service models like Holiday Inn Express and IBIS Properties. All are base salaries only, benefits vary from company to company. See our **International Benefit Program Survey**.

Notes: As Business has returned the lack of experience candidates has pushed salary up expedientially.

Benefit Program Survey.

^A Gratuities, which are an important part of the income in banquets, etc, are not included but have increased substantially in the last 1 year

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

Overview: In 2020 - 2023 we saw little or no substantial increase. In fact, some benefits were removed; this was due to Covid.

XI Sometimes accommodation allowance & other benefits are included in the salary

** Highest Reported 145,000 USA Net

2024 FAR EAST SALARY SURVEYS

These salary scales are for Singapore, 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\$300.00**

Salaries Net of Income Tax (excluding Hong Kong, Macau and Singapore)^{xi}

300 Rooms - 600 Rooms 4-5 Star International Rated Hotels

	2022 SALARY RANGE FORMULATED	2023 SALARY RANGE FORMULATED	2024 SALARY RANGE FORMULATED
Sector I Positions	April 2022	August 2023	August 2024
General Manager	130 - 175	180 - 308	184 - 319
Resident Manager + / Hotel Manager **	65 - 77	71 - 91	72 - 95.4
Rooms Division Manager	58 - 62	60 - 72	62 - 75
Front Office Manager	50 - 60	54 - 62.8	64 - 66.1
Executive Housekeeper	70 - 75	72 - 79.5	73 - 82
Chief Engineer	73 - 83	76 - 94	77 - 98
Laundry Manager	340 - 46	42 - 48	44 - 51
Food & Beverage Director ++	77 - 90	77.6 - 110	80 - 113
Restaurant Manager (Fine Dining Room)	49 - 54	50 - 56	50 - 56.8
Catering Manager (Sales)	40 - 50	42 - 53	43 - 54
Banquet Manager (Operations) ^	40 - 50	42 - 54	43 - 56.2
Executive Chef	85 - 100	86 - 120	89 - 131
Gourmet Restaurant Chef	71 - 84	72 - 86	72.7 - 90
Executive Sous Chef	55 - 66	56 - 72	58 - 72
Italian Chef	65 - 77	66 - 77	71 - 80
Pastry Chef	65 - 71	66 - 79	69 - 82.3
Comptroller	73 - 85	76 - 88.9	80 - 94.6
Personnel & Training Manager	68 - 72	68 - 75	69 - 78
Sales & Marketing Director	96 - 112	96 - 132	98 - 147.6
Sales Manager (No. 2)	55 - 60	58 - 72	58 - 71
Revenue Manager	46 - 50	47 - 52	48 - 52
IT Manager	61 - 71	62 - 72	62 - 72
Social Media Director ^H	40 - 44	40 - 45	40 - 44

Notes: Survey Date Revised between August 1, 2023 and February 1, 2024
Some increases solely due to currency exchange

† Macau and Singapore casinos pay much more

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

^ Gratuities, which are important part of the income in banquets, are not included

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

++ 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 high.

L Casino environment.

** Highest Reported 425,000 USA Gross in Macau.

Overview: In 2020 - 2023 we saw little or no substantial increase. In fact, some benefits were removed; this was due to Covid.

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 and dividing by the number of respondents.

Comments:

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.

THE GOAL OF OUR 2024 COMPENSATION REPORT.



The contemporary employment picture in 2024 evidences once again the need for employees and employers to gain access to professional tools enabling them to objectively evaluate their compensation and also employer's hiring scenarios. To this aim, we are sharing with you our Far East Renard Compensation Report which we hope you find both; interesting and informative.

Note: A report or survey informs readers concisely about a complex topic to help them understand and solve an issue. It also presents the writer's viewpoint on the matter.

Recently, during volatile hiring pressure, most companies suffer from a frequent lack of transparency in their quest to better understand, analyze, and judge what should be offered by their Hiring Managers. At Renard International, we are proud to have pioneered. The most read "Annual Global Hospitality Salary Survey". We offer it complimentary as we find an educated client and applicant is our best partner. This study will enable you to objectively compare and benchmark your compensation strategies.

Our standard compensation report is prepared in either average or median format. Since 2022, we now use "Ranges". This is due to the competition and lack of talent in the workforce. It can be compared to a fish market. You say you want a two pound fish... the fishmonger says I have a 1 and a half or 3 pound fish. Take it or leave it! That is the hiring scenario again for 2024. The information is from hiring transactions which occurred in the last 6 months. "Appointments" have been "all over the board" and followed no set hiring patterns or pay grade. We therefore have outlined the ranges of salary for the roles offered and accepted to the best of our knowledge in the last six months August 1, 2023 to February 1, 2024.

Our Renard team would be glad to assist you in your request for more clarity , and better strategic compensation planning.

Recent Corporate Hiring Transactions: August 1, 2023, to February 1, 2024

Several notable hiring transactions have taken place in the Southeast Asian (S.E. Asian) region recently. These hires represent completed transactions occurring between August 2023 and February 2024 in Southeast Asia and the Australia Oceania region. Due to confidentiality restrictions, only the titles and compensation details can be disclosed. The compensation is in US Dollars, and taxation and benefits will be location-based. It is reasonable to assume that the benefits package includes housing and a comprehensive range of other perks according to company policy, such as a significant bonus, shares or share options, high-end insurance coverage, and business or first-class travel.

The partial list below highlights senior hires in the region, along with the agreed-upon compensation between the buyer and seller of talent:

1. Country VP - long term stay brand	USD 225,000
2. SR VP HR - Global Group	USD 190,000
4. COO - Company owns and operates 50+ hotels	USD 325,000
5. CEO - Public Company owns and operates 15, 4-star properties Oceania	USD 240,000
6. GM - Casino Hotel, responsible for both gaming and non-gaming	USD 240,000
7. VP F&B - Major restaurant group specializing in ethnic cuisine Dual Country Role	USD 185,000
8. VP Spa - Organization with 25 spas	USD175,000
9. SR VP finance / CFO Public Company	USD 245,000
10. VP Development Southeast Asian Country (large incentive package)	USD175,000
11. Regional director of sales and marketing 75 hotels in SE Asia	USD265,000

Senior Expatriate Hires in last 6 months

It is significant to note to the best of our knowledge, there was no senior expatriate hires in China and Malaysia in the last 6 months except through personal introduction or company transfers. The majority of moves at the corporate or board level where in Hong Kong, Singapore and Thailand and just a very few in Philippines, Korea and Indonesia. The dust must be settling after Covid.