

2023 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\$275.00**
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**

2016 - 2019

Sector I Positions	2016 - 2019			2022	2023
	Lowest Reported	Highest Reported	Average April 2022	April 2022	August 2023
General Manager	116	500 ^E	125	130 - 175	180 - 308
Resident Manager +	60	124	68	65 - 77	71 - 91
Rooms Division Manager	54	95	60	58 - 62	60 - 72
Front Office Manager	43	88	50	50 - 60	54 - 62.8
Executive Housekeeper	58	135	66	70 - 75	72 - 79.5
Chief Engineer	65	125	74.5	73 - 83	76 - 94
Laundry Manager	35	60	45	40 - 46	42 - 48
Food & Beverage Director ++	68	145 ^L	75.3	77 - 90	77.6 - 110
Restaurant Manager (Fine Dining Room)	41	60	50	49 - 54	50 - 56
Catering Manager (Sales)	38	53.5	47	40 - 50	42 - 53
Banquet Manager (Operations) ^	39.5	64.2	46.3	40 - 50	42 - 54
Executive Chef	69.3	161	87.2	85 - 100	86 - 120
Gourmet Restaurant Chef	57	130	72	71 - 84	72 - 86
Executive Sous Chef	48	75 ^L	55	55 - 66	56 - 72
Italian Chef	63.4	120 ^L	70	65 - 77	66 - 77
Pastry Chef	59.2	120 ^L	64	65 - 71	66 - 79
Comptroller	62	130	72	73 - 85	76 - 88.9
Personnel & Training Manager	61.1	86	68.6	68 - 72	68 - 75
Sales & Marketing Director	83.3	195 ^L	95.2	96 - 112	96 - 132
Sales Manager (No. 2)	45	77	59.9	55 - 60	58 - 72
Revenue Manager	42.3	65.5	49.1	46 - 50	47 - 52
IT Manager	38	85 ^L	60.4	61 - 71	62 - 72
Social Media Director ^H	31.4	73 ^L	39.9	40 - 44	40 - 45

† 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.

E Managing single unit with title GM, with responsibilities over other hotels. No increase in 2016 as 2 year contract finalized.

L Casino environment.

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

Note: Some increase due solely to currency exchange.

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.

H New role, no historical data.

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.

2023 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**

Positions	Lowest Reported 2016 - 2019	Highest Reported 2016 - 2019	Average 2016 - 2019	April 2022	August 2023
General Manager	94.3	1560	125.9	120 - 150	140 - 215
Resident Manager +	55.8	1185	68.2	60 - 80	66 - 90
Rooms Division Manager	48.1	86.3	61.2	53 - 72	54 - 76.8
Front Office Manager	35	72.5	54	45 - 58	45 - 60
Executive Housekeeper	48.5	82	65.4	60 - 72	60 - 77
Chief Engineer	65.1	115	75.3	68 - 82	69 - 87
Laundry Manager	32	55	43.6	36 - 43	36 - 48
Food & Beverage Director ++	64	128	79.7	77.5 - 101	78 - 102
Restaurant Manager (Fine Dining Room)	40.1	66	51	48 - 60	48 - 60
Catering Manager (Sales)	35	55	48.2	40 - 50	40 - 52
Banquet Manager (Operations) ^	33	57	44.5	41 - 48	42 - 48
Executive Chef	67.5	175	84.3	77 - 111	78 - 115
Gourmet Restaurant Chef	56.3	92.3	70.9	66 - 73	67 - 77.9
Executive Sous Chef	42	65.5	50	48 - 54	48 - 60.5
Italian Chef	50	85.9	62.1	54 - 70	54 - 72
Pastry Chef	47.7	74.3	50	46 - 54	48 - 69
Comptroller	52.1	85.6	68	60 - 77	60 - 81
Personnel & Training Manager	45.5	76.3	59	57 - 66	59 - 72
Sales & Marketing Director	70.8	143.2	94.2	80 - 112	84 - 125
Sales Manager (No. 2)	44	77.1	57.9	49 - 59	49 - 60
Revenue Manager	36.8	54.2	42.3	36 - 43	36.5 - 48
IT Manager	40	62.6	42.1	40 - 52	42 - 54
Social Media Director ^H	24.5	77.6	38.1	36 - 42	36 - 48

Notes: Survey reviewed in August 2023
Some increase 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 expeditiously

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