





# SALARY INFORMATION 2018



## KEY FEATURES

### Comprehensive

Over 380 job positions organised by job family

### Detailed

Information presented by Industry, Cluster, Employment Size, Annual Sales Turnover, Length of Service (New!) and Number of Years in Current Capacity in Company

### Useful

Assists with the development of competitive and rewarding salary structures

## USER FRIENDLY TABLES

### By Industry And Cluster

Accounts Executive		Monthly Basic Salary				Monthly Gross Salary			
		N	Lower Quartile	Median	Upper Quartile	N	Lower Quartile	Median	Upper Quartile
Building & Construction	Construction & Engineering Services	18	2900	3200	3650	18	2900	3200	3650
	Real Estate	28	2989	3528	3740	28	2989	3528	3740
	<b>Total (Building &amp; Construction)</b>	<b>46</b>	<b>2969</b>	<b>3289</b>	<b>3736</b>	<b>46</b>	<b>2969</b>	<b>3289</b>	<b>3736</b>
Chemical	Chemical Manufacturing	9	3300	3499	3800	9	3513	3800	3848
	Chemical Trading	4	3200	3450	3800	4	3420	3760	3900
	<b>Total (Chemical)</b>	<b>13</b>	<b>3300</b>	<b>3566</b>	<b>3840</b>	<b>13</b>	<b>3513</b>	<b>3800</b>	<b>3930</b>
Hospitality & Tourism	Amusement & Recreation	23	2579	3075	3450	23	2579	3075	3450
	Hospitality	121	2800	2960	3300	121	2800	2960	3300
	<b>Total (Hospitality &amp; Tourism)</b>	<b>144</b>	<b>2800</b>	<b>2975</b>	<b>3310</b>	<b>144</b>	<b>2800</b>	<b>2975</b>	<b>3310</b>

### By Job Grade

Accounts Executive		Monthly Basic Salary				Monthly Gross Salary			
		N	Lower Quartile	Median	Upper Quartile	N	Lower Quartile	Median	Upper Quartile
	Grade 10	123	3350	3580	3956	123	3350	3580	4000
	Grade 11	325	2800	3016	3486	325	2800	3040	3500
	Grade 12	4	2430	2930	3075	4	2430	2930	3075
	Grade 13	12	2550	2992	3253	12	2610	2992	3253
	Grade 14	37	2288	2428	2800	37	2300	2457	2900
	<b>All Incumbents</b>	<b>501</b>	<b>2820</b>	<b>3144</b>	<b>3587</b>	<b>501</b>	<b>2850</b>	<b>3175</b>	<b>3610</b>

\*Figures are for illustration purposes only

## ENHANCEMENTS



Better benchmarking of salary information through new job grade system based on Responsibility, Complexity and Autonomy



Information in Hardcopy and Softcopy available for all participants



Exclusive for participants: Option to get Salary Benchmarking Toolkit, which includes salary report in electronic format

### Salary Information Service

Which provides comprehensive, reliable and useful salary information of over 380 jobs



### Salary Benchmarking Service

Which saves time, effort and cost in benchmarking salaries against industry peers, leading employers and the general labour market



### Research and Information Sharing Session

Which facilitates sharing and learning of the latest labour market trends as well as salary issues and outlook



### Community of Inquiry

Which stimulates discussion among HR practitioners to pursue deeper knowledge and new ideas on strategic compensation matters



### Contact and Connect

Which dedicates a channel for employers to seek general economic information fast and to receive invitations and deals first



## SALMA SALARY MATTERS



SNEF Centre for Research and Information presents SALMA to help employers:

1. Achieve desired external competitiveness and internal equity for salaries
2. Manage salary costs and salary-related workplace challenges
3. Make strategic compensation decisions



# INFORMATION ON BENEFITS FOR LOCAL EMPLOYEES

## KEY FEATURES

### Comprehensive Coverage

More than 30 types of employee benefits covered to assist employers in enhancing the work-life balance of their employees

### In-Depth Coverage

Benefits are covered in-depth, from the prevalence to the quantum and policy, including extensive coverage on health benefits and information & communications technology benefits

### Updated Coverage

Updated to reflect the changes in legislation as well as changes in employee benefits

## TYPES OF BENEFITS COVERED

### Leave Benefits

- Annual
- Compassionate
- Examination
- Sabbatical
- Community Service
- Long-term Illness

### Family-Friendly Benefits

- Non-statutory Family-related Leave
- Marriage & Parenthood
- Maternity Leave & Benefits
- Paternity Leave
- Shared Parental Leave
- Childcare Leave

### Awards & Workplace Flexibility

- Long Service
- Employee Discount Scheme
- Holiday Subsidy
- Flexible Work Arrangements
- Flexible Benefits

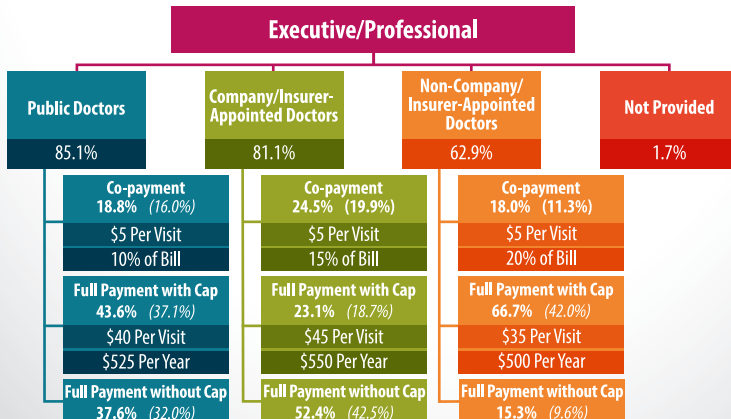
### Health Benefits

- Outpatient Medical
- Traditional Chinese Medicine
- Hospitalisation
- Dental
- Health Screening
- Medical Examination
- Workplace Health Promotion

### Valued Benefits

- Insurance
- Training & Development
- Information & Communications
- Retirement
- Re-employment
- Retrenchment

## OUTPATIENT NON-SPECIALIST MEDICAL BENEFITS



\*Figures are for illustration purposes only

# SNEF TALENT MANAGEMENT SERIES

Since 2011, SNEF Centre for Research and Information (CRI) has been conducting research on issues such as talent management strategy, career management and succession planning.

In view of an ageing workforce, changing workforce profile and technological disruptions, CRI made two quests to determine the challenges employers faced in Succession Planning and Recruitment and Selection. The findings and recommendations are now available for employers to gain insights on these two important issues.



## REPORT ON RECRUITMENT & SELECTION

### KEY FEATURES

#### Comprehensive

Covers issues ranging from sourcing and shortlisting to selection and onboarding

#### Insightful

Gain insights on recruitment strategies and practices of leading organisations

#### Useful

Recommendations to help employers recruit right, recruit better



## REPORT ON SUCCESSION PLANNING

### KEY FEATURES

#### Comprehensive

Covers a whole range of succession planning issues from identifying core roles to preparing potential successors for succession

#### Insightful

Gain insights on succession planning policies and practices

#### Useful

Recommendations to assist employers to enhance their succession planning strategy to prepare for ageing workforce

# ORDER FORM

All Prices Inclusive of 7% GST	SNEF Member		Non-Member	
	Participant*	Non-Participant	Participant*	Non-Participant
<b>SNEF Salary Information on Executive Jobs 2018</b>	\$588.50	\$1,059.30	\$1,177.00	\$1,765.50
<b>SNEF Salary Information on Non-Executive Jobs 2018</b>	\$481.50	\$866.70	\$963.00	\$1,444.50
<b>SNEF Salary Information on Executive and Non-Executive Jobs 2018</b>	\$963.00	\$1,733.40	\$1,926.00	\$2,889.00
<b>Add-On Option for Friends of SALMA Salary Benchmarking Toolkit</b>	\$321.00	N.A.	\$535.00	N.A.
<b>SNEF Information on Benefits for Local Employees</b>	\$428.00	\$749.00	\$856.00	\$1,284.00
<b>SNEF Report on Succession Planning</b>	Free Softcopy	\$149.80	Free Softcopy	\$214.00
<b>SNEF Report on Recruitment &amp; Selection (NEW!)</b>	Free Softcopy	\$149.80	Free Softcopy	\$214.00

\*Participant rate for any report is for participants of the corresponding survey only.

## MY COMPANY IS PLACING AN ORDER FOR :

SNEF Salary Information 2018 (NEW!)	
<input type="checkbox"/> Executive Jobs only	<input type="checkbox"/> Information on Benefits for Local Employees
<input type="checkbox"/> Non-Executive Jobs only	<input type="checkbox"/> Report on Succession Planning
<input type="checkbox"/> Both Executive and Non-Executive Jobs	<input type="checkbox"/> Report on Recruitment & Selection (NEW!)
<input type="checkbox"/> Salary Benchmarking Toolkit (add-on option for Friends of SALMA only)	

## PLEASE SELECT MODE OF COLLECTION

**Self Collection**  
My company will send a dispatch to collect.  
Address: 60 Paya Lebar Road, #13-45 Paya Lebar Square  
Singapore 409051 (via access Office Lift Lobby 2)

**Courier**  
We will include \$25 (incl. GST) for delivery.  
(Please allow 3 working days for delivery)

## PLEASE FAX ORDER FORM TO 6290 7600 or EMAIL [ri@snef.org.sg](mailto:ri@snef.org.sg)

Company Name : \_\_\_\_\_ UEN No. : \_\_\_\_\_

Address : \_\_\_\_\_ Postal Code : \_\_\_\_\_

Group Annual Sales Turnover :  Up to S\$100 Million  Above S\$100 Million      Group Employment Size : \_\_\_\_\_

Contact Person : Mr/Ms/Mdm \_\_\_\_\_ Designation : \_\_\_\_\_

Telephone : \_\_\_\_\_ Fax : \_\_\_\_\_ Email : \_\_\_\_\_

- We will contact you to confirm your order. Please call us at 6290 7695 or email us at [ri@snef.org.sg](mailto:ri@snef.org.sg) if you have any enquiries.
- Reports in any format would only be released upon receipt of payment.
- Cheques are made payable to "Singapore National Employers Federation".
- Please write "Centre for Research and Information" and the invoice number at the back of the cheque.
- ANY CANCELLATION AFTER TAX INVOICE HAS BEEN ISSUED WILL BE SUBJECT TO \$53.50 ADMINISTRATION CHARGE.

SCAN THIS QR CODE TO PLACE YOUR ORDER VIA OUR WEBSITE!



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