

2016 INTERNATIONAL MANAGEMENT SURVEYS



INTRODUCTION SOURCE OF INFORMATION

The 2016 Renard International Salary review was finalized in February 2016 using a variety of sources. The outcomes were accumulated from a comprehensive attitudinal analysis extracted from Renard International's own database of 45,000 candidates and supplemental 15,000 contacts. The sources also include, written answers to our global survey sent to Executives in over 50 countries. The information was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses.

They also signpost desired salary information, preferred location and ideal role.

We also take into consideration the information which has been shared with us in confidence by Clients, when they retain Renard for executive searches.

After completing an important assignment in Mongolia, Renard International has now completed a search in every major nation worldwide.

In 2015 alone, Renard Consultants worked on assignments in over 40 countries from Culinary to the CEO of major Hotels and Restaurants. We have now assisted Clients in nations that were non-existent when we commenced business 46 years ago.

Our Salary surveys are produced using an **average format** in which the information is totaled and divided by the number of replies, or, in a **median format**, which is calculated using data mid-range to extremes.



**RENARD INTERNATIONAL
HOSPITALITY SEARCH
CONSULTANTS**

FAR EAST SALARY SCALE 2016

Revised in February 2016

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\$210**
Salaries Net of Income Tax (excluding Hong Kong and Macau)
300 Rooms - 600 Rooms 4-5 Star International Rated Hotels

Sector I Positions	*Lowest Reported Jan 2015 - Jan 2016	Highest Reported Jan 2015 - Jan 2016	Average of February 2016	Average % Change Jan 2010 - Feb. 2016
General Manager	115	500 ^E	130.9	+43.4%
Resident Manager ⁺	58	125	68	+23.4%
Rooms Division Manager	53.5	95	61	+25.9%
Front Office Manager	43.1	88	49	+23.9%
Executive Housekeeper	55	135 ^K	64.4	+32.1%
Chief Engineer	62	125	72	+24%
Laundry Manager	36	62	45.9	+13%
Food & Beverage Director ⁺⁺	65	145 ^L	74.1	+29.4%
Restaurant Manager (Fine Dining Room)	40	59.8	52	+14.3%
Catering Manager (Sales)	37.8	52	46	+9.9%
Banquet Manager (Operations) [^]	38.5	63	46	+17.9%
Executive Chef	64.9	155	86	+21.2%
Gourmet Restaurant Chef	55.5	A 130 ^L	71.5	+19.5%
Executive Sous Chef	47	75 ^L	55	+12.5%
Italian Chef	62.6	125 ^L	70	+23%
Pastry Chef	58.2	115 ^L	63.6	+21.4%
Comptroller	62	135	70	+25.3%
Personnel & Training Manager	60	85.9	67.3	+20%
Sales & Marketing Director	80	193 ^L	92.2	+28.3%
Sales Manager (No. 2)	47	75.5	60	+17.8%
Revenue Manager	40	65.8	49	+9.2%
IT Manager	36	85 ^L	59	+10.4%
Social Media Director ^H	29.5	70 ^L	37.4	+26.1% ^{XX}

• 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, some have increased substantially in the last 6 years

* 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.

^y Macau non casino hotel

^k Post now includes some non Housekeeper responsibilities

No benefits or bonuses are included in this figure. It is net or base gross (we deduct income applicable taxes to equal to those earning net salaries)

^L Casino environment

Note: Some increase due solely to currency exchange

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 (Study conducted October 2014; formulated in February 2015):

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. See International Hong Kong and Macau only, local and expatriate salaries were polled as equal

^A Stand-alone restaurant associated with a hotel

^M Some regional responsibilities but still maintain single unit responsibilities

Note: Japan and Malaysia are tied and pay the lowest salaries of the groups polled. The largest increases in compensation occurred for Mandarin speaking middle and senior executives in China.

* In some cases base salary have not increased significantly or not at all. But benefits which are not taxable have increased.

2016 FAR EAST SALARY SCALE

Revised in February 2016

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\$175**

Salaries Net of Income Tax

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

Annual Salary, US\$(1000s)

Positions	Lowest Reported Jan 2015 - Jan 2016	Highest Reported Jan 2015 - Jan 2016	Average of Jan 2015 - Jan 2016	Average % Change 2011 - Jan 2016
General Manager	92	^L 550	125	+25%
Resident Manager ⁺	56	^L 175	67	+17%
Rooms Division Manager	48	86	60	+14%
Front Office Manager	36	72	54	+14%
Executive Housekeeper	48	82	64	+27.5%
Chief Engineer	64	110	73	+16.3%
Laundry Manager	32	55	44	+10%
Food & Beverage Director ⁺⁺	63	125	78	+30.1%
Restaurant Manager (Fine Dining Room)	39	65	50	+22.2%
Catering Manager (Sales)	35	56	48	+13.3%
Banquet Manager (Operations) [^]	33	58	45	+20%
Executive Chef	66.5	195	82	+19.9%
Gourmet Restaurant Chef	54	90	69.8	+28%
Executive Sous Chef	41.8	68	49.5	+22.3%
Italian Chef	48.5	86	60.1	+34.8%
Pastry Chef	46.4	72	48	+22.6%
Comptroller	52	85	68.5	+24.6%
Personnel & Training Manager	45	75	58.8	+28.3%
Sales & Marketing Director	69	125	94	+39.9%
Sales Manager (No. 2)	43.4	75	57	+15.6%
Revenue Manager	36	53	44	+8.9%
IT Manager	38	60	42	+8.5%
Social Media Director ^H	25	75	36.9	+5% ^{XX}

Notes: Survey reviewed in February 2016

Some increase solely due to currency exchange

Top salaries in this region are in Philippines

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

L Casino environment. Minor increase as 3rd year of open contract

A Held GM title but had regional responsibility

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

* First time GM

** Multi-unit responsibility as well

** Properties contained 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 more 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

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 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**.

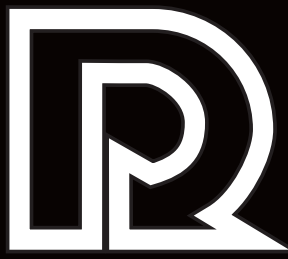
J Benefit Program Survey.

For the 7th year in a row Thailand's salaries are 'world average' meaning an expatriate in Thailand earns the average of any country where many hotels are expatriate managed. Thailand has the second lowest cost of living in South East Asian countries where expatriates are hired.

[^] Gratuities, which are an important part of the income in banquets, are not included but have increased substantially in the last 3 years.

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

Overview: 2015-2016 was the first year where there was little or no substantial increase over previous year.



RENARD INTERNATIONAL HOSPITALITY SEARCH CONSULTANTS*



Renard
Global
Management
A HOSPITALITY COMPANY

The Renard Report

www.renardnewsletter.com

*International Salary Surveys

Like us on Facebook 

Follow us on 

View our profile on 



“Building Management Teams and Careers for over 46 years”

WE ASSIST OUR CLIENTS IN MEETING THEIR PROFIT OBJECTIVES THROUGH INTELLIGENT
AND EFFECTIVE RECRUITMENT OF KEY PERSONNEL.

Visit us at: www.renardinternational.com • World Leaders in Hospitality Executive Search in over 60 Countries

121 Richmond Street West, Suite 500, Toronto, Ontario, Canada M5H 2K1 • Tel: (1) 416 364-8325 • Fax: (1) 416-364-4924
Contact Stephen J. Renard, President at: steve@renardinternational.com

*Division of Walard Corporation