

# 2 0 1 4     W O R L D W I D E

## **Introduction/Source of Information**

The 2014 Salary Review was compiled in February 2014 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 50 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.

Our Salary Guide is produced in an **average format** where all information is totaled and divided by the number of replies or **Median format** which is mid-range from extremes.



**RENARD INTERNATIONAL  
HOSPITALITY SEARCH  
CONSULTANTS**

## 2014 FAR EAST SALARY SCALE

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 J

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

Annual Salary, US\$(1000s)

Positions	Lowest Reported 2014	Highest Reported 2014	Average of 2014	Average % Change 2008 - 2014
General Manager	100	L 550	115	+24.5%
Resident Manager +	55	L 175	66	+16.6%
Rooms Division Manager	45	78	59	+13.8%
Front Office Manager	40	70	50.1	+12.5%
Executive Housekeeper	48	80	58	+25.1%
Chief Engineer	58	96	70.3	+14.9%
Laundry Manager	32	54	45	+10.3%
Food & Beverage Director ++	60	115	<b>75.9</b>	+28.1%
Restaurant Manager (Fine Dining Room)	139.8	65	48	+20%
Catering Manager (Sales)	32	56	45.3	+12.5%
Banquet Manager (Operations) ^	32	55	44.5	+20.9%
Executive Chef	60	175	<b>78.1</b>	+16.7%
Gourmet Restaurant Chef	48	80	<b>66.5</b>	+25.3%
Executive Sous Chef	39	68	48.9	+21.5%
Italian Chef	48	80	56.7	+33.5%
Pastry Chef	45	70	46.5	+21.5%
Comptroller	48.9	85	<b>68</b>	+23.4%
Personnel & Training Manager	42.5	75	57	+28.3%
Sales & Marketing Director	65	111	<b>88</b>	+36.7%
Sales Manager (No. 2)	42.4	75	58	+15.3%
Revenue Manager	37	51.9	43	+8.5%
IT Manager	38	59	43	+8.1%
Social Media Director H	25	83	<b>38.9</b>	+5.9% xx

Notes: Survey completed in February 2014.

Initial data received in December 2013. Salaries (**bold**) changed since information originally received. Survey reveals shortage in these roles in last 5 months.

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

L Casino environment

A Held GM title but had regional responsibility

B This included all benefits in salary i.e. car, housing allowance etc. Therefore paid tax 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 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 deluxe hotels are larger than anywhere else in the world, except perhaps UAE. The trend here, even in three- and four- star hotels, is toward 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 fifth year in a row Thailand's salaries are "world average" meaning an expatriate in Thailand earns the average of any country where most hotels are expatriate managed. Thailand has the lowest cost of living in South East Asian countries where expatriates are generally hired.

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

# FAR EAST SALARY SCALE 2014\*

Revised in January 2014

These salary scales are for Japan, 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 Japan, Hong Kong and Macau)

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

Positions	Lowest Reported Jan 2013 - Jan 2014	Highest Reported 2013 - 2014	Average of Jan 2014	Average % Change Jan 2009 - Dec 2014
General Manager	100	500 <sup>E</sup>	126	+40.3%
Resident Manager +	55	115	66.9	+21.8%
Rooms Division Manager	50	92	57.3	+23.8%
Front Office Manager	40	85	50	+22.6%
Executive Housekeeper	52	120 <sup>K</sup>	60	+27.1%
Chief Engineer	60.3	99.5	68	+20.2%
Laundry Manager	36	65	48	+12.6%
Food & Beverage Director ++	64	136 <sup>L</sup>	71	+23.11%
Restaurant Manager (Fine Dining Room)	42	60	50	+11.9%
Catering Manager (Sales)	36	52	46	+9.1%
Banquet Manager (Operations) ^	38	63	46	+17.3%
Executive Chef	65	148	82	+16.7%
Gourmet Restaurant Chef	52	A 116 <sup>L</sup>	70	+16.5%
Executive Sous Chef	48	75 <sup>L</sup>	55	+11.9%
Italian Chef	60	111 <sup>L</sup>	67.3	+21.61%
Pastry Chef	56	101 <sup>L</sup>	60	+19.98%
Comptroller	60	118	67	+23.6%
Personnel & Training Manager	59	84	64.9	+18.3%
Sales & Marketing Director	77	179 <sup>L</sup>	89	+25.3%
Sales Manager (No. 2)	45	75	50	+15.55%
Revenue Manager	40	65	49	+8.15%
IT Manager	37	85 <sup>L</sup>	60	+10.3%
Social Media Director <sup>H</sup>	30	75 <sup>L</sup>	40	+27.9% <sup>XX</sup>

Data originally requested in October 2013, survey prepared in February 2014

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

^ Gratuities which are an important part of the income in banquets, they are not included, but those also have increased substantially in last 3 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 really 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 so high.

E Managing single unit with title GM, but had responsibilities over other hotels in same country

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

**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 received and dividing by the number of respondents.

H New role, no historical data

**Comments** (Study conducted October 2013; formulated in February 2014):

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 for the 5th year in the row, pays the lowest salary of the groups polled. The largest increases in compensation occurred for Mandarin speaking middle & senior executives in China.