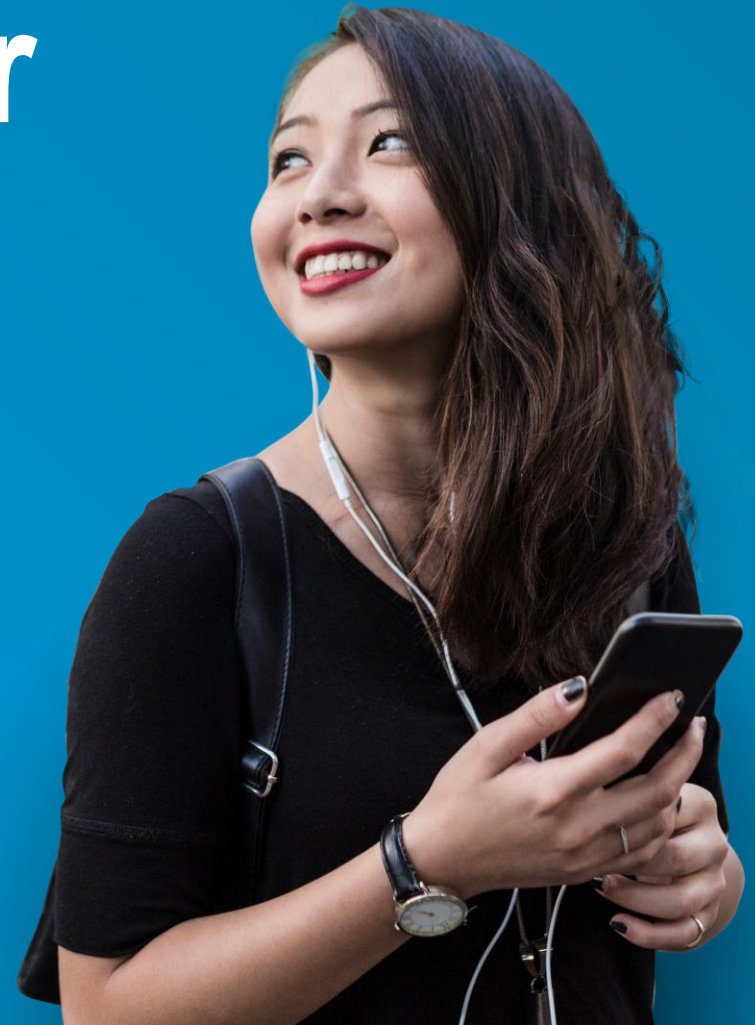


Asia Pacific Monitor

Your essential HR Toolkit



Asia Pacific Monitor

Make informed HR decisions with speed, cost efficiency and flexibility. Mercer's Asia Pacific Monitor gives you access to data, insights, networking and collaboration opportunities in one bundled package.



Asia Pacific Monitor Standard Packages

2025 Subscription Fees

	Silver	Gold	Platinum	Diamond
Standard Entitlement	Asia HR Conference Seat(s): 1 Seat	Asia HR Conference Seat(s): 2 Seat	Asia HR Conference Seat(s): 2 Seats	Asia HR Conference Seat(s): 2 Seats
	APM Meetings/Webinars	APM Meetings/Webinars	APM Meetings/Webinars	APM Meetings/Webinars
	Quarterly Talent Insights	Quarterly Talent Insights	Quarterly Talent Insights	Quarterly Talent Insights
TAAP Platform & Publications		Talent All Access Portal – Asia Pacific TAAP Geography, WBEG APAC Online	<ul style="list-style-type: none"> Talent All Access Portal – Asia Pacific TAAP Geography, WBEG APAC Online, GPS & GCPR Online Tools Learning Module on TAAP Compensation Handbook, Mobility Handbook, HR Management Terms Up to 5 Learning Accounts (2 Courses) 	<ul style="list-style-type: none"> Talent All Access Portal + - Global Access (All Geography) TAAP+ Learning Compensation Handbook, Mobility Handbook, HR Management Terms Unlimited TAAP+ users
Add-on Entitlement			Benefits Spotlight Reports: 4 Locations Job Pricing MVS or Mobility Reports: 6 Reports	Benefits Spotlight Reports: 4 Locations Job Pricing MVS or Mobility Reports: 6 Reports
APM Annual Fee	USD 3,600	USD 9,700	USD 12,400	

APM Diamond

Enjoy the benefits of having access to global data, tools and insights on TAAP+, combined with the benefits of APM. Contact us for price details

Key APM Deliverables

Data + Insights + Networking

Quarterly APM Talent Insights

- **Salary increase**, promotional pay, variable bonus, graduate pay, attrition and turnover rates for all industries
- **Employment legislation updates** and statutory requirements in APAC
- **Economic updates** including global and regional outlook along with data on GDP, CPI and inflation
- **Mercer's Point of Views (POVs)** and thought leadership on hot topics



Overview

Return to a new normal
As we enter the next phase of the pandemic and restrictions ease, people and businesses are looking for ways to return to a new normal. Where can companies focus their efforts to return employees safely, effectively and energetically? Where else should we concentrate our efforts beyond returning to the workplace, to communicating with stakeholders and ensuring the future well-being of our people, our businesses and our economies?

Asia Pacific Monitor Bulletin

second quarter

Legislation changes

3.1 Asia Pacific

3.1.1 Australia (AU)

Private healthcare premium increased

The average private health premium increased by 2.92% on 1 Apr 2020. Thirty-seven health insurance funds operate in Australia, and the 2020 premium increase is the smallest since 2001.

COVID-19 JobKeeper Scheme addresses effects of COVID-19

A temporary wage subsidy program — the JobKeeper Scheme — aims to help eligible employers cover their wage costs by paying A\$1,500 (before tax) to eligible employees every two weeks from 30 Mar until 27 Sep 2020. Employers are allowed to top up salary payments. Employers must apply to the scheme and meet certain eligibility criteria. The Tax Commissioner has the discretion to apply alternative tests to establish eligibility in specific circumstances. Eligible employers who laid off employees before the commencement of this scheme can participate.

The scheme is open to employees hired on or before 1 Mar 2020, including employees who were let go and then rehired. Payments to employers are made in arrears and began in early May. The scheme is open to New Zealand citizens on "444 visas" provided they are tax residents, but not to other nationalities on working visas in Australia.

Employers do not have to pay superannuation guarantee payments on any additional payment made because of the JobKeeper Payment.

A number of states and territories have announced changes to exempt JobKeeper payments from payroll tax and other payroll tax concessions to help businesses affected by COVID-19.

Asia Pacific Monitor Bulletin - 2nd quarter 2020

Asia Pacific GDP, Inflation

Annual GDP Real Growth (%)		AU	BD	CH	HK	IN	ID	JP	KR	LA	MM	MY	NI	PH	SG	TH	TR	VN		
2019	1.8	7.8	6.1	-1.6	5.3	5.0	0.7	2.0	2.2	2.3	-4.7	4.3	4.5	2.3	3.3	1.9	0.7	2.7	1.3	
2020	-2.0	2.8	1.8	-2.3	-4.6	-2.8	-2.1	-1.4	-2.8	-2.5	-28.4	-4.4	1.8	-0.8	-1.5	-4.5	-5.2	0.5	-4.3	-2.8
2021	4.0	8.9	9.0	2.1	3.7	3.6	1.8	6.1	2.8	4.2	10.0	3.8	7.5	2.8	2.0	4.7	5.3	3.3	4.2	3.4

Annual Inflation (%)		AU	BD	CH	HK	IN	ID	JP	KR	LA	MM	MY	NI	PH	SG	TH	TR	VN		
2019	1.6	5.5	2.8	2.8	3.7	5.0	0.8	2.2	0.4	6.1	2.6	0.7	1.8	1.6	3.3	0.8	0.6	0.7	2.8	
2020	1.4	3.5	-2.1	1.3	3.8	2.2	0.1	1.3	-5.4	4.7	2.0	-2.8	6.2	1.2	11.1	2.1	-0.8	-1.2	-8.4	2.4
2021	1.8	5.4	2.6	2.1	3.6	2.9	0.4	1.9	0.4	4.6	3.3	2.8	6.3	1.4	8.0	1.7	0.5	-	0.4	3.8

Remarks:
 • Annual GDP Growth and Inflation (2019 & 2020) data quoted with permission from International Market Assessment: Asia PMI (SMA-Asia) www.pmiasia.com (April and July 2020)
 • Mercer CPI Inflation (%) represents the price changes during the specified period of the Mercer International Basket of Goods survey (March 2020 Survey)
 • Annual Inflation figures represent the Year Average percentage
 • AU, HK, LA, MM, MO & PK International Monetary Fund, World Economic Outlook Database, April 2020
 • 2021 Inflation data for all countries, International Monetary Fund, World Economic Outlook Database, April 2020

Country legend:
 AU: Australia
 BD: Bangladesh
 CH: China
 HK: Hong Kong
 IN: India
 ID: Indonesia
 JP: Japan
 KR: Cambodia
 KR: South Korea
 MY: Malaysia
 MM: Myanmar
 MO: Macau
 NZ: New Zealand
 NI: Pakistan
 PH: Philippines
 SG: Singapore
 TH: Taiwan
 TR: Thailand

Asia Pacific Monitor Bulletin

second quarter

Salary increase data

2020-2021 Salary Increase Guide (Overall) - Asia Pacific

Salary increases (excluding pay freeze)		AU	BD	CH	HK	IN	ID	JP	KR	LA	MM	MY	NI	PH	SG	TH	TR	VN	
Median	2.50%	3.00%	4.00%	3.00%	3.00%	1.00%	2.20%	4.00%	4.00%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average	2.00%	3.00%	3.00%	3.00%	3.00%	2.20%	4.00%	4.00%	4.00%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Percentage of employees receiving salary increase		AU	BD	CH	HK	IN	ID	JP	KR	LA	MM	MY	NI	PH	SG	TH	TR	VN	
Median	90%	90%	90%	90%	90%	90%	90%	90%	90%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average	80%	80%	80%	80%	80%	80%	80%	80%	80%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Percentage of organizations with salary freeze		AU	BD	CH	HK	IN	ID	JP	KR	LA	MM	MY	NI	PH	SG	TH	TR	VN	
Median	-10.00%	-18.40%	-18.00%	-20.00%	-18.00%	-14.00%	-21.00%	-14.00%	-14.00%	-22.00%	-18.40%	-18.40%	-18.40%	-18.40%	-18.40%	-18.40%	-18.40%	-18.40%	-18.40%
Average	-10.00%	-14.00%	-14.00%	-12.00%	-8.00%	-10.00%	-12.00%	-11.00%	-11.00%	-12.00%	-12.00%	-12.00%	-12.00%	-12.00%	-12.00%	-12.00%	-12.00%	-12.00%	-12.00%

Key APM Deliverables

Data + Insights + Networking

Talent All Access® Portal (TAAP)

Gold Package

- TAAP Asia Pacific Geography
- WBEG APAC Online

Platinum Package

- TAAP Asia Pacific Geography
- WBEG APAC, GPS and GCPR Online
- Learning Module on TAAP (Learning publication and 2 online courses)

Diamond Package

- TAAP+ global access

Stay ahead
with
actionable
data and
insights

The laptop screen displays a dashboard with the following data:

2. Total Remuneration

Regional Sales Head - Total Remuneration (SGD)

Market Data	P25	Average	Median	P75
Annual Base Salary	90,868	126,098	112,901	154,126
Annual Guaranteed Cash	92,177	126,841	113,964	154,313
Annual Total Cash Target	105,912	150,450	133,425	175,466
Annual Total Cash Actual	100,796	148,902	132,871	182,272
Annual Total Direct Compensation	100,796	149,545	132,871	182,380
Annual Total Remuneration Actual	115,352	165,627	148,109	205,332
Annual Total Remuneration(Actual) - LTI	112,852	163,127	145,609	202,632

Short-Term and Long-Term Incentives	P25	Average	Median	P75
Variable Bonus Actual %	13.5%	23.0%	20.0%	28.0%
Variable Bonus Target %	16.2%	26.7%	22.7%	30.7%
Sales Incentives Actual %	46.2%	55.7%	52.7%	60.7%
Sales Incentives Target %	16.2%	26.7%	22.7%	30.7%
Long-term Incentives %	29.2%	38.7%	35.7%	43.7%

Market Data	Value
Position Class	54
Sector	General Industry
Job Match	Regional Sales Head
Job Family	Sales & Marketing
Data Effective Date	01 April 2013
Data Aged to	01 November 2013
Salary Increase 2012	2.0%

Country	Singapore
Location	All regions
Job Title	Regional Sales Head

2. Total Remuneration - Market Pricing

Typical Benefits (annual value)	Prevalence	P25	Average	Median	P75	Additional Information
Company Car	55.0%	12,039	17,982	15,912	22,759	Typically a BMW 3 Series with 5 years of replacement period and max. \$3000/year
Housing Benefit	80.0%	24,078	35,924	31,824	45,516	Typically, not provided for expatriates; only 60% of companies provide this benefit.
Accident Insurance	62.0%	533	1,752	1,182	2,342	Pegged at 60 months of the employee's monthly salary
Life and Personal Insurance	60.0%	800	2,620	1,740	3,210	Pegged at 36 months of the employee's monthly salary
Medical Insurance	93.0%	4,555	6,525	5,794	8,198	Under hospitalization, the surgical coverage ranges from SGD 3000 to SGD 9000, and the room and board rate ranges from SGD 700 to SGD 1000 per day
Retirement Plan - Defined Contribution	62%	7,269	10,018	9,039	12,330	-

Notes:
Source: 2013 Singapore Total Remuneration Survey Report (TRR)
Salary Review Practice: Once a year and normally in January or April

Asia Pacific Monitor

TAAP into APAC Geography Publications



Benchmarking pay
summary

Compare your company to the market with base salary and total cash compensation data for up to 50 benchmark jobs.



Benefit &
employment
guidelines

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability and more.



Compensation
drivers

Learn which factors impact pay the most and how pay differs relative to the market average.



Compensation
planning

Everything you need to know about salary increases, economic indicators and more.



Incentives & pay
mix

Determine the right incentive program for your company by evaluating eligibility, targets, and actual incentive data for STI, sales and LTI.



Leave programs

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.



Transportation
policies & costs

Discover which types of transportation benefits companies typically offer and understand their associated costs.



Turnover & workforce
movement

Learn more about the overall employment landscape including key market indicators, turnover and hot skills.

Key APM Deliverables

Data + Insights + Networking

APM add-on entitlement*

Market Value Services / Job Pricing Report

Includes market data of comp1 to comp 5, and typical benefits value

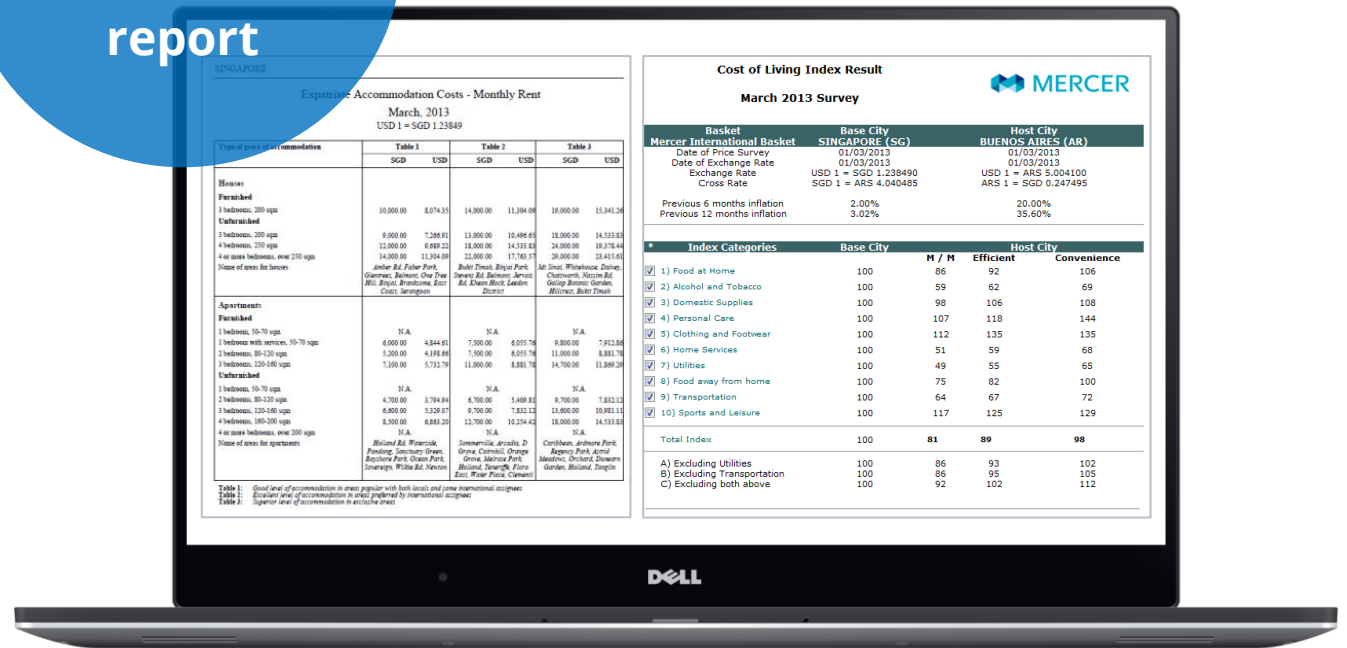
Mobility reports

- Cost of Living Report
- Cost of Living Allowance
- Quality of Living Index
- Quality of Living Report
- Expatriate Accommodation Cost
- Short-term Assignment Allowance

Benefits Spotlight Report

Get an overview of key benefits practice trends in the general market.

Your choice of customised report



*Add-on entitlements are available for APM Platinum and Diamond

Key APM Deliverables

Data + Insights + Networking

APM members-only meetings/webinar

- Theme-based topical presentations by Mercer subject-matter experts and guest presenters
- Discuss a variety of HR trends and challenges from compensation and benefits, workforce trends and other hot topics

Mercer signature event

- Complimentary seat to Asia's premier HR conference
- Connect and collaborate with HR peers, industry experts and other professionals

Empowering
through
greater
connections





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