

2018/2019 Benchmark Select Compensation Reports

Access a snapshot of 60 markets across the global

Take the complexity out of your pay planning

With Willis Towers Watson's *Benchmark Select Compensation Reports*, you can access high-quality, reliable, consistent compensation data from across the world. Confidently manage your organisation's reward programs with access to the right data, at the right time, at an affordable price

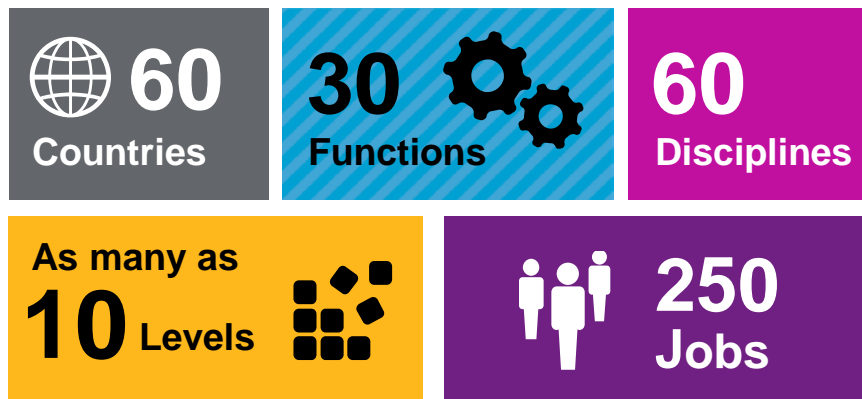
This report can support you to:

- Develop competitive and cost-effective compensation packages
- Benchmark your existing data against the market
- Attract and retain key talent with the right compensation levels
- Access pay data without survey participation or data submission

This report provides reliable and comprehensive market data.

No time to participate? No problem. Our Benchmark Select Compensation Reports take the complexity out of your compensation plans, giving you access to a selection of pay data, with no data submission required.

At a glance



Access the standard pay data you need. When you need it.

2018-2019 Benchmark Select Compensation Reports

Positions

Covering up to 250 positions from entry level to executives

Data elements*

- Years of service
- 12-month base salary
- Fixed/guaranteed bonus
- Base salary
- Fixed cash allowance
- Total guaranteed compensation
- Eligibility for annual incentives
- Target annual incentives as a percentage of base salary
- Target annual compensation
- Actual annual incentives
- Actual total annual compensation

Employee level

- Executives
- Senior and Middle Manager
- Professionals and supervisor
- Business and Technical Support
- Production/Manual Labour

Data element varies by region

2018/2019 Benchmark Select Compensation Report - Cash Data File Example.xls

Job Title	Base Salary	Target Bonus	Actual Bonus	Total Compensation	
AR021022 Office Services Executive	8	4	385,138	4	40,111
AR021023 Office Services Executive	21	36	42,370	25	36,847
AR021024 Senior Manager	3	5	392,828	3	5
AR021025 Senior Administrative Assistant	7	18	305,139	7	18
AR021026 Senior Administrative Assistant	4	9	298,880	4	16
AR021027 Senior Executive Administrative Assistant	6	7	83,573	6	7
AR021028 Administrative Services Supervisor	22	36	63,884	22	36
AR021029 Administrative Services Manager	38	45	68,555	38	45
AR021030 Senior Administrative Services Manager	4	4	673,864	4	4
AR021031 Administrative Services (IT)	28	18	341,175	28	18
AR021032 Administrative Services Professional	20	210	204,846	20	210
AR021033 Senior Administrative Services Professional	25	15	443,546	25	15
AR021034 Administrative Services Assistant	14	150	16,728	14	150
AR021035 Senior Administrative Services Assistant	14	168	18,962	14	168
AR021036 Corporate Affairs Communications Trade Relations/Corporate Affairs	17	24	74,838	17	24
AR021037 Senior Corporate Affairs Communications Trade Relations/Corporate Affairs	17	36	174,112	17	36
AR021038 Senior Corporate Affairs Communications/Corporate Affairs	13	28	45,882	13	28
AR021039 Corporate Affairs Communications/Communications Specialist	4	18	187,878	4	18
AR021040 Chief of Finance/Chief of Finance	1	1	1,642,771	1	1
AR021041 Finance Manager	21	45	793,364	21	45
AR021042 Senior Finance Manager	28	28	1,525,039	28	28
AR021043 Finance Professional	4	12	273,536	4	12
AR021044 Senior Finance Professional	7	13	564,882	7	13

IT Development Professional

Job Summary: Develop, design, implement, update, test and troubleshoot software applications, systems, databases, and networks. Analyze user requirements, design, develop, test, and implement software solutions. Perform ongoing system analysis and maintenance to ensure operational efficiency and user satisfaction.

Function: IT Development

Sample Size: 118 (Range of employees: 2,211)

Descriptive Statistics:

Element	Average	P25	P75
12-Month Base Salary	68,555	58,000	78,000
Fixed/Guaranteed Bonus	18,962	15,000	22,000
Base Salary	124,968	102,268	126,115
Total Guaranteed Compensation	3,360	720	780
Total Compensation	128,719	103,611	127,262
Target Total Annual Compensation % of Base Salary	117	12	13
Actual Total Annual Compensation	144,230	119,274	158,018

2018/2019 Benchmark Select Compensation Report - Singapore

Organization-Weighted Results | Effective Date: 01 Jan 2018 | Aging Factor Applied: 0.00% | Reported Currency: SGD | Currency Displayed: SGD

Accounting Manager

Job Code: AR1421013

Administrative Services - Accounting Manager - Accountant

Descriptive Statistics:

Element	Average	P25	P75	Minimum	Maximum
12-Month Base Salary	128,719	92,337	160,250	118,883	137,168
Fixed/Guaranteed Bonus	18,962	7,600	7,742	6,490	12,360
Base Salary	124,968	102,268	126,115	141,271	148,218
Total Fixed Cash Allowances	3,360	720	780	1,990	4,030
Total Compensation	128,719	103,611	127,262	144,271	148,218
Target Total Annual Compensation % of Base Salary	117	12	13	12	20
Actual Total Annual Compensation	144,230	119,274	158,018	142,514	161,441

Data displayed for illustrative purposes only.

Reports available

Asia Pacific - Australia, China*, Hong Kong, India, Indonesia, Japan, South Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, Vietnam.

Europe, Middle East and Africa - Austria, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Egypt, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Kazakhstan, Luxembourg, Morocco, Netherlands, Norway, Poland, Portugal, Romania, Russia, Saudi Arabia, Serbia, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Turkey, Ukraine, United Arab Emirates, United Kingdom.

Latin America - Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Panama, Peru.

North America - Canada, United States.