



Singapore  
Benchmarking  
Surveys

## Why use Remuneration Surveys?

**Compensation and benefits form the foundation of total rewards.** They establish and protect a person's standard of living. Above all other rewards, current and future employees focus on core pay and benefits.

Establishing and maintaining competitive rewards is a constant balancing act: employers offering too little may be unable to attract and retain needed talent, while paying too much only adds to what is possibly your largest cost: people.

Reputable salary surveys and accurate salary benchmarking are at the **root of all good HR and remuneration structures** and can help an organisation **avoid crippling loss of talent**, as well as **crippling costs**.

Organisations that invest in quality remuneration surveys are able to set rewards at levels that effectively **attract, retain and motivate** the talent they need.

**Equitable** HR and Compensation practices encourage **individual performance and engagement** which, in turn, drives **company strategy and performance**.

## What is the value of a salary survey?

Reward is a complex subject, and with the increased pressure in terms of governance requirements, organisations need to be able to source **accurate, reliable** and **defensible salary benchmarks**.

*Although pay is not the only consideration in the attraction and retention of key resources, it can have a significant negative impact if it is not addressed*

## How can a salary survey help us with internal and external equity?

All organisations should ideally have a system in place that **remunerates same/similar/equal value jobs equally** or **differentiates fairly**. Conditions of employment should be assessed and reviewed to ensure that policies are fair and equitable.

A survey will give you access to market data so that you can **accurately benchmark** the remuneration for the same/similar/equal value jobs against that of other organisations.

To establish whether we are paying fairly within our organisation

internal equity

To establish what practices exist in the market

external equity

To enable us to make informed strategic attraction and retention decisions

## What questions should I be asking?

Who are my **comparators**, for both general skills and those that are critical to the survival of my organisation?

Am I being offered a **comprehensive overview** of both fixed and variable remuneration?

What are the **benefit practices** of leading organisations in the market?

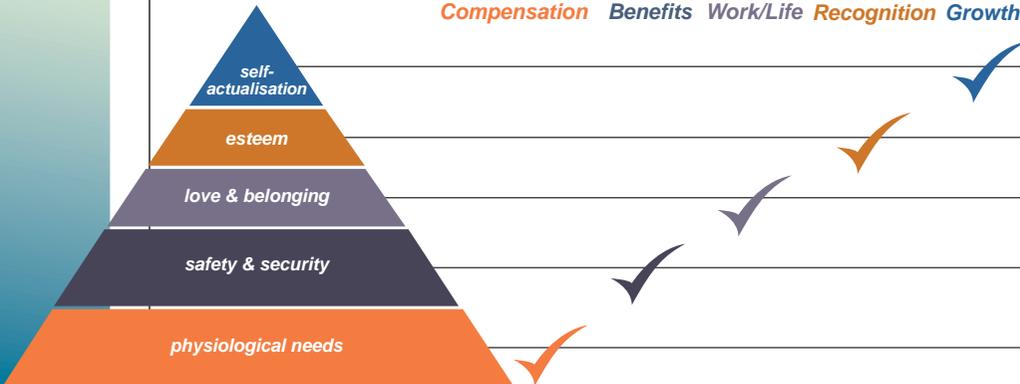
What are the latest **trends**?

Is there a **robust sample** of participants?



Audited salary survey data paints a **true picture** of what's currently happening in the remuneration environment

Compensation Benefits Work/Life Recognition Growth



## Why use RewardOnline in particular?



# RewardOnline

**Over 1 000 job titles**, with job descriptions, each correlated by level to Hay points, Mercer PC, TowersWatson global grades, Paterson and others.

**Breadth and depth** - both general staff, as well as several niche industry or occupation surveys. The survey delivers base, 13th month, allowances, variable bonus, LTI and benefits.

**Easy submission** of less than 20 company information items, and less than 40 incumbent items. Many other major surveys request over 100 information items per person.

**Better matching process** - 21<sup>st</sup> Century matches your jobs, then lets you validate the matching for superior matching consistency across participants. This saves time and ensures better quality.

**Stress-free** - No deadlines: submit your data today and get online access in about a week. The database is accessible at all times.

**Designed for Asia** - Pay data is conveniently reported in both annual and monthly figures - there is no need to divide your salary by 13.

**Local and Foreigners** - View data for all incumbents, local employees only or non-local (foreign) employees only. Contract data can also be viewed for local contracts, local plus contracts, or both. We do not request information for true expatriates paid on home country structures.

**Mappable to your other surveys** - each job is correlated to all major Job Evaluation systems (eg., Hay or Mercer) and levels on multiple JE systems can be directly compared to one another.

**Affordable** - RewardOnline is priced according to the size of organisation, so smaller firms can afford the same quality as multi-national corporations.

**Audited annually** - each year EY audits the RewardOnline survey in order to certify the data integrity.

### Why use a third party to conduct a survey?

A third party adds **credibility** to the survey. Information is **more easily obtained** from targeted companies when an independent party collects data.

## What type of survey should we be using?

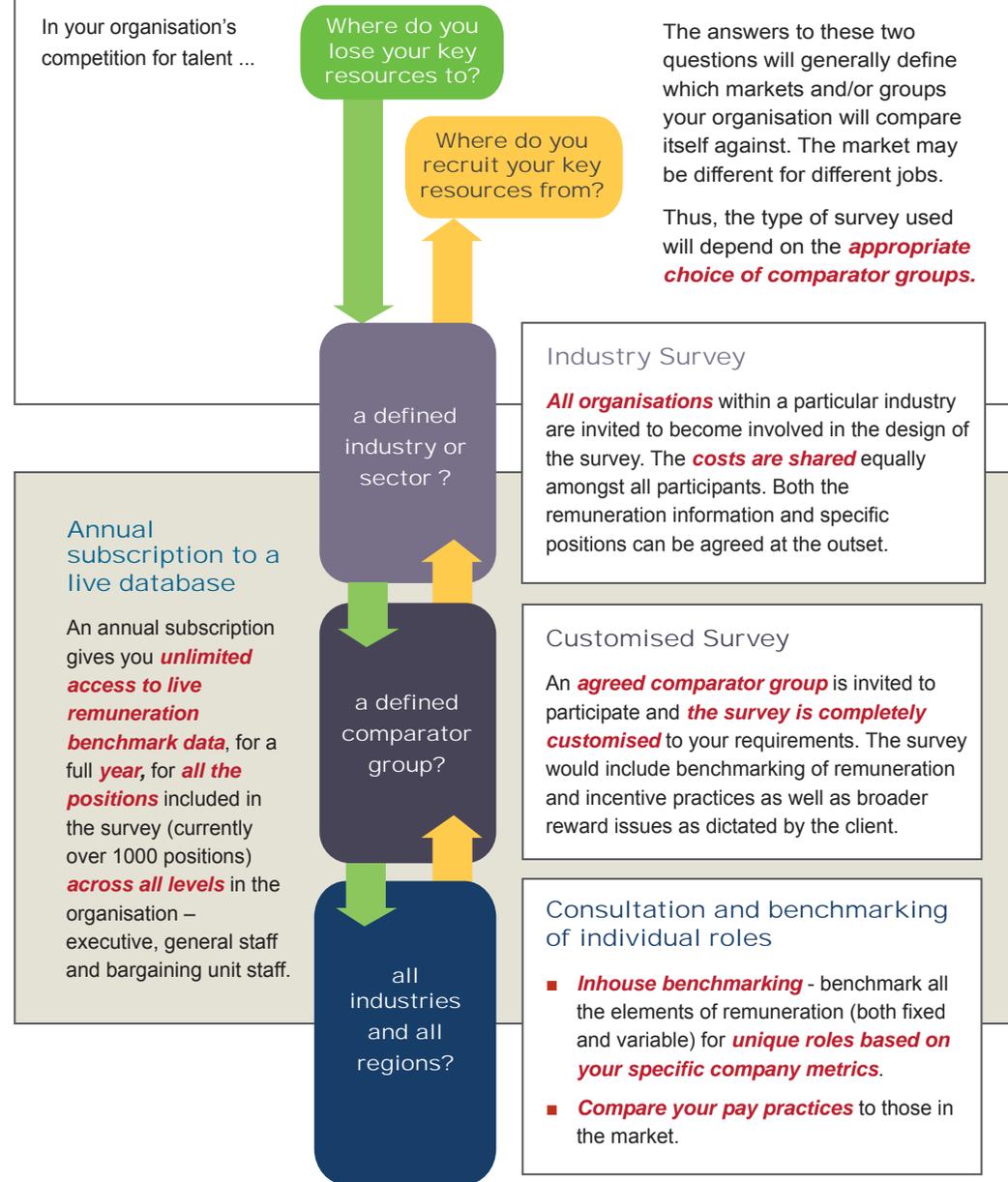
In your organisation's competition for talent ...

Where do you lose your key resources to?

Where do you recruit your key resources from?

The answers to these two questions will generally define which markets and/or groups your organisation will compare itself against. The market may be different for different jobs.

Thus, the type of survey used will depend on the **appropriate choice of comparator groups**.



# RewardOnline



RewardOnline is a web-based salary survey that gives you unlimited access to live remuneration data, for a full year, for all positions included in the survey (currently over 1000 positions), across all levels in the organisation (executive, general staff and bargaining unit staff)

## Features

RewardOnline is convenient, flexible, and easy to use:

- You can filter by the jobs that exist in your company, or access the full database of jobs.
- You can select the specific percentile results you would like to see.
- You can compare your own organisation's data (by job, by grade and by job family) to the market, and conduct compa ratio analyses per individual (to the market or your industry cut) or to all separate industry cuts.
- You can customise your reports for:
  - A range of industries
  - A range of locations
  - Your organisation's own customised grading systems
- You can access a track record of your own data and benchmark history
- You can export tables and graphs to PDF and Excel
- Different access levels can be set up so that sensitive data can be accessed only by those with permission.
- Niche survey participants can access survey data.



The annual subscription fee is all-inclusive and includes initial training and a complete set of organisation-wide reports.

## Data

- Benchmark data is audited and validated annually by EY for accuracy. RewardOnline provides a realistic, up-to-date picture of the current compensation environment.
- Data is refined to take into account a range of business metrics, including:
  - company structure and complexity
  - company size
  - industry
  - region
- Data is easy to submit. Submit your data once a year via Excel templates sent out by us, or via your payroll.
- Individual job matching is done by us and the client need only validate the matching.
- Data has been split to detail each element of pay for each position, which will enable you to accurately analyse and compare the elements that make up your organisation's total reward mix.

## Reports

Reports include:

- Job correlation (confirmation of the job matches for your inclusion of data in the survey)
- Benchmarks for all the elements of pay for each job
- Compa ratio:-
  - per individual to the national market
  - per individual to your industry cut
  - to all separate industry cuts
- Comparator group against which your organisation has been compared

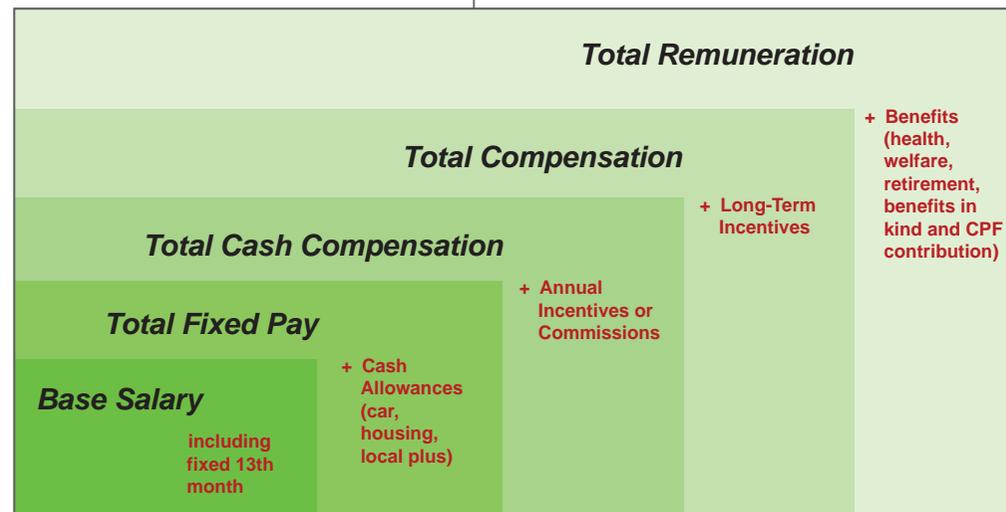
## Premium reports

- Niche reports on remuneration trends
- A niche analysis against your own select comparator group

You will also have access to the RewardOnline Library, which contains articles reflecting current remuneration trends.



Our business rests on commitment to confidentiality of data. Thus, under no circumstances would any individual information or any company-specific information be disclosed to any other participant. Our business depends on our commitment to this promise.





## Our philosophy



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