



## **Salary Index Report in 2012**

To help both job seekers and employers have better understanding on pay trends, we are offering a comprehensive monthly salary index for major job categories in 2012.

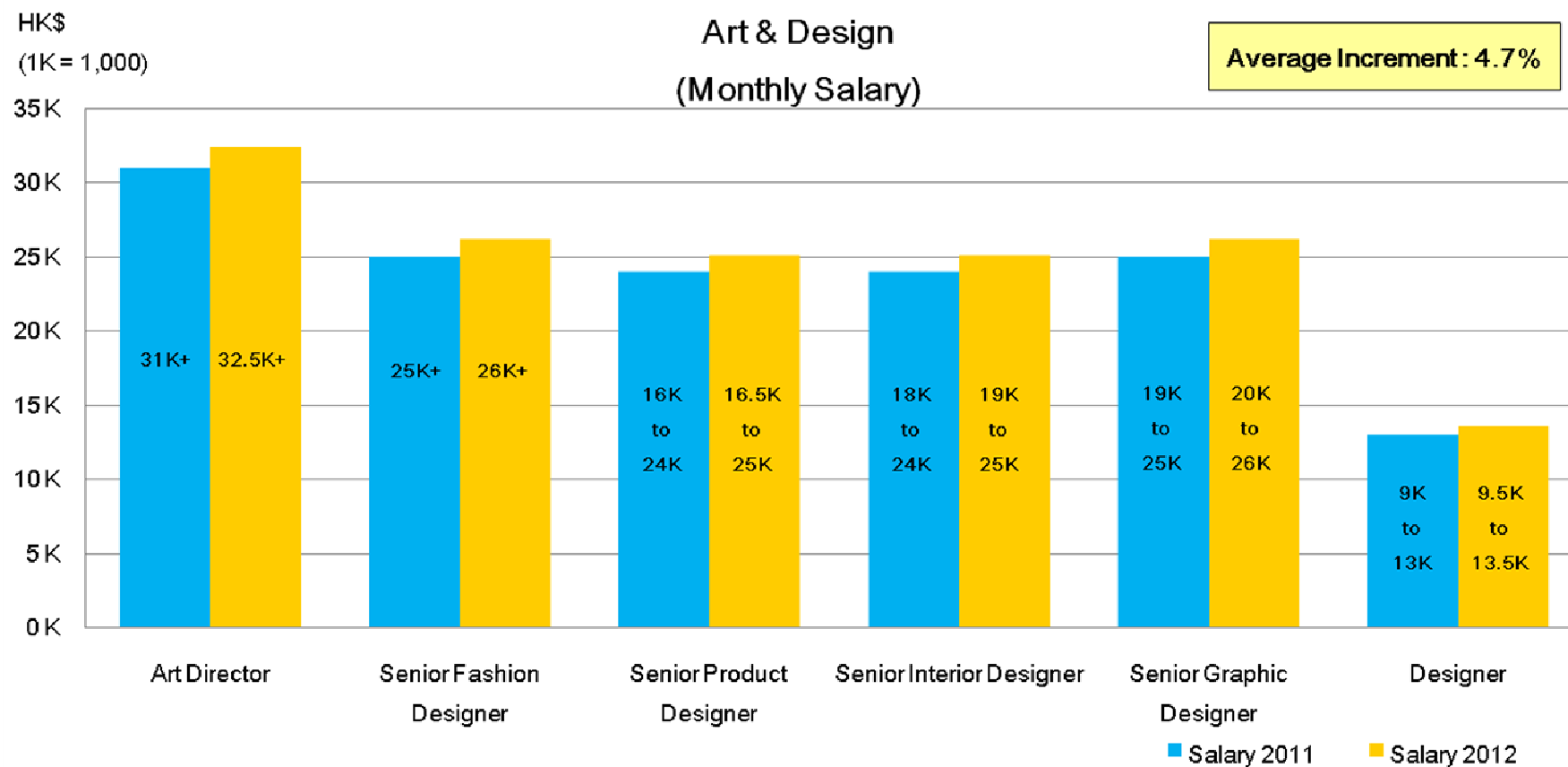
The overall salary increment among major job categories is reported to have 4.6%. None of the job categories are reported to neither have the salary freeze nor pay downwards in 2012.

Retail & Beauty is reported to have 6.1 % monthly salary increment that is the highest average pay rise among other job categories, followed by Banking and Finance and Engineering, which are reported to have average pay rise by 6% and 5.1% respectively. Below is the monthly salary index for major job categories in 2012:

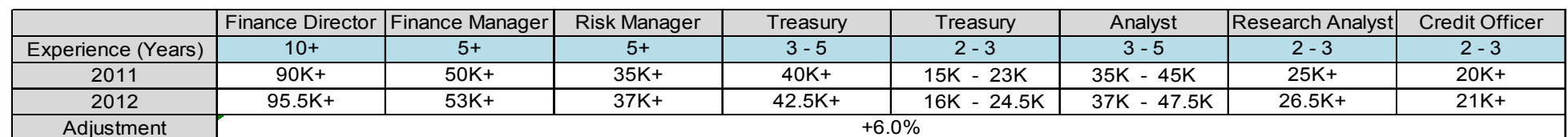
1. Accounting
2. Art & Design
3. Banking & Finance
4. Engineering
5. Hotel
6. Information Technology
7. Marketing
8. Merchandising & Logistics
9. Retail & Beauty
10. Sales
11. Secretarial & Administration



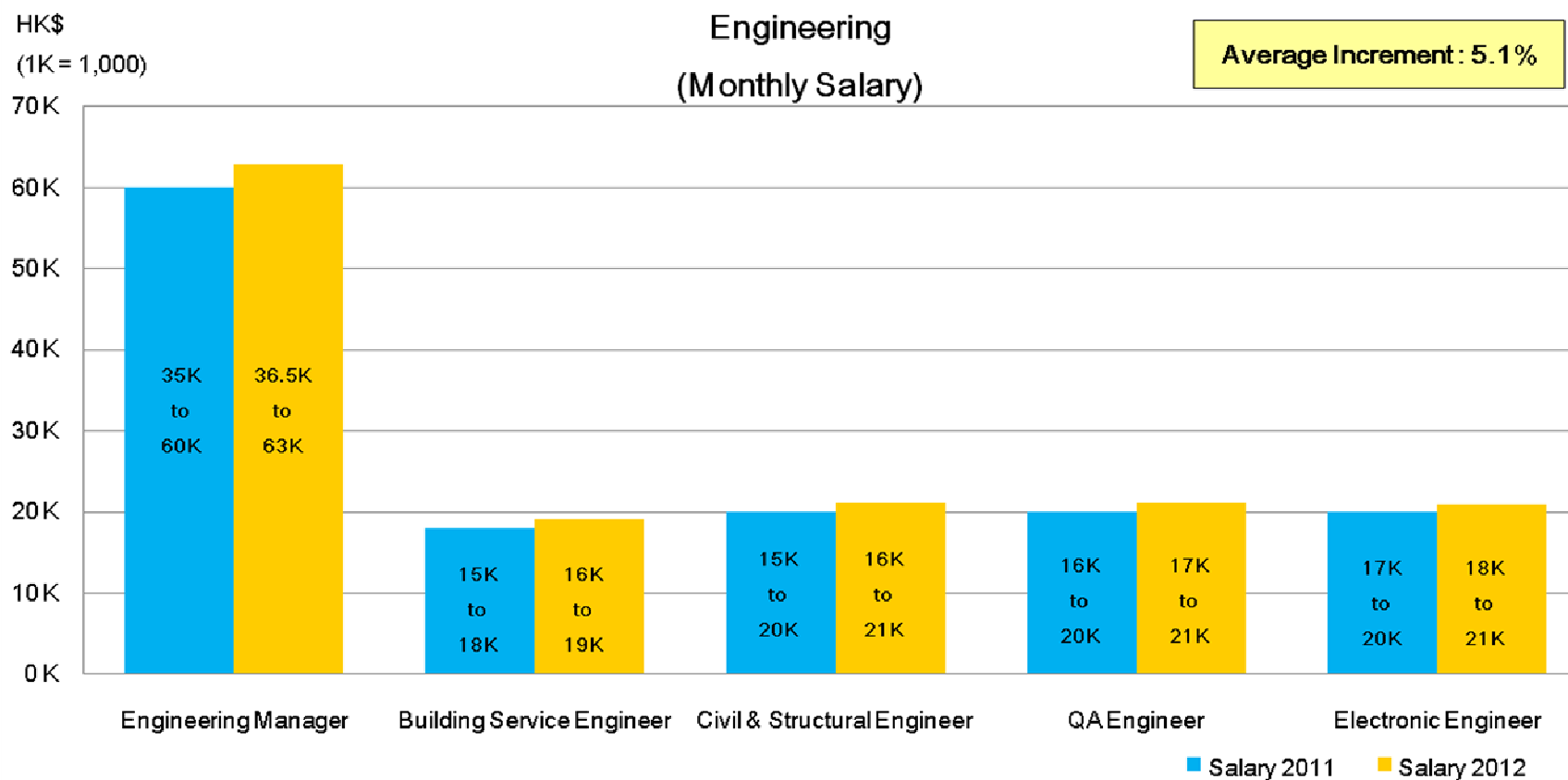
## 2. Art & Design



	Art Director	Senior Fashion Designer	Senior Product Designer	Senior Interior Designer	Senior Graphic Designer	Designer
Experience (Years)	5+	4 - 5	3 - 4	3 - 4	3 - 4	2 - 3
2011	31K+	25K+	16K - 24K	18K - 24K	19K - 25K	9K - 13K
2012	32.5K+	26K+	16.5K - 25K	19K - 25K	20K - 26K	9.5K - 13.5K
Adjustment	+4.6%	+4.7%	+4.7%	+4.7%	+4.7%	+4.7%

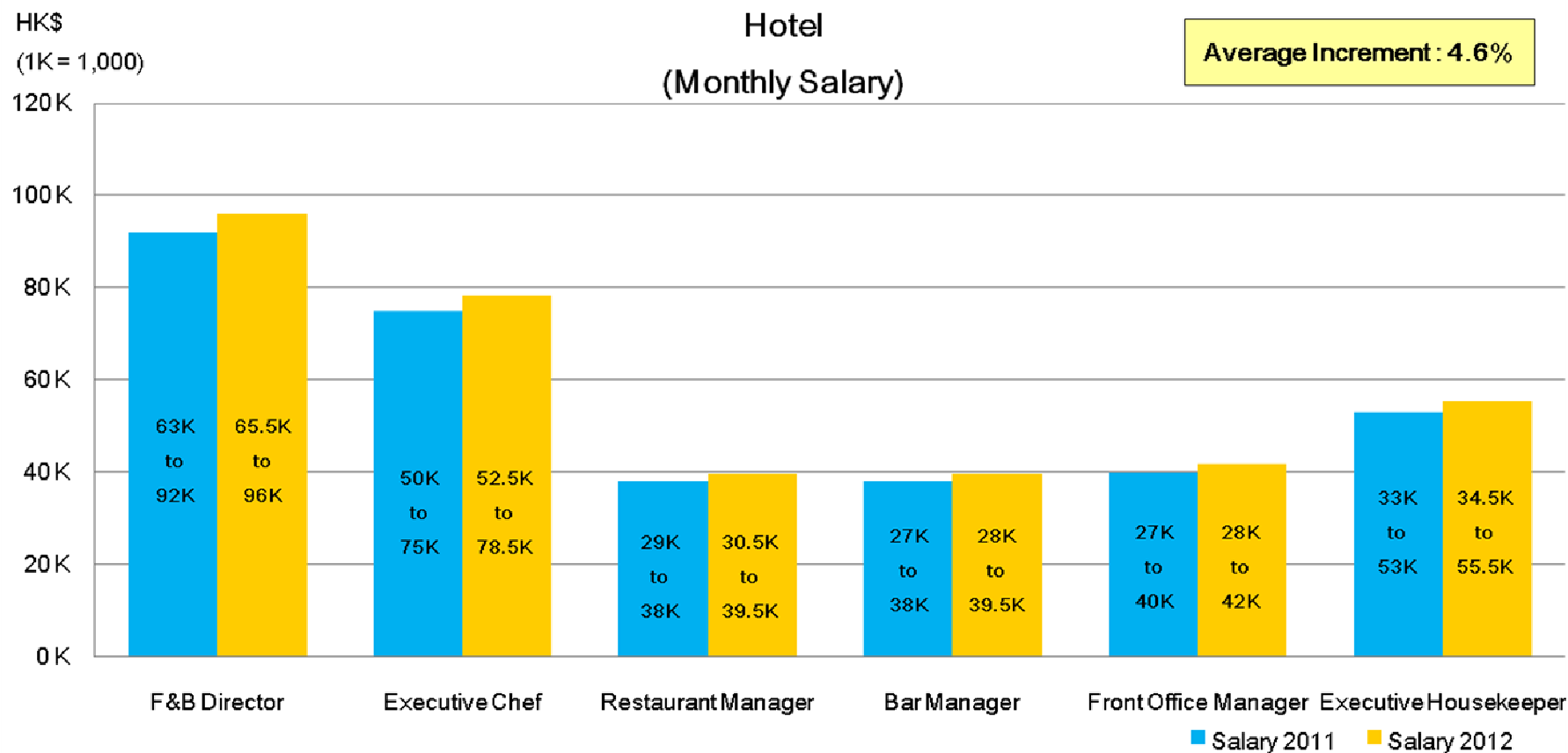


#### 4. Engineering



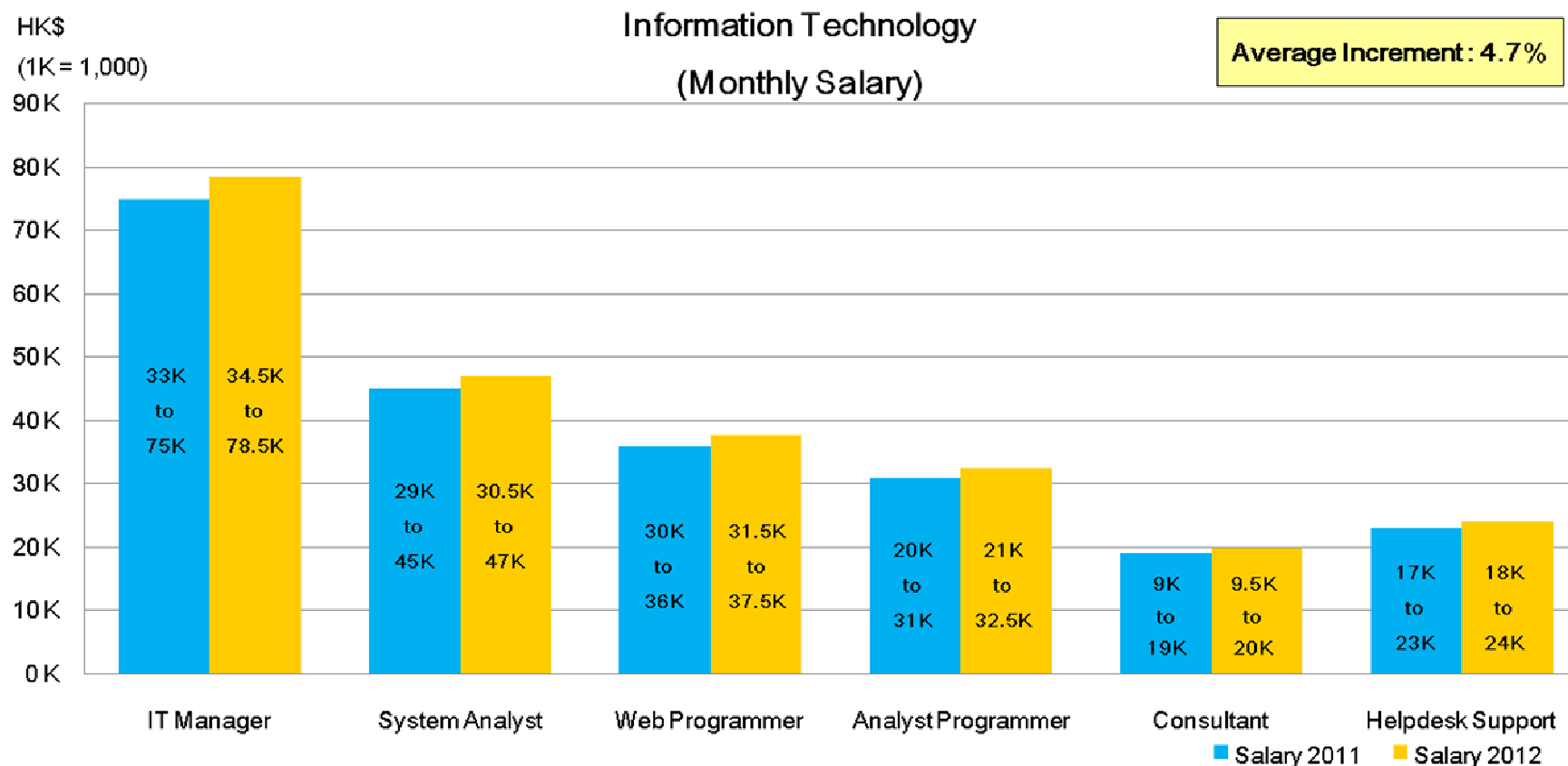
	Engineering Manager	Building Service Engineer	Civil & Structural Engineer	QA Engineer	Electronic Engineer
Experience (Years)	7	3	3	3	3
2011	35K - 60K	15K - 18K	15K - 20K	16K - 20K	17K - 20K
2012	36.5K - 63K	16K - 19K	16K - 21K	17K - 21K	18K - 21K
Adjustment	+4.8%	+5.3%	+5.3%	+5.3%	+5.0%

## 5. Hotel



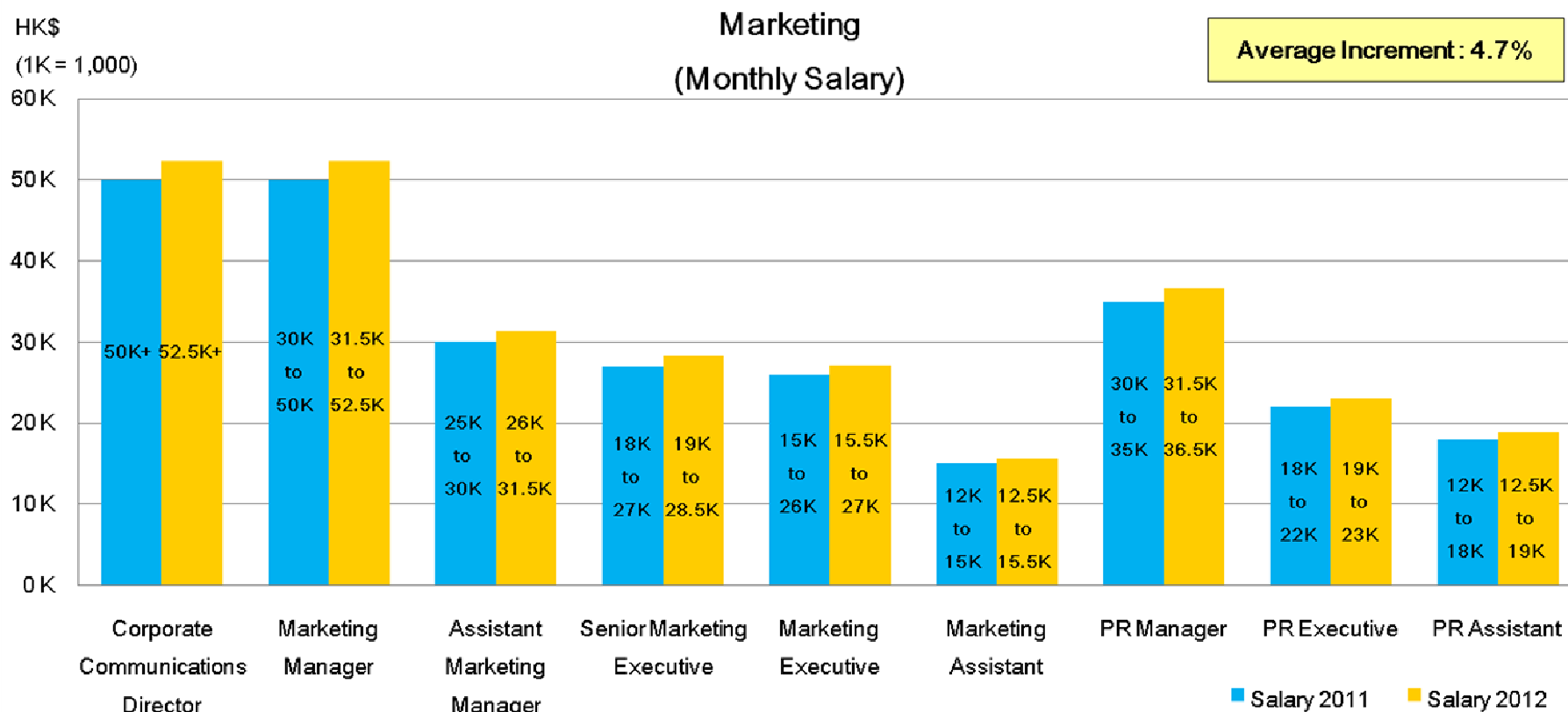
	F&B Director	Executive Chef	Restaurant Manager	Bar Manager	Front Office Manager	Executive Housekeeper
Experience (Years)	12+	10+	6+	6+	8+	8+
2011	63K - 92K	50K - 75K	29K - 38K	27K - 38K	27K - 40K	33K - 53K
2012	65.5K - 96K	52.5K - 78.5K	30.5K - 39.5K	28K - 39.5K	28K - 42K	34.5K - 55.5K
Adjustment	+4.3%	+4.6%	+4.6%	+4.6%	+4.6%	+4.6%

## 6. Information Technology



	IT Manager	System Analyst	Web Programmer	Analyst	Consultant	Helpdesk Support
Experience (Years)	6+	3+	3+	3+	< 3	3+
2011	33K - 75K	29K - 45K	30K - 36K	20K - 31K	9K - 19K	17K - 23K
2012	34.5K - 78.5K	30.5K - 47K	31.5K - 37.5K	21K - 32.5K	9.5K - 20K	18K - 24K
Adjustment	+4.6%	+4.7%	+4.7%	+4.7%	+4.7%	+4.7%

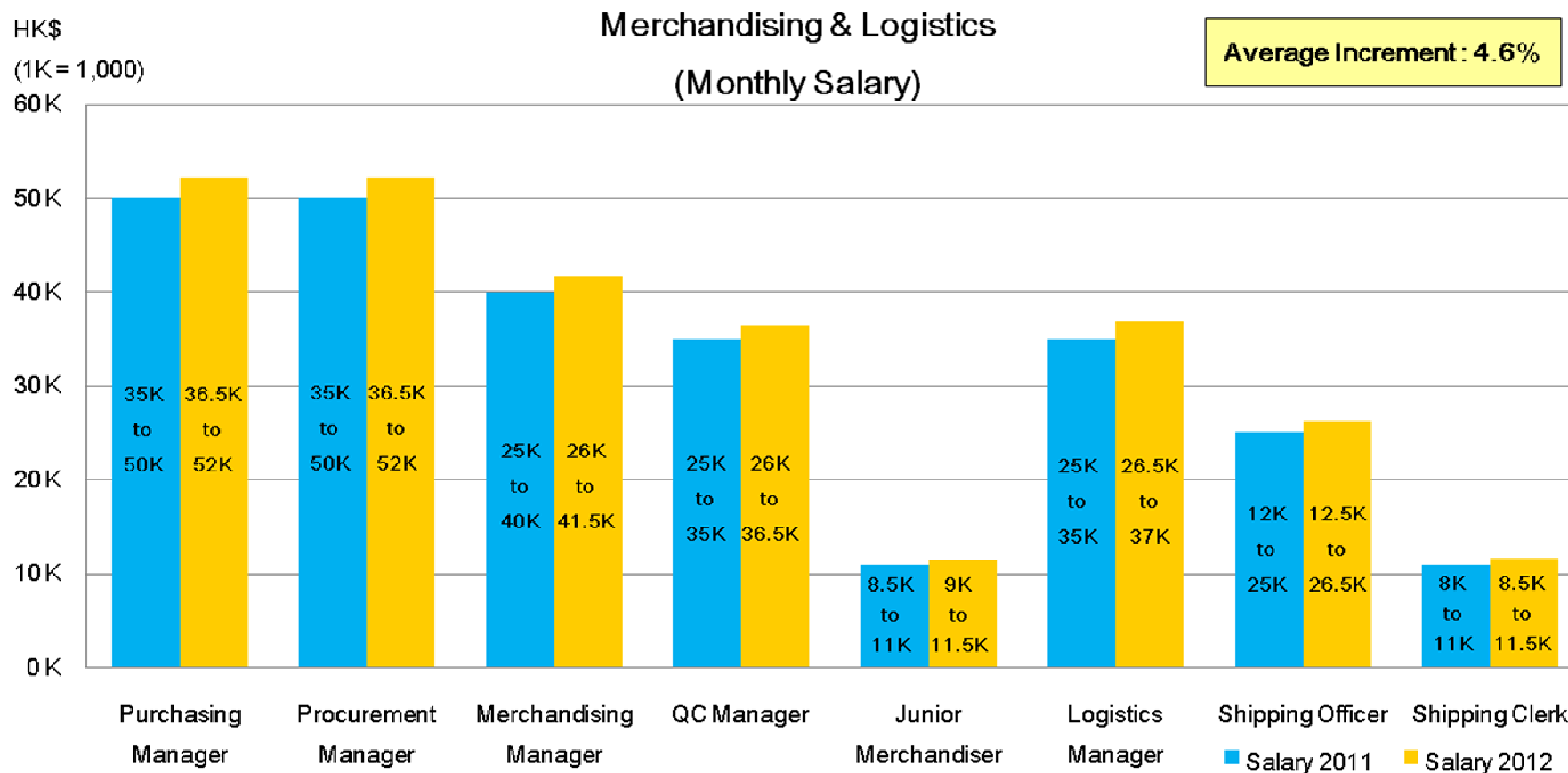
## 7. Marketing



	Corporate Communications Director	Marketing Manager	Assistant Marketing Manager	Senior Marketing Executive	Marketing Executive	Marketing Assistant	PR Manager	PR Executive	PR Assistant
Experience (Years)	10+	5 - 10	5 - 8	3 - 5	2 - 5	2 - 5	5 - 8	3 - 5	2 - 4
2011	50K+	30K - 50K	25K - 30K	18K - 27K	15K - 26K	12K - 15K	30K - 35K	18K - 22K	12K - 18K
2012	52.5K+	31.5K - 52.5K	26K - 31.5K	19K - 28.5K	15.5K - 27K	12.5K - 15.5K	31.5K - 36.5K	19K - 23K	12.5K - 19K
Adjustment	+4.6%	+4.6%	+4.6%	+4.7%	+4.7%	+4.7%	+4.6%	+4.7%	+4.7%

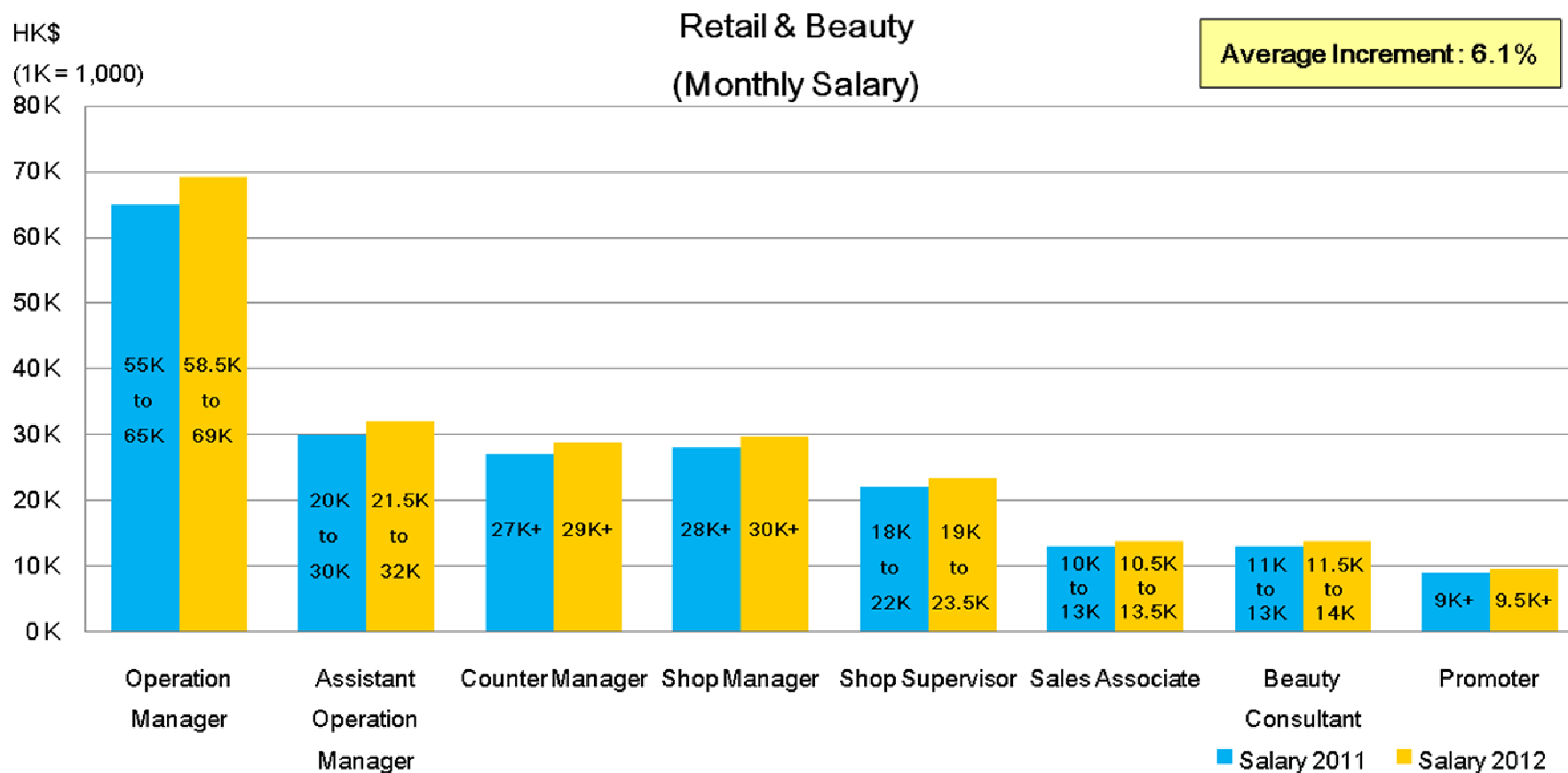


## 8. Merchandising & Logistics



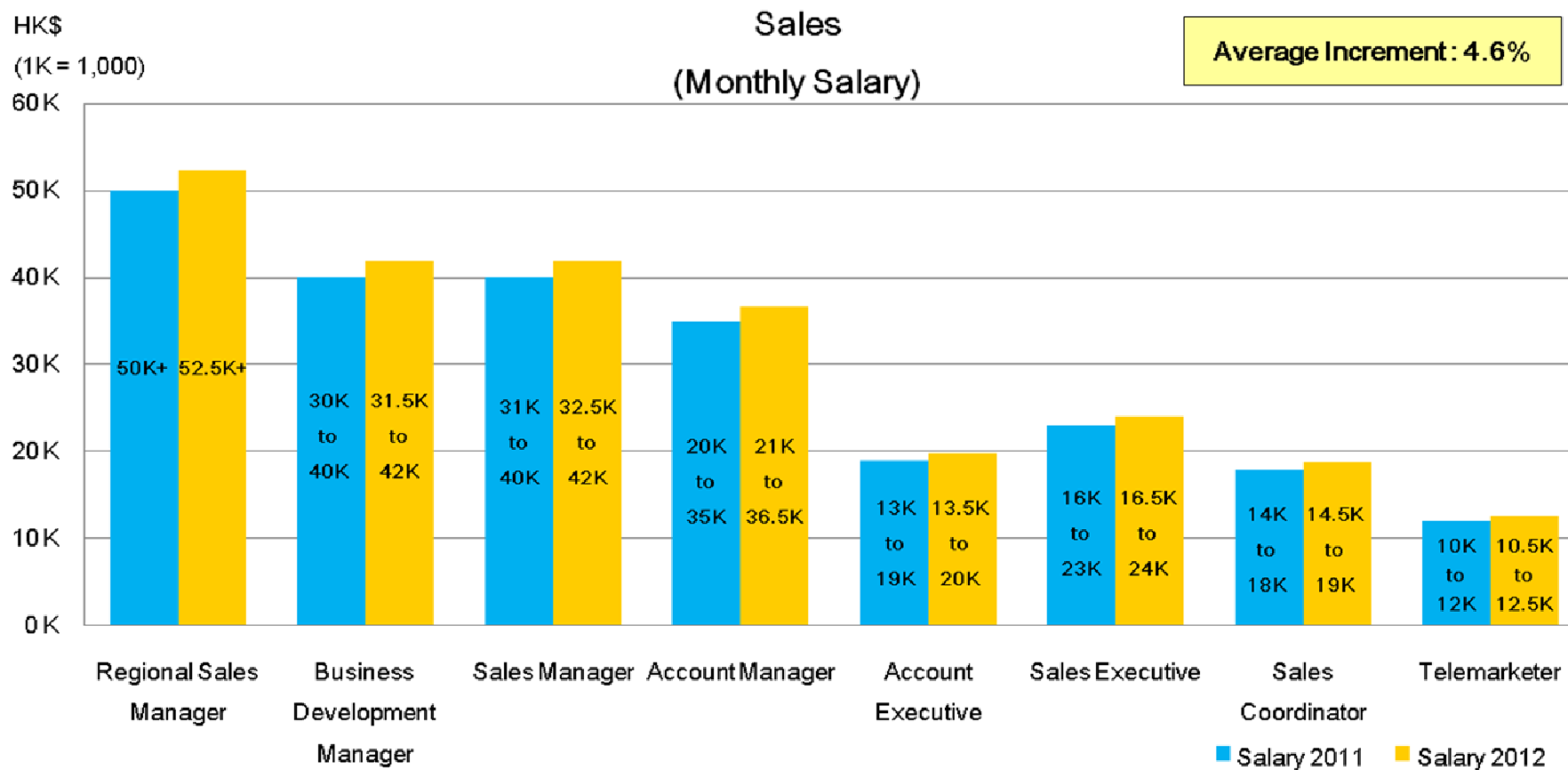
	Purchasing Manager	Procurement Manager	Merchandising Manager	QC Manager	Junior Merchandiser	Logistics Manager	Shipping Officer	Shipping Clerk
Experience (Years)	8 - 10	8 - 10	6 - 10	5+	1 - 2	5+	3 - 5	1 - 2
2011	35K - 50K	35K - 50K	25K - 40K	25K - 35K	8.5K - 11K	25K - 35K	12K - 25K	8K - 11K
2012	36.5K - 52K	36.5K - 52K	26K - 41.5K	26K - 36.5K	9K - 11.5K	26.5K - 37K	12.5K - 26.5K	8.5K - 11.5K
Adjustment	+4.3%	+4.3%	+4.3%	+4.3%	+4.3%	+5.3%	+5.2%	+5.1%

## 9. Retail & Beauty



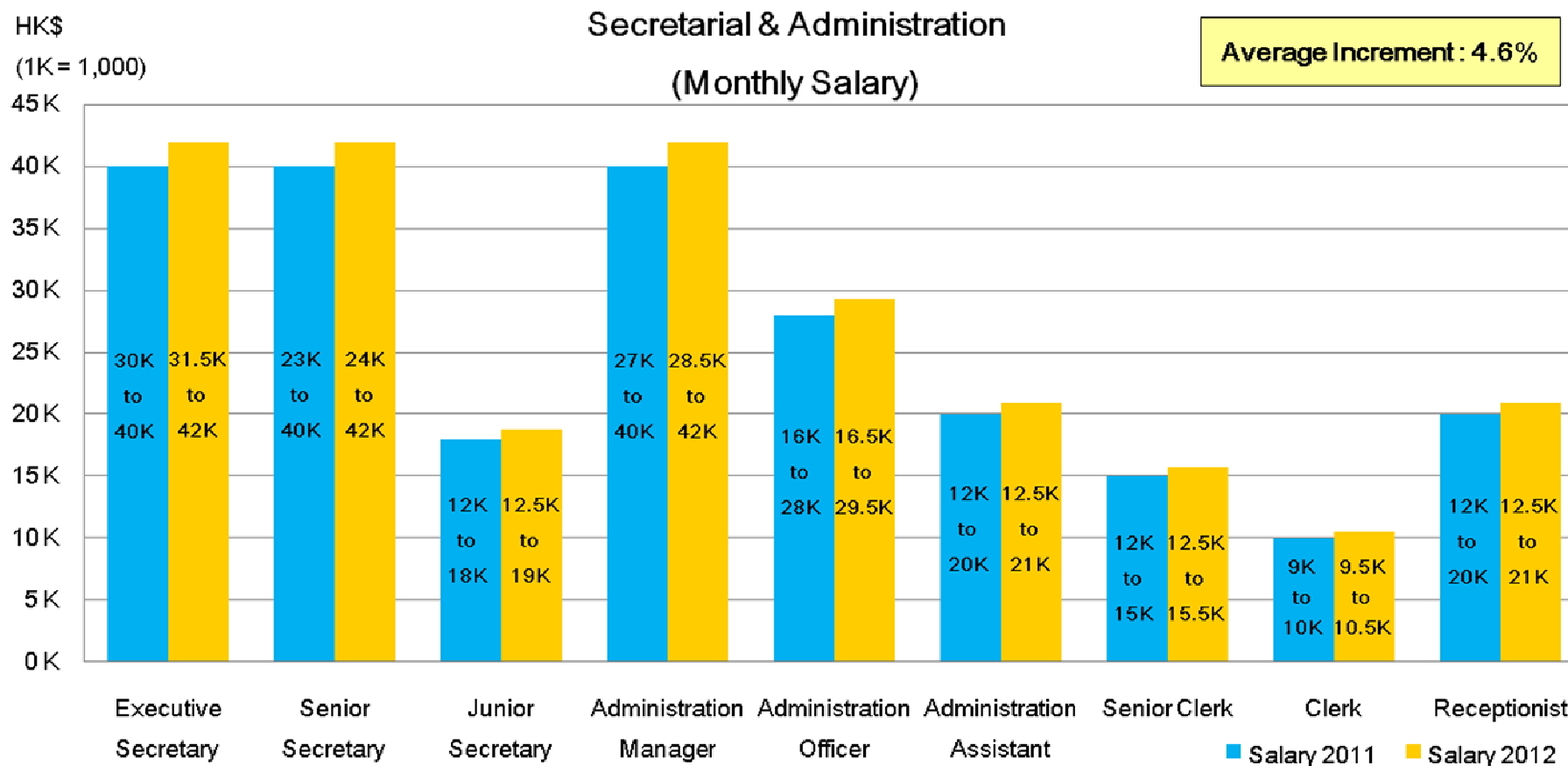
	Operation Manager	Assistant Operation Manager	Counter Manager	Shop Manager	Shop Supervisor	Sales Associate	Beauty Consultant	Promoter
Experience (Years)	10+	4 - 6	5+	5 - 6	2 - 4	1 - 2	2 - 3	< 1
2011	55K - 65K	20K - 30K	27K+	28K+	18K - 22K	10K - 13K	11K - 13K	9K+
2012	58.5K - 69K	21.5K - 32K	29K+	30K+	19K - 23.5K	10.5K - 13.5K	11.5K - 14K	9.5K+
Adjustment	+6.5%	+6.5%	+6.5%	+6.5%	+6.5%	+5.0%	+6.5%	+5.0%

## 10. Sales



	Regional Sales Manager	Business Development Manager	Sales Manager	Account Manager	Account Executive	Sales Executive	Sales Coordinator	Telemarketer
Experience (Years)	5 - 8	3 - 5	3 - 5	3 - 5	2 - 5	3 - 5	2 - 5	1 - 2
2011	50K+	30K - 40K	31K - 40K	20K - 35K	13K - 19K	16K - 23K	14K - 18K	10K - 12K
2012	52.5K+	31.5K - 42K	32.5K - 42K	21K - 36.5K	13.5K - 20K	16.5K - 24K	14.5K - 19K	10.5K - 12.5K
Adjustment	+4.6%	+4.6%	+4.6%	+4.6%	+4.7%	+4.7%	+4.7%	+4.7%

## 11. Secretarial & Administration



	Executive Secretary	Senior Secretary	Junior Secretary	Administration Manager	Administration Officer	Administration Assistant	Senior Clerk	Clerk	Receptionist
Experience (Years)	7 - 10	3 - 7	1 - 2	5 - 8	2 - 5	1 - 2	2 - 5	1 - 2	2 - 10
2011	30K - 40K	23K - 40K	12K - 18K	27K - 40K	16K - 28K	12K - 20K	12K - 15K	9K - 10K	12K - 20K
2012	31.5K - 42K	24K - 42K	12.5K - 19K	28.5K - 42K	16.5K - 29.5K	12.5K - 21K	12.5K - 15.5K	9.5K - 10.5K	12.5K - 21K
Adjustment	+4.7%	+4.7%	+4.7%	+4.6%	+4.7%	+4.7%	+4.7%	+4.5%	+4.7%

Source: Recruit Advertising Limited

Note: Monthly salary range is computed on a 12-month basis and do not take into consideration other payments or allowances. It is intended as a guide only.