

ASIA-PACIFIC
STANDBY/ON-CALL ALLOWANCE
REPORT
(21 August 2009)

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1) OVERVIEW

This report provides information about the standby/on-call allowance market practice for Asia-Pacific countries.

2) SURVEY METHODOLOGY

1) Data collection period.

The standby/on-call allowance survey was conducted during the period 7 August 2009 to 21 August 2009.

2) Mode of data collection.

Surveys were sent via email to the HR professionals of various industries.

3) Mode of data verification.

All of the data contained in this report has been reviewed for accuracy and reliability. Participants were contacted via email & telephone to resolve any potential data distortion.

4) Currency.

For ease of comparison across countries, all figures in the report are converted to US dollar (US\$).

3) PARTICIPATING COMPANIES

The list of participating companies is included in this section. By reviewing this section, you will gain a better understanding of the sources of data, helping you to better interpret and apply the report's results.

Australia

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Sybase (Singapore) Pte Ltd	IT	USA
UBS AG	Financial Services	Swiss

China

Company	Company description	Parent company nationality
ADM Cocoa	Manufacturing and Trading	USA
ARA Asset Management Limited	Real Estate Fund Management	Singapore
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Leeden Limited	Distribution & Manufacturing	Singapore
Makino Asia Pte Ltd	Precision machine tools manufacturer	Japan
Millennium & Copthorne International	Hospitality Services	Singapore
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK

Hong Kong

Company	Company description	Parent company nationality
ADM Cocoa	Manufacturing and Trading	USA
ARA Asset Management Limited	Real Estate Fund Management	Singapore
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Sybase (Singapore) Pte Ltd	IT	USA
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK

India

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Crimsonlogic Pte Ltd	Infocomm	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Makino Asia Pte Ltd	Precision machine tools manufacturer	Japan
Mitsui Chemical Asia Pacific Ltd	Petrolchemical	Japan
Sybase (Singapore) Pte Ltd	IT	USA
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK
W.R. Grace (S) Pte Ltd	Chemicals	USA

Indonesia

Company	Company description	Parent company nationality
ADM Cocoa	Manufacturing and Trading	USA
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Leeden Limited	Distribution & Manufacturing	Singapore
Makino Asia Pte Ltd	Precision machine tools manufacturer	Japan
Millennium & Copthorne International	Hospitality Services	Singapore
Mitsui Chemical Asia Pacific Ltd	Petrolchemical	Japan
NOK Asia Company Pte. Ltd.	Manufacturing of oilseals	Japan
Sumitomo Electric International (Singapore) Pte Ltd	Finance, IT & HR Administration Centre for Group Companies	Japan
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK
W.R. Grace (S) Pte Ltd	Chemicals	USA

Japan

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Singapore Chemi-Con (Pte) Ltd	Electrolytic capacitors	Japan
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK

Malaysia

Company	Company description	Parent company nationality
ARA Asset Management Limited	Real Estate Fund Management	Singapore
Boehringer Ingelheim Singapore Pte Ltd	Pharmaceutical	Germany
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Crimsonlogic Pte Ltd	Infocomm	Singapore
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Hong Leong Corporation Holdings Pte Ltd	Property & Investment holding / Trading (Consumer Products)	Singapore
Leeden Limited	Distribution & Manufacturing	Singapore
Millennium & Copthorne International	Hospitality Services	Singapore
Mitsui Chemical Asia Pacific Ltd	Petrolchemical	Japan
Sumitomo Electric International (Singapore) Pte Ltd	Finance, IT & HR Administration Centre for Group Companies	Japan
Tyco Flow Control Pte Ltd	Regional Sales and Distribution of industrial valves and service repair.	USA
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK
W.R. Grace (S) Pte Ltd	Chemicals	USA

Philippines

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Crimsonlogic Pte Ltd	Infocomm	Singapore
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Millennium & Copthorne International	Hospitality Services	Singapore
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK

Singapore

Company	Company description	Parent company nationality
ADM Cocoa	Manufacturing and Trading	USA
ARA Asset Management Limited	Real Estate Fund Management	Singapore
Boehringer Ingelheim Singapore Pte Ltd	Pharmaceutical	Germany
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Cargill Group of Companies	Largest Privately Owned American fortune 500 companies - agriculture, food and risk management businesses	USA
Caterpillar Asia Pte Ltd	Marketing of earth moving equipment	USA
Crimsonlogic Pte Ltd	Infocomm	Singapore
Emerson Process Management Asia Pacific	Manufacturing	USA
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Hitachi Cable (Singapore) Pte Ltd	Manufacturing	Japan
Hitachi Elevator Engineering (S) Pte Ltd	Engineering - Elevators & Escalators	Japan
Hitachi Plant Technologies Ltd	Engineering	Japan
Hong Leong Corporation Holdings Pte Ltd	Property & Investment holding / Trading (Consumer Products)	Singapore
JVC Electronics Singapore Pte Ltd	Designing of Car Audio Products	Japan
Leeden Limited	Distribution & Manufacturing	Singapore
Makino Asia Pte Ltd	Precision machine tools manufacturer	Japan
Millennium & Copthorne International	Hospitality Services	Singapore
Mitsui Chemical Asia Pacific Ltd	Petrochemical	Japan
NatSteel Holdings Pte Ltd	Manufacturing and fabrication of reinforced construction steel related products.	India
NOK Asia Company Pte. Ltd.	Manufacturing of oilseals	Japan
Pepperl+Fuchs (Mfg) Pte Ltd	Manufacturing of Electronics Sensors	Germany
Singapore Chemi-Con (Pte) Ltd	Electrolytic capacitors	Japan
Singapore Prisons Service	Security & Rehabilitation	Singapore
Singapore Zoological Gardens	Amusement & Entertainment	Singapore
Sumitomo Electric International (Singapore) Pte Ltd	Finance, IT & HR Administration Centre for Group Companies	Japan
Sybase (Singapore) Pte Ltd	IT	USA
Systems on Silicon Manufacturing Company Pte Ltd	Semiconductor Manufacturing (Foundry)	Singapore
Tyco Flow Control Pte Ltd	Regional Sales and Distribution of industrial valves and service repair.	USA
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK
W.R. Grace (S) Pte Ltd	Chemicals	USA

South Korea

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Frasers Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
UBS AG	Financial Services	Swiss

Taiwan

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
UBS AG	Financial Services	Swiss
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK

Thailand

Company	Company description	Parent company nationality
Brady Corporation Asia Pacific Pte Ltd	Manufacturing	USA
Fraser's Centrepoint Limited	Property & Hospitality	Singapore
Future Electronics Inc	Distributor of electronics components	Canada
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Leeden Limited	Distribution & Manufacturing	Singapore
Makino Asia Pte Ltd	Precision machine tools manufacturer	Japan
Millennium & Copthorne International	Hospitality Services	Singapore
Mitsui Chemical Asia Pacific Ltd	Petrolchemical	Japan
Tyco Flow Control Pte Ltd	Regional Sales and Distribution of industrial valves and service repair.	USA
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK

Vietnam

Company	Company description	Parent company nationality
Fraser's Centrepoint Limited	Manufacturing cables assemblies	UK
Gemalto Pte Ltd	World's biggest smartcard company in the digital security business.	France
Leeden Limited	Distribution & Manufacturing	Singapore
Makino Asia Pte Ltd	Precision machine tools manufacturer	Japan
Volex (Asia) Pte Ltd	Manufacturing cables assemblies	UK
W.R. Grace (S) Pte Ltd	Chemicals	USA

4) DEFINITIONS OF TERMINOLOGIES USED

This section contains definitions of terminologies used in the report.

Terminologies	Definitions
Minimum	The lowest data of the relevant data falls.
Median	The middle position (where half of the sample has lower and half have higher data).
Maximum	The highest data of the relevant data falls.
Standby/On-call allowance	“Stand-by” is defined as the time outside the employee’s regular work schedule during which the employee is required to remain within geographic reach and accessible by phone/pager to ensure availability to attend to a critical situation. Stand-by allowance is typically paid to compensate for the inconvenience caused by the unusual working schedule and the requirement on the employee to be available to respond to customers on short notice and at specified hours.

5) ASIA-PACIFIC STANDBY/ON-CALL ALLOWANCE MARKET PRACTICE

(i) Prevalence of Standby/On-call allowance

Country	Total no. of companies surveyed	No. of companies providing standby/on-call allowance	% of companies providing standby/on-call allowance
Australia	6 companies	1 company	17%
China	11 companies	0 company	0%
Hong Kong	9 companies	1 company	11%
India	10 companies	2 companies	20%
Indonesia	11 companies	0 company	0%
Japan	7 companies	1 company	14%
Malaysia	15 companies	0 company	0%
Philippines	7 companies	0 company	0%
Singapore	33 companies	7 companies	21%
South Korea	5 companies	0 company	0%
Taiwan	5 companies	0 company	0%
Thailand	10 companies	0 company	0%
Vietnam	6 companies	0 company	0%
	135 companies	12 companies	9%

(ii) Standby/On-call allowance (fixed per month)

Countries	No. of companies providing	Minimum	Median	Maximum
Australia	1 company	-	US\$330 per month	-
Hong Kong	1 company	-	US\$323 per month	-
India	2 companies	US\$51 per month	US\$108 per month	US\$164 per month
Japan	1 company	-	US\$346 per month	-
Singapore	5 companies	US\$69 per month	US\$208 per month	US\$277 per month

(iii) Standby/On-call allowance (fixed per week)

Countries	No. of companies providing	Minimum	Median	Maximum
Singapore	1 company	-	US\$69 per week	-

(iv) Standby/On-call allowance (fixed per day)

Countries	No. of companies providing	Minimum	Median	Maximum
Singapore	1 company	-	US\$4.50 per day	-

**6) ASIA-PACIFIC STANDBY/ON-CALL ALLOWANCE
(DERIVED AS A PERCENTAGE OF LOCAL FRESH GRAD STARTING PAY).**

- ✚ Other than market practice, the Standby/On-call allowance can also be derived as a percentage of the local fresh graduate starting pay. Based on the survey data, the relationship between Standby/On-call allowance and bachelor fresh grad starting pay for Singapore is as follows:
 - ❖ **Market minimum** Standby/On-call allowance is **0.29%** of bachelor fresh grad starting pay.
 - ❖ **Market median** Standby/On-call allowance is **0.87%** of bachelor fresh grad starting pay.
 - ❖ **Market maximum** Standby/On-call allowance is **1.15%** of bachelor fresh grad starting pay.

- ✚ As Singapore has the largest sample size based on participating companies, the relationship between Standby/On-call allowance and bachelor fresh grad starting pay for Singapore is used as a basis to derive the Standby/On-call allowance for the other countries:
 - ❖ **Market minimum formula:** 0.29% is multiplied with the bachelor fresh grad starting pay of the respective countries to derive the market minimum Standby/On-call allowance.
 - ❖ **Market median formula:** 0.87% is multiplied with the bachelor fresh grad starting pay of the respective countries to derive the market median Standby/On-call allowance.
 - ❖ **Market maximum formula:** 1.15% is multiplied with the bachelor fresh grad starting pay of the respective countries to derive the market maximum Standby/On-call allowance.

Standby/On-call allowance (derived as a percentage of local fresh grad starting pay)			
Country	Minimum	Median	Maximum
Australia	US\$104 per month	US\$314 per month	US\$418 per month
Bangladesh	US\$9 per month	US\$27 per month	US\$35 per month
China	US\$24 per month	US\$72 per month	US\$96 per month
Hong Kong	US\$67 per month	US\$202 per month	US\$269 per month
India	US\$22 per month	US\$66 per month	US\$88 per month
Indonesia	US\$14 per month	US\$43 per month	US\$57 per month
Japan	US\$99 per month	US\$298 per month	US\$397 per month
Malaysia	US\$24 per month	US\$73 per month	US\$98 per month
Pakistan	US\$11 per month	US\$34 per month	US\$45 per month
Philippines	US\$16 per month	US\$49 per month	US\$65 per month
Singapore	US\$69 per month	US\$208 per month	US\$277 per month
South Korea	US\$81 per month	US\$245 per month	US\$327 per month
Taiwan	US\$52 per month	US\$158 per month	US\$210 per month
Thailand	US\$20 per month	US\$61 per month	US\$81 per month
Vietnam	US\$11 per month	US\$33 per month	US\$44 per month

~~~~~ End of Report ~~~~~