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2009 Quarter 2 HR Salary and Economic Outlook Report: Movements in HR Salaries Not Predictable Across the Region.

Singapore, 19 May 2009

The Chapman Consulting Group this week released the 2009 Quarter 2 Salary Report for the Human Resources profession across Asia Pacific Japan. Our salary report is based on collective discussions during March and April 2009 with HR practitioners based in Singapore, Hong Kong, Tokyo, Shanghai and Sydney.

Our salary report highlights the average base salary band for HR Head, HR Business Partner, Resourcing, Compensation and Benefits, Organisational Development and HR Operations talent in both regional and local positions in the above locations. The bands synthesise both current salaries that HR practitioners are being paid in their existing jobs, plus salaries being offered for new HR positions.

Average HR salaries in Singapore, Hong Kong and Tokyo look set to slightly decrease across both generalist and specialist HR positions. This is on the back of minor salary decreases which were also experienced in the January to March Quarter of this year. "Expectations are that due to the greater supply of HR practitioners currently in the market, coupled with proportionally fewer jobs, HR salaries on average will decrease approximately 3-5 % in the second quarter of 2009", said Matthew Chapman, Managing Director of The Chapman Consulting Group. "Part of this is being driven by the open-mindedness of some talent now on the market to accept lower salaries due to their eagerness to resume employment", said Chapman.

Chapman continued to comment that there are of course exceptions to the above, and that his firm was still seeing corporations paying above-market rates for exceptional talent in Hong Kong, Singapore and Tokyo. At the moment both the Compensation and Benefits and HR Business Partner skill-sets are recording small increases in salary in isolated instances.

HR salaries in Australia, which saw a 5-10% drop in the January to March Quarter of 2009, are not set to show further drops in the April to June period. Some hiring appears to have resumed, particularly for HR leadership roles, and this has pushed up the top-end of the salary range for Country and Regional Head positions.

China HR salaries have risen on average 2%, since our January to March Quarterly Salary Report. The increases seem to have been reflected right across the board in all HR specialisations. "Despite the unpredictable market sentiment, our sense is that multinationals continue to hire in China - especially with key HR positions. The demand for the absolute best quality HR talent continues to cause HR salary ranges to creep upwards", said Chapman.

The Original Salary Report can be found overleaf

HUMAN RESOURCES SALARY REPORT, ASIA PACIFIC JAPAN

APRIL-JUNE 2009

The Chapman Consulting Group publishes an HR salary report each quarter covering the principal markets of the Asia Pacific Japan region. This report is based on discussions with HR practitioners across the region during the months of March 2009 and April 2009.

		Singapore SGD	Hong Kong HKD	Tokyo JPY	Shanghai CNY	Sydney AUD
HR Leader	Regional Head	260 - 380k	1.4 - 2.0M	20 - 26M	900k - 1.3M	250 - 320k
	Country Head	220 - 360k	1.2 - 1.9M	16 - 20M	730k - 1.1M	220 - 300k
HR Business Partner	Regional Head	180 - 240k	1 - 1.3M	14 - 17M	560 - 760k	160 - 180k
	Country Head	150 - 180k	840k - 1M	12 - 15M	520 - 640k	140 - 170k
	Regional Manager	120 - 180k	700k - 1M	9 - 14M	410 - 570k	130 - 150k
	Country Manager	110 - 150k	600k - 800k	8 - 11M	360 - 520k	120 - 140k
Training & Development	Regional Head	150 - 180k	800k - 1M	12 - 16M	510 - 760k	140 - 170k
	Country Head	130 - 160k	680 - 900k	10 - 14M	410 - 590k	115 - 155k
	Regional Manager	110 - 140k	640 - 820k	9 - 13M	400 - 510k	105 - 135k
	Country Manager	100 - 130k	530 - 720k	8 - 11M	330 - 430k	100 - 120k
Resourcing	Regional Head	200 - 280k	900k - 1.4M	14 - 18M	630 - 990k	130 - 190k
	Country Head	150 - 220k	830k - 1M	12 - 16M	510 - 760k	120 - 160k
	Regional Manager	120 - 200k	680k - 1M	10 - 15M	420 - 630k	100 - 120k
	Country Manager	110 - 150k	580 - 850k	8 - 12M	370 - 510k	90 - 120k
Compensation & Benefits	Regional Head	220 - 300k	1 - 1.5M	14 - 21M	650 - 910k	170 - 240k
	Country Head	170 - 240k	940k - 1.4M	11 - 18M	560 - 780k	130 - 190k
	Regional Manager	160 - 220k	770k - 1.1M	12 - 16M	460 - 650k	110 - 170k
	Country Manager	110 - 170k	580 - 940k	9 - 11M	370 - 560k	100 - 120k
Organisational Development	Regional Head	210 - 260k	1.2 - 1.5M	15 - 20M	780 - 970k	150 - 220k
	Country Head	180 - 240k	1 - 1.2M	12 - 18M	590 - 810k	130 - 180k
	Regional Manager	150 - 200k	820k - 1.1M	11 - 15M	490 - 780k	120 - 150k
	Country Manager	130 - 180k	670k - 1M	9 - 13M	430 - 590k	100 - 130k
HR Operations	Regional Head	220 - 280k	1.1 - 1.4M	16 - 22M	590 - 760k	150 - 220k
	Country Head	150 - 200k	830k - 1.2M	11 - 16M	490 - 680k	120 - 150k

The figures used are for guaranteed fixed cash (base salary plus guaranteed bonus) and excludes any discretionary payment (such as variable bonus, stock options) as well as allowances.

This report should be taken as a guide only. The Chapman Consulting Group bears no responsibility for errors or omissions therein.

About Us

The Chapman Consulting Group is an executive search firm dedicated to the human resources profession across the Asia Pacific Japan (APJ) region. Headquartered in Singapore, we enjoy strong links to the global and regional headquarters of many of the world's top multinational companies, where we partner directly with both business leaders and HR Heads. Working flexibly across geographical borders to source world-class local and international HR talent, we help build human resources leadership teams across 14 countries and across all industry sectors.