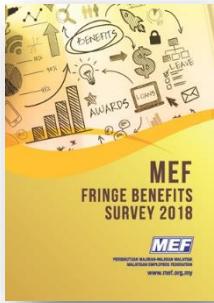




MEF Salary Survey for Executives and Non Executives 2018

The MEF Salary Survey Executives and Non Executives 2018 offers insights into trends of the current compensation mix and provides a comprehensive overview of salaries, increases and bonus benchmarked against the various industries. The publication which is annually compiled, is now in its twenty fourth edition of salary survey reports since 1995.

As the highly sought after compensation analysis, this year's report collected data from 242 respondent companies and covering 14,330 Executives' salaries in Malaysia in 160 benchmark positions report while the Non Executives Report covered 109 benchmark positions of 32,464 Non Executives' salaries. Forecast of salary increase and bonus as provided by participating companies are compared to that granted in 2018 in order to offer guidance and assistance to employers in making informed decisions on the salary policy. The special section of this year's report focuses on the discrimination at the workplace from the recruitment to the best practices of adopting anti discrimination policy and the employment of PWD.



MEF Fringe Benefits Survey 2018

MEF Fringe Benefits Survey 2018 provides access the benefits packages reported by the respondent companies from a whole range of industries. This year's survey attracted the participation of 205 companies which shared their data on their companies benefits mix.

Designing a strategic benefits package by keeping up-to-date with innovative benefits is the first step towards developing a successful benefits program. The Report provides companies with a comprehensive guide on the various types of fringe benefits provided by employers to executives and non executives. The various types of fringe benefits covered include:

- leave
- allowances and reimbursements
- loans
- retrenchment benefits
- other benefits which included car parking, company sponsorship for employee's education, loans, club membership, long service awards etc.
- medical benefits (outpatient & hospitalisation)
- working hours and flexible working arrangements
- retirement benefits



The Analysis of Collective Agreements & Awards on Terms and Conditions of Employment, 2017

The Analysis of Collective Agreements & Awards on Terms and Conditions of Employment, 2017 enables benchmarking for unionised companies in the preparation for negotiations and can be used as an enabling reference tool during collective bargaining with the unions. The thirteenth edition of this Report contains analysis of salaries and terms of employment of 263 collective agreements given cognisance by the Industrial Court in 2017 and 24 Industrial Court Awards in 2017 that disputed on terms and conditions of employment.

This essential reference guide for the unionised companies and IR/HR practitioners analysed in-depth the articles in the 263 CAs which included the terms of employment, leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data by Union, Industry and Location.

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