

# Preface

**MEF Fringe Benefits Survey 2018** provides access the benefits packages reported by the respondent companies from a whole range of industries. Adopting a more strategic approach in comparing benefits offered by the market is an important step organizations can take to stay competitive, leveraging benefits to recruit and retain employees. 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
- medical benefits (outpatient & hospitalisation)
- allowances and reimbursements
- loans
- retirement benefits
- retrenchment benefits
- other benefits which included car parking, company sponsorship for employee's education, loans, club membership, long service awards etc.

Under *Terms of Employment chapter*, the working hours and flexible working arrangements are included.

MEF would like to accord its appreciation and gratitude to the participating companies for their continuous support and cooperation and the personnel who have taken valuable time and effort in filling up the questionnaire.