BENEFITS SURVEYS

MERCER BENEFITS MONITOR™

MERCER BENEFITSMONITOR™

Mercer conducts benefits surveys annually, providing you with the most up-to-date market information. Access reports via our online tool, Mercer BenefitsMonitor™ (MBM), anytime and anywhere, and have the information you need at your fingertips.

MBM allows you to:

- Compare your benefits data against that of your competitors and the general market
- Analyse how companies set up their benefits plans for the different employee groups
- To access latest statutory benefits information with one stop
- Customize and run reports at your convenience

KEY BENEFITS

Each report includes information about the typical benefits for a given market. The following table provides an example of some of the benefits covered in the reports. For a comprehensive list of benefits covered per location, please contact Mercer.

EMPLOYMENT CONDITIONS

- Working hours and overtime policy
- Re-employment policy
- Termination and redundancy
- Flexible work arrangements
- Statutory benefits

Leaves Benefits

Annual, Parental, Medical, Study/ Exam, Personal, Congratulations and Condolences

Medical Benefits

Outpatient clinical, Hospital surgical, Medical check-up and Cancer Medical

Insurance Benefits

Term life, Personal Accident and Critical Illness and Travel

CORE BENEFITS

- Leaves and holidays
- Insurance benefits
- Medical benefits
- Allowances and subsidies
- Supplemen-tary retirement

STRATEGIC BENEFITS

- Employee wellness/ mental health/ work life harmony
- Training and development
- Referral programs
- Flexible benefits
- Long service awards
- Perquisites

MOBILITY-RELATED BENEFITS

- Business travel
- Vehicle benefits

TYPES OF REPORTS

GENERAL

HIGH-LEVEL REPORTS

- Trends and statutory updates
- PDF

SPOTLIGHT REPORT

- Provides an overview of key benefits practice trends in the general market
- Represents all industries
- Statutory overview

ADDITIONAL BENEFITS INFORMATION

Global Benefits Legislative Update Reports – monthly updates to legislative/environmental changes to key benefits

Snapshot survey/ Quick Poll results – Take part in adhoc survey/poll to get complimentary reports on latest market trends

SPECIFIC

DETAILED REPORTS

- Side-by-side comparison of benefits plans
- PDF and/or Excel

BENEFITS PRACTICE SUMMARY REPORT (BPR-S)

- Quick overview of prevalence and median values across the different employee categories of your selected peer group

BENEFITS PREVALENCE REPORT (BPR)

- Side-by-side comparison of your organisation's benefits policies against aggregated statistics of selected peer groups

DETAILED BENEFITS REPORT (DBR)

- Provides aggregated statistics and exact details of the benefit plans of a custom peer group
- Side-by-side comparison of benefits provided by different employers

OTHER FEATURES

MBM includes some other great features as well:

GLOBAL BENEFITS LEGISLATIVE UPDATES

Get monthly updates to legislative and other environmental changes to key employee benefits in more than 40 countries

BENEFITS WEBINARS

Listen to recordings of benefits webinars to keep abreast of trends

PRICING OPTIONS

	STANDARD	STANDARD PLUS	PREMIUM
Membership is for one year upon given access. Clients will get latest information each time MBM is updated within their membership year.	• Access to aggregated reports (BPR and BPR-S) of "All Industries peer group • Spotlight on Benefits Report	• Access to aggregated reports (BPR and BPR-S) of 'All Industries' peer group • Spotlight on Benefits Report • One free custom peer cut (BPR and BPR-S or DBR)	• Access to aggregated reports (BPR and BPR-S) of 'All Industries' peer group • Spotlight on Benefits Report • Unlimited custom peer cuts
COUNTRY	(USD)	(USD)	(USD)
Australia*	1,450	1,950	2,750
Bangladesh	1,300	1,700	2,700
Cambodia	1,200	-	-
Egypt	-	-	2,000
Hong Kong	1,650	2,150	3,200
India	1,500	1,900	3,900
Indonesia	1,350	1,750	2,750
Japan	1,500	1,900	2,900
Malaysia	1,400	1,800	2,850
Myanmar	1,200	-	-
Macau	1,250	-	-
Pakistan	1,350	1,750	2,900
New Zealand	1,250	-	-
Philippines	1,400	1,800	2,850
Singapore	1,500	1,900	2,900
Sri Lanka	1,300	1,700	2,700
South Korea	1,450	1,850	2,800
Taiwan	1,400	1,900	2,900
Thailand	1,500	1,900	3,000
United Arab Emirates	-	-	2,000
Vietnam	1,400	1,800	2,800
Saudi Arabia	-	-	2,000
China - Per city (Beijing, Guangzhou, Shanghai, Shenzhen, or All of China 2nd Tier Cities)	3,700	-	4,750
China all cities	-	-	5,800

Note: *Non MBM benefits participants pay twice the applicable price for each membership access type.*

**For Australia, clients purchasing MBM also receive an Australian Benefits Review PDF report. The Australian Benefits Review contains additional market data not presented in MBM*

Download the MBM Regional Membership Form at **www.imercer.com/Benefits-Subscribe**

Additional customised peer groups: USD 600 for participants each, USD 1,200 for non-participants each

Additional password access: USD 300 each

MERCER BENEFITSMONITOR™ REPORT SAMPLES

SPOTLIGHT ON BENEFITS REPORT

Provides an overview of key benefits practice in the general market

Leave

Annual Leave

Almost all companies provide annual leave above the statutory minimum to their employees. The majority of companies (61%) offer the leave upon employment while the remaining companies offer annual leave benefits after probation.

The market median for the number of annual leave provided has largely remained constant for the past few years. Employees with management roles tend to start with more days of annual leave as compared to employees in the professional or staff categories. Companies typically allow annual leave days to be replaced by sick leave should the employee fall sick.

The practice of carrying forward of annual leave is prevalent with 91% of companies allowing employees to do so. 51% of companies allow unused annual leave to be carried till the end of the next calendar year and 23% allow unused leave to be carried till the end of the 1st quarter.

Graph 1: Annual leave policies

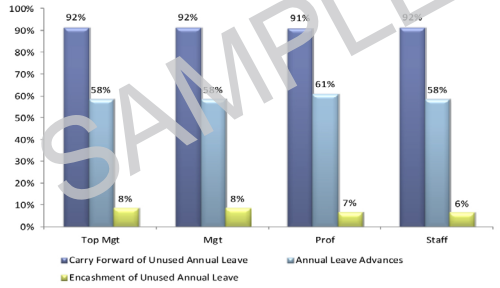


Table 1: Annual entitlement by completed years of service

Length of Service	Annual Leave Entitlement (days)				
	Statutory	Market Practice			
		Top Mgt	Mgt	Professional	Staff
1	7	20	18	16	15
5	11	21	20	19	18
10	14	22	21	21	20
20	14	23	22	21	21
Maximum Entitlement	14	24	22	21	21

Work Life Harmony

Flexible Working Arrangements

48% of companies have a formal flexi time policy – regular hours of work per week but flexi start and end time each day – for their employees. Such measures have been slowing gaining popularity in the market and are expected to continue.

The provision of telecommuting, although less common (32%) have also been increasing steadily over the years. Most of these companies have partial work from home arrangements with a maximum of 3 days per week. Compressed work week arrangements are not prevalent in the market with 6% of companies providing the benefit.

Family Support

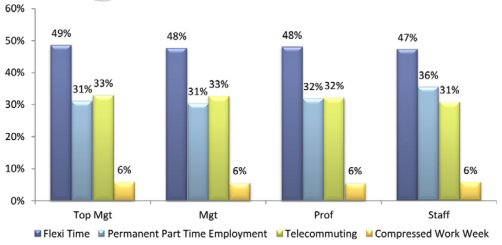
28% of companies surveyed provide employees with assistance should they have dependent care responsibilities. The most common entitlements provided are flexibility in working hours (22%), the ability to work from home (20%), and a part time work schedule (17%).

34% of companies provide lactation rooms for maternity support, and approximately 26% of companies blocking rooms for lactation.

Health and Wellness Program

37% of companies have an Employee Assistance Plan (EAP), providing a hotline or counsellor that employees can turn to for help. Stress, time and personal work life management programs, health and wellness programs, employee recreation programs, and sport activities are common wellness programs that companies offer. For organizations with no wellness program currently in place, 55% plan to develop one in the near future.

Graph 1: Provision of flexible working arrangements



BENEFITS PRACTICE REPORT SUMMARY (MEDIAN)

Allows you to view prevalence and median values of benefits plans provided across employee levels in one report

	Question Description	Percentages shown are for those plans responding "Yes"				
		Top Management (co=316)	Management (co=331)	Professional (co=329)	Staff (co=318)	Direct Labour (co=108)
3	**Does your company work according to a 5.5 day work week?**	2.85%	2.72%	3.95%	6.60%	12.04%
3.1	*If yes, how does your organisation treat vacation leave taken on a Saturday? (please fill out one only)*					
3.1.1	Annual leave on Saturday is debited as a half day leave.	1.58%	1.51%	2.13%	3.46%	7.41%
3.1.2	Annual leave on Saturday is debited as a full day leave.	1.27%	1.21%	1.82%	3.14%	4.63%
4	**Does your organisation allow annual leave advances?**	58.86%	57.70%	58.05%	58.49%	61.11%
4.1	*Up to a half year's entitlement.*	3.80%	3.93%	3.95%	4.09%	7.41%
4.2	*Up to one year's entitlement.*	23.42%	22.36%	22.80%	23.27%	26.85%
4.3	*Case-by-case basis*	28.16%	28.10%	27.96%	27.99%	24.07%
4.4	*Others; if yes, please provide the number of days allowed:*	5.00	5.00	5.00	5.00	5.00
5	**Does your organisation allow unused annual leave to be carried forward?**	89.56%	90.03%	90.27%	91.19%	93.52%
5.1	*If yes, when must the leave be utilised by? (please fill out one only)*					
5.1.1	Within the 1st quarter of next calendar year.	20.89%	21.75%	21.88%	22.96%	19.44%

SAMPLE

BENEFITS PREVALENCE REPORT (25TH, 50TH AND 75TH PERCENTILES)

Allows you to compare your employer's benefits plan against the aggregated statistical data of our benefits survey participants, per employee level

	Question Description	% Yes	Average	Q1 (25 pct)	Q2 (50 pct)	Q3 (75 pct)	# of Companies
	Vehicle Non-Sales						
1	**Do you provide vehicle benefits (company car, car allowance, etc) to your employees?**	30.50%					61
	Non Sales - Company Car						
2	**Do you provide a company car (either lease or company owned)?**	24.00%					48
2.1	*Is it company-leased car?*	5.50%					11
2.1.1	If yes, what is the maximum monthly lease value (excluding taxes)?		18,385.71	9,500.00	16,400.00	18,000.00	7
2.2	*Is it company owned car?*	15.00%					30
2.2.1	What is the maximum car purchase price eligibility (including taxes)?		623,7[illegible]5.64	348,815.00	380,000.00	1,000,000.00	14
5	**What is the purpose or use of the car provided?**						
5.1	*Business use only*	8.00%					16
5.2	*Business and personal use*	17.00%					34
5.2.1	What is the percentage of business use required?		53.33	27.50	50.00	82.50	6
	Non Sales - Typical Car Provided						
6	**Do you specify a choice from a range of car models? If so, what is the:**	8.00%					16
6.2	*Engine Capacity*		2,816.67	2,300.00	3,000.00	3,125.00	6
7	**Replacement period**						
7.1	*Replacement Period (years)*		4.75	4.00	5.00	5.00	24

SAMPLE

DETAILED BENEFITS REPORT

Allows you to conduct a side-by-side comparison of your employer's benefits plan against the exact benefits plans details of a custom peer group of your choice

	Question Description	Average	Minimum Value	Maximum Value	# of Plans	# of Orgs	My Employer Plan 1 Top Management Management, Professional, Staff	My Employer Plan 2 Direct Labour	My Employer Plan 3 Top Management Management, Professional, Staff	My Employer Plan 4 Direct Labour	Employer A Plan 1 Top Management Management, Professional, Staff
	Annual Leave										
1	**Annual leave is eligible:**										
1.1	*Upon employment*				16	10	Yes	Yes	Yes	Yes	Yes
1.2	*After probation*				9	3	No	No	No	No	No
1.3	*Others; please specif :*				1	1					
2	**What is the annual leave entitlement (in days) by completed years of service?**										
2.1	*1 year*	14.20	8.00	20.00	25	13	15.00	12.00	13.00	10.00	15.00
2.2	*2 years*	14.60	8.00	21.00	25	13	15.00	12.00	13.00	10.00	16.00
2.3	*3 years*	15.32	9.00	22.00	25	13	16.00	14.00	13.00	11.00	17.00
2.4	*4 years*	16.28	10.00	23.00	25	13	16.00	14.00	13.00	11.00	18.00
2.5	*5 years*	17.24	11.00	24.00	25	13	16.00	15.00	13.00	12.00	19.00
2.6	*6 years*	18.32	12.00	25.00	25	13	18.00	16.00	16.00	14.00	20.00
2.7	*7 years*	18.76	12.00	25.00	25	13	18.00	17.00	16.00	14.00	20.00
2.8	*8 years*	19.00	12.00	25.00	25	13	18.00	17.00	16.00	14.00	20.00
2.9	*9 years*	19.12	12.00	25.00	25	13	18.00	18.00	16.00	15.00	20.00
2.10	*10 years*	19.76	13.00	25.00	25	13	18.00	18.00	16.00	15.00	20.00
2.11	*11 years*	19.88	13.00	25.00	25	13	20.00	19.00	17.00	15.00	20.00
2.12	*12 years*	19.96	13.00	25.00	25	13	20.00	19.00	17.00	15.00	20.00
2.13	*13 years*	19.96	13.00	25.00	25	13	20.00	19.00	17.00	16.00	20.00
2.14	*14 years*	19.96	13.00	25.00	25	13	20.00	19.00	17.00	17.00	20.00
2.15	*15 years*	19.96	13.00	25.00	25	13	20.00	19.00	17.00	17.00	20.00
2.16	*20 years*	20.20	13.00	25.00	25	13	21.00	20.00	17.00	17.00	20.00
2.17	*25 years*	20.36	13.00	25.00	25	13	21.00	20.00	17.00	17.00	20.00
2.18	*What is the maximum annual leave entitlement*	20.36	13.00	25.00	25	13	21.00	20.00	17.00	17.00	20.00
3	**Does your company work according to a 5.5**				0	0	No	No	No	No	No

SAMPLE

CONTACT US

Mercer offers a benefits package that truly responds to your employees' needs while fitting within your overall reward strategy.

To learn more about any of our products and services to help you improve your competitive position and to better manage this critical expense, please contact our regional benefits team or your local Mercer consultant.

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For further information, please contact your local Mercer office

or visit our website at www.imercer.com

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