

# HRSINGAPORE

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## **Question - Staff Benefits - Update 1 (With Reply)**

Dear all,

Appreciate if you can share what kind of staff benefits your Company gives, in particular:

1. Leave Entitlements
2. Medical Benefits (including Outpatient, Dental, etc.)
3. Travel Claims Benefits
4. Any other additional benefits

Thank you.

Best regards,

Carolina

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## **REPLY 1**

Our company offers the following:

1. Leave Entitlements
  - 14 days of AL for Executives and 18 days of AL for Directors Level
  - 2 days Marriage Leave, Compassionate Leave
  - Medical & Hospitalization, Maternity, Paternity Leaves and etc. according to EA.
  
2. Medical Benefits (including Outpatient, Dental, etc.)
  - Outpatient capped at \$120 per month excludes dental and maternity claims
  - Dental Claims capped at \$200 per annum
  - We also Hospitalization & Surgical Insurance, Personal Accident Insurance and WICA
  - In the midst of exploring medical examination benefits

### 3. Travel Claims Benefits

- In the midst of finalizing benefits, at the moment everything is claimable.

### 4. Any other additional benefits

- Mobile Phone Allowance

Hope the above helps!

Pris

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## Compensation and Benefits Management Workshop (19th Run)

**- 13 & 14 January 2016**

An efficient Compensation and Benefits management system is necessary for every company to attract, motivate and retain employees. Yet companies are often challenged to maintain a compensation system that balances internal equity with external competitiveness and is also aligned to the total strategic intent of the organisation.

At the end of this two-day workshop, participants will be able to:

- Understand the total rewards philosophy and policy framework
- Align the reward strategy with company's business strategy
- Identify the components in the rewards system such as direct, indirect & non-financial compensation, etc.
- Learn survey management techniques that meets the organization's needs
- Understand market pay practices & limited or ambiguous market data
- Acquire basic skills in developing job levels and pay structures
- Define rewards tools or strategies that link pay to performance within given budgets
- Benefits, a key element in the total rewards equation

For details, please click on: <http://hrsingapore.net/compensation/>



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