

HRSINGAPORE

Question - Transport and Phone Allowances - Update 3

Dear HR professionals,

I am reviewing my company's policy on benefits, and will like to understand more on what are the usual practice for the following benefits:

1. Transport Allowance
2. Phone Allowances (Local Sales) and Overseas Trip

Ching Nee

REPLY 1

With Car \$600, Without Car \$400.

Salesperson \$150 and Engineer \$100.

We are from SME, IT Sales.

JG

REPLY 2

My COY practice \$850 with car, without car claim as per receipt.

Phone allowance \$150 for sales, fully subsidize for overseas trip but must buy local SIM card and capped at \$50 twice a year for personal trip.

DLSY

REPLY 3

Current company

Transport allowance = no allowance, claim based on the taxi receipt for business related expense

Handphone = Company phone for Managerial level – full claim but only for business related expense, currently no allowance for staff level

Ex-company A

Transport allowance = \$400 + toll + car park reimbursement with receipt

Handphone = \$50 for Manager, \$30 for staff – overseas calls is claimable as per charged in phone bill

Ex-company B

Transport allowance = \$800 for Non-Sales, \$1200 for Sales that cover ALL business related expense

Handphone = no allowance but reimbursement \$50 for local call, overseas calls as per charged in phone bill

TL

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The Employment Act & Its Practical Applications

- 25 February 2016 (11th Run)

The Employment Act (EA) was enacted in 1968. It is Singapore's main labour law that seeks to provide for the basic terms and working conditions for all types of employees except those employed in managerial or executive positions, seamen and domestic workers. It also seeks to ensure reasonable employment standards while balancing businesses' need to stay competitive.

A good understanding of the Employment Act will result in positive Employee Engagement and build Industrial Relations harmony by minimizing disputes between Employers and Employees or Union. As such, it shapes the responsibilities and relationship between Employers and Employees.

In this seminar, the trainer will also cover on the Key Employment Terms (KETs) which will be mandatory w.e.f 1 April 2016.

For details, please click on:

<http://hrsingapore.net/EAPA/>



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