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**2006-2007**

**IBA FOREIGN BANK BRANCH  
EMPLOYEE COMPENSATION  
SURVEY SUMMARY REPORT**

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SAMPLE ONLY

INTERNATIONAL BANKERS ASSOCIATION  
NOVEMBER 2006

Thank you for participating in this year's IBA Foreign Bank Branch Employee Compensation Survey. The report is based on compensation information received from 35 member organizations or 66% of the total number of IBA members having commercial banking operations. The eleven IBA members that are only engaged in the securities industry were not sent this survey.

The survey results provide management with a useful benchmarking tool to assess various foreign bank policies on such issues as monthly cash allowances, salary increase averages, and bonuses.

For the purpose of this survey, "clerical" refers to clerical positions that are eligible for overtime pay and "corporate" refers to management or supervisory positions that are not eligible for overtime pay.

Should you have questions about specific sections in the summary report or should you wish to exchange information with another respondent, please contact the IBA Secretariat at 03-5545-7511 or by email at [g-info@ibajapan.org](mailto:g-info@ibajapan.org). The IBA is continuously aiming to improve the survey and keep it focused on our members' needs; therefore, any feedback or suggestions you have are welcomed.

*Please note that the survey is copyrighted to protect against its unauthorized transfer to parties outside of the recipient institutions. This survey is for reference purposes only and has not been reviewed by outside labor law or compensation experts.*

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## I. SALARY SCALES

34 banks answered one or more questions in this section.

15 banks (44%) employ annual salary systems. Of these, all 15 (100%) use the system for both clerical and management personnel. 14 banks (41%) use a monthly salary system, while five (15%) use both a monthly and an annual system.

### Clerical Staff

