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**2007**

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

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**SAMPLE ONLY**

INTERNATIONAL BANKERS ASSOCIATION  
FEBRUARY 2008

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## BACKGROUND & RESEARCH OBJECTIVE/ DESIGN

This year's IBA Foreign Bank Branch Employee Compensation Survey is based on compensation information received from 23 member organizations or 43% of the total number of IBA members having commercial banking operations. The 11 IBA members which do not have a bank license were not included in this survey.

### **Research objective**

The purpose of this survey is to 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.

### **Research design**

Survey Period	December 17, 2007 ~ January 21, 2008
Survey Method	Self-administered survey via e-mail
Respondents Criteria	The IBA members having commercial banking operations. The 11 IBA members which do not have a bank license were not included in this survey.

### **Definition of two major categories of personnel**

Clerical	Clerical positions that are eligible for overtime pay
Corporate	Management or supervisory positions that are not eligible for overtime pay

### **Response rate**

# of survey invitations sent	54
# of responses received	23
Response rate	43%

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 to 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.*

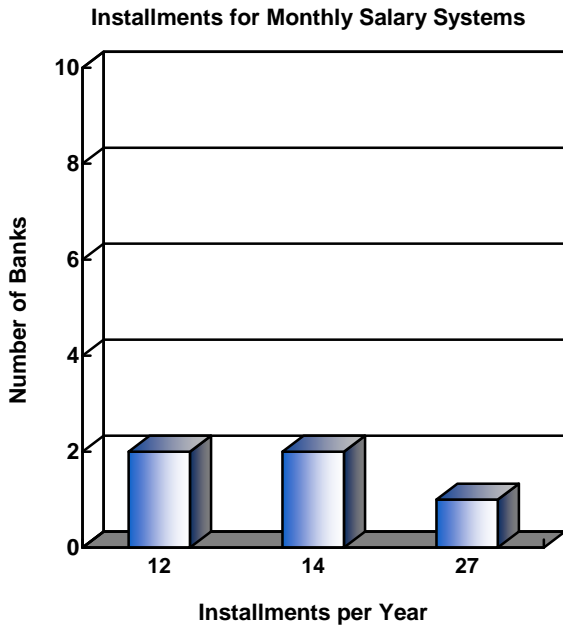
## I. SALARY SCALES

23 banks answered one or more questions in this section.

13 banks (57%) employ an annual salary system. Six banks (26%) use a monthly salary system, while four (17%) use both a monthly and an annual system.

Among the banks which use an annual salary system, 12 (92%) use the system for both clerical and management personnel. As for the institutions which use both monthly and annual systems, one uses this system for management only, and three institutions utilize it for both clerical and management-level staff.

### Clerical Staff



*Note: those who answered "use both (monthly and annual) systems" at Q1 are not included*