

Executive summary

The 2011 Private Pay Survey

The National Statistical Office has jointly been with the Office of the Civil Service Commission conducting the Private Pay Survey since 1996 and has continually conducted this survey every two years since then. The survey aims at obtaining information about compensation welfare and other benefits that private establishments provided to employees. The information would help compare structure and compensation between the private and public sectors, then propose to National Wage Committee to be used in considering public compensation system in order to set appropriate compensation for the rate of return in the labor market.

The private pay survey's coverage was the total private establishments with the least 101 staff or employees, and engaged in mining and quarrying, manufacturing, electricity, gas and water supply, construction, wholesale and retail trade, hotels and restaurants, transports, financial intermediation, real estate, private hospital, recreational. From the 2009 survey, the National Statistical Office included private hospitals into the coverage. However, due to the differences between level of position of hospital activities from other groups of economic activities, thus summary of the survey results were presented into 2 parts, such as average monthly compensation of employees (excluding private hospitals) and average monthly compensation of employees only private hospitals.

For the 2011 round, the National Statistical Office collected data from total 5,686 sample establishments during May – June 2011. The survey results presented information of the establishments' operation in 2010 (1 January – 31 December 2010) is as follows;

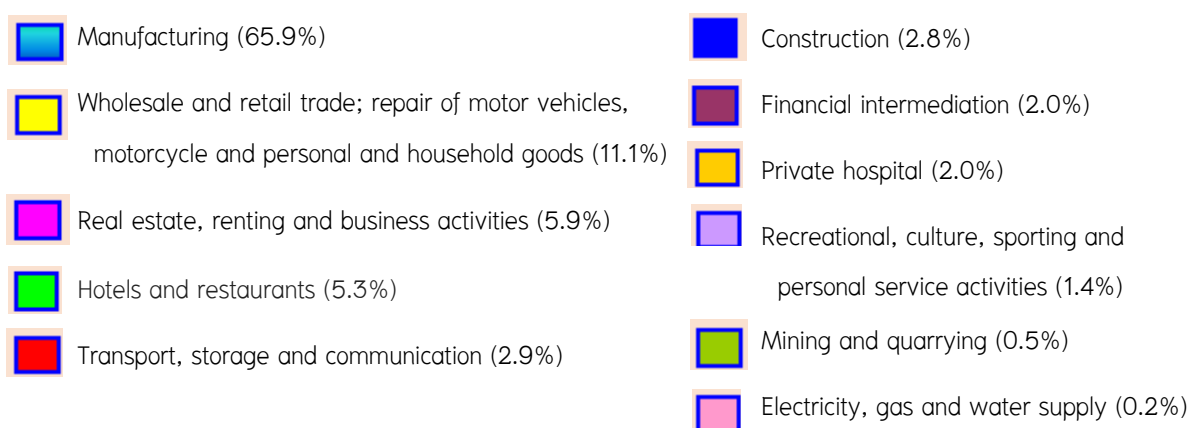
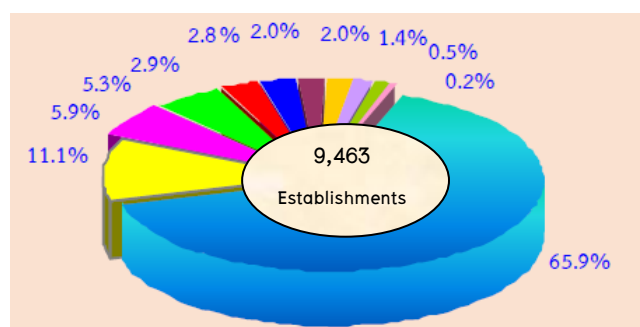
1. Number of establishments

There were 9,463 establishments in the scope divided by activities as follows.

1.1 Private hospitals: 192 establishments (2.0%)

1.2 Other economic activities: 9,271 establishments, which mostly (65.9%) were manufacturing, the followings were wholesale and retail trade, repair of motor vehicles, motorcycle and personal (11.1%), real estate, and hotels and restaurants (5.9% and 5.3%, respectively). The rest were below 3.0 % of the total establishments.

Chart 1 Establishments by economic activity

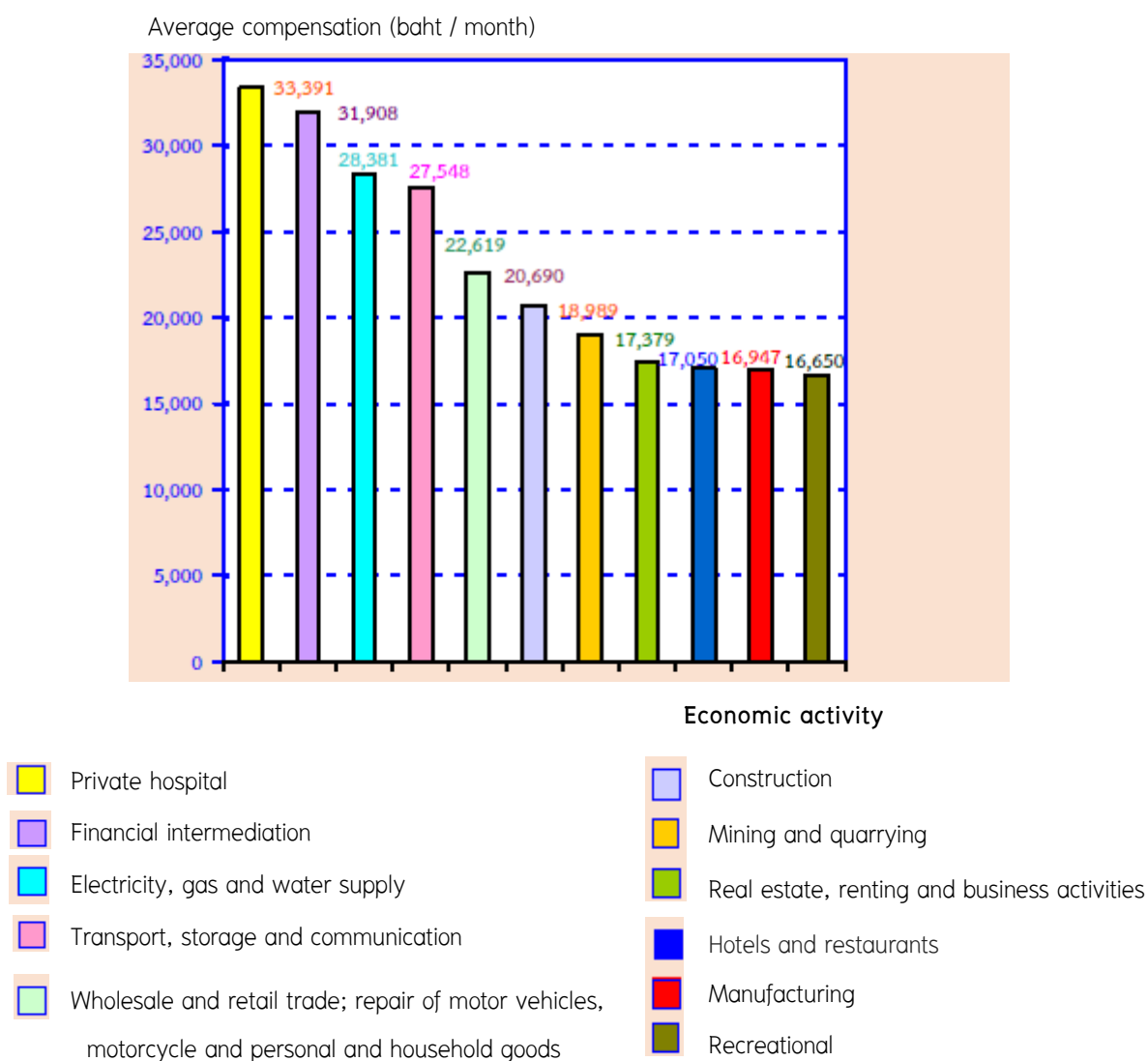


2. Average compensation of employees

2.1 Average compensation of employees

Considering the compensation of all levels of employees by type of economic activities, it was found that private hospital provided the highest average monthly compensation (33,391 baht), followed by financial intermediation (31,908 baht), electricity, gas and water supply (28,381 baht) and transport, storage and communication (27,548 baht). Establishments, engaged in other activities provided average monthly compensation less than 25,000 baht.

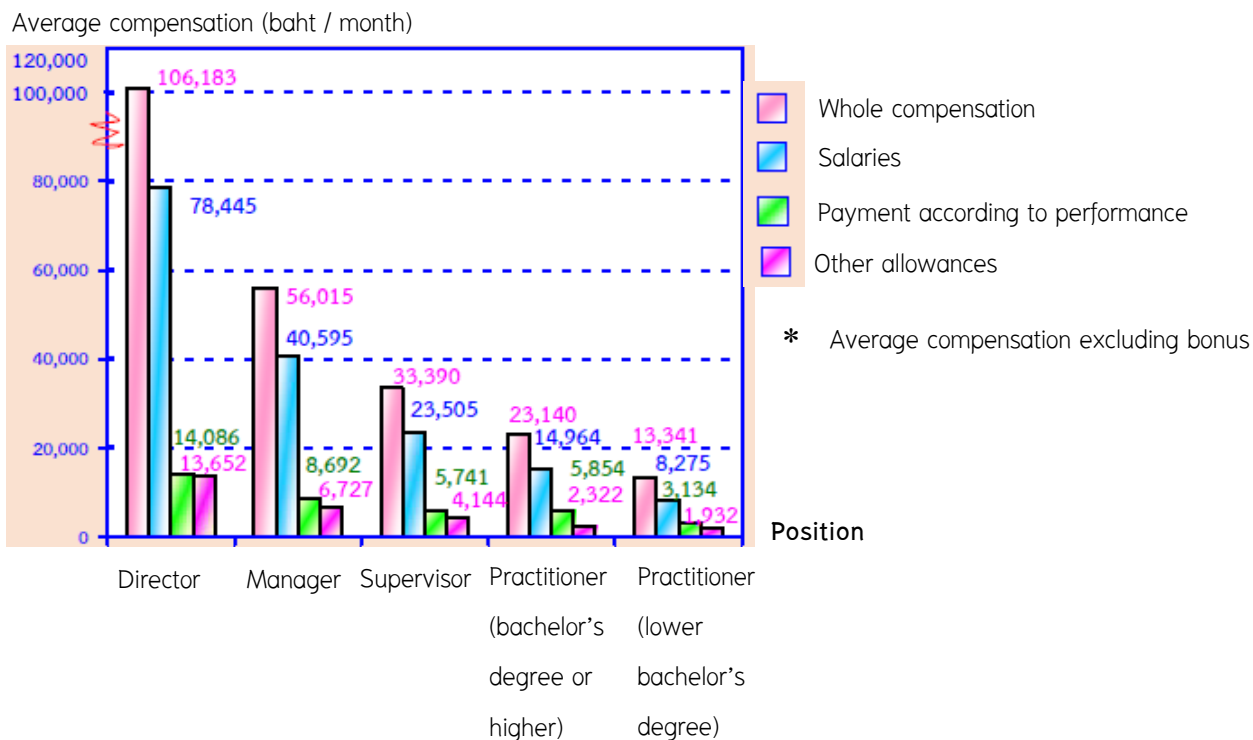
Chart 2 Average compensation of employees by economic activity



2.2 Average compensation of employees (excluding private hospital)

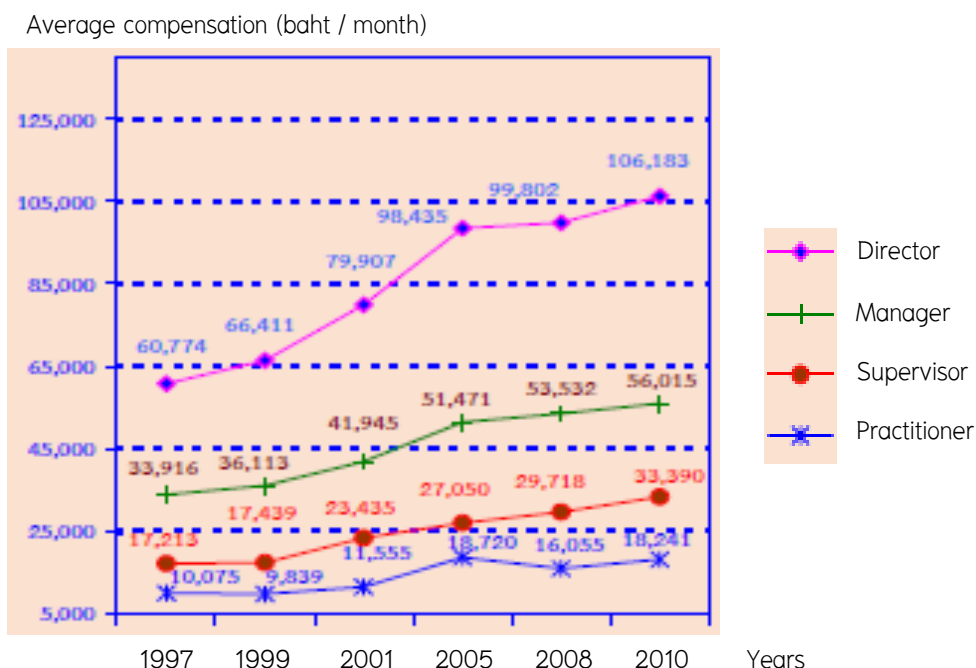
In 2010, people whose position was at director level, received average monthly compensation (excluding bonus), of about 106,183 baht, followed by manager level, 56,015 baht, supervisor level and practitioner (bachelor's degree or higher) 33,390 baht and 23,140 baht, respectively. Practitioner (lower than bachelor's degree) got average monthly compensation, 13,341 baht.

Chart 3 Average compensation of employees by level of position



Comparing the average monthly compensation during the past 14 years, it showed that average monthly compensation of employees (excluding bonus) tended to increase at all levels of positions, in 2010 practitioner level had 13.6% increasing rate of average monthly compensation which was higher than other levels of positions (or from 16,055 baht in 2008 to 18,241 baht in 2010), followed by supervisor, director and manager had an increasing rate of average monthly compensation about 12.4%, 6.3% and 4.6%, respectively.

Chart 4 Average compensation of employees by level of position : 1997 – 2010



2.3 Average compensation of employees of private hospitals

- Executive staff

For the average compensation of employees in private hospitals in 2553, the results showed that executive staff; director level received the highest average monthly compensation (131,846 baht), followed by deputy director and assistant director received about 89,132 baht and 68,275 baht, respectively. For other positions, such as, branch chief and building chief received less than 50,000 baht per month.

- Medical care staff

Average compensation of medical care staff; a specialist received the highest average monthly compensation (113,922 baht), followed by generalist and dentist received at average, 90,016 baht and 77,379 baht, per month respectively. For professional nurse, technical nurse and auxiliary nurse received less than 30,000 baht per month.

- Medical service staff

Among this group, pharmacist received the highest average monthly compensation, of about 34,456 baht, followed by radiation technician and medical technician received, of about 28,879 baht and 27,644 baht, per month respectively. For physiotherapist and nutritionist received average monthly compensation less than 25,000 baht per month.

Table 1 Average compensation of employees of private hospitals by group and position

Position	Compensation (baht per month)			
	Total	Salaries	Monthly payment according to performance	Other monthly allowance
Executive position				
Director	131,846	93,704	21,502	16,640
Deputy director	89,132	64,470	13,641	11,021
Assistant director	68,275	51,373	8,849	8,053
Branch chief	47,590	33,253	6,950	7,387
Section chief	33,641	24,005	4,663	4,973
Building chief	32,048	22,655	5,569	3,824
Medical care staff				
General doctor	90,016	62,070	17,281	10,665
Specialized doctor	113,922	81,623	21,586	10,713
Dentist	77,379	57,331	14,094	5,954
Professional nurse	29,746	20,283	5,453	4,010
Technical nurse	27,778	17,336	6,860	3,582
Auxiliary nurse	20,988	11,438	6,695	2,855
Medical service staff				
Physiotherapist	24,248	16,284	3,830	4,134
Medical technician	27,644	18,009	5,343	4,292
Pharmacist	34,456	21,937	7,810	4,710
Nutritionist	22,467	15,252	3,931	3,284
Radiate technician	28,879	17,078	7,043	4,758

3. Rate of average monthly compensation of new employee

- Vocational level or equivalent

From table 2, it showed that after probation, computer/programmer staff received average monthly salaries higher than other positions, of about 7,913 baht per month, followed by human resource/training staff, of about 7,056 baht and public relations, of about 6,932 baht.

For other additional compensation, after probation, most of new employees, regardless position, received similar average of about 1,000 baht to 1,200 baht per month.

- Higher vocational level or equivalent

Employees with higher vocational level or equivalent, in computer/ programmer received average monthly salaries, after probation, higher than other positions, of about 8,967 baht per month, followed by scientist/chemist and resource/training staff, of about 8,817 baht and 8,026 baht, respectively. For other additional compensation, after probation, scientist/chemist received the highest amount, of about 2,925 baht and other positions received other compensation less than 1,400 baht per month.

- Bachelor degree or equivalent

New employees with bachelor degree or equivalent, the pharmacist earned the highest average monthly salaries, of about 18,234 baht after probation, followed by mining/ electrical/ mechanical engineer, architect and radiological technologist got average monthly salaries about 15,969 baht, 15,729 baht and 15,664 baht, respectively. For other additional compensation after probation, pharmacist got the highest other compensation, of about 4,695 baht, followed by nurse and medical technologist, of about 3,400 baht and 3,328 baht, respectively. Other positions earned other additional compensation less than 3,000 baht per month.

- Master / Ph.D. level or equivalent

Medical doctor earned the highest average monthly salaries, of about 61,050 baht, followed by dentist, of about 55,842 baht. For other additional compensation, dentist earned the highest amount, of about 13,491 baht, followed by medical doctor and transport technical officer/ logistic officer, of about 12,323 baht and 11,954 baht, per month respectively.

Table 2 Average compensation of new employees by educational background and position

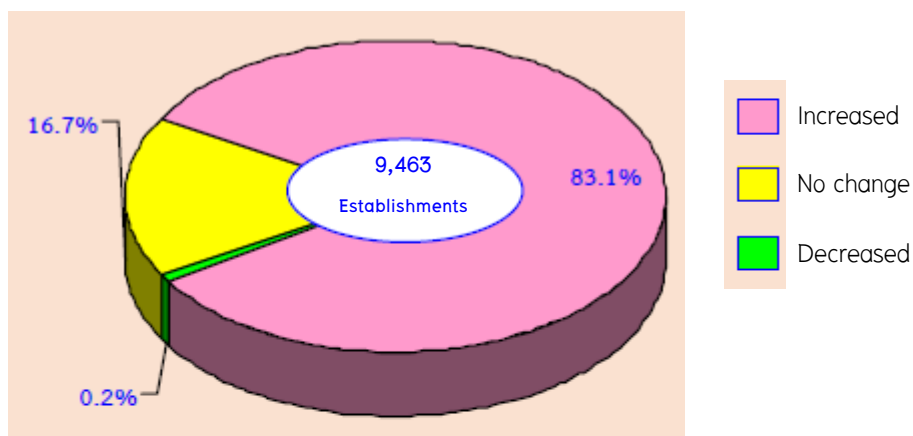
Position	Educational background							
	Vocational level		Higher vocational level		Bachelor degree		Master / Ph.D. degree	
	salaries	other allowances	salaries	other allowances	salaries	other allowances	salaries	other allowances
Clerical worker/ General administration	6,759	1,120	7,534	1,348	9,366	1,425	-	-
Financial officer/ Accountant	6,848	1,074	7,792	1,383	10,174	1,723	17,643	4,294
Plan and policy analyst/ Planning officer	-	-	-	-	11,912	1,713	19,005	3,101
Human Resource Officer/ Training Officer	7,056	1,091	8,026	1,231	10,140	1,677	18,524	3,578
Public relation officer	6,932	1,003	7,515	1,036	9,738	1,534	16,664	2,486
Computer technical officer/ programmer	7,913	1,124	8,967	1,361	13,987	1,935	20,692	2,182
Legal officer/ Lawyer	-	-	-	-	15,089	1,964	20,516	3,143
Economist	-	-	-	-	14,805	2,280	20,027	3,066
Mining/ Electrical/ Mechanical engineer	-	-	-	-	15,969	2,549	20,769	4,560
Architect	-	-	-	-	15,729	1,938	20,173	3,269
Mineral resource officer	-	-	-	-	15,333	1,984	21,829	2,187
Transport technical officer/ Logistic officer	-	-	-	-	13,368	2,101	17,760	11,954
Scientist/ Chemist	-	-	8,817	2,925	12,799	2,861	20,362	5,425
Medical physician	-	-	-	-	-	-	61,050	12,323
Dentist	-	-	-	-	-	-	55,842	13,491
Nurse	-	-	-	-	14,515	3,400	21,662	4,104
Pharmacist	-	-	-	-	18,234	4,695	18,000	10,000
Medical technologist	-	-	-	-	13,693	3,328	20,587	4,100
Radiological technologist	-	-	-	-	15,664	2,953	-	-
Nutritionist	-	-	-	-	11,656	1,597	-	-

Other compensation : Refers to additional compensation paid to employees, such as the professional allowance, housing allowance, living expense, food, fuel, risk, etc. (excluding commissions and bonuses)

4. Increment / additional money

During 1 January – 31 December 2010, establishments engaged in all types of activities, mostly (83.1%) increased salaries and / or additional payment to employees, compared to 2009, only 16.7% of the establishments did not, and about 0.2% of the establishments decreased salaries and / or additional payment to employees.

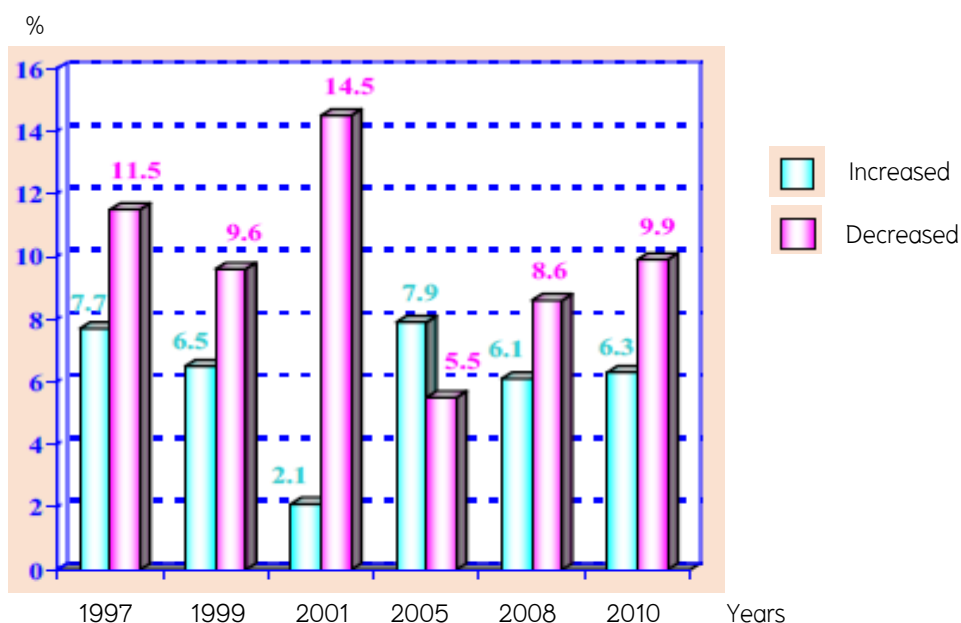
Chart 5 Establishments by increasing / decreasing salaries or employees' allowance



Considering percentage of salaries increment on average between 1997 and 2010, it was found that in 2005 establishments increased salaries with the highest rate, of about 7.9%, in 1997, of about 7.7%, in 2010 increased with the least, of about 6.3%.

In 2001, establishments decreased salaries with the highest rate, of about 14.5%, in 1997, of about 11.5%, and in 2010 increased about 9.9%.

Chart 6 Average increasing / decreasing rate of salaries of establishments : 1997 - 2010



5. Medical welfare

The survey showed that more than half of establishments in all type of activities (53.4%) did not provide medical welfare to employees, about 46.6% of establishments did, excluding social security fund and medical care by doctor / nurse in establishment.

Considering economic activities, it was found that most of the establishments engaged in private hospitals (about 92.9%) provided medical welfare to employees, followed by those in financial intermediation, wholesale and retail trade; repair of vehicles, motorcycle and personal and household goods and real estate, renting and business activities, of about 75.7%, 57.9% and 52.9%, respectively. Less than 47.0% of establishments, engaged in other type of economic activities provided medical welfare to employees.

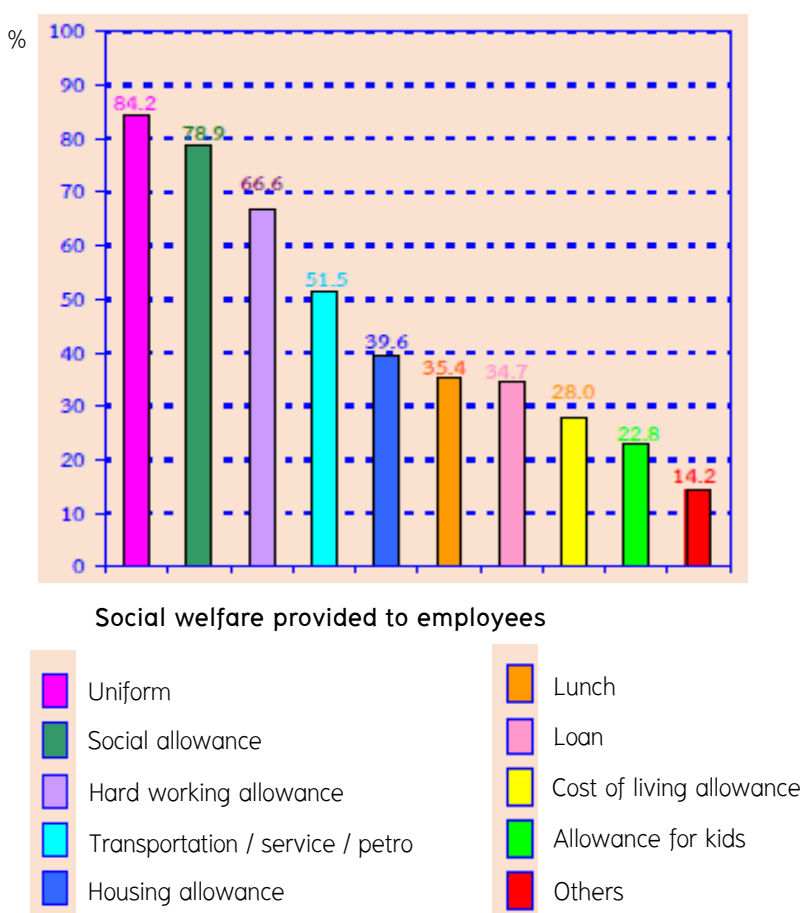
Table 3 Establishments by medical welfare and type of economic activity

Type of economic activity	Provide medical welfare		
	Total	Yes	No
Total	100.0	46.6	53.4
Mining and quarrying	100.0	7.9	92.1
Manufacturing	100.0	42.5	57.5
Electricity, gas and water supply	100.0	17.7	82.3
Construction	100.0	42.6	57.4
Wholesale and retail trade; repair of vehicles, motorcycle and personal and household goods	100.0	57.9	42.1
Hotels and restaurants	100.0	46.2	53.8
Transport, etc	100.0	46.2	53.8
Financial intermediation	100.0	75.7	24.3
Real estate, renting and business activities	100.0	52.9	47.1
Private hospital	100.0	92.9	7.1
Recreational, etc	100.0	46.1	53.9

6. Other welfares

It was found that most of the establishments (of about 84.2%) provided uniform, followed by social allowance (78.9%), hard working allowance (66.6%), transportation / service / petro (51.5%), housing allowance (39.6%), lunch (35.4%), loan (34.7%), cost of living allowance (28.0%) and other welfares (14.2%).

Chart 7 Establishments by providing social welfare to employees



7. The opinions and suggestions of the establishments

- Problems and obstacles of establishments

The survey's results showed that only 23.9% provided comments on major problems and obstacles, of these 48.5% indicated that they had an impact on the lack of efficient employees, labor shortage during the festival / seasonal (24.2%), shortage of raw materials (13.9%) and not being able to access sources of low interest loan (8.3%), etc.

- Needs from public sector

Only 15.7% of establishments commented on needs from public sector, of these 30.3% needed strong policies on economic stimulus from public sector, followed by supporting and improving abilities of labors to match with labor market (26.3%), supporting low interest loan to establishments and reducing tax and social security payments (10.2%), etc.