

2021

Talentnet-Mercer's

HUMAN CAPITAL SOLUTIONS

make employee decisions with confidence



LOCAL PLUS SURVEY

Provides key elements of the **latest trends** and **metrics** relating to the local-plus compensation approach in Vietnam.

Who is Local-Plus?

Employees who are paid according to the salary levels, salary structure, and salary administration guidelines of the host location, PLUS are provided some “expatriate-type” additional allowances or benefits such as housing, relocation, enhanced transportation support, etc.

Our database consists of:

1,561 Incumbents from 134 TRS participants

64 Participants from Talentnet-Mercer Local Plus Practices Survey

5 insightful survey sources from Mercer network

Local Plus Report provides:



Cross industry local plus salary differentials:

- Annual base salary (Comp 1)
- Total guaranteed salary (Comp 2)
- Total cash compensation (Comp 3)
- The local plus philosophy in Vietnam compared to full expatriate packages

16 different “plus” allowances & benefits:

- Relocation allowance
- Shipping assistance
- Temporary housing
- Housing & utilities
- Dependent's education
- Spousal & family support
- Home leave
- Annual leave benefits
- Medical benefits
- Death & disability benefits
- Retirement benefits
- Visa & immigration assistance
- Transportation
- Tax assistance
- Lump-sum allowance
- Localization

About TALENTNET

Originating from the Human Resources Services unit of PricewaterhouseCoopers Vietnam, Talentnet is now acknowledged as the **leading HR consulting firm** in the country, with more than **20 years of experience** in the local labor market.

Talentnet is passionate about contributing to a better working life for Vietnamese employees through professional HR solutions designed to meet the diverse needs of Vietnamese and international clients.

4 offices in Ho Chi Minh, Ha Noi, Da Nang, Can Tho			300+ employees (30+ in Human Capital Solutions)
Strategic partner of Mercer, ADP, and Emergenetics			Partner of 1000+ MNC & big local companies in Vietnam

Talentnet's services include:

HCS
Human Capital Solutions

POS
Payroll & Expatriate Services

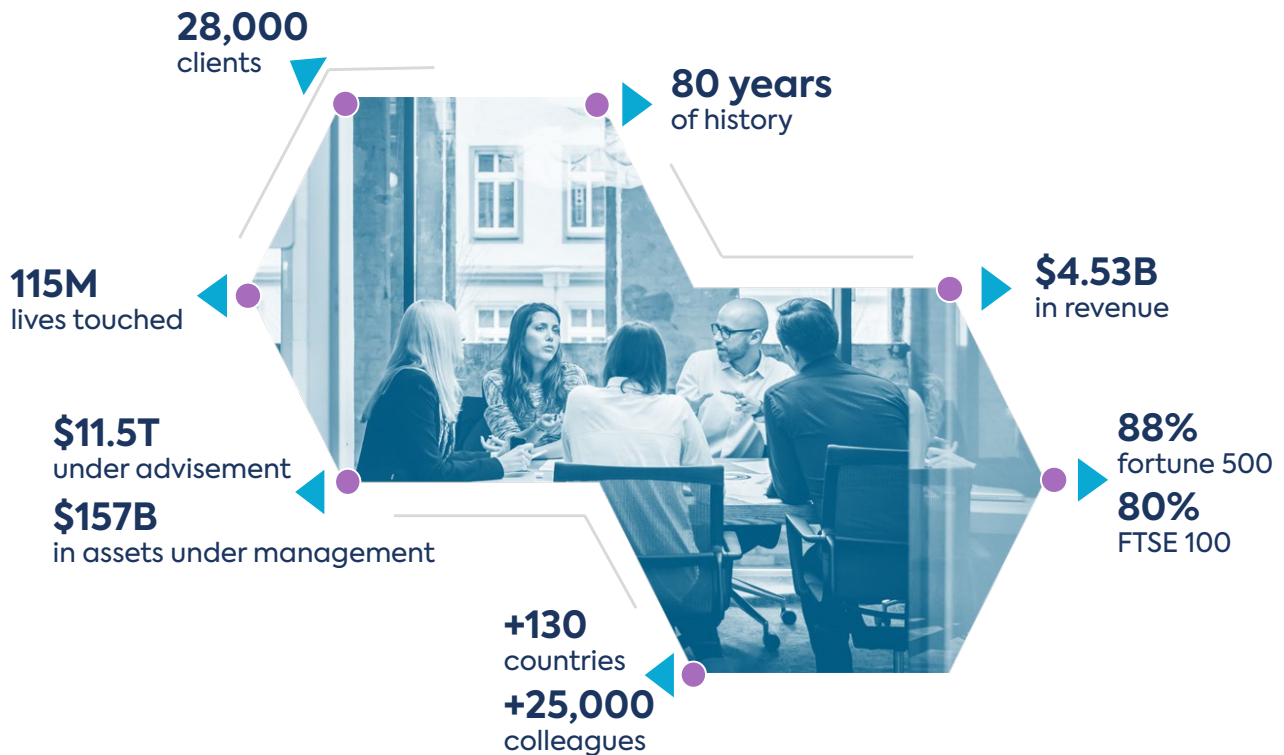
ESS
Executive Search & Selection

HRO
HR Outsourcing Services



About MERCER

Mercer builds **brighter futures** by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being.



Mercer's portfolios include:

HEALTH

- Benefits exchange
- Benefit strategy, design, and financing
- Individual and voluntary benefits
- Benefits plan management and brokerage
- Specialty health and benefits
- Benefits administration

WEALTH

- Strategic plan design, management, administration and investments
- Integrated DB risk management
- Financial well-being
- Wealth management
- Flexible delegated solutions and advice
- Global and local actuarial consulting
- Endowments and foundations
- Environment, social, and governance (ESG) investing

CAREER

- Talent strategy
- Talent mobility
- HR transformation
- Executive rewards
- Workforce rewards
- Communication
- Digital

For further information, please contact your Industry Leaders or:

SALARY & BENEFITS SURVEYS



2021 Vietnam Subscription Form:

<https://edm.talentnet.vn/downloads/2021-Vietnam-Subscription-Form.xlsx>

Nguyen Thi Hong Van:

nguyen.t.hong.van@talentnet.vn

CONSULTING SERVICES

Nguyen Thi Quynh Phuong:

nguyen.t.quynh.phuong@talentnet.vn

Hoa Nguyen:

hoa.nguyen@talentnet.vn

TRAINING WORKSHOPS

Luu Tu Dinh:

luu.tu.dinh@talentnet.vn

Get in touch with us.



www.talentnet.vn



facebook 



LinkedIn 