



better work, better life

## Rising ERP and Petrol Costs

The industries that typically provide transport allowance for employees are Sales and Marketing, Oil and Gas, Supplies, Business Development, Logistic, Procurement, Telesales and Telemarketing, Transport and Manufacturing, Pharmaceutical as well as Petrol Chemical. Jobs that are entitled to transport allowance include Accountant, IT and Technician, Customer Relationship Representative, Project Administrator, Managers and Directors.

Out of the 21 companies who have responded, 11 of them provide a fixed sum of transport allowance per month, while seven of them said that for contract staff, it is based on actual receipts and mileage incurred during office hours for worked-related as well as over-time transport after 8pm (Adecco) or 9pm (non-compensation).

A few companies have fixed transport allowance for staff who own their own vehicle and provide reimbursement without cap for those without a vehicle. Others include fixed annual car allowance, reimbursement without cap, mileage claims and transport claims after 9pm. A few even stated that the amount is dependent on the job nature and position.

About half of the respondents have indicated that there have been requests from their employees to look into their existing transport allowance. Some of the reasons are that the existing transport allowance is too low as other companies are offering up to \$1,000. One request in particular, was for a raise from \$800 to \$1,000. One company has increased their monthly transport allowance from \$60 to \$80 this August.

Looking into other measures to help defray the rising costs, less than one third of the companies have looked into the matter. Some of the measures implemented include encouraging their staff to plan their route beforehand and to visit their client around the same area on the same day. Other suggestions involve considering applying for the Fleet Card (Esso/ Shell) for staff that are not on the corporate card, and providing transport to nearby MRT stations.