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PayWell Salary and Benefits survey



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What is PayWell?



PayWell Salary and Benefits survey

PayWell report is a tool created to assist HR professionals and companies' decision-makers to develop competitive HR policies that attract, motivate and retain talents & support the business strategy.

PayWell report provides specific information covering three main areas:



PayWell report is available through PwC C&B Survey Platform*

pwc PwC C&B Survey Platform industry Settings Sign out

Home Reports Instructions

PwC C&B Survey Platform

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Data Collection

The Data Collection module enables you to fill in, upload, validate, save and submit your data for the survey. There are two sections that need to be completed and submitted in this order: 1) C&B Questionnaire and 2) Salary Data. ERRORS (incorrect format insertions, missing critical data, inconsistencies – sections cannot be submitted while containing ERRORS) and WARNINGS (inconsistencies that need your review) will be displayed. For more information please use the Instructions tab.

C&B Questionnaire

The Compensation & Benefits Questionnaire enables you to fill in, save, review and submit data regarding your company's compensation and benefits policies.

Questionnaire Partially completed

Edit

Previous Years Questionnaires

If you are a previous year participant and wish to see past submitted data, please select from below:

Year

View

Salary Data

The Salary Data tool enables you to review, save and submit the salary data of your employees.

No Salary Data found for the current year.

Downloads

The Download section enables you to obtain the latest version of the Salary Sheet template (if you are a new participant), and the latest version of the Salary Sheet template including previous year job matching (if you are a previous year participant).

- Salary Sheet template
- Latest Salary Sheet

**access to PwC C&B Platform is provided to participants and companies that acquire the report, through allocation of a user name and a password.*

PayWell report presents (1/4):

Salary statistics by job and by grade

Accountant II

| | | | |
|---------------|------------|------------|-------------|
| Sector | Overall | Job code | GEN-FI-A-8e |
| Job catalogue | General | PwC Grade | 6 |
| Function | Finance | Period | Monthly |
| Department | Accounting | Currency | RON |
| | | Adjustment | 0.00 % |



General report

| All | #Comp/ #Emp | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|----------------|---------|--------------------|--------------------|--------|--------------------|--------------------|
| Base Pay | 77 / 462 | 3,805 | 2,700 | 3,090 | 3,667 | 4,400 | 5,079 |
| Guaranteed Pay | 40 / 268 | 3,915 | 2,793 | 3,148 | 3,793 | 4,458 | 5,230 |
| Variable Pay (Target) | 27 / 132 | 569 | 240 | 300 | 432 | 692 | 995 |
| Variable Pay (Paid Out) | 40 / 204 | 9% | 4% | 5% | 8% | 12% | 17% |

General report

| | #Comp/ #Emp | 25th percentile | Median | 75th percentile |
|-----------------------|----------------|--------------------|--------|--------------------|
| Benefits cost | 49 / 308 | 191 | 208 | 254 |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 2 / 2 | N/A | N/A | N/A |

PwC Grade 5

| | |
|------------|---------|
| Sector | Overall |
| Period | Monthly |
| Currency | RON |
| Adjustment | 0.00 % |



General report

| All | #comp./ #empl. | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|-------------------|---------|--------------------|--------------------|--------|--------------------|--------------------|
| Base Pay | 92 / 2941 | 2,508 | 1,334 | 1,800 | 2,395 | 3,102 | 3,801 |
| Guaranteed Pay | 49 / 1435 | 2,569 | 1,334 | 1,858 | 2,443 | 3,189 | 3,860 |
| Variable Pay (Target) | 33 / 1181 | 691 | 211 | 261 | 450 | 1,095 | 1,310 |
| Variable Pay (Paid Out) | 54 / 1206 | 341 | 0 | 98 | 186 | 341 | 732 |
| Total Pay | 92 / 2941 | 2,746 | 1,334 | 1,966 | 2,574 | 3,322 | 4,058 |
| Total Reward | 56 / 1827 | 2,883 | 1,458 | 2,099 | 2,733 | 3,571 | 4,276 |

General report

| | #comp./ #empl. | 25th percentile | Median | 75th percentile |
|-----------------------|-------------------|--------------------|--------|--------------------|
| Benefits cost | 56 / 1827 | 182 | 208 | 243 |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 11 / 100 | 31,839 | 51,510 | 83,700 |

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PayWell report presents (2/4):

Interactive Report*

| | | | | | | | | | | | | | | | | | | | |
|--------------------------|----------------------|------------------|-----------------|------------------|-------------------------|--------------|--------------|------------------|----------------------|-------------------------------|---------------------|-------------------------|--------------------------------|-------------------------------|---------------------|------------------------|--|--|--|
| Client Name | | | | | | | | | | | | | | | | | | | |
| Sector | | | | | | | | | | Market comparison | | | | | | | | | |
| Health Care Services | | | | | | | | | | | | | | | | | | | |
| Compare by | | | | | | | | | | Job Report | | | | | | | | | |
| Filter | | | | | | | | | | Capital country of origin | | Selection | | < 100 employees | | | | | |
| Percentile | | | | | | | | | | Comparison | | | | | | | | | |
| 90th percentile | | | | | | | | | | | | | | | | | | | |
| Reward components | | | | | | | | | | 1 | | Base Pay | | | | | | | |
| 2 | | | | | | | | | | | | Variable Pay (Paid Out) | | | | | | | |
| Position group | | | | | | | | | | Displayed individuals | | | | | | | | | |
| General | | | | | | | | | | | | | | | | | | | |
| Function | | | | | | | | | | HR | | | | | | | | | |
| Department | | | | | | | | | | General | | | | | | | | | |
| Job | | | | | | | | | | HR/ Personnel Assistant | | Code | | | | GEN-HR-G-9 | | | |
| Region | | | | | | | | | | Banat & Transilvania | | | | | | | | | |
| PwC Level | | | | | | | | | | Any | | | | | | | | | |
| Period | | | | | | | | | | Statistics options | | | | | | | | | |
| Monthly | | | | | | | | | | | | | | | | | | | |
| Currency | | | | | | | | | | RON | | | | | | | | | |
| Adjustment | | | | | | | | | | 0% | | | | | | | | | |
| Your positions | | | | | PwC Benchmark | | | | Comparison | | | | | | | | | | |
| Job title | Region | Job grade | PwC Code | PwC Grade | Position title | Func. | Dept. | PwC Level | Base Pay | | | | Variable Pay (Paid Out) | | | | | | |
| | | | | | | | | | Your employee | Market 90th percentile | Market Index | Percentile Rank | Your employee | Market 90th percentile | Market Index | Percentile Rank | | | |
| HR assistant | Banat & Transilvania | 6 | GEN-HR-G-9 | 7 | HR/ Personnel Assistant | HR | G | 9. Clerks/admins | 4,000 | 4,600 | 87% | 75% | 4,000 | 3,800 | 105% | 75% | | | |
| HR assistant | Banat & Transilvania | 6 | GEN-HR-G-9 | 7 | HR/ Personnel Assistant | HR | G | 9. Clerks/admins | 4,000 | 4,600 | 87% | 75% | 4,000 | 3,800 | 105% | 75% | | | |
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| HR assistant | Banat & Transilvania | 6 | GEN-HR-G-9 | 7 | HR/ Personnel Assistant | HR | G | 9. Clerks/admins | 4,000 | 4,600 | 87% | 75% | 4,000 | 3,800 | 105% | 75% | | | |



*available only for the participating companies.

PayWell report presents (3/4):

Peer customised reports*

Add Custom Report

All fields are mandatory.

| | |
|-----------------|----------------------------------|
| Name | Customised report for Client "X" |
| (local version) | |

| | |
|-----------|-----------|
| Companies | Company 1 |
| | Company 2 |
| | Company 3 |
| | Company 4 |
| | Company 5 |

Delete -

Companies available

Add +

Add **Cancel**

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Home Reports Instructions

Job Report

The Job Report enables you to access statistics based on the PayWell Job Catalogue positions.

Year: 2013 **Hide Filters** **Reset Filters**

Sector: 2014 **Period:** Monthly **Currency:** RON **Adjustment (%):** 0 **Job Variation**

- Automotive manufacturing
- IT
- Telecommunication
- Leasing
- Pharmaceuticals
- Retail
- Insurance
- Agrochemicals
- Overall Market
- Company X customised 6 companies
- Company Y customised 4 companies
- Company Z customised 12 peers
- Company X_S peers report

Region

- Banat-Transilvania
- Bucuresti - Ilfov
- Moldova
- Muntenia

Apply Filters

Customised reports

A minimum of 5 companies must be selected to create a Peer customised report, due to confidentiality reasons. The report will be generated by PwC and we reserve the right to restrict access to a Peer customised report if data confidentiality is not ensured.

**available only for companies who will acquire one of the PayWell report options (full/sectorial report).*

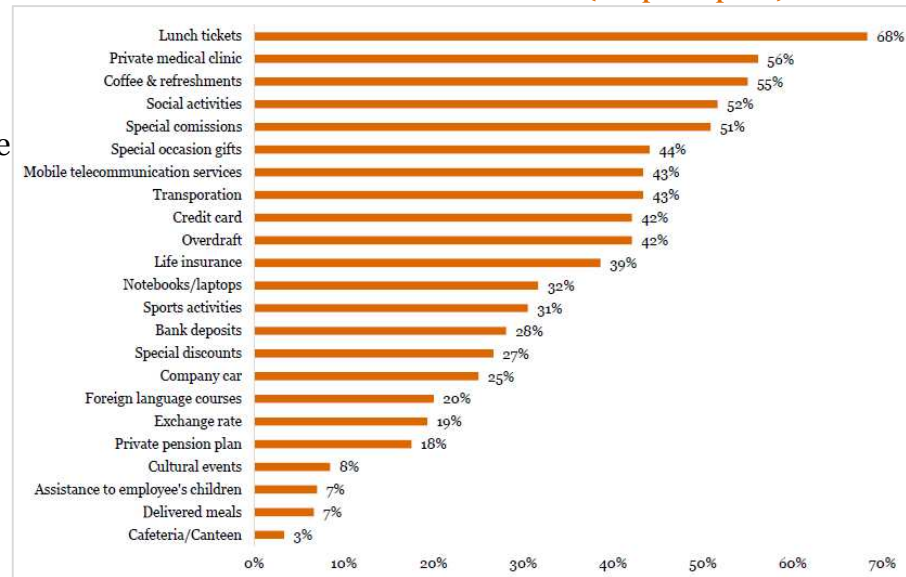
PayWell report presents (4/4):

Compensation & benefits policies report

Areas of analysis:

- salary policies (salary review, salary negotiation, salary increase)
- pay for time worked & not worked (overtime policy, holiday policy, sick leave, maternity leave, child care leave policy)
- bonuses (fixed bonuses, pay for performance, sales commission, performance bonus)
- employment relations (trade unions, redundancy pay, retention programmes, probation period, entry level salaries)
- main benefits offered: protection benefits (pension, insurance, medical services), social benefits (transportation, vouchers), perks (company car, mobile phone), wellbeing benefits (sport, kindergarten)

Benefits offered to all staff - Overall Market sector (% of participants)



Analysis criteria:

- staff categories entitled to the benefit
- cost / value
- utilisation policy

Staff categories entitled to performance bonuses (% of respondents)

| Sector | Top Management Staff | Middle Management Staff | Clerical/Support/Admin Staff | Sales Staff | Operational Specialists Staff | Blue Collar Staff |
|-----------------------|----------------------|-------------------------|------------------------------|-------------|-------------------------------|-------------------|
| Agrochemicals | 100% | 100% | 67% | 33% | 67% | 33% |
| Banking | 100% | 100% | 100% | 71% | 100% | 0% |
| FMCG | 100% | 100% | 75% | 75% | 50% | 75% |
| Industry | 100% | 82% | 45% | 64% | 64% | 73% |
| Leasing | 67% | 100% | 67% | 33% | 67% | 0% |
| Pharmaceuticals | 100% | 100% | 93% | 79% | 57% | 0% |
| Retail | 83% | 100% | 83% | 50% | 50% | 50% |
| Overall Market | 96% | 96% | 78% | 65% | 65% | 31% |

Participation in PayWell survey involves:

- Provision of salary related information for each employee within your organisation (i.e. monthly salary, bonuses & value of benefits offered); these data will be provided through completion of an excel data collection questionnaire.
- Provision of information related to compensation & benefits policies applied by your organisation (e.g. type of bonuses offered, staff categories entitled etc.); these data will be provided through completion of an online data collection questionnaire, available on PwC C&B Platform

Romania - PayWell 2014 Salary and Benefits Survey

Introduction

SALARY DATA

| Id | Job title in your company | Job Grade in your company | Position with regional responsibility No. of countries (OPTIONAL) | IT professional with income tax deduction possibility ROMANIA ONLY | Job code | Position title (DO NOT FILL IN) |
|----------------|---------------------------|---------------------------|--|--|-------------------|-------------------------------------|
| <i>Example</i> | <i>General Manager</i> | <i>G2</i> | <i>No</i> | <i>Yes</i> | <i>GEV-MA-G-7</i> | <i>Brand / Product Specialist I</i> |
| | | | | | | |
| | | | | | | |
| | | | | | | |

Tools / Benefits

1. Please indicate if your company offers company cars:

| Offered | Car brand and type | Brand 1 | Brand 2 | Brand 3 | Average no. employees per company (2013) |
|--|--------------------------------|------------|---------|---------|--|
| <input type="checkbox"/> All staff | | | | | |
| <input type="checkbox"/> Top Management Staff | B. Specific car brand and type | MERCEDES | | | |
| <input type="checkbox"/> Middle Management Staff | B. Specific car brand and type | VOLKSWAGEN | | | |
| <input type="checkbox"/> General/Support/Adviser Staff | | | | | |
| <input type="checkbox"/> Sales Staff | | | | | |
| <input type="checkbox"/> Operational/Operative Staff | | | | | |

2. Please indicate the following aspects related to company cars usage policy:

| Applicable for driver | Usage policy |
|--|---------------------------------|
| <input type="checkbox"/> All staff | |
| <input type="checkbox"/> Top Management Staff | Both related and personal usage |
| <input type="checkbox"/> Middle Management Staff | Only work related |
| <input type="checkbox"/> General/Support/Adviser Staff | |
| <input type="checkbox"/> Sales Staff | Only work related |
| <input type="checkbox"/> Operational/Operative Staff | |

3. Please indicate if your company has a fixed bonus policy:

Fixed bonus policy: Yes

4. Please indicate for which categories of staff your company offers fixed bonuses, their frequency and amount (total value or % of monthly base pay):

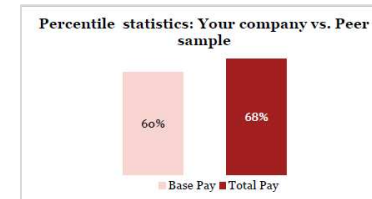
| Offered | Fixed bonus 1 | Fixed bonus 2 | Fixed bonus 3 | Fixed bonus 4 | Fixed bonus 5 | Other value (€/USD) | Not awarded |
|--|---------------|---------------|---------------|---------------|---------------|---------------------|-------------|
| <input type="checkbox"/> All staff | December | March | July | | | 7300 | |
| <input type="checkbox"/> Top Management Staff | | | | | | | |
| <input type="checkbox"/> Middle Management Staff | | | | | | | |
| <input type="checkbox"/> General/Support/Adviser Staff | | | | | | | |
| <input type="checkbox"/> Sales Staff | | | | | | | |
| <input type="checkbox"/> Operational/Operative Staff | | | | | | | |

As a participant in PayWell survey, you will be assigned a dedicated consultant, who will be available to assist you during all phases of the project.

Additional services

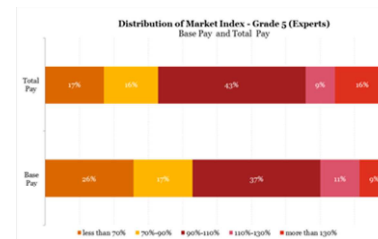
Based on our PayWell survey, we can also assist you with:

| Id | Job title in your company | Job Grade in your company | Job code | Position title |
|----|---------------------------|---------------------------|-------------|----------------|
| 3a | Contabil | 8 | GEN-FI-A-8e | Accountant II |
| | | | | |
| | | | | |
| | | | | |



Customised analyses

Based on your needs, we can provide salary statistics for selected samples of companies, by geographical region, company size or job families



External market benchmarking

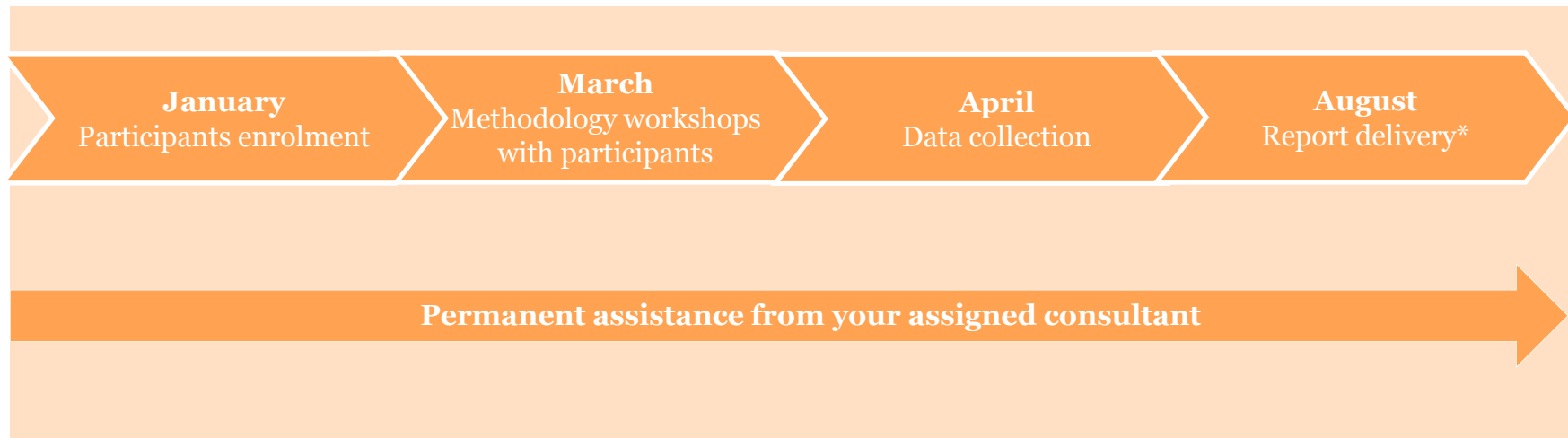
We can compare how your company is positioned against the market in terms of salary, bonuses & benefits

Job matching assistance

We can organize a workshop to help you match the positions within your company against PwC standard positions



PayWell timeline



*Companies that do not participate in the survey can purchase the report starting with August.

Let's talk!

PayWell Team

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