

# *PayWell 20 years* Salary & Benefits Survey 2018 edition



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## ***Dear HR Professional,***

We are pleased to invite you to the 20<sup>th</sup> edition of our Salary & Benefits Survey - PayWell 2018!

This document presents useful information about the survey: types of data analysed, content and structure of reports, as well as involvement required from participants.

We are looking forward to working together with you in improving your remuneration practices!

PayWell Team



# What is PayWell Salary & Benefits Survey?

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

PayWell report provides specific information covering three areas:



# 1. Salary statistics by job and by grade

## Accountant II

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

*Illustrative*



General report							
All	# Comp/ # Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	69 / 498	3,099	2,760	3,059	3,050	4,676	5,409
Guaranteed Pay	36 / 279	4,039	2,842	3,084	4,008	4,820	5,582
Variable Pay (Target)	25 / 105	343	8%	8%	10%	13%	17%
Variable Pay (Paid Out)	38 / 201	453	4%	6%	9%	13%	18%
Total Pay	69 / 498	4,566	2,976	3,064	4,094	5,038	5,950
Total Reward	55 / 393	4,588	3,021	3,770	4,344	5,026	6,272

General report				
	# Comp/ # Emp	25th percentile	Median	75th percentile
Benefits cost	55 / 393	200	248	285
Deferred bonus	0 / 0	N/A	N/A	N/A
Car acquisition price	1 / 1	N/A	N/A	N/A
	#comp/ #empl.	%comp.	%empl.	
Variable pay eligibility	40 / 204	38%	50%	
Company car eligibility	1 / 1	1%	0%	

- Statistics reflecting market data on base pay and guaranteed pay (reflecting the application of social contribution transfer, whether included in base pay or in bonus payments), variable pay (target and paid out value), total pay and total rewards + benefits cost, deferred bonus, company car acquisition price and eligibility for variable pay and company car
- Customised analysis depending on geographical distribution (Bucharest, Banat Transilvania, Muntenia and Moldova), number of employees and company revenue

## 2. Interactive report

A tool which allows you to compare own data with market statistics of your choice (e.g. certain sector, region, company size).

*Illustrative*

**Client Name**

<b>Sector</b>		Health Care Services	<b>Market comparison</b>	
<b>Compare by</b>		Job Report		
<b>Filter</b>		Capital country of origin	<b>Selection</b>	< 100 employees

**Comparison**

<b>Percentile</b>		90th percentile
<b>Reward components</b>	1	Base Pay
	2	Variable Pay (Paid Out)

**Displayed individuals**

<b>Position group</b>	General	
<b>Function</b>	HR	
<b>Department</b>	General	
<b>Job</b>	HR/ Personnel Assistant	<b>Code</b> GEN-HR-G-9
<b>Region</b>	Banat & Transilvania	
<b>PwC Level</b>	Any	

**Statistics options**

<b>Period</b>	Monthly
<b>Currency</b>	RON
<b>Adjustment</b>	0%

# PayWell 2017

## Romania

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/adms	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/adms	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/adms	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/adms	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/adms	4,000	4,600	87%	75%	4,000	3,800	105%	75%

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PwC

2018  
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### 3. Customised peer report\*

On top of the statistics provided according to the selected package, the participants can receive a customised report. This report supports more accurate analysis based on the sample of companies selected by you.

*Illustrative*

**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

Companies available: [dropdown]

Buttons: Delete, Add, Add, Cancel

Customised reports

**PwC C&B Survey Platform**

Home Reports Instructions

paywell Settings Sign out

**Job Report**

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

Year: 2017

Sector: Automotive manufacturing

Period: Monthly

Currency: RON

Adjustment (%): 0

Job Variation: [filters]

Region: Banat-Transilvania, Bucuresti - Ilfov, Moldova, Muntenia

Sectors list (circled):  
Company X customised 5 companies  
Company Y customised 7 companies  
Company Z customised 12 peers  
Company X\_8 peers report

Buttons: Hide Filters, Reset Filters, Apply Filters

\*Available only for companies who acquire one of the PayWell report options (full/sectorial report). Please see details regarding reports & fees on slide 11. 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.

## 4. Compensation & Benefits policies report

### Compensation policies:

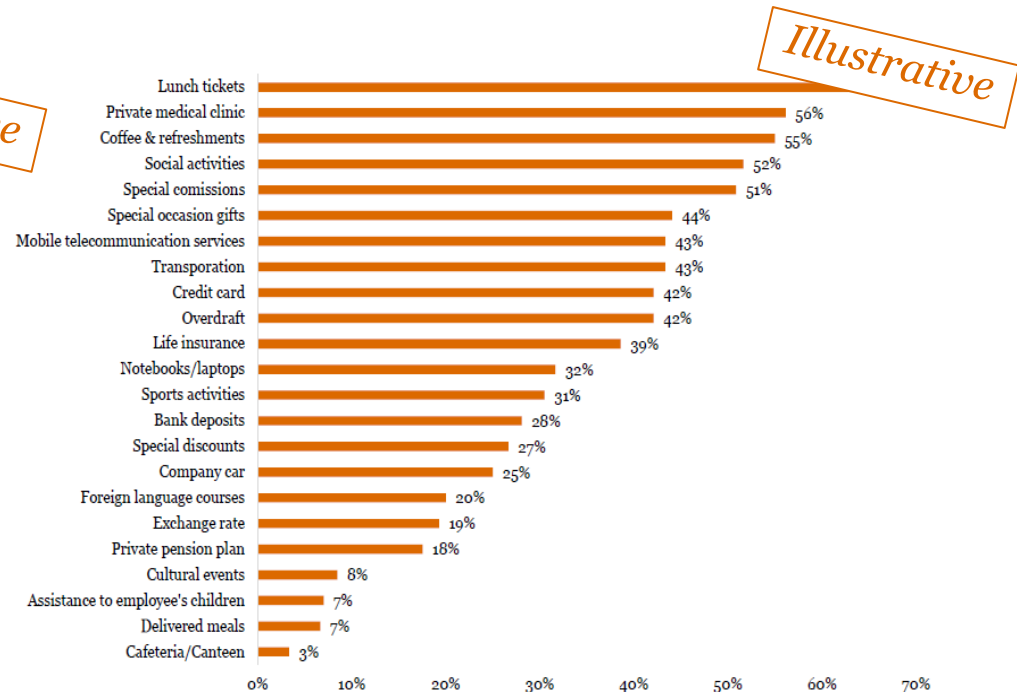
- Salary review policies
- Pay for time worked & not worked
- Fixed and variable bonuses
- Employment relations

### Benefits policies:

- Details related to eligibility, cost / value and utilisation policy for: protection benefits (pension, insurance, medical services), social benefits (transportation, vouchers), perks (company car, mobile phone), wellbeing benefits (sport, kindergarten)

*Illustrative*

Sector	Middle Management Staff	Sales Staff
Financial Services	3.3%	3.3%
Hotels	6.7%	6.7%
Industry	7.5%	5.7%
Pharmaceuticals	4.2%	4.4%
Retail	4.5%	4.7%
<b>Overall Market</b>	<b>4.7%</b>	<b>4.5%</b>



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

**pwc** PwC C&B Survey Platform Settings Sign out

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### PwC C&B Survey Platform

**pwc**

#### 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.

No C&B Questionnaire found for the current year.

New

#### 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

*\*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.*



## Participation in PayWell involves:

### Your role:

- Provision of information related to compensation & benefits policies
- Provision of detailed salary related information for each employee in your organisation (i.e. monthly salary, bonuses & value of benefits offered)

### Our support

- As participant in PayWell survey, you will be assigned a **dedicated consultant**, who will be available to assist you during data completion process.
- The **Smart Salary Sheet** was created as an .xlsm extension that provides new easy-to-use fill in features, enabling clients to complete the required data in less time, including interactive suggestions in order to automate the job mapping process.

New

# *Let's talk!*

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