

CEE&CIS* PayWell Salary & Benefits Survey



Salary & Benefits information for 14
CEE&CIS* countries is now available

The PwC PayWell Salary & Benefits Surveys aim to analyze and compare the compensation and benefits practices of leading companies active on local markets. The survey reports represent a practical tool to assist companies in developing competitive policies related to recruitment, employee retention, salary adjustments and overall reward management.

PricewaterhouseCoopers has been conducting compensation surveys and advising companies throughout the CEE/CIS on HR matters for over ten years. Local presence, unrivalled business contacts and in-depth technical expertise, means PricewaterhouseCoopers can provide you with comprehensive compensation data for your operations throughout the region.

The survey reports contain:

Salary data tables

- Full income statistics (average, median, 1st and 3rd upper quartiles, 1st & 9th deciles)
- Coverage of key job families
- Structure of income, including variable components
- Salaries expressed in USD, annual values

Human Resources compensation and benefits policies

- A full analysis of salary practices and approaches
- The main trends for specific markets
- Detailed benefits information including company cars and healthcare

Survey sample information:

Participants in our surveys are “household names” and major locally headquartered companies operating in a range of sectors including energy, banking, FMCG, pharma, hi-tech and communications. Our survey data is regularly updated using questionnaires and interviews.

As we rapidly expand our regional HR Services practice, more surveys are planned for 2007.



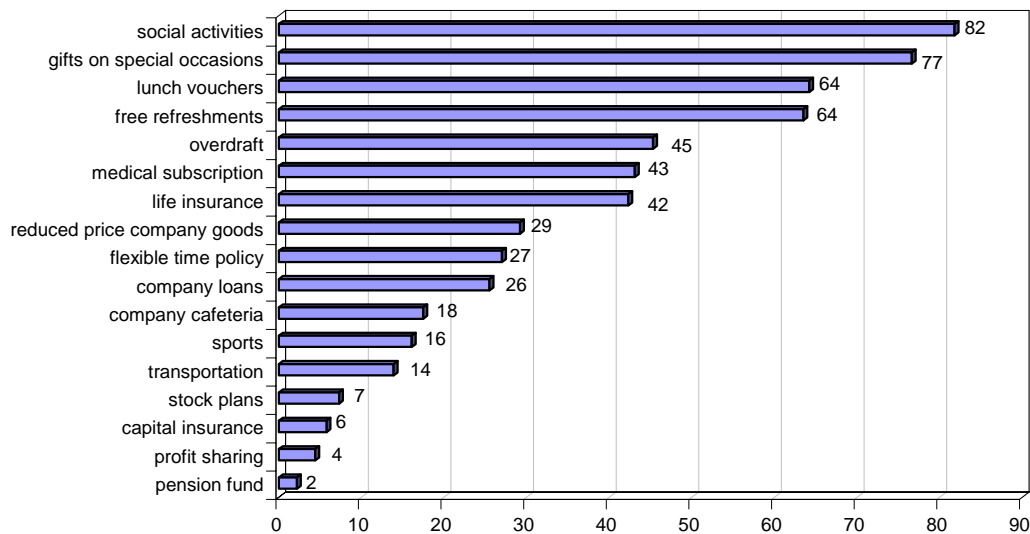
Sample output

(Salary data - Driver position; benefits)

Job Title	Driver					
Grade	E8					
Job Family	Administration and Manual Workers					
	Administration					
Job Description	Delivers mail, documents and packages. Drives employees to their destination. May inspect car equipment and supplies, such as tires, lights, brakes, gas, oil, and water, make minor mechanical repairs.					
Sample Size	No. of Job Holders			No. of Companies		
	52			5		
Level of Responsibility	Lower	Equal		Greater		
	0	50		2		
Base Pay	Average	1st Decile	1st Quartile	Median	3rd Quartile	9th Decile
	3,400	1,400	1,700	3,200	3,800	5,000
Total Pay	3,500	1,600	1,900	3,400	3,900	5,400
Variable Pay (%)	7%	6%	6%	6%	7%	10%
Variable Pay	200	100	200	200	300	400
Car Price	-	-	-	-	-	-
Bonus Eligibility	% of Job Holders Receiving			% of Companies Providing		
	40%			80%		
Company Car Eligibility	0%			0%		

Source: PayWell2006, Uzbekistan driver position (Base pay, bonus and total pay, in USD/ year)

Benefits offered to all staff All sectors



Source: PayWell Romania 2006 (% of companies offering the benefit to all staff)

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Please contact one of our local reward specialists to find out more about participating in or purchasing PayWell surveys:

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