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# *PayWell Moldova* Salary & Benefits Survey 2019 edition



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## *Dear HR Professional,*

We are pleased to invite you to the 13<sup>th</sup> edition of our Salary & Benefits Survey - PayWell Moldova!

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 on improving your remuneration practices!

PayWell Team



# What is PayWell Salary & Benefits Survey?

A good compensation system is essential for an effective motivation of employees at workplace and for making the company attractive to potential employees.

The PayWell Salary & Benefits Survey report is a tool created to help HR professionals and decision-makers in companies to develop competitive HR policies that will attract, motivate and retain talent and support the business strategy.

PayWell report provides specific information covering three areas:



# How can you use PayWell?

To review / design the company's remuneration strategy

To calculate staff costs & prepare the budget

To set-up the salary structure and salary levels

To identify in-kind incentives


To investigate the relationship between remuneration and employee performance



# 1. 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	MDL
		Adjustment	0.00 %



*Illustrative*

General report								General report				
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile	#Comp/ #Emp	25th percentile	Median	75th percentile	
Base Pay	69 / 458	3,999	2,760	3,269	3,950	4,676	5,459	Benefits cost	55 / 393	200	248	285
Guaranteed Pay	36 / 279	4,139	2,842	3,384	4,058	4,820	5,582	Deferred bonus	0 / 0	-	-	-
Variable Pay (Target)	25 / 105	12%	8%	8%	10%	13%	17%	Car acquisition price	1 / 1	-	-	-
Variable Pay (Paid Out)	38 / 201	54%	4%	6%	9%	13%	18%					
Total Pay	69 / 458	4,366	2,976	3,564	4,294	5,038	5,950	Variable pay eligibility	40 / 234	58%	51%	
Total Reward	55 / 393	4,588	3,221	3,770	4,524	5,226	6,272	Company car eligibility	1 / 1	1%	0%	

- ✓ Statistics reflecting market data on base pay and guaranteed pay, variable pay (target and paid out value), total pay and total rewards + benefits cost, company car acquisition price and eligibility for variable pay and company car
- ✓ Customised analysis depending on geographical distribution (Chisinau / Other regions), 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	
<b>Percentile</b>		90th percentile		<b>Comparison</b>	
<b>Reward components</b>		1 Base Pay			
		2 Variable Pay (Paid Out)			
<b>Position group</b>		General		<b>Displayed individuals</b>	
<b>Function</b>		HR			
<b>Department</b>		General			
<b>Job</b>		HR/ Personnel Assistant		<b>Code</b> GEN-HR-G-G	
<b>Region</b>		Banat & Transilvania			
<b>PwC Level</b>		Any			
<b>Period</b>		Monthly		<b>Statistics options</b>	
<b>Currency</b>					
<b>Adjustment</b>		0%			



Your positions					PwC Bench mark				Comparison							
Job title	Region	Job grade	PwC Code	PwC Grade	Position title	Func.	Depart.	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-G	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-G	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-G	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-G	7	HR/ Personnel Assistant	HR	G	9. Clerks/admins	4,000	4,600	87%	75%	4,000	3,800	105%	75%

### 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.

**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**

*Illustrative*

**PwC C&B Survey Platform**

Home Reports Instructions

**Job Report**

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

Year: 2013

Sector: Administrative and consulting

Period: Monthly

Adjustment (%): 0

Region: Banat-Transilvania

Job Report List:

- Company X, customised vs companies
- Company Y, customised > 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 package). Please see details regarding reports & fees on slide 11. Minimum 5 companies must constitute the sector and at least three of them should present the salary data in order 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:

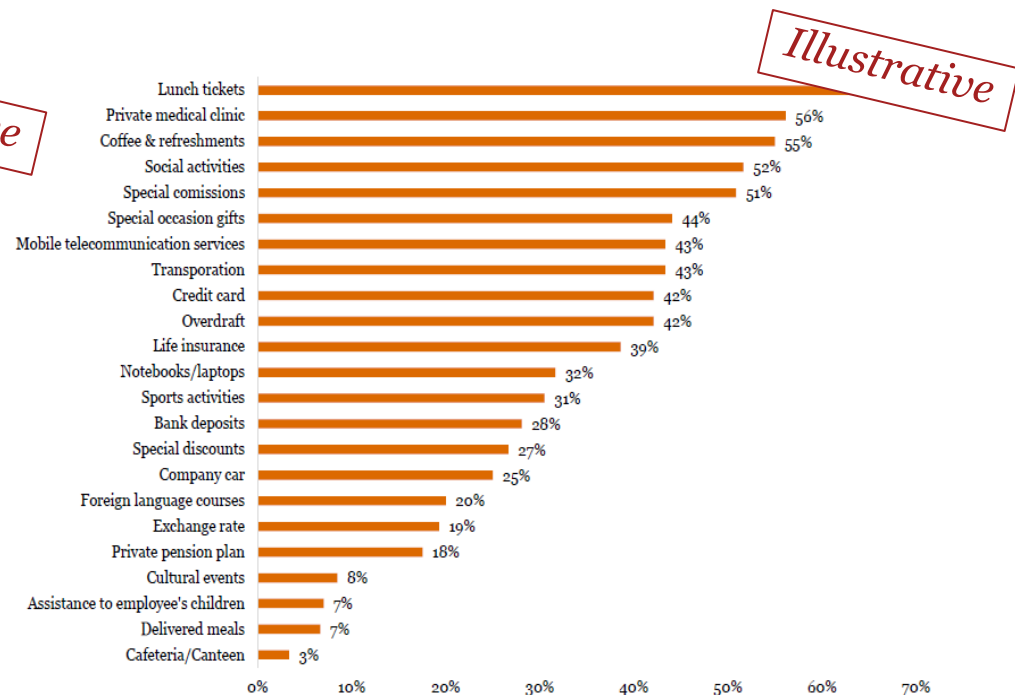
- Salary review policies
- Pay for time worked & not worked
- Fixed and variable bonuses
- Employment relations

### Benefits policies:

- Details related to eligibility, cost / value 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

Home Reports Instructions

### PwC C&B Survey Platform

#### 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.

**New**

#### 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.

**View**

#### 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:***

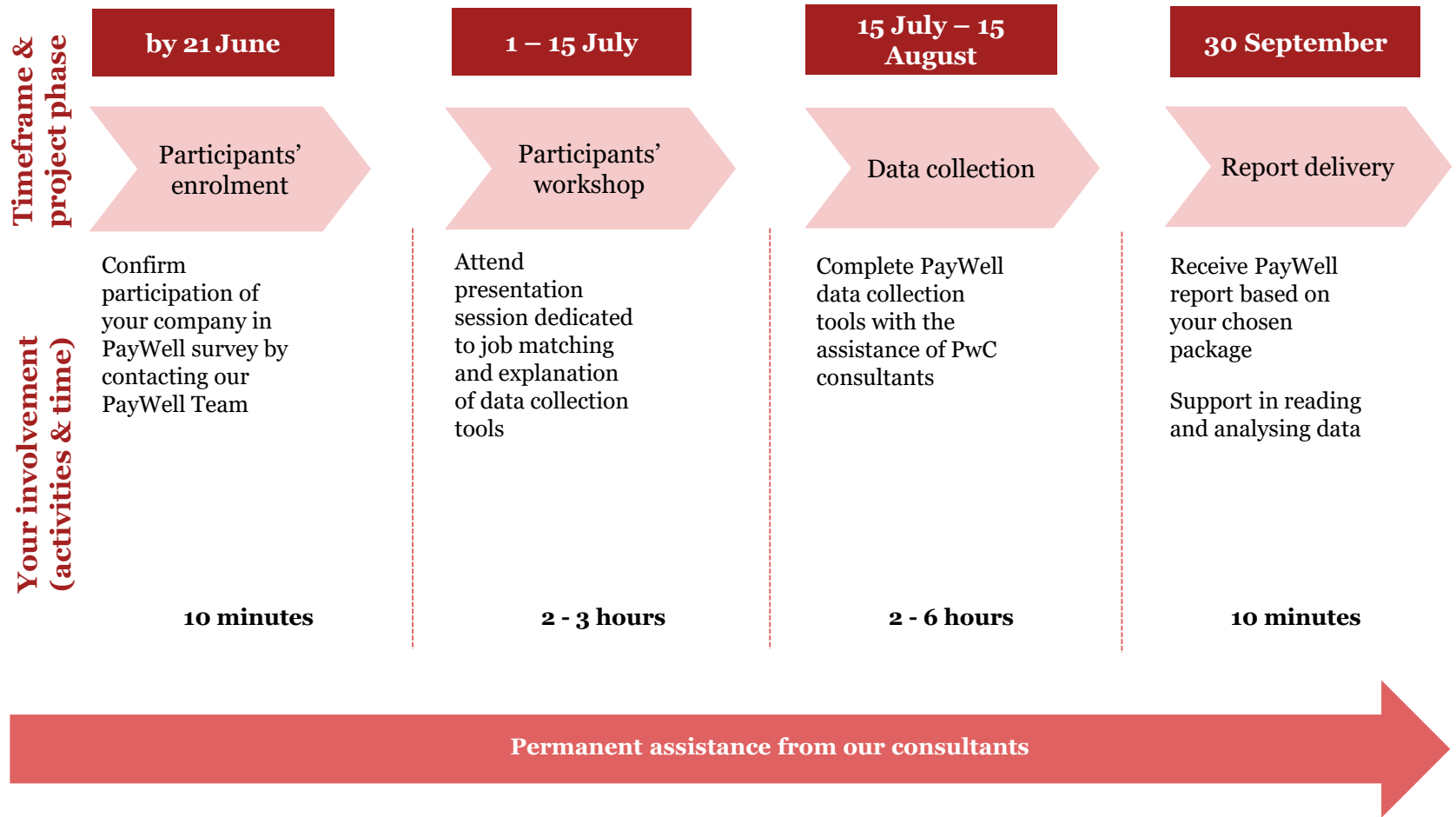
### **Your role:**

- 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 constantly assisted by our consultants, who will be available to guide you during data completion process

# Survey timeline



## Acquisition packages

### Full package

- Salary statistics by position and by grade for all analysed sectors
- Salary statistics by position and by grade for two customised samples, from all participants\*
- Interactive report (i.e. benchmarking and customised analysis tool for market index calculation and reporting)
- Compensation and benefits analysis report

**EUR 1,300** (net of VAT)

### Sector package

- Salary statistics by position and by grade for one sector, of your choice
- Salary statistics by position and by grade for one customised sample, from participants in the selected sector\*
- Interactive report (i.e. benchmarking and customised analysis tool for market index calculation and reporting)
- Compensation and benefits analysis report

**EUR 800** (net of VAT)

*\* Only if there are at least 5 participants for one sector*

# *Let's talk!*

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