

PayWell Moldova Salary & Benefits Survey

2020 edition

June 2020



Dear HR Professional,

We are pleased to announce the release of the 14th 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 acquisition fees.

We look forward to helping you in developing competitive remuneration policies for your organisation.

PayWell Team



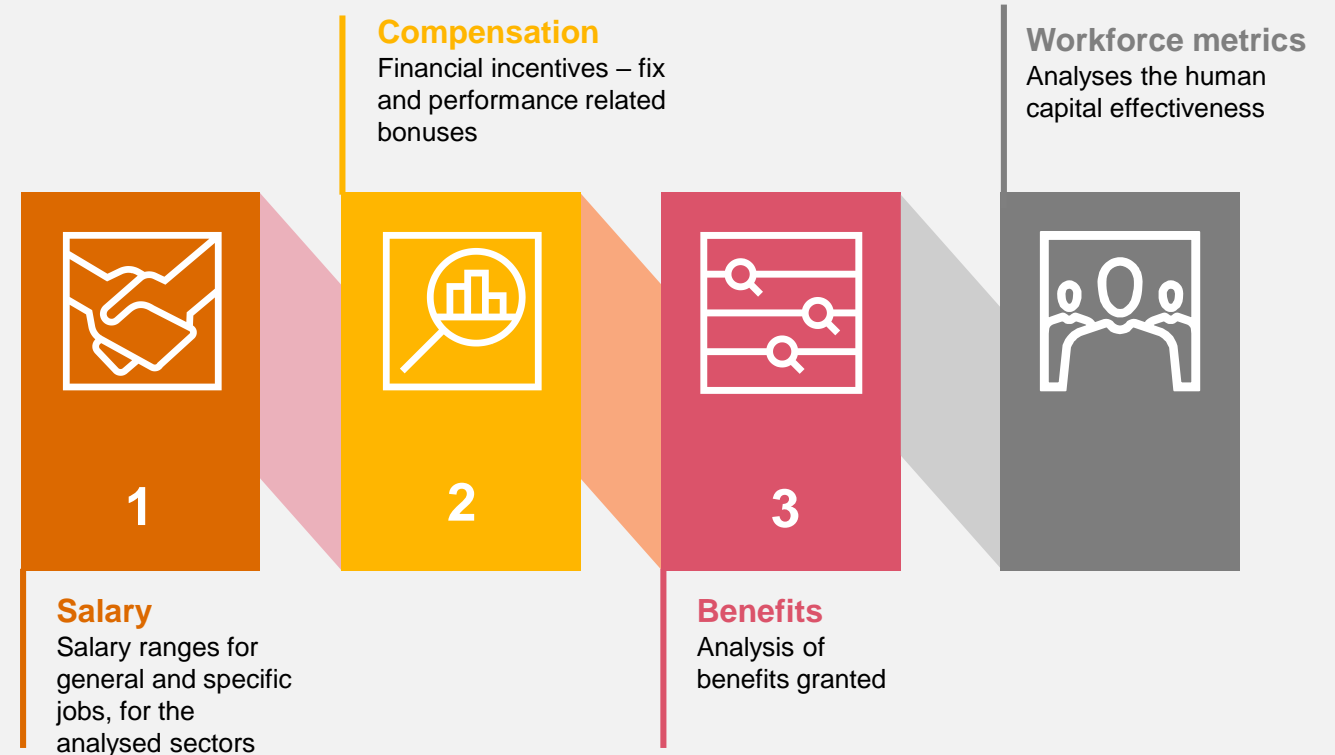
What is PayWell Salary & Benefits Survey?

About PayWell

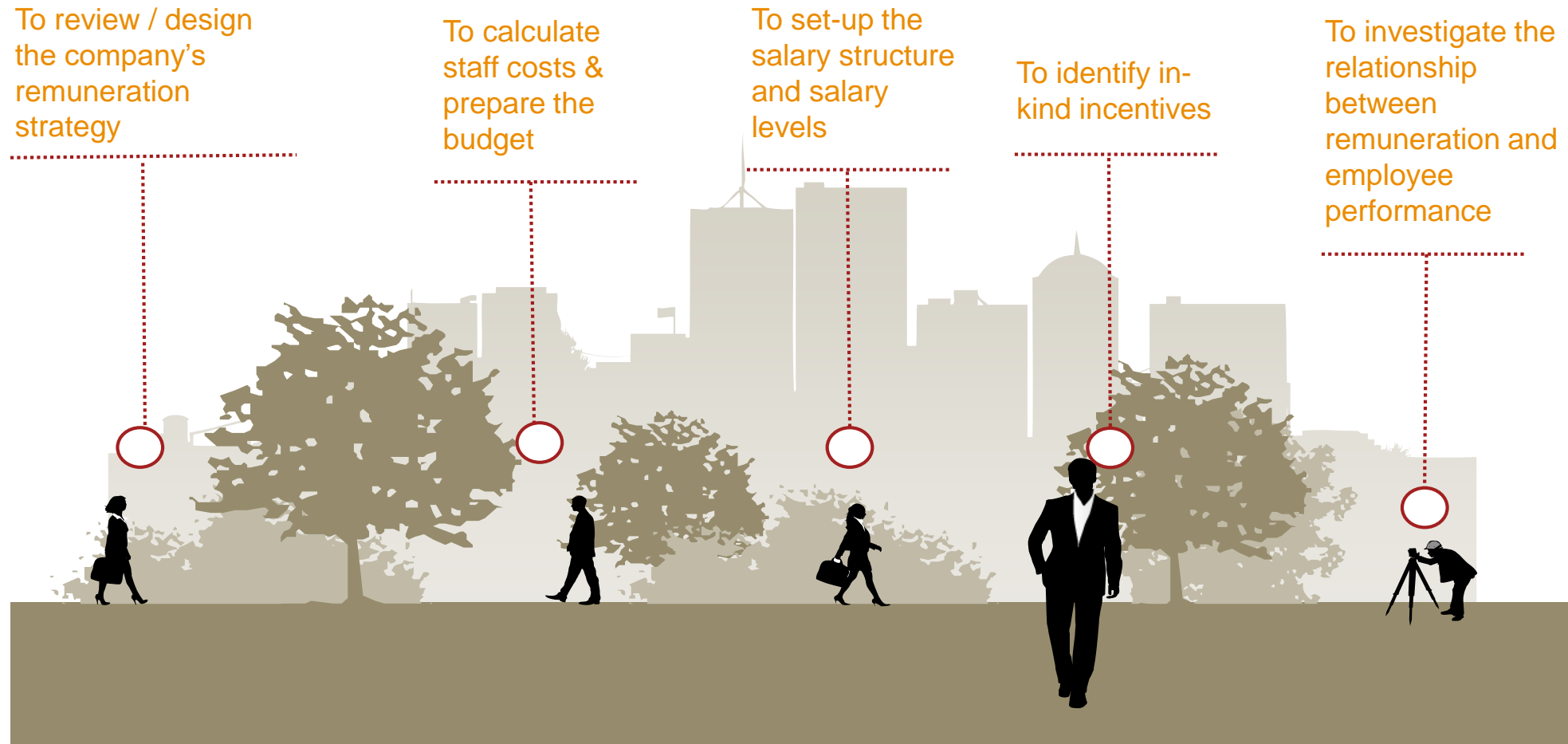
PayWell report is a tool created to assist HR professionals and decision-makers to develop competitive HR policies that attract, motivate and retain talent & support the business strategy.

PayWell report provides specific information covering three areas:

Total Rewards



How can you use PayWell?



1. Salary statistics by job and by grade

- 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.

Office Manager							
Sector	Overall	Job code	GEN-AD-F-				
Job catalogue	Any	PwC Grade	9				
Function	Any	Period	Monthly				
Department	Any	Currency	MDL				
		Adjustment	0.00 %				

General report							
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	10 / 10	14,114	7,451	12,880	16,150	16,868	17,254
Guaranteed Pay	5 / 5	14,418	8,014	13,604	16,238	17,136	17,553
Variable Pay (Target)	6 / 6	11%	N/A	10%	10%	13%	N/A
Variable Pay (Paid Out)	8 / 8	11%	8%	8%	9%	14%	17%
Total Pay	10 / 10	15,892	8,528	13,871	17,679	19,207	19,865
Total Reward	9 / 9	17,001	8,553	15,582	18,782	19,830	21,730



General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	9 / 9	492	985	1,850
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	8 / 8	80%	80%
Company car eligibility	1 / 1	10%	10%

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).

*available only for companies providing data

Illustrative

Client Name

Market comparison	
Sector	Health Care Services
Compare by	Job Report
Filter	Capital country of origin
Selection	< 100 employees
Comparison	
Percentile	90th percentile
Reward components	1 Base Pay
	2 Variable Pay (Paid Out)
Displayed individuals	
Position group	General
Function	HR
Department	General
Job	HR/ Personnel Assistant
Region	Banat & Transilvania
PwC Level	Any
Code	GEN-HR-G-9
Statistics options	
Period	Monthly
Currency	RON
Adjustment	0%



Your positions					PwC Benchmark			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-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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3. Customised peer report*

On top of the statistics provided according to the selected package, you can receive one or two customised reports. These reports support 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

Delete -

Companies available

Add +

Add Cancel

Illustrative

Customised report

The screenshot shows the PwC Job Report interface. At the top, there is a navigation bar with links for Home, About Paywell, Data collection, Reports, My account, and Log out. Below this, the page title is 'Job Report' and the year is set to 2019. There are buttons for 'Hide Filters' and 'Reset Filters'. The main content area displays a list of filter categories on the left and their corresponding options in the center. The 'Sector' dropdown is expanded, showing options: Overall, Banking, Telecom, IT, Pharmaceuticals, FMCG & Industry, and Customized report. The 'Customized report' option is circled in red, with a red arrow pointing to it from the 'Customised report' header above. Other filter categories include Job catalogue, Function, Department, PwC Grade, Job Title, Period, Currency, and Adjustment (%). On the right, there is a 'Job Variation' section with expandable options for Region, Regional Responsibility, and Headcount. At the bottom, there is a footer with 'ABOUT US', 'GET IN TOUCH' (including contact info for Tel: +373 22 25 17 00 and Email: md_paywell@pwc.com), and 'SOCIAL MEDIA' (with icons for LinkedIn, Facebook, and YouTube).

*Available depending on the package selected. Please see details regarding reports & fees on slide 10. 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

Illustrative

Companies which offer salary increases (% of participants)

Sector	Yes	No
Banking	100%	0%
FMCG & Industry	100%	0%
IT	93%	7%
Pharma	100%	0%
Telecom	100%	0%
Overall Market	98%	2%

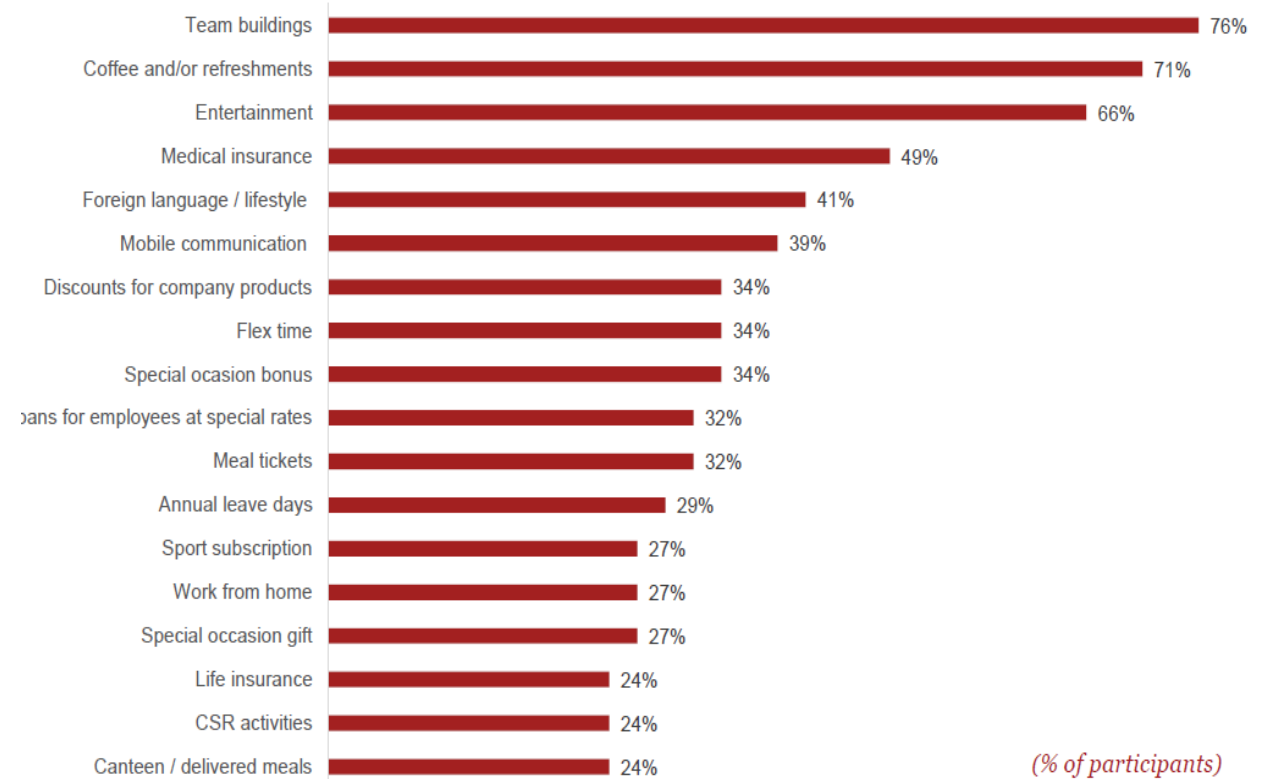
Compensation policies:

- 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).

Benefits offered to all staff (Overall Market)



(% of participants)

5. Workforce metrics report



The report presents the main metrics describing human capital effectiveness related to financial impact and productivity, engagement and HR function of the companies participating in the 2019 edition of PayWell Moldova Salary & Benefits Survey.

Illustrative

Metric	Metric computation
Revenue / FTE	Revenue / Average FTE
Cost / FTE	Cost / Average FTE
Profit / FTE	Profit / Average FTE
Remuneration / Revenue	(Compensation costs + Benefits costs) / Revenue
Remuneration / Total Costs	(Compensation costs + Benefits costs) / Costs
Compensation / Revenue	Compensation costs / Revenue
Compensation / Total Costs	Compensation costs / Costs
Average remuneration	(Compensation costs + Benefits costs) / Average FTE
Average compensation	Compensation costs / Average FTE
Average benefits	Benefits costs / Average FTE
Benefits / Compensation	Benefits costs / Compensation costs
HC ROI	(Revenue - Nonwage costs) / (FTEs x Average Remuneration)
Termination rate	Total terminations / Average FTE
Involuntary termination rate	Total involuntary terminations / Average FTE
Resignation rate	Total resignations / Average FTE
FTEs / HR Dept FTE	Average FTE / HR number of FTE
External recruitment rate	Total external recruits / total headcount
Absence rate	All absence days / FTE Workdays
Absence cost / FTE	Absence rate x Compensation costs x 2 / Average FTI

PayWell report is available through PwC Survey Platform*



LOGIN

PwC Survey Platform



Welcome to PayWell 2019!
Explore our new platform and stay tuned for new features.

ABOUT US

Check out our People & Organisation official page



GET IN TOUCH

Tel: +373 22 25 17 00
Email: md_paywell@pwc.com

SOCIAL MEDIA

You can follow us on

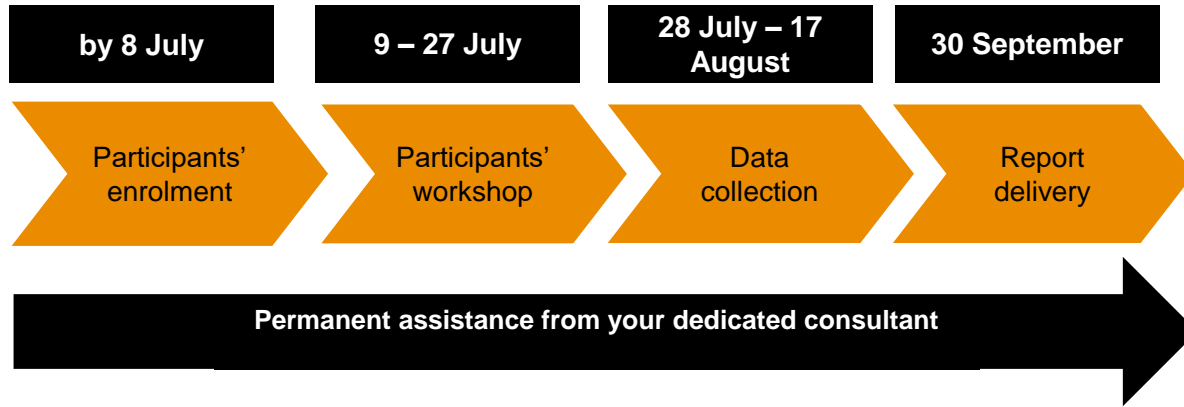


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Timeline & Involvement

Timeframe & project phase



Your involvement (activities & time)

Time	Activity
10 minutes	Confirm participation of your company in PayWell survey by contacting our PayWell Team
2-3 hours	Attend online presentation session dedicated to job matching and explanation of data collection tools
2-6 hours	Complete PayWell data collection tools with the assistance of PwC consultants
10 minutes	Receive PayWell report based on your chosen package Support in reading and analysing data



Acquisition packages

Fees

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 interactive tool for market index calculation and reporting)
- Compensation and benefits analysis report
- Workforce metrics report

EUR 1,300 for companies providing data**
EUR 2,600 for non-participants

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 interactive tool for market index calculation and reporting)
- Compensation and benefits analysis report
- Workforce metrics report

EUR 800 for companies providing data**
EUR 1,600 for non-participants
EUR 400 for any additional sector (optional)

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

** 50% discount from standard price

Fees are net of VAT

Let's talk!

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