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# *PayWell Moldova* Salary & Benefits Survey 2018 edition



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## *Dear HR Professional,*

We are pleased to announce the release of the 12<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 acquisition fees.

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

PayWell Team



# *PayWell Moldova 2018*

## *Sample overview*

**5**

***Industry sectors:***

- 1. Banking*
- 2. FMCG & Industry*
- 3. IT*
- 4. Telecom*
- 5. Pharma*

**44**

***Participant companies***

**15,000**

***Employees***

**889**

***Benchmark jobs***

# 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

## HR Officer / Generalist

Sector	Overall	Job code	GEN-HR-D-8
Job catalogue	General	PwC Grade	8
Function	HR	Period	Monthly
Department	HR Department	Currency	MDL
		Adjustment	0.00 %

*Illustrative*



General report							
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	15 / 30	10,965	8,504	9,300	10,300	12,500	13,197
Guaranteed Pay	5 / 15	11,318	8,878	9,750	10,876	13,000	13,785
Variable Pay (Target)	4 / 5	19% 2,005	N/A N/A	N/A N/A	16% 1,648	N/A N/A	N/A N/A
Variable Pay (Paid Out)	7 / 12	13% 1,543	4% 432	4% 855	11% 1,466	17% 1,755	24% 2,334
Total Pay	15 / 30	11,957	9,395	10,383	11,000	13,429	15,014
Total Reward	11 / 23	12,446	9,892	10,550	11,520	14,300	15,302

General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	11 / 23	292	422	989
Deferred bonus	0 / 0	N/A	N/A	N/A
Car acquisition price	0 / 0	N/A	N/A	N/A
	#comp/ #empl.	%comp.	%empl.	
Variable pay eligibility	7 / 13	47%	43%	
Company car eligibility	0 / 0	0%	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. Customised peer report\*

On top of the statistics provided according to the selected package, you 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: [Empty]

Buttons: Add, Cancel, Delete, Add

**Illustrative**

Customised reports

**pwc** 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

Hide Filters Reset Filters

Sector: Administrative and secretarial, IT, Telecommunications, Leasing, Pharmaceuticals, Retail, Insurance, Agrochemicals, Overall Market

Period: Monthly

Current Adjustment (N)

Job Variation

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

Company X, customised s, companies  
Company Y, customised > companies  
Company Z, customised, peers  
Company X, 8 peers report

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 9. 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.

## 3. Compensation & Benefits policies report

### Compensation policies:

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

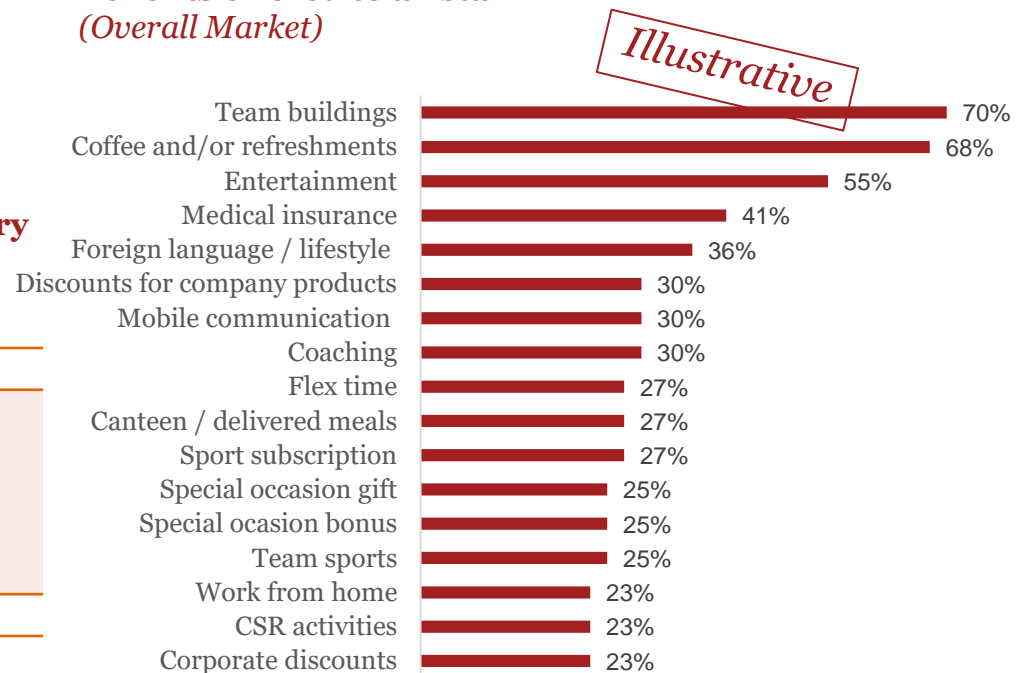
### Companies which performed salary increases in 2018 (% of participants)

Sector	Yes	No
Banking	60%	40%
FMCG & Industry	86%	7%
IT	86%	14%
Pharma	83%	17%
Telecom	100%	0%
<b>Overall Market</b>	<b>84%</b>	<b>14%</b>

### 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)



# 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.

### 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.*



## Acquisition packages

Full package	Sector package
<ul style="list-style-type: none"><li>• Salary statistics by position and by grade for all analysed sectors</li><li>• Salary statistics by position and by grade for <i>two customised samples</i>, from all participants*</li><li>• Compensation and benefits analysis report</li></ul>	<ul style="list-style-type: none"><li>• Salary statistics by position and by grade for one sector, of your choice</li><li>• Salary statistics by position and by grade for <i>one customised sample</i>, from participants in the selected sector*</li><li>• Compensation and benefits analysis report</li></ul>
<b>EUR 2,200**</b>	<b>EUR 1,400</b> – for the sector of your choice <b>EUR 400</b> – for any additional sector ( <i>optional</i> )

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

\*\* Fees are net of VAT.

# *Let's talk!*

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