PayWell Moldova
Salary & Benefits Survey
2018 edition

pwc

Dear HR Professional,

We are pleased to invite you to the 12th 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?

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

Illustrative

Accountant II

Sector	Overall		Job code	GEN-FI-A-8e
Job catalogue	General		PwC Grade	6
Function	Finance		Period	Monthly
			Currency	MDL
Department	Accounting		Adjustment	0.00 %

PayWell 2018
Moldova

General report

All	#Comp/#Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	69 / 458	3,999	2,760	3,269	3,950	4,676	5,459
Guaranteed Pay	36 / 279	4,139	2,842	3,384	4,058	4,820	5,582
Variable Pay (Target)	25 / 105	12% 543	8% 277	8% 320	10% 471	13% 662	17% 832
Variable Pay (Paid Out)	38 / 201	11% 463	4% 144	6% 252	9% 356	13% 630	18% 838
Total Pay	69 / 458	4,366	2,976	3,564	4,294	5,038	5,950
Total Reward	55 / 393	4,588	3,221	3,770	4,524	5,226	6,272

General report

	#Comp/#Emp	25th percentile	Median	75th percentile
Benefits cost	55 / 393	200	248	285
Deferred bonus	0 / 0	-	-	-
Car acquisition price	1 / 1	-	-	-

	#comp./#empl.	%comp.	%empl.
Variable pay eligibility	40 / 234	58%	51%
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

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.

Customised reports

Illustrative

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.

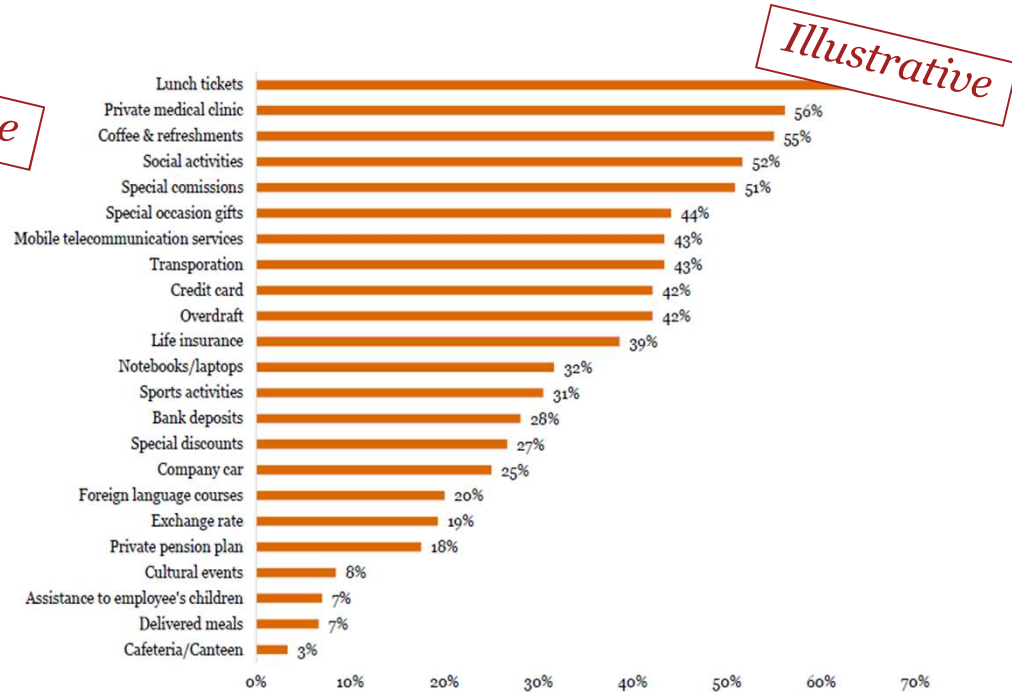# 4. Compensation & Benefits policies report

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

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%
Overall Market	**4.7%**	**4.5%**

Benefits bar chart:
- Lunch tickets
- Private medical clinic 56%
- Coffee & refreshments 55%
- Social activities 52%
- Special comissions 51%
- Special occasion gifts 44%
- Mobile telecommunication services 43%
- Transporation 43%
- Credit card 42%
- Overdraft 42%
- Life insurance 39%
- Notebooks/laptops 32%
- Sports activities 31%
- Bank deposits 28%
- Special discounts 27%
- Company car 25%
- Foreign language courses 20%
- Exchange rate 19%
- Private pension plan 18%
- Cultural events 8%
- Assistance to employee's children 7%
- Delivered meals 7%
- Cafeteria/Canteen 3%

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

*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:
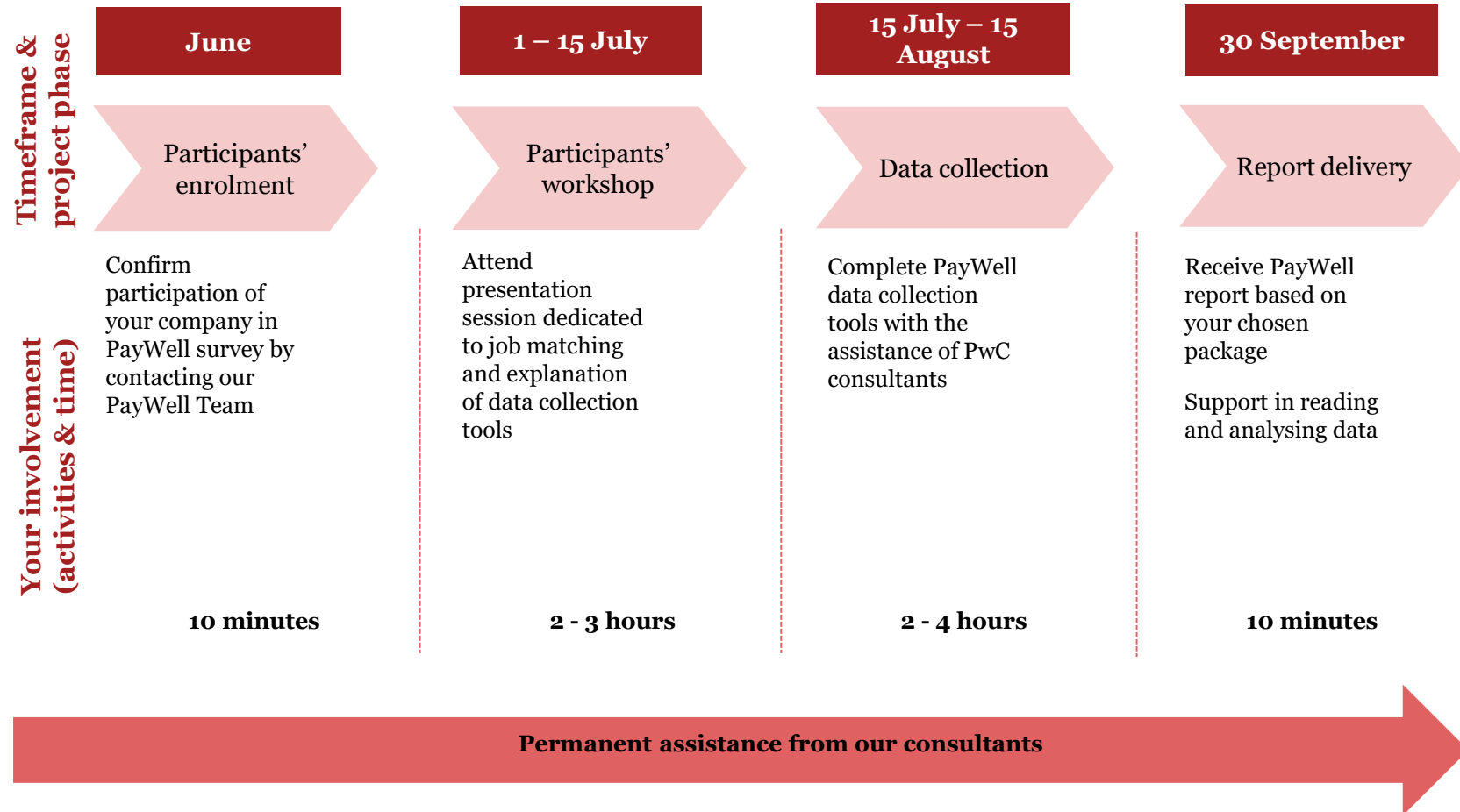
- Provision of information related to compensation & benefits policies

- 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

	June	1 – 15 July	15 July – 15 August	30 September
Timeframe & project phase	Participants' enrolment	Participants' workshop	Data collection	Report delivery
Your involvement (activities & time)	Confirm participation of your company in PayWell survey by contacting our PayWell Team	Attend presentation session dedicated to job matching and explanation of data collection tools	Complete PayWell data collection tools with the assistance of PwC consultants	Receive PayWell report based on your chosen package Support in reading and analysing data
	10 minutes	**2 - 3 hours**	**2 - 4 hours**	**10 minutes**

Permanent assistance from our consultants

Acquisition packages

Full package	Sector 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	• 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 1,100	**EUR 700** – for the sector of your choice **EUR 200** – for any additional sector *(optional)*

Fee: 50% discount provided to participant companies is included; VAT is not included.

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

Let's talk!

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