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PayWell Moldova Salary & Benefits Survey 2018 edition



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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:




Report content:

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					
Guaranteed Pay	36 / 279	4,439	2,842	3,384	4,058	4,820	5,582	Benefits cost	55 / 393	200	248	285
Variable Pay (Target)	25 / 105	543	277	320	471	662	832	Deferred bonus	0 / 0	-	-	-
Variable Pay (Paid Out)	38 / 201	463	144	252	356	630	838	Car acquisition price	1 / 1	-	-	-
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	Variable pay eligibility	40 / 294	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

Report content:

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

Sector		Health Care Services		Market comparison	
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	Code GEN-HR-G-9
Region	Banat & Transilvania	
PwC Level	Any	

Statistics options

Period	Monthly
Currency	
Adjustment	0%

PayWell 2018

Moldova

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-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%
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%
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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Report content:

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:
Buttons: Add, Cancel, Delete

Illustrative
Customised reports

PwC C&B Survey Platform
Home Reports Instructions
Year: 2013
Sector: Administrative services, IT, Telecommunications, Leasing, Pharmaceuticals, Retail, Insurance, Agrochemicals, Overall Market, **Company X customised > companies**, Company Y customised > companies, Company Z customised > peers, Company X_B peers report
Period: Monthly
Job Variation: Banat-Transilvania, Bucuresti - Ilfov, Haldova, Huntenia
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:

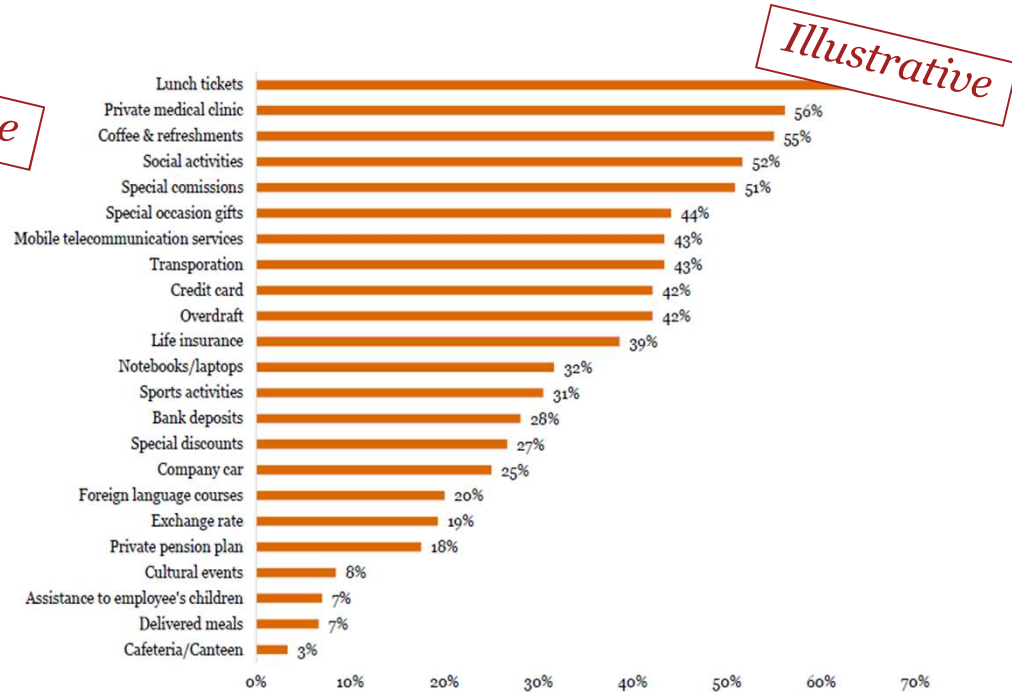
- Salary review policies
- Pay for time worked & not worked
- Fixed and variable bonuses
- Employment relations

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%
Overall Market	4.7%	4.5%



Report content:

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

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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.*

Participation in PayWell involves:

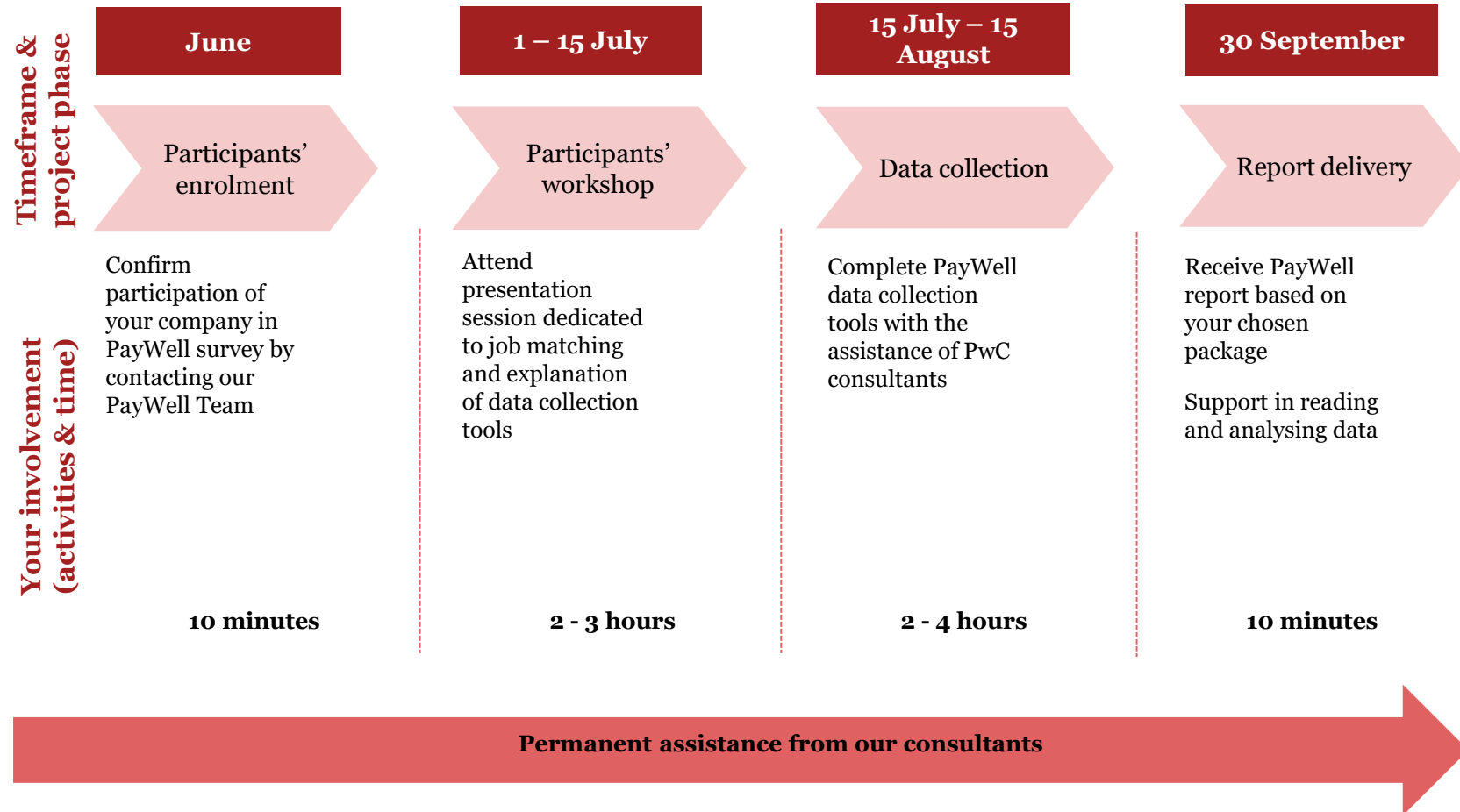
Your role:

- 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



Fees:

Acquisition packages

Full package	Sector package
<ul style="list-style-type: none">• Salary statistics by position and by grade for all analysed sectors• Salary statistics by position and by grade for <i>two customised samples</i>, from all participants*• Interactive report (i.e. benchmarking and customised analysis tool for market index calculation and reporting)• Compensation and benefits analysis report	<ul style="list-style-type: none">• Salary statistics by position and by grade for one sector, of your choice• Salary statistics by position and by grade for <i>one customised sample</i>, 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 (<i>optional</i>)

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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