PayWell 2016 Czech Republic Administration

Job Title	Administration Specialist								
Grade	Specialists								
Job Family	A3 Administration								
Subfamily	Ĭ	Administration							
IFA	8								
Job Description	Ic reconneil-1-	for the advi-	injetration of	the office or br	anch Con al-	o he roopen-	ble for ease.	inting wages	
	personnel, off				ancii. Can ais	so be responsi	bie for accou	mung, wages,	
Market Comparison									
			b Holders			No. of Co	_		
Sample Size		133 42							
	Average	1 st D	ecile	1 st Ouartile	Median	3 rd Qu	artile	9 th Decile	
Base Pay	30 700		900	25 000	30 000			42 000	
Guaranteed Pay	31 200	22 (900	25 000	30 200		35 700		
Fotal Pay	34 300	24 8	800	27 500	33 400	38 6	500	45 200	
	% of Job Holders Receiving				% of Companies Providing				
Bonus Eligibility	77%					88%			
		at	.,	st a		rd.		th -	
B 1 1 1 1 1 1 2 (0)	Average			1 st Quartile	Median	3 rd Qu		9 th Decile	
Fargeted Variable Pay (%)	13%		% 000	8%	12%	62.0		25% 88 500	
Fargeted Variable Pay Actually Paid Variable Pay	48 100 41 600		400	24 600 20 200	39 800	63 G		88 500 84 400	
rectually rate variable ray	41 000	132	100	20 200	34 500	5/9	,,,,,	04 400	
	Average	1 st D	ecile	1 st Quartile	Median	3 rd Qu	artile	9 th Decile	
Employee Benefits Costs	18 900		800	10 000	17 200	242		28 000	
		,							
	9	% of Job Hold	lers Receivin	g		% of Compan	ies Providin	g	
Company Car Eligibility	3%				7%			al.	
	Average	1 st D	ecile	1 st Quartile	Median	3 rd Qu	artile	9 th Decile	
Car Price	411 900			-	359 700	-		-	
Saston Compositor		(D)	Dov				Dov		
Sector Comparison	Average	1 st Quartile	Pay Median	3 rd Quartile	Average	Total 1 st Quartile	Median	3 rd Quartile	
Automotive	36 100	33 500	37 700	40 300	42 300	40 500	46 300	48 100	
Pharmaceutical	40 300	32 900	38 900	47 000	45 900	38 100	39 800	52 400	
Financial services	32 300	28 100	31 300	39 000	35 100	28 500	35 100	40 300	
ICT/High-tech	29 700	24 000	29 000	34 800	32 600	26 500	31 700	35 600	
Trade and Distribution	31 600	25 300	30 000	33 700	35 400	31 100	34 100	37 700	
Manufacturing	27 300	22 600	26 400	31 000	30 900	25 300	28 500	36 900	
FMCG	-			-	-	-	-	-	
TT(*1*)						-		-	
Utilities				<u> </u>					
	1			-					
		Base	-	-		Total	-	nd.	
Regional Comparison	Average	1 st Quartile	Median	3 rd Quartile	Average	1 st Quartile	Median		
Regional Comparison	Average 31 400	1 st Quartile 26 000	Median 30 000	35 700	35 000	1 st Quartile 29 000	Median 33 900	38 700	
Regional Comparison Prague Czech Republic Excluding Prague	Average 31 400 29 900	1 st Quartile 26 000 24 000	Median 30 000 30 000	35 700 35 000	<i>35 000</i> 33 400	1 st Quartile 29 000 26 200	Median 33 900 31 800	38 700 38 000	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia	Average 31 400 29 900 31 100	1 st Quartile 26 000 24 000 25 400	Median 30 000 30 000 30 000	35 700 35 000 35 900	35 000 33 400 34 700	1 st Quartile 29 000 26 200 27 600	Median 33 900 31 800 33 600	38 700 38 000 39 600	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague	Average 31 400 29 900 31 100 30 500	1 st Quartile 26 000 24 000 25 400 24 300	Median 30 000 30 000 30 000 30 500	35 700 35 000 35 900 35 800	35 000 33 400 34 700 34 300	1 st Quartile 29 000 26 200 27 600 26 100	Median 33 900 31 800 33 600 32 200	38 700 38 000 39 600 39 700	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region	Average 31 400 29 900 31 100 30 500 33 200	1 st Quartile 26 000 24 000 25 400 24 300 30 000	Median 30 000 30 000 30 000 30 500 32 000	35 700 35 000 35 900 35 800 39 400	35 000 33 400 34 700 34 300 37 200	1 st Quartile 29 000 26 200 27 600 26 100 30 900	Median 33 900 31 800 33 600 32 200 32 600	38 700 38 000 39 600 39 700 45 400	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague	Average 31 400 29 900 31 100 30 500 33 200 31 800	1 st Quartile 26 000 24 000 25 400 24 300 30 000 26 100	Median 30 000 30 000 30 000 30 500 32 000 30 500	35 700 35 000 35 900 35 800 39 400 36 000	35 000 33 400 34 700 34 300 37 200 35 500	1st Quartile 29 000 26 200 27 600 26 100 30 900 29 000	Median 33 900 31 800 33 600 32 200 32 600 33 800	38 700 38 000 39 600 39 700 45 400 40 300	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region	Average 31 400 29 900 31 100 30 500 33 200	1 st Quartile 26 000 24 000 25 400 24 300 30 000	Median 30 000 30 000 30 000 30 500 32 000	35 700 35 000 35 900 35 800 39 400	35 000 33 400 34 700 34 300 37 200 35 500 31 900	1 st Quartile 29 000 26 200 27 600 26 100 30 900	Median 33 900 31 800 32 200 32 600 33 800 31 600	38 700 38 000 39 600 39 700 45 400	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600	1 st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300	35 700 35 000 35 900 35 800 39 400 36 000 33 100	35 000 33 400 34 700 34 300 37 200 35 500	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500	Median 33 900 31 800 33 600 32 200 32 600 33 800	38 700 38 000 39 600 39 700 45 400 40 300 37 000	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600	1 st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900	35 700 35 000 35 900 35 800 39 400 36 000 33 100 23 000	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500	Median 33 900 31 800 32 200 32 600 33 800 31 600	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300	1 st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700	35 700 35 000 35 900 35 800 39 400 36 000 33 100 23 000 - 32 400 33 800	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500 25 000 - 33 600 26 600	Median 33 900 31 800 33 600 32 200 32 600 33 800 31 600 - 35 100 30 200	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 37 200 34 800	
Regional Comparison Prague Czech Republic Excluding Prague Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 - 31 000 28 600	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 30 800	35 700 35 000 35 900 35 800 39 400 36 000 33 100 23 000 - 32 400 33 800	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500 25 000 - 33 600	Median 33 900 31 800 33 600 32 200 32 600 33 800 31 600 25 800 - 35 100	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000	
Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Dlomouc and Zlin Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 31 000 28 600	1 st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700	35 700 35 000 35 900 35 800 39 400 36 000 23 000 - - 32 400 33 800 -	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 -	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500 25 000 - - 33 600 26 600 -	Median 33 900 31 800 33 600 32 200 32 600 33 800 31 600 - 35 100 30 200	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 - 37 200 34 800	
Regional Comparison Prague Czech Republic Excluding Prague Sohemia Sohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Dlomouc and Zlin Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 - 31 000 28 600	1 st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 - 30 800 26 700	35 700 35 000 35 900 35 800 39 400 36 000 33 100 23 000 - 32 400 33 800	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500 25 000 - 33 600 26 600	Median 33 900 31 800 33 600 32 200 32 600 33 800 31 600 - 35 100 30 200	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 37 200 34 800	
Regional Comparison Prague Czech Republic Excluding Prague Sohemia Sohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Dlomouc and Zlin Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 31 000 28 600	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000 - - 24 100	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 29 300 - 30 800 26 700 - 26 400	35 700 35 000 35 900 35 800 39 400 36 000 23 000 - - 32 400 33 800 -	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 -	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500 2 5000 - 33 600 26 600 27 100	Median 33 900 31 800 33 600 32 200 32 600 33 800 31 600	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 - 37 200 34 800	
Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Clomouc and Zlin Region South Moravian Region	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300	1st Quartile 26 000 24 000 25 400 20 24 300 30 000 26 100 25 800 21 200 	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700 - 26 400	35 700 35 900 35 900 35 800 39 400 36 000 33 100 - 32 400 33 800 - - - 34 900	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 26 500 25 000 33 600 26 600 - 27 100	Median 33 900 31 800 33 600 32 200 32 600 33 800 31 600 25 800 35 100 30 200 30 000	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 - 37 200 34 800 - 34 900	
Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Czentral Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Colomouc and Zlin Region South Moravian Region Comparison by Company Size	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 28 900 Average	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000 - 24 100 Base 1st Quartile	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 30 800 26 400 Pay Median	35 700 35 900 35 900 35 800 39 400 36 000 33 100 23 000 - 32 400 33 800 - - 34 900 3 rd Quartile	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 - - 31 800	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 25 500 - 33 600 27 100 Total	Median 33 900 31 800 32 200 32 600 32 600 31 600 25 800 - 35 100 30 200 - 30 000	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 	
Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Dolomouc and Zlin Region South Moravian Region Comparison by Company Size Headcount < 200	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 28 900 Average 36 700	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000 24 100 Base 1st Quartile 30 800	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700 - 26 400 Pay Median 35 700	35 700 35 900 35 900 35 800 39 400 36 000 33 100 - 32 400 33 800 34 900 3 rd Quartile 41 300	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 - - 31 800 Average 40 600	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 25 500 - 33 600 2 6 600 27 100 Tota 1 st Quartile 33 800	Median 33 900 31 800 32 200 32 600 32 600 31 600 25 800 - 35 100 30 200 30 000 Pay Median 39 400	38 700 38 000 39 600 39 700 45 400 40 300 26 000 	
Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region Central Bohemia Region Argue South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Olomouc and Zlin Region South Moravian Region Comparison by Company Size Headcount < 200 Headcount 200 to 600	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 28 900 Average 36 700 27 800	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000 24 100 Base 1st Quartile 30 800 24 200	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700 - 26 400 Pay Median 35 700 27 000	35 700 35 900 35 900 35 800 36 000 33 100 23 000 - 32 400 33 800 34 900 3 rd Quartile 41 300 30 500	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 - - 31 800 Average 40 600 32 400	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 25 500 - 33 600 2 6600 27 100 Tota 1 st Quartile 33 800 26 500	Median 33 900 31 800 32 200 32 600 32 600 31 600 25 800 - 35 100 30 200 - 30 000 Pay Median 39 400 32 400	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 	
Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Olomouc and Zlin Region South Moravian Region Comparison by Company Size Headcount < 200 Headcount 200 to 600 Headcount > 600	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 28 900 Average 36 700	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000 24 100 Base 1st Quartile 30 800	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700 - 26 400 Pay Median 35 700	35 700 35 900 35 900 35 800 39 400 36 000 33 100 23 000 - 32 400 33 800 34 900 3rd Quartile 41 300 30 500 36 000	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 - - 31 800 Average 40 600 32 400 33 800	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 25 500 - 33 600 2 6 600 27 100 Tota 1 st Quartile 33 800	Median 33 900 31 800 32 200 32 600 32 600 31 600 25 800 - 35 100 30 200 30 000 Pay Median 39 400 32 800	38 700 38 000 39 600 39 700 45 400 40 300 37 000 26 000 - 37 200 34 800 - - 34 900 3 rd Quartile 41 300 34 500 37 900	
Utilities Regional Comparison Prague Czech Republic Excluding Prague Bohemia Bohemia Excluding Prague Central Bohemia Region Central Bohemia Region and Prague South Bohemia and Vysocina Region Pilsen and Karlovy Vary Region Liberec and Usti Region Hradec Kralove and Pardubice Region Moravia Moravskoslezsky Region Olomouc and Zlin Region South Moravian Region Comparison by Company Size Headcount < 200 Headcount < 200 Headcount > 600 Turnover < CZK 500 mil. Turnover CZK 0,5 to 2 mld.	Average 31 400 29 900 31 100 30 500 33 200 31 800 29 600 22 300 31 000 28 600 28 900 Average 36 700 27 800 30 800	1st Quartile 26 000 24 000 25 400 24 300 30 000 26 100 25 800 21 200 - 29 500 24 000 24 100 Base 1st Quartile 30 800 24 200 25 000	Median 30 000 30 000 30 000 30 500 32 000 30 500 29 300 22 900 - 30 800 26 700 - 26 400 Pay Median 35 700 27 000 30 000	35 700 35 900 35 900 35 800 36 000 33 100 23 000 - 32 400 33 800 34 900 3 rd Quartile 41 300 30 500	35 000 33 400 34 700 34 300 37 200 35 500 31 900 25 500 - 35 500 31 200 - - 31 800 Average 40 600 32 400	1 st Quartile 29 000 26 200 27 600 26 100 30 900 29 000 25 500 - 33 600 26 600 27 100 Tota 1 st Quartile 33 800 26 500 27 400	Median 33 900 31 800 32 200 32 600 32 600 31 600 25 800 - 35 100 30 200 - 30 000 Pay Median 39 400 32 400	38 000 39 600 39 700 45 400 40 300 37 000 26 000 - 37 200 34 800 34 900 3 rd Quartile 41 300 34 500	

Note:
Data is valid as of 1 June 201* and listed in CZK. Base Pay, Guaranteed pay and Total Pay are displayed as monthly values. Variable Pay and Employee Benefits are displeyed as yearly values. No statistics are calculated if data was provided by less than 3 companies. Median is calculated if 4 or more data points were available, quartiles if 5 or more data points were available and deciles if 6 or more data points were available. Detailed descriptions of terms are listed on page 15. If the Taregeted Variable Pay is replaced by the Actually Paid Variable Pay in the calculation of the Total Pay then the TP value is in italics.

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