

PayWell Macedonia Salary & Benefits Survey Report 2013 edition



PayWell Salary & benefits survey Invitation

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1. PayWell Macedonia 2013 – Invitation

When? Project timeline October 2013 – February/March 2014

Who? Companies operating in all industry sectors in Macedonia

Why? With a view to receive relevant high level data, expertise and support

➤ PricewaterhouseCoopers is inviting you to participate in our Salary Survey with the aim of providing you with reliable information on compensation, benefits and relevant HR policies, as well as with comparative market data.

➤ Salary Survey participation fee amount to **EUR 1.200 (VAT exclusive) per company, with 25% reduction for the participants on PayWell 2014.**

➤ To register, please go to our web page or send an e-mail **hursurveys@mk.pwc.com** or contact us for more information.

We are looking forward to cooperate with you.

Your PayWell team,

Miroslav Marchev,

TLS Leader

Biljana Mandarik,

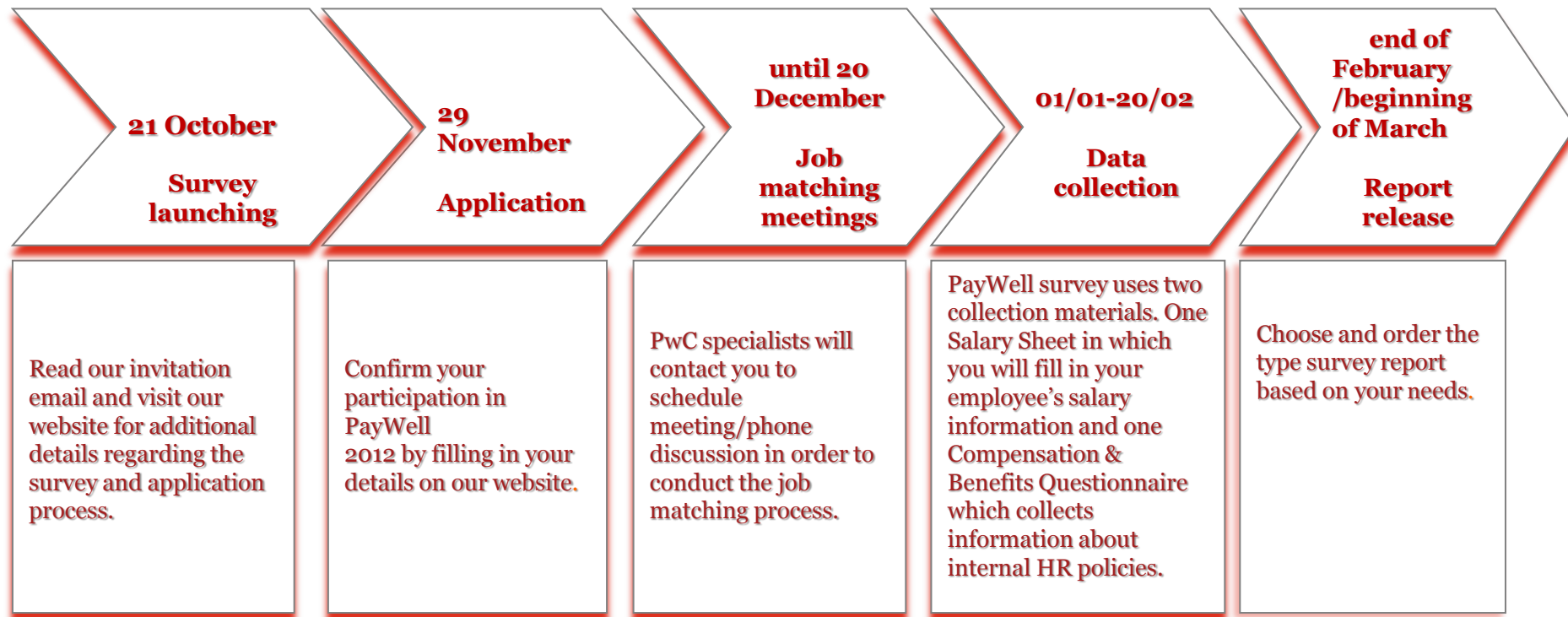
HR Leader

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Survey timeframe

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2. Survey timeline and your involvement as a participant in PayWell Macedonia 2013



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Report Structure

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3. PayWell Macedonia - Report structure

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

PayWell report is structured in three different sections:

- Introduction, consisting of information on the survey methodology and data confidentiality;
- Compensation and benefits analysis report, providing information on the compensation and benefits systems and trends on the Macedonian market;
- Salary data report, providing salary statistics for each analyzed job.



PayWell Macedonia - Report structure

PayWell Macedonia data collection package included:

Benchmark jobs catalogue comprising benchmark jobs, grouped in categories by available sectors:

- general jobs, common to all companies;
- specific jobs for available sectors.

Salary data collection sheet, gathering information on:

- Gross monthly salary, as per December 2013 payroll;
- Annual bonuses: fixed (independent of performance, e.g. thirteenth month salary, Christmas bonus etc.) and variable (sales commissions and/or performance bonus).

PayWell Macedonia - Report structure

- Annual value of benefits granted, as per December 2013 policy;
- Company car acquisition price.

Compensation & benefits policy questionnaire, gathering:

Organisational data: sector, turnover, headcount;

Compensation policies data: salary negotiations and reviews, salary increases, fixed and variable bonuses, holiday and leave policies etc.;

Employees' benefits data: staff categories entitled, cost and usage policies.

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Salary sample output

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4. PayWell Macedonia 2012 - Salary sample (General Data)

IT Manager I

Manages the IT function in a company or a division including systems development, operations, infrastructure and technical support in accordance with the needs of the business.			
Sector	Overall	Job code	GEN-IT-G-4a
Job catalogue	General	PwC Grade	12
		PwC Level	4. Managers
Function	Information Technologies	Period	Monthly
		Currency	MKD
Department	IT Systems & Infrastructure	Adjustment	0.00 %

PayWell 2012 Macedonia

General report							
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	5/5		N/A	N/A	95,278	N/A	N/A
Guaranteed Pay	1/1		N/A	N/A	95,278	N/A	N/A
Variable Pay (Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	1/1	N/A	N/A	N/A	N/A	N/A	N/A
Total Pay	5/5		N/A	N/A	101,456	N/A	N/A
Total Reward	3/3		N/A	N/A	101,456	N/A	N/A

Section - Job Variation							
+	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Guaranteed Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Total Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A
Total Reward	0/0	N/A	N/A	N/A	N/A	N/A	N/A

General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	3/3	N/A	N/A	N/A
Car acquisition price	2/2	N/A	N/A	N/A
	#comp./ #empl.	%comp.	%empl.	
Variable pay eligibility	1/1	20%	20%	
Company car eligibility	2/2	40%	40%	

Section - Job Variation				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	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	0/0	0%	0%	
Company car eligibility	0/0	0%	0%	

PayWell Macedonia 2012 - Salary sample (Job Variation)

Section - Job Variation								Section - Job Variation				
-	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile	#Comp/ #Emp	25th percentile	Median	75th percentile	
Base Pay	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A	Benefits cost	0 / 0	N/A	N/A	
Guaranteed Pay	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A		Car acquisition price	1 / 1	N/A	N/A
Variable Pay (Target)	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay (Paid Out)	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A	#comp./ #empl.				
Total Pay	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A	Variable pay eligibility		0 / 0	0%	
Total Reward	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A	Company car eligibility		1 / 1	100%	
Section - Job Variation								Section - Job Variation				
=	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile	#Comp/ #Emp	25th percentile	Median	75th percentile	
Base Pay	4 / 4	97,105	N/A	N/A	83,731	N/A	N/A	Benefits cost	3 / 3	N/A	N/A	
Guaranteed Pay	1 / 1	98,093	N/A	N/A	85,705	N/A	N/A		Car acquisition price	1 / 1	N/A	N/A
Variable Pay (Target)	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay (Paid Out)	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A	#comp./ #empl.				
Total Pay	4 / 4	99,637	N/A	N/A	88,795	N/A	N/A	Variable pay eligibility		1 / 1	25%	
Total Reward	3 / 3	102,205	N/A	N/A	92,680	N/A	N/A	Company car eligibility		1 / 1	25%	

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Contact details

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***With the kindest regards,
Your PayWell team***

Thank you!