

PayWell 2017

Remuneration planning tool

25th year



pwc

Overview of comprehensive salary
statistics and employee benefits in Slovakia

The interactive PayWell study, a tool for remuneration planning, gives a current overview of remuneration on the market, including information and trends relating to HR policy and strategy. We have mapped almost 530 job positions. In 2016, PayWell analysed 290 companies in 17 sectors.

Survey outputs include salary data analysed by:

- sector
- region
- a combination of sector and region
- the entire Slovak market
- company size measured by the number of employees
- annual turnover
- origin of company capital

What will you get?

1. Individual benchmark

An interactive comparison of salary levels in your company by sector, region, and the total sample of participants. It shows data also by company size, the number of employees, the annual turnover or the origin of company capital. It allows you to model the remuneration strategy in your company and prepare reports according to your own criteria.

2. JobPage

Detailed salary statistics for each position analysed. It gives you a comprehensive overview of how individual job positions are remunerated.

3. Job position catalogue

Standard job positions and job positions specific to a given sector.

4. Report on employee benefits

Detailed overview of employee benefits offered on the Slovak market, in the given sector, and by individual job categories.

5. Individual benefits comparison

Employee benefits offered at your company compared to the entire market as well as to the sector.

6. Materials dealing with the current labour law

7. Appendices – current trends in managing human capital

Individual benchmark

Your Positions				Benchmark	Guaranteed Pay				Total Pay				Variable Pay - Targeted				Variable Pay - Paid Out		
Your Positions Title	Region	Job Code	IFA/ JOSS	PayWell Job Title	Your Employee	Market Median	Market Ratio	Quartiles	Your Employee	Market Median	Market Ratio	Quartiles	Your Employee	Market Eligibility	Market Average	Market Ratio	Your Employee	Market Average	Market Ratio
Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help	Help
Assistant	BA	C4B	7	Director's Assistant	1 000	1 135	88%	3	1 180	1 277	92%	3	18%	89%	17%	108%	17%	16%	104%
HR manager	BB	B2A	11	HR Manager	3 050	3 074	99%	✓	3 660	3 626	101%	✓	20%	84%	20%	101%	15%	17%	87%
Accountant	BB	G3F	6	Accountant III	1 000	998	100%	✓	1 150	1 110	104%	✓	15%	93%	17%	90%	10%	16%	63%
IT specialist	KE	J3A	10	IT Specialist I	2 250	2 030	111%	✗	2 475	2 394	103%	✓	10%	91%	17%	58%	12%	19%	62%

JobPage

Director's Assistant

Performs various clerical and secretarial duties. Ought to be familiar with office procedures (organisation, policy, and operation). The general director's secretary may handle a wide variety of situations and conflicts involving the administrative or management

Electrotechnical Industry

Job Code C4B
IFA/JOSS 7

Statistics	Base Pay (monthly, EUR)		Guaranteed Pay (monthly, EUR)		Target Variable (monthly, EUR)		Variable Pay Paid (monthly, EUR)		Total Pay (monthly, EUR)	
	General	Sector	General	Sector	General	Sector	General	Sector	General	Sector
Average	1 160	873	1 181	873	186	72	184	57	1 348	946
10. percentile	811	672	818	672	56	56	14	24	932	727
25. percentile	938	796	964	796	93	65	84	36	1 104	861
Median	1 116	913	1 141	913	176	72	163	72	1 284	985
75. percentile	1 316	988	1 323	988	252	82	260	79	1 519	1 070
90. percentile	1 579	1 027	1 615	1 027	325	85	355	83	1 933	1 112
# comp./#empl.	100/212	4/9	100/212	4/9	89/193	4/9	85/180	4/9	100/212	4/9

Categories (whole sample) (monthly, EUR)	Salaries Depending on Number of Employees				Salaries Depending on Annual Turnover			
	<50	51-250	251-1000	1000+	<0.5mil	0.5-10.5mil	10.5-35mil	35mil+
Guaranteed Pay	964	908	925	1 034	959	1 012	896	999
25. percentile	1 027	1 117	1 106	1 167	1 027	1 357	1 114	1 155
Median	1 189	1 380	1 297	1 320	1 183	1 429	1 312	1 314
75. percentile	1 189	1 380	1 297	1 320	1 183	1 429	1 312	1 314
# comp./#empl.	7/7	42/53	28/60	23/92	7/7	14/18	37/54	42/133

Benefit costs (monthly, EUR)	General	Sector
25. percentile	43	30
Median	62	56
75. percentile	124	97
# comp./#empl.	56/110	4/9

Total Pay	<50	51-250	251-1000	1000+	<0.5mil	0.5-10.5mil	10.5-35mil	35mil+
25. percentile	1 026	1 096	1 057	1 163	1 112	1 191	1 009	1 136
Median	1 243	1 258	1 246	1 343	1 203	1 506	1 243	1 329
75. percentile	1 441	1 524	1 503	1 519	1 293	1 693	1 415	1 518
# comp./#empl.	7/7	42/53	28/60	23/92	7/7	14/18	37/54	42/133

Bonus	General	Sector
Bonus eligibility	89,0%	100,0%
# comp.	89	4

Categories (whole sample)	Regional Comparison for whole sample				Salaries Depending on Origin of Capital	
	Bratislava	West	Middle	East	Domestic	Foreign
Guaranteed Pay	1 064	832	859	812	886	1 004
25. percentile	1 213	1 047	909	961	1 051	1 167
Median	1 414	1 266	1 066	1 065	1 300	1 343
75. percentile	1 414	1 266	1 066	1 065	1 300	1 343
# comp./#empl.	65/129	19/32	14/26	11/25	25/69	75/143

Car	General	Sector
Car eligibility	-	-
# comp.	-	-

Total Pay	Bratislava	West	Middle	East	Domestic	Foreign
25. percentile	1 195	965	965	965	1 096	1 118
Median	1 366	1 267	1 089	1 128	1 316	1 283
75. percentile	1 602	1 489	1 327	1 191	1 489	1 519
# comp./#empl.	65/129	19/32	14/26	11/25	25/69	75/143

**PayWell 2016
Slovakia**

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