

# *PayWell Moldova Salary & Benefits Survey*

2019 edition



## ***Dear HR Professional,***

We are pleased to invite you to the 13<sup>th</sup> 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

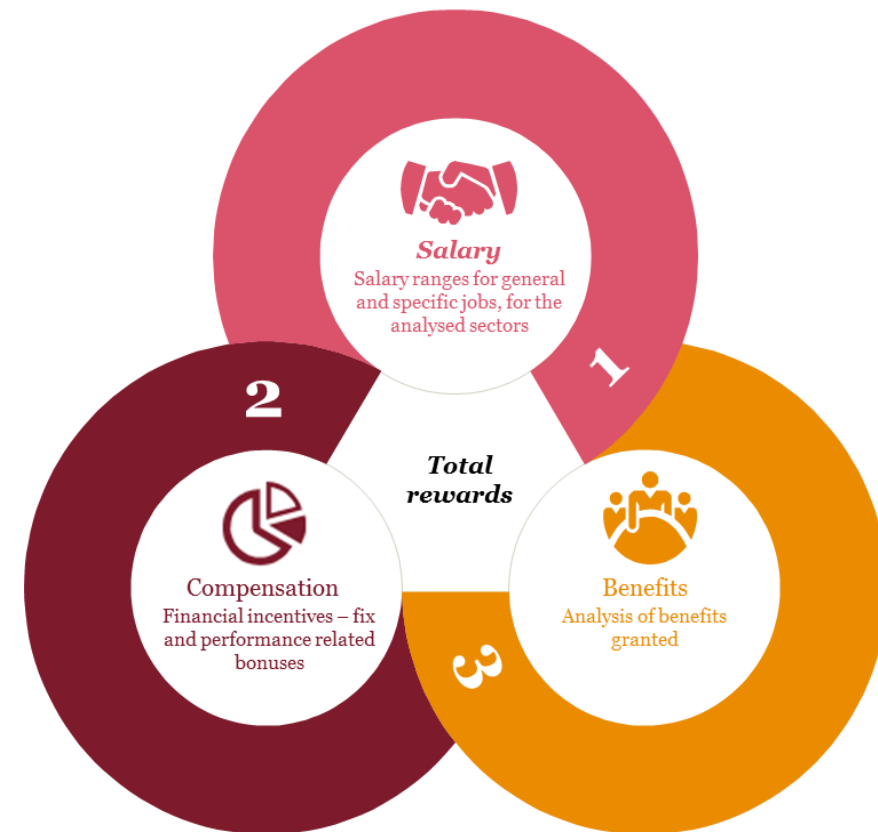


# What is PayWell Salary & Benefits Survey?

A good compensation system is essential for an effective motivation of employees at workplace and for making the company attractive to potential employees.

The PayWell Salary & Benefits Survey report is a tool created to help HR professionals and decision-makers in companies to develop competitive HR policies that will attract, motivate and retain talent and support the business strategy.

PayWell report provides specific information covering three areas:



# *How can you use PayWell?*

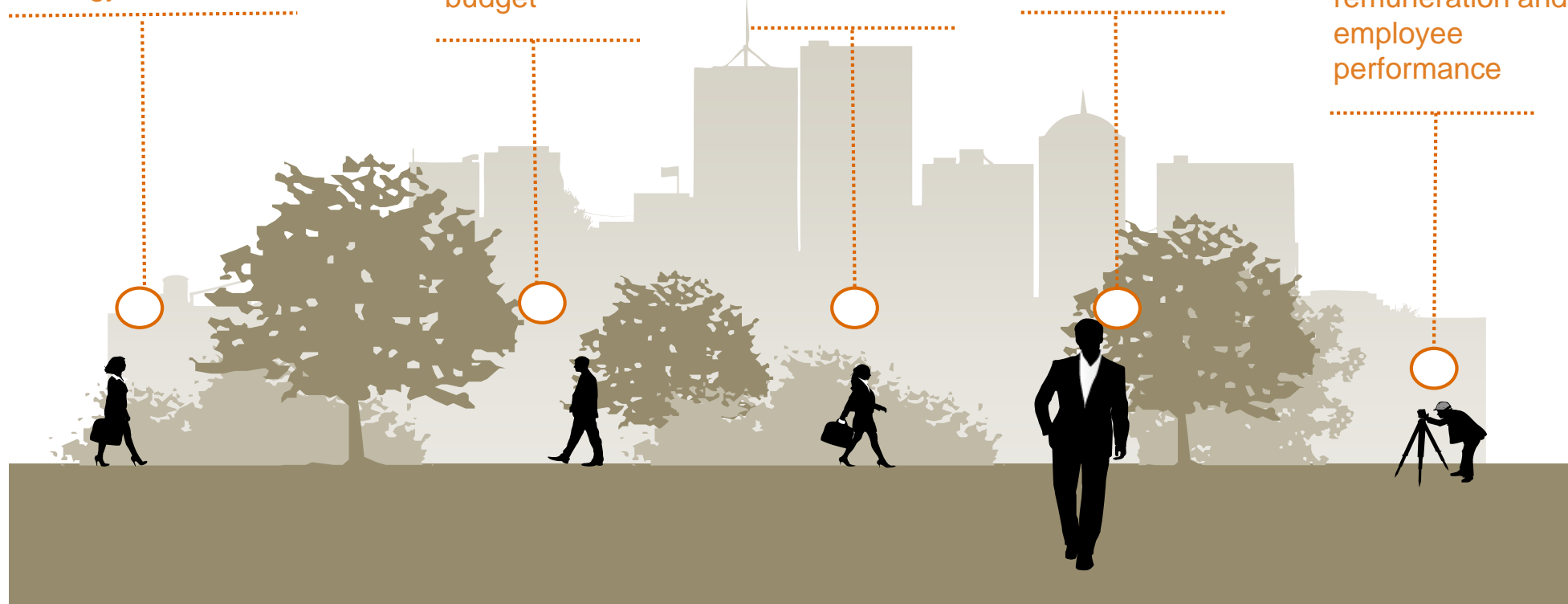
To review / design  
the company's  
remuneration  
strategy

To calculate  
staff costs &  
prepare the  
budget

To set-up the  
salary structure  
and salary  
levels

To identify in-  
kind incentives

To investigate the  
relationship  
between  
remuneration and  
employee  
performance



# Report content (1/4)

## Salary statistics by job and by grade

Illustrative

### Accountant II

								<div>PayWell 2018</div> <div>Moldova</div>							
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 %					
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	Benefits cost	55 / 393	200	248	285			
Guaranteed Pay	36 / 279	4,139	2,842	3,384	4,058	4,820	5,582	Deferred bonus	0 / 0	-	-	-			
Variable Pay (Target )	25 / 105	543	277	320	471	662	832	Car acquisition price	1 / 1	-	-	-			
Variable Pay (Paid Out)	38 / 201	463	144	252	356	630	838			#comp/ #empl.	%comp.	%empl.			
Total Pay	69 / 458	4,366	2,976	3,564	4,294	5,038	5,950	Variable pay eligibility	40 / 234	58%	51%				
Total Reward	55 / 393	4,588	3,221	3,770	4,524	5,226	6,272	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 (2/4)

## Interactive report\*

A tool which allows you to compare own data with market statistics of your choice (e.g. certain sector, region, company size).

### Client Name

<b>Sector</b>		Health Care Services		<b>Market comparison</b>	
<b>Compare by</b>		Job Report			
<b>Filter</b>		Capital country of origin		<b>Selection</b>	< 100 employees
<b>Percentile</b>		90th percentile		<b>Comparison</b>	
<b>Reward</b>		1 Base Pay			
<b>components</b>		2 Variable Pay (Paid Out)			
<b>Position group</b>		General		<b>Displayed individuals</b>	
<b>Function</b>		HR			
<b>Department</b>		General			
<b>Job</b>		HR/ Personnel Assistant		<b>Code</b>	GEN-HR-G-9
<b>Region</b>		Banat & Transilvania			
<b>PwC Level</b>		Any			
<b>Period</b>		Monthly		<b>Statistics options</b>	
<b>Currency</b>		RON			
<b>Adjustment</b>		0%			

Illustrative



Your positions					PwC Benchmark				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%
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\*available only for companies providing data

# Report content (3/4)

## Custom 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

**Delete** —

Companies available

**Add** +

**Add** **Cancel**

**Customised reports** *Illustrative*

The screenshot shows the PwC C&B Survey Platform interface. The top navigation bar includes 'Home', 'Reports', and 'Instructions'. The 'Job Report' section is active, displaying a list of sectors on the left. A red circle highlights the 'Company X customised 5 companies', 'Company Y customised 7 companies', 'Company Z customised 12 peers', and 'Company X\_8 peers report' entries. The main area shows filters for Year (2013), Period (Monthly), Currency (RON), and Adjustment (%). The right sidebar displays 'Job Variation' and 'Region' 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.

# Report content (4/4)

## Compensation & Benefits report

### Compensation policies:

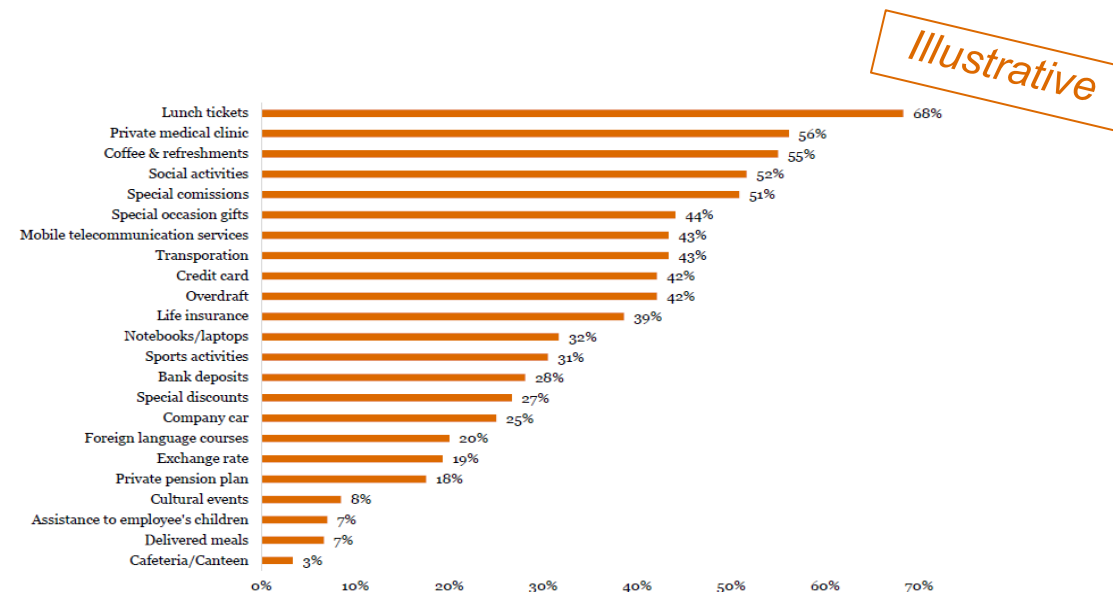
- Salary review policies
- Pay for time worked & not worked
- Fixed and variable bonuses
- Employment relations

### Benefits policies:

- Details related to eligibility, cost / value and utilisation policy for:
  - protection benefits (pension, insurance, medical services),
  - social benefits (transportation, vouchers),
  - perks (company car, mobile phone),
  - wellbeing benefits (sport, kindergarten)

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%
<b>Overall Market</b>	<b>4.7%</b>	<b>4.5%</b>

*Illustrative*



*Illustrative*

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

**pwc** PwC C&B Survey Platform Miruna Sandu Settings Sign out

Home Reports Instructions

**PwC C&B Survey Platform**

**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 2017

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

© 2010-2012 PwC. All rights reserved. PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see [www.pwc.com/structure](http://www.pwc.com/structure) for further details.

\*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.

# Timeline & Involvement



**Your involvement (activities & time)**

10 minutes	2-3 hours	2-6 hours	10 minutes
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



# Acquisition packages

## PayWell Report

### Report content:

- Salary statistics by position and by grade
- Custom processed salary statistics (for selected samples of comparators)
- Interactive report (i.e. benchmarking and interactive tool for market index calculation and reporting)
- Compensation and benefits analysis report

### Purchase options:

**Full** - includes all analysed sectors,  
two custom processed salary reports

EUR 1,300 for companies providing data\*  
EUR 2,600 for non-participants

**Sector** - includes one analysed sector,  
one custom processed salary report

EUR 800 for companies providing data\*  
EUR 1,600 for non-participants

**Fee: VAT is not included**

*\*50% discount from standard price*



# *Let's talk!*

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