

# *PayWell Executive Management 2010*

Salary and Benefits Survey  
9 February 2011



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# *Introduction*

## **PayWell Bulgaria 2010 – Executive Management Salary and Benefits Survey**

- Aimed exclusively at Top and Middle Management positions
- Conducted in Bulgaria between 1 October and 1 December 2010
- The report for Bulgaria published on 17 December 2010
- Some of Bulgaria's largest employers took part
- Over 15 years in conducting similar surveys in CEE and CIS regions:
  - systematic approach
  - robust set of tools
  - analytical expertise
  - cross-network collaboration

# *Main aspects*

## **The survey provided specific information on:**

- Salary ranges for general and specific jobs for analysed industry sectors in the survey
- Benefits breakdown and analysis per position for industry sectors in the survey
- Future trends of salary levels and benefits policies



# PayWell EM Bulgaria 2010 report structure

## 1. Salary data – Output sample

J11		Accountant						General Market	
	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95		
Monthly Total Gross	998 / 115	3,142	1,623	1,999	3,000	3,805	5,858		
Monthly Total Net	998 / 115	2,213	1,168	1,423	2,104	2,669	4,109		
Annual Fix Gross	600 / 52	40,428	20,450	26,504	37,232	48,360	78,170		
Annual Total Gross	461 / 70	42,492	20,916	27,153	38,559	52,117	88,331		
Target Bonus	as % of annual salary	12%		12%	13%	13%			
Benefits	Company car	Mobile phone	Lunch tickets	Company loans	Life insurance	Medical services	Sports activities		

Variation factor		Variation	Count	Mean	Percentile 25	Median	Percentile 75
		+	23 / 12	3,965	3,300	4,000	4,742
Monthly Total Gross	=	931 / 111	3,165	2,000	3,000	3,818	
	-	44 / 13	2,223	1,600	1,922	2,972	
	+	6 / 4	51,885	47,050	52,800	57,204	
Annual Total Gross	=	449 / 67	42,945	27,188	38,976	52,401	
	-	6 / 6	27,997	19,200	23,585	36,257	

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Source: PayWell Romania 2010 salary and benefits survey, Salary data

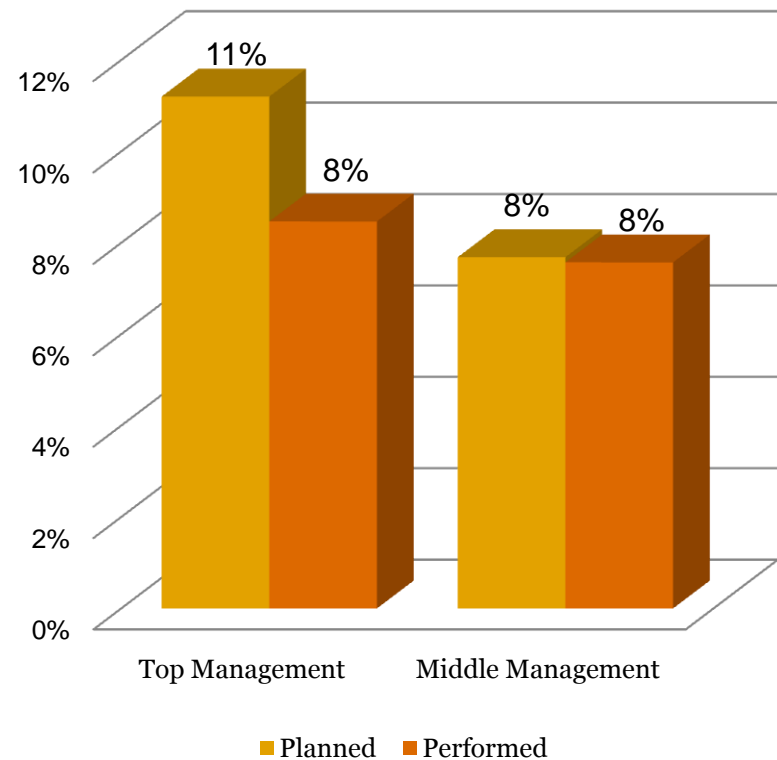
## Key findings

### Annual salary increase 2010

Average wage increase in 2010 for Top and Middle Management

8%

Annual salary increase 2010  
(Planned versus Performed)

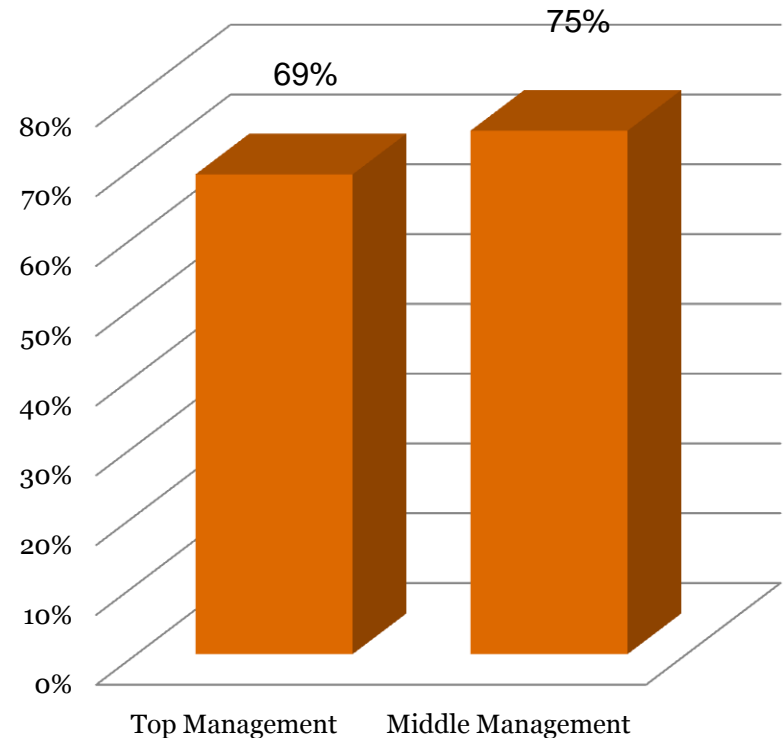


## *Key findings*

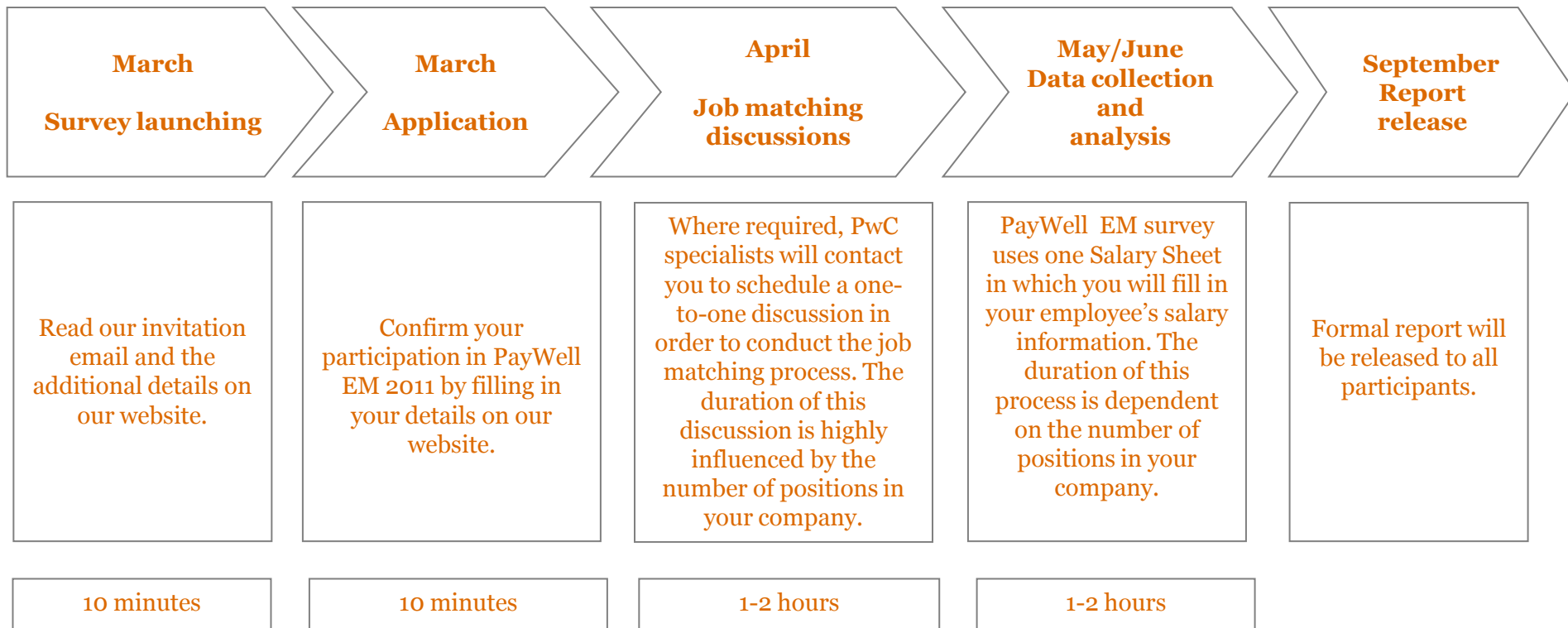
### Performance bonuses 2010

Performance bonus  
is a common  
incentive for  
**Middle (75%)**  
and  
**Top (69%)**  
Management

**Performance Bonus Entitlement  
(% of companies)**



# ***PayWell EM 2011 Salary and Benefits survey Timeline and involvement***



***Fee for full and sector report for participants will be communicated in March 2011***

# *PwC Bulgaria Human Resource Services*



HR  
Management



Reward



International  
Assignments



# *PwC's Human Resource Services*

- HR effectiveness
- Organizational development
- Performance management
- Due diligence
- Saratoga – Human Capital benchmarking survey

## HR Management



- Job evaluation
- Base pay design
- Pay for performance design
- Benefits system design
- PayWell - Salary and Benefits survey

## Reward



- Immigrations services (visas, residency permits, work permits)
- Expatriate planning and compliance

## International Assignments



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# *Thank you*

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