

Remuneration and Benefits Offered to Specialists in the First Half of 2010

Remuneration and Pay Rises Broken Down by Provinces

In 2009 Specialists and ordinary workers received the highest pay rises. However, salaries paid to Specialists were not rising equally fast in all regions. The quickest growth of salaries was reported in the Province of Krakow (5.71%). In the Province of Białystok, the Province of Lublin, the Province of Kielce and the Province of Rzeszów the pay rises were around 4%. The lowest pay rises, amounting to 2.13% on average, were posted in northern Poland, in the Province of Gdańsk, the Province of Bydgoszcz, the Province of Olsztyn and the Province of Szczecin. As regards rises planned for 2010, the lowest are expected in the Province of Warsaw (2.79%), and the highest in the Province of Katowice (4.19%). Interestingly enough, in 2009 pay rises in the Province of Katowice amounted to mere 2.82%.

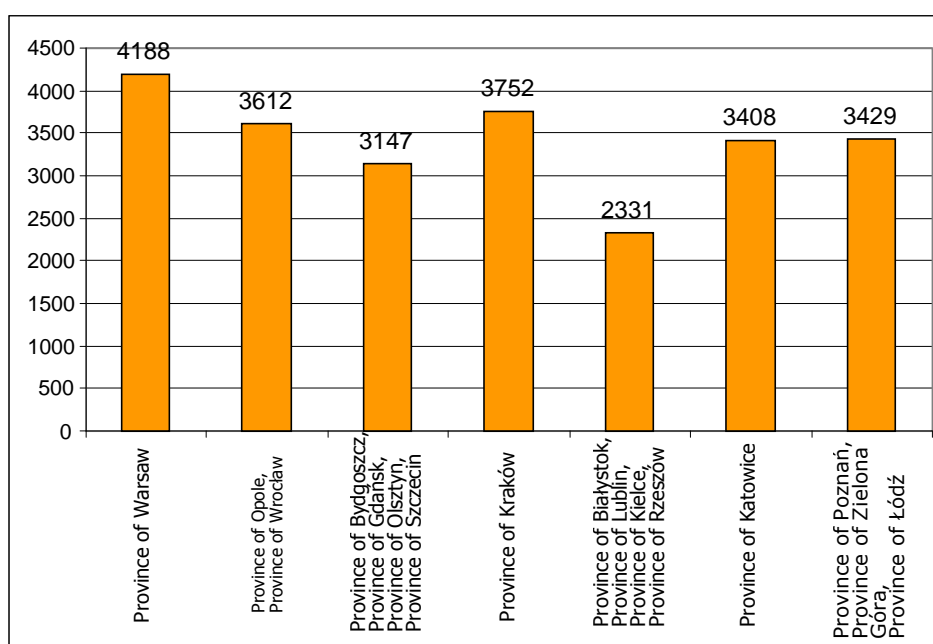
Pay Rises for Specialists by Provinces (%)

	Pay rises offered in 2009	Pay rises planned for 2010
Province of Warsaw	3.78	2.79
Province of Opole, Province of Wrocław	3.00	3.95
Province of Bydgoszcz, Province of Olsztyn, Province of Szczecin	2.13	3.50
Province of Kraków	5.71	3.52
Province of Białystok, Province of Lublin, Province of Kielce, Province of Rzeszów	3.99	3.67
Province of Katowice	2.82	4.19
Province of Poznań, Province of Zielona Góra, Province of Łódź	2.76	3.02

Source: data provided by companies – RaportPlacowy.pl

The Customer Service Specialists earn similar salaries in the majority of regions. Though monthly salary generally oscillates at around PLN 3,500, in the Province of Warsaw the average salary amounts to PLN 4,188, and in the Province of Białystok, the Province of Lublin, the Province of Kielce and the Province of Rzeszów Customer Service Specialists are offered PLN 2,331.

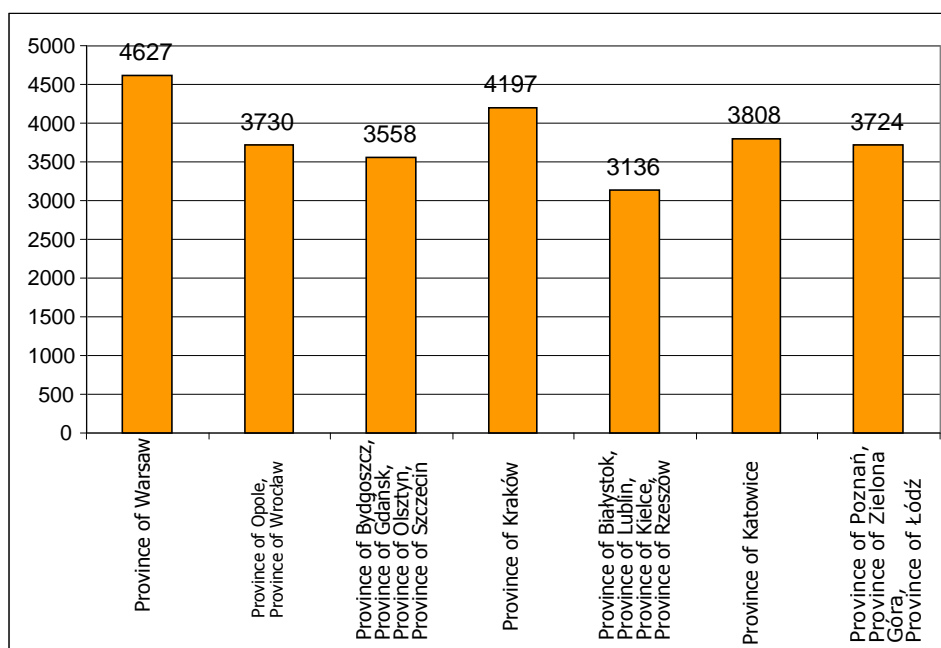
Salary of Customer Service Specialist



Source: data provided by companies – RaportPlacowy.pl

The salary of Independent Accountant varies substantially depending on the region. Highest salaries are offered to Accountants working in the Province of Warsaw (PLN 4,627) and Province of Kraków (PLN 4,197). However, both figures are much higher than in other provinces where the average total salary is below PLN 3,900.

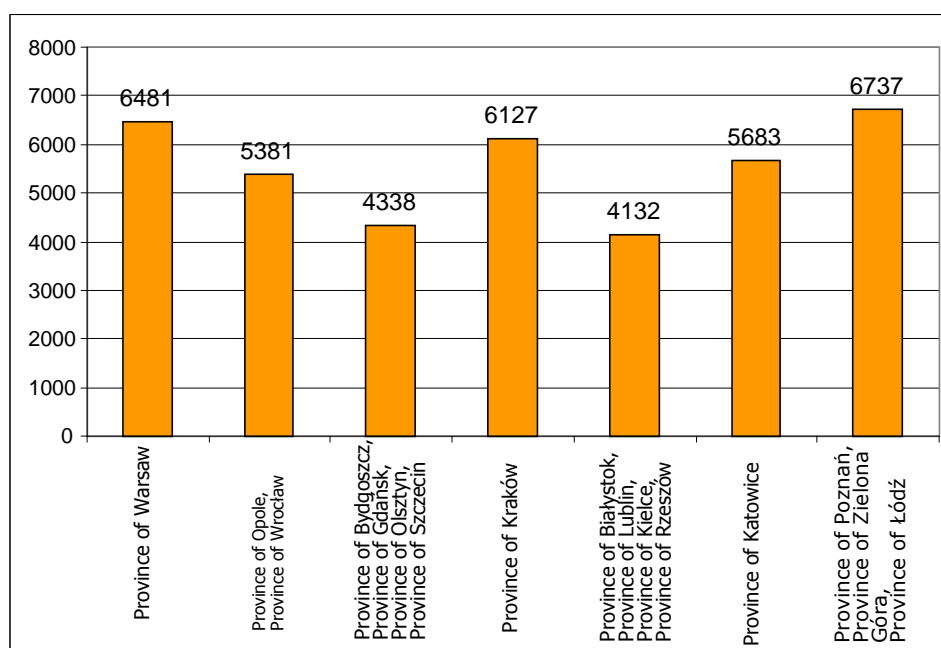
Salary of Independent Accountant



Source: data provided by companies – RaportPlacowy.pl

Similarly, earnings of Production Process Engineers vary across the country. The highest salaries above PLN 6,000 are paid to Specialists in the Province of Warsaw, the Province of Kraków, the Province of Poznań, the Province of Zielona Góra and Province of Łódź. The lowest remuneration of below PLN 4,500, in this professional group was reported in the northern and eastern provinces.

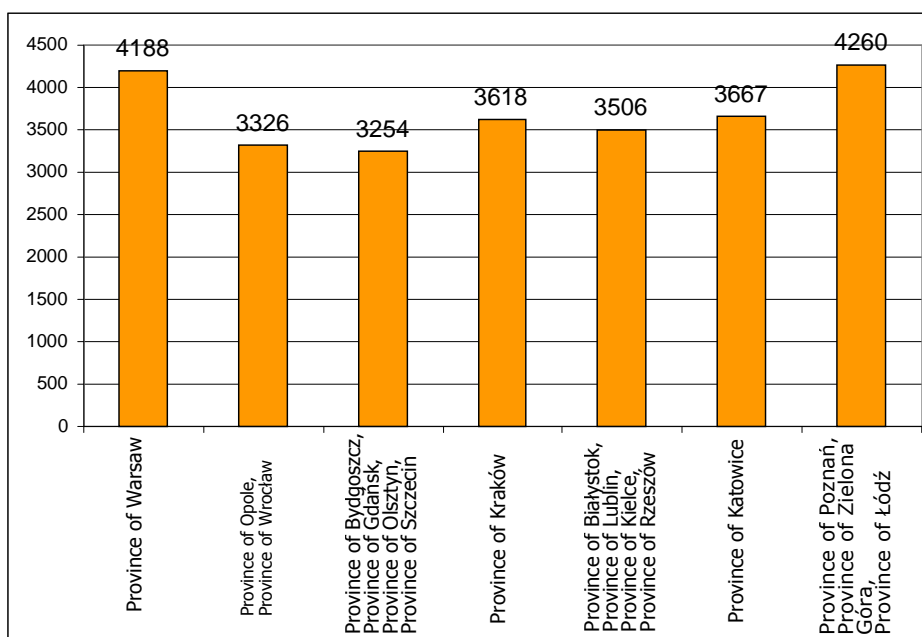
Salary of Production Process Engineer



Source: data provided by companies – RaportPlacowy.pl

The distribution of salaries paid to Administration Specialists is relatively even across the country, ranging from PLN 3,200 to PLN 3,700. In the Province of Warsaw, the Province of Poznań, the Province of Zielona Góra and the Province of Łódź; however, the average pay is higher and amounts to slightly above PLN 4,000.

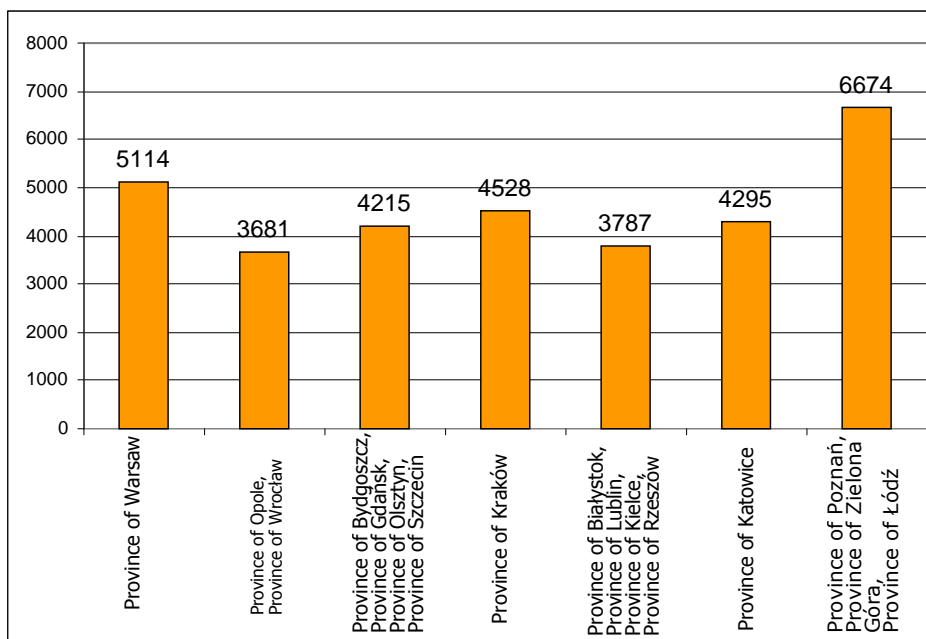
Salary of Administration Specialist



Source: data provided by companies – RaportPlacowy.pl

The Logistics Specialists employed in the Province of Poznań, the Province of Zielona Góra and the Province of Łódź are offered highest earnings of PLN 6,674. In the Province of Warsaw, the average salary is PLN 5,114; in other regions, the remuneration of Logistics Specialists is around PLN 4,000.

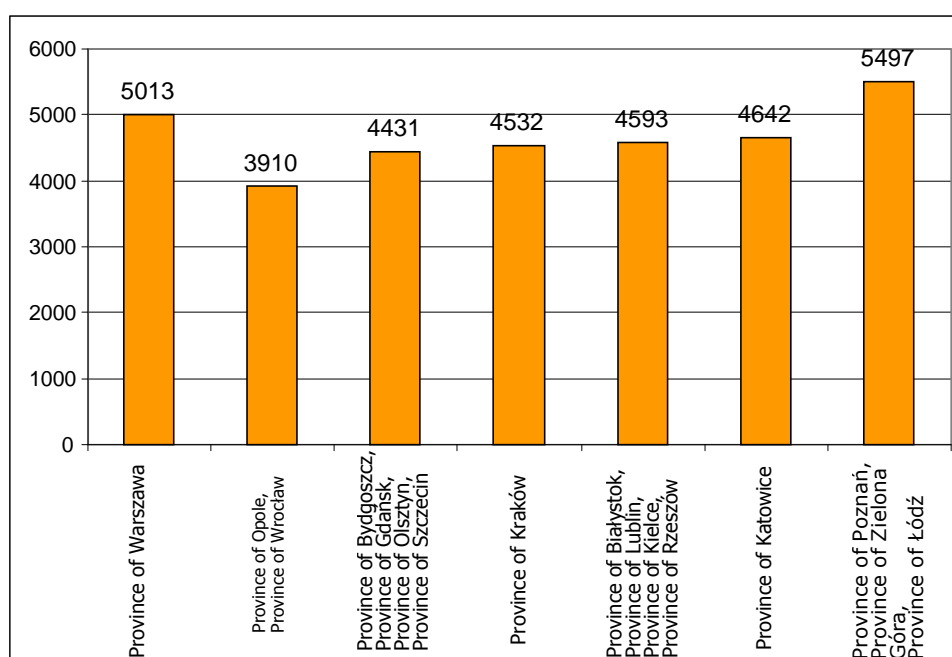
Salary of Logistics Specialist



Source: data provided by companies – RaportPlacowy.pl

There are only some minor cross-country variations in the salary of HR Specialists. They earn from around PLN 4,000 in the Province of Opole and the Province of Wrocław to PLN 5,500 in the Province of Poznań, the Province of Zielona Góra and the Province of Łódź. In other regions the salaries stand at PLN 4,500.

Salary of HR Specialist

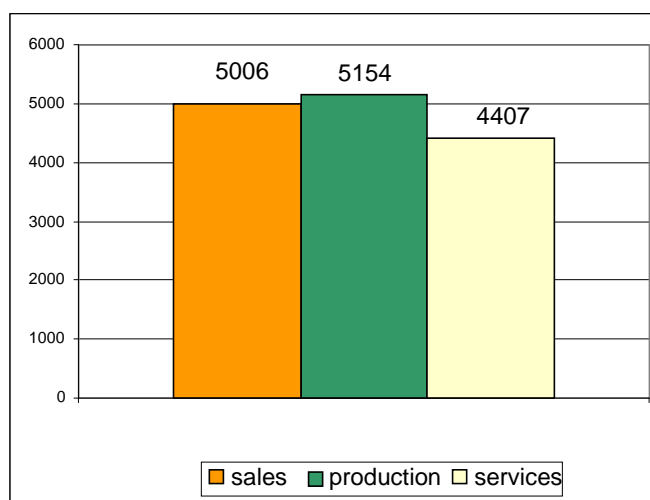


Source: data provided by companies – RaportPlacowy.pl

Salaries by Sectors

The chart below shows that the highest salaries for Specialists are offered in the production sector where the average earnings amount to PLN 5,154. The salaries in the sales sector are slightly lower, and lowest remuneration is offered to Specialists working in the services sector.

Salary of Specialists by Sectors



Source: data provided by companies – RaportPlacowy.pl

The distribution of pay rises for Specialists is quite interesting when broken down by sectors. In 2009, the sales sector reported highest increase by 4.69%. However, the pay rises planned for 2010 (2.46%) are the lowest from among all sectors. The situation is reverse in the production sector where Specialists were offered pay rise of 3.06% in 2009, and in 2010 their earnings are to go up by 3.85%.

Pay Rises for Specialists by Sectors (%)

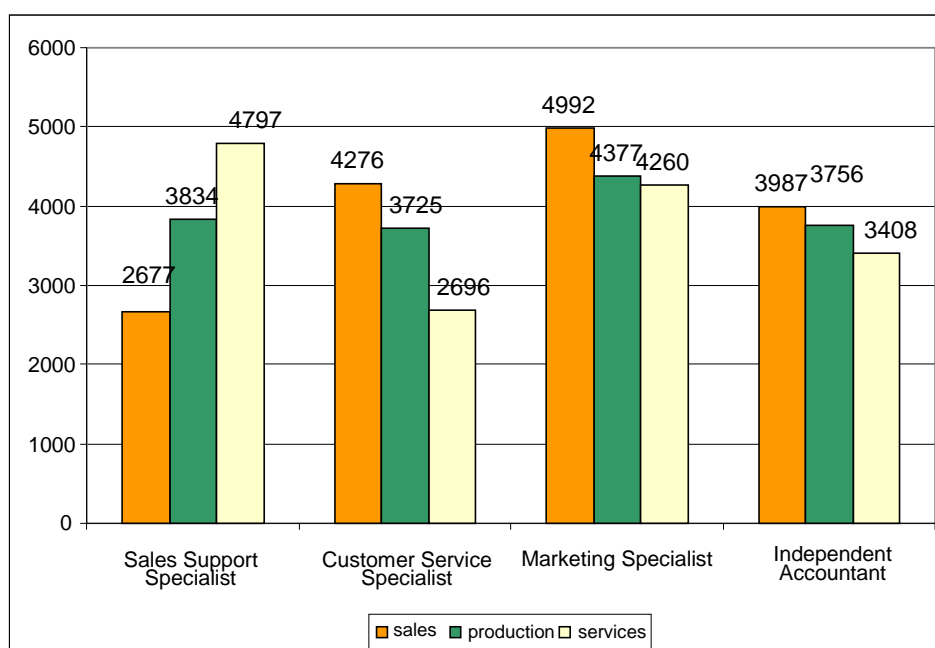
Sector	Pay rises offered in 2009	Pay rises planned for 2010
Sales	4.69	2.46
Production	3.06	3.85
Services	3.88	3.77

Source: data provided by companies – RaportPlacowy.pl

As the chart below shows, the lowest pays are offered to Specialists employed in the services sector. From among the jobs presented below, only Sales Support Specialist, working in the services sector, posts higher earnings than in the companies operating in the production or sales sector (PLN 4,797).

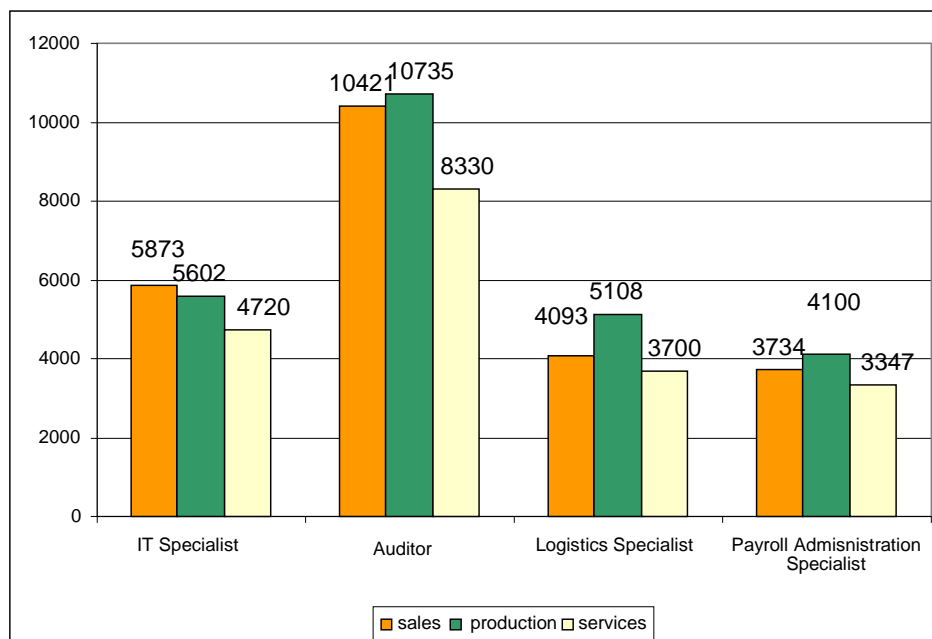
In other sectors pay rates are much less varied. The reported differences may be attributable to a different range of accountabilities associated with a given post.

Salary of Specialists by Sectors



Source: data provided by companies – RaportPlacowy.pl

Salaries of Specialists broken down by sectors

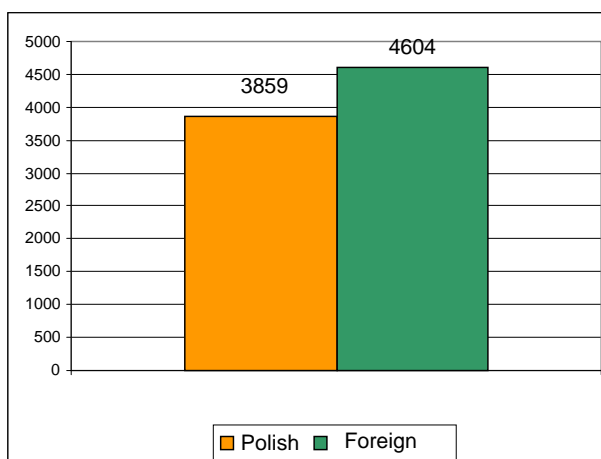


Source: data provided by companies – RaportPlacowy.pl

Remuneration at Polish and Foreign Companies

For many years foreign companies have offered higher salaries than Polish companies. Though since recently, pay rates have come level, there is still some differences between remuneration paid by Polish (PLN 3,859) and foreign (PLN 4,604) companies.

Salary of Specialists at Polish and Foreign Companies



Source: data provided by companies – RaportPlacowy.pl

In 2009 pay rises were higher by 3% in Polish companies, yet 2010 will see lower increase (2.69%). In the case of foreign companies, rises were relatively low in 2009 (3.11%), but in 2010 salaries are to be up by 3.77%.

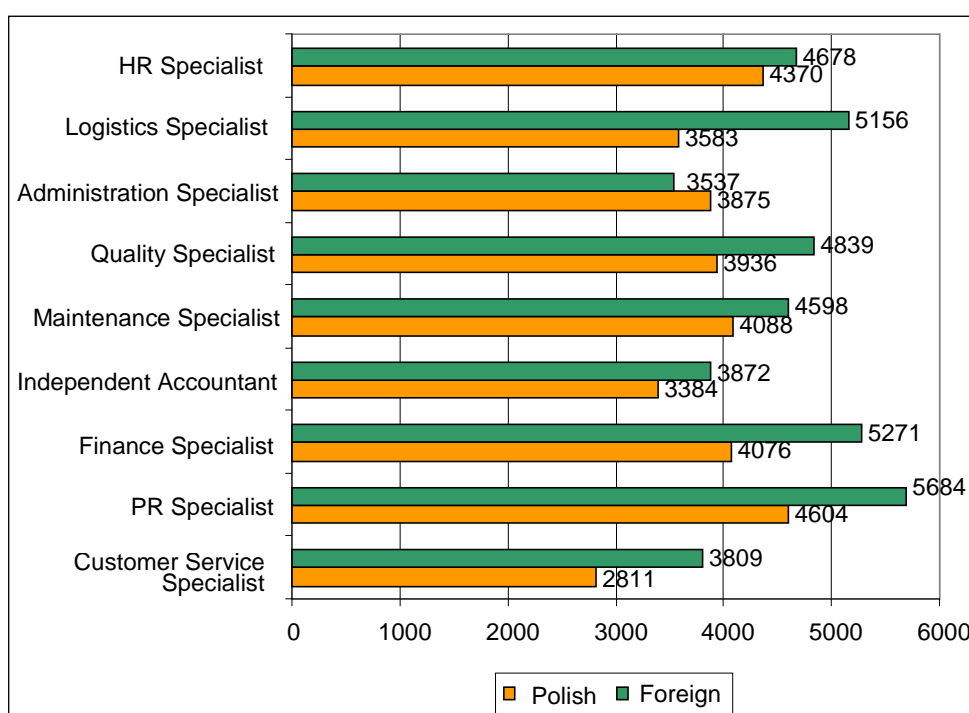
Pay Rises for Specialists at Polish and Foreign Companies (%)

	Pay rises offered in 2009	Pay rises planned for 2010
Polish companies	5.69	2.69
Foreign companies	3.11	3.77

Source: data provided by companies – RaportPlacowy.pl

It has been already reported that certain Specialists receive higher remuneration at companies with Polish capital. Our research showed that Administration Specialist earns PLN 3,875 at Polish companies and PLN 3,537 at foreign companies. Despite these exceptions, in general, Specialists employed by foreign companies tend to earn better which makes foreign companies leaders of pays in their industries.

Remuneration of Specialists at Polish and Foreign Companies

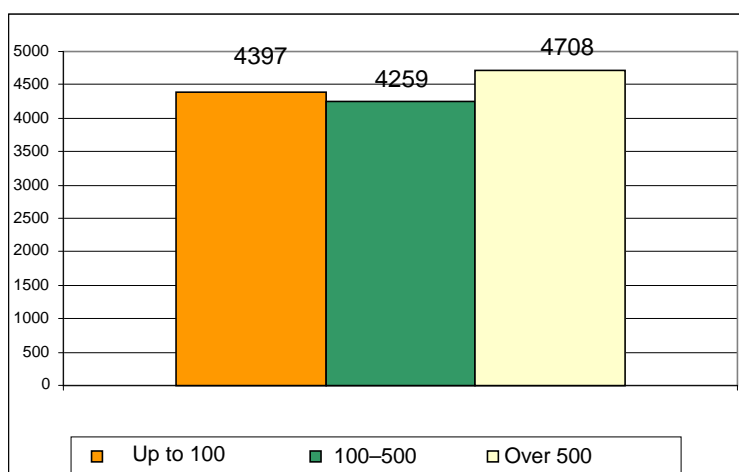


Source: data provided by companies – RaportPlacowy.pl

Remuneration at Companies with Varied Staffing Levels

When comparing companies in terms of their size, it is evident that larger organisations of over 500 staff offer higher salaries to Specialists than smaller companies. This trend has been prevailing on the market for many years. However, it does not relate to all positions, as Software Developer, Independent Accountant and Customer Service Specialist earn more at companies employing up to 100 people.

Salary of Specialist at Polish and Foreign Companies



Source: data provided by companies – RaportPlacowy.pl

The data above reveals certain tendency – the larger the company the lower pay rises are planned for Specialists. This trend may follow from the fact that smaller companies are seeking to level the pay rates in relation to larger enterprises.

Pay Rises for Specialists at Companies of Varied Staffing Levels (%)

Headcount	Pay rises offered in 2009	Pay rises planned for 2010
Up to 100	4.55	3.81
100-500	3.09	3.67
Over 500	2.62	3.64

Source: data provided by companies – RaportPlacowy.pl

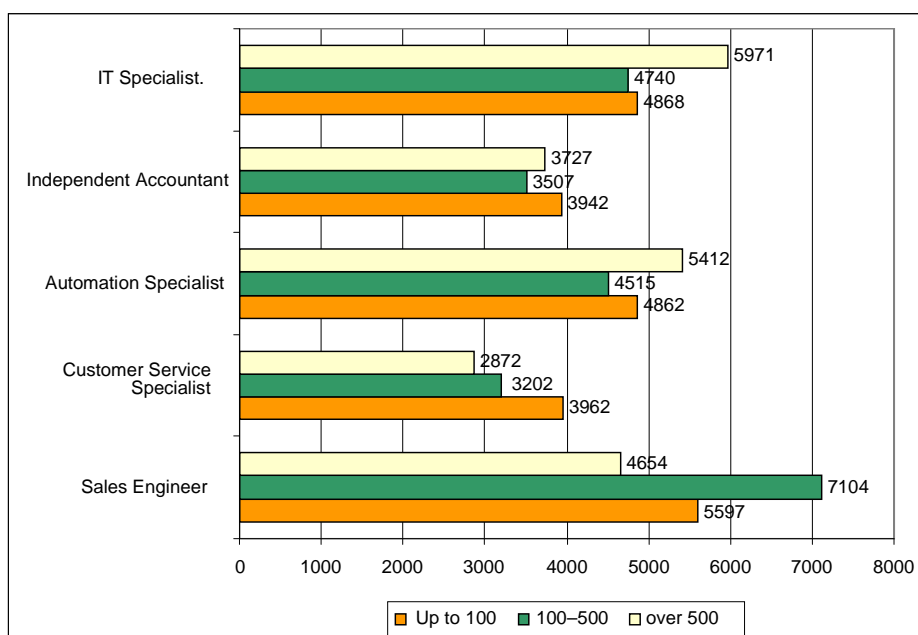
Average pay rises for specialist in 2009 amounted to 3.38%. Such a low figure was a consequence of pay rise freeze introduced with a view to waiting the economic slowdown out. However, there is an upward trend in rises planned for 2010. Specialists should be paid salaries higher by 3.70% on average.

Average Pay Rise for Specialists (%)

Pay rises offered in 2009	Pay rises planned for 2010
3.38	3.70

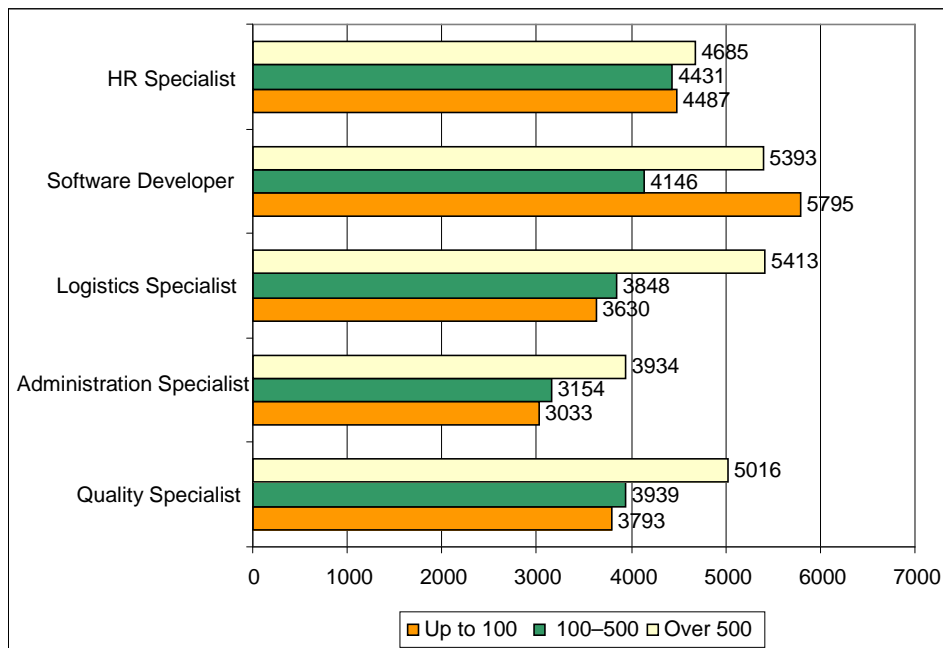
Source: data provided by companies – RaportPlacowy.pl

Salary of Specialists at Companies of Varied Headcount



Source: data provided by companies – RaportPlacowy.pl

Salary of Specialists at Companies of Varied Staffing Levels

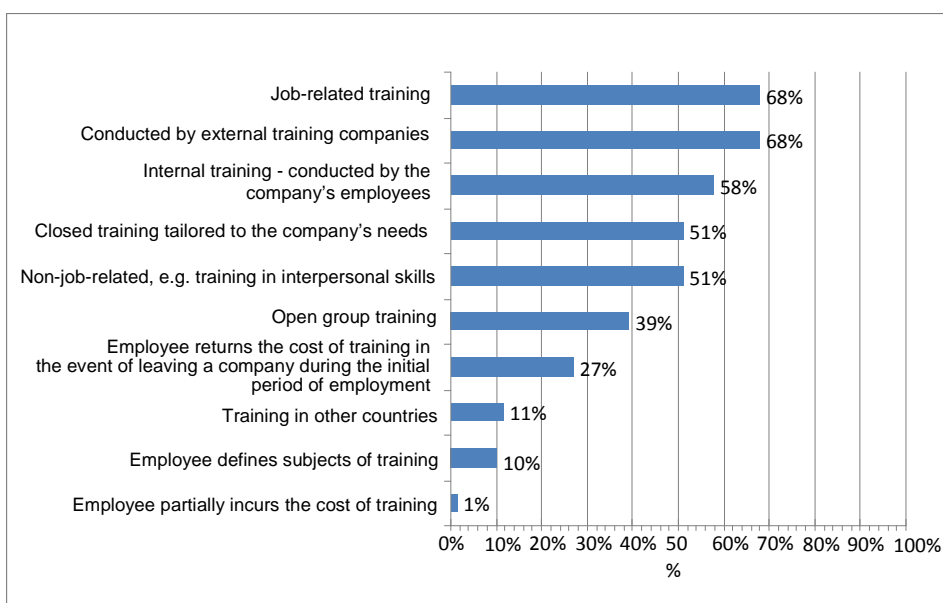


Source: data provided by companies – RaportPlacowy.pl

Benefits

The employees working on Specialists positions may benefit from a wide range of training courses offered by their company. 68% of staff employed at specialist positions was entitled to job-related training. Nearly half of the Specialists could take advantage of other kinds of training courses. 68% of training courses are conducted by outside companies, and 58% is held at the company's location. 11% of Specialists have the opportunity to participate in training courses carried out in other countries.

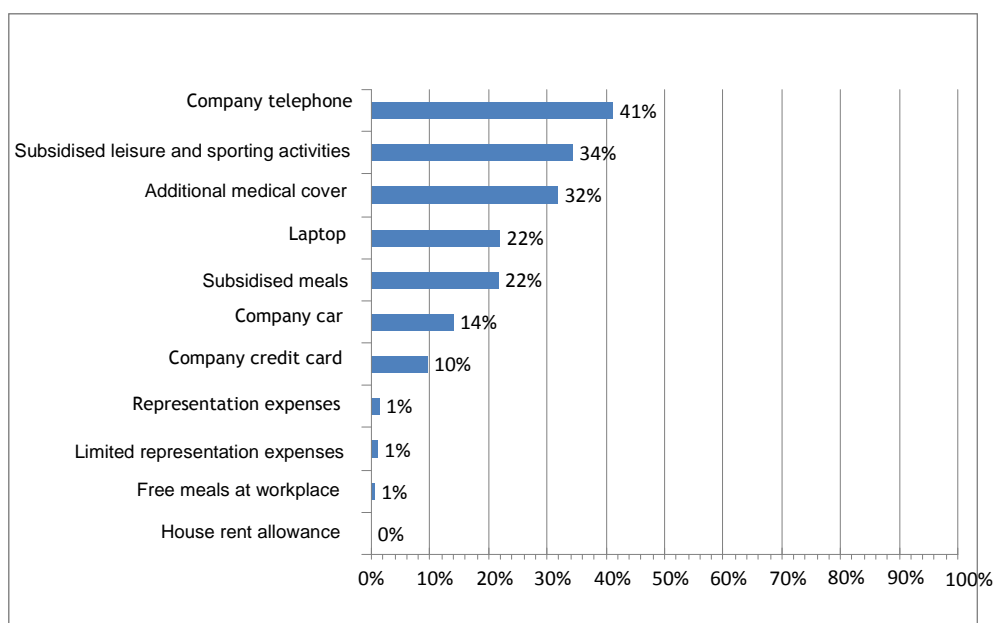
Types of Training Offered to Specialists



Source: data provided by companies – RaportPlacowy.pl

Additional benefits offered at specialist positions include a company telephone (41%), refunded leisure and sporting activities (34%), and medical cover (32%). Slightly more than one fifth of Specialists are offered lunch allowances and laptops. 14% of Specialists were given a company car.

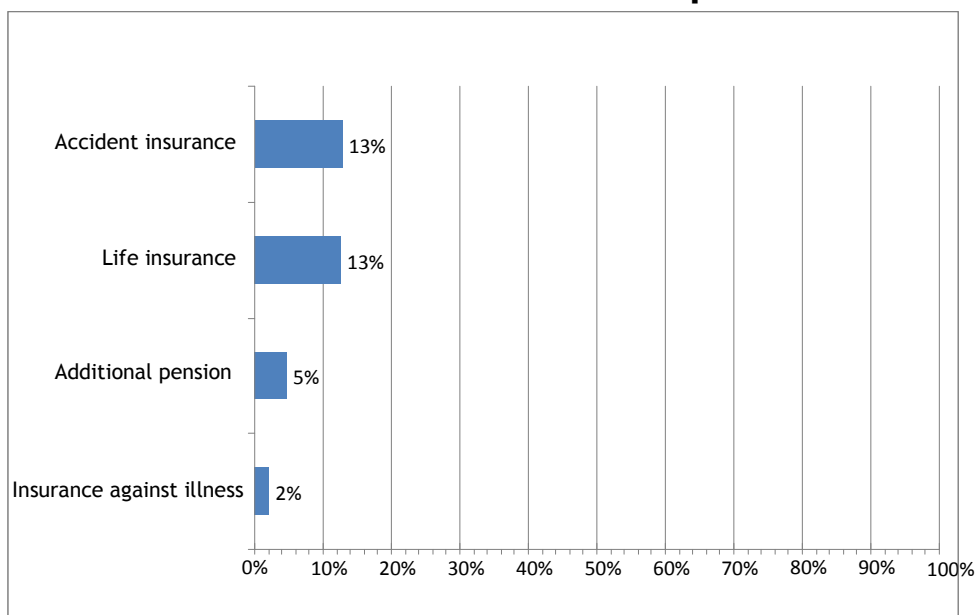
Additional Benefits Offered to Specialists



Source: data provided by companies – RaportPlacowy.pl

Some Specialists are entitled to additional insurance. 13% of them are offered additional accident insurance and life insurance. Additional pension is available to 5% of Specialists, and additional insurance against illness to 2% of them.

Additional Insurance Offered to Specialists



Source: data provided by companies – RaportPlacowy.pl

About Salary Survey by Advisory Group TEST Human Resources:

Data used in the article was derived from the research on **salaries, benefits, fluctuation** and other aspects of personnel policy carried out **twice a year**. **Over 230 companies** cyclically participate in the project.

The information allows companies to make some savings and reduce turnover of key employees by framing optimum remuneration policy.

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