

Remuneration and Benefits Offered to Specialists

Remuneration and Pay Raises by Provinces

The average wage increases for specialists realized in 2010 amounted to the level of 4.63%. Compared to 2009, when the average increase amounted to 3.38% there was a slight recovery. Entrepreneurs' plans on the rise for 2011 do not look quite promising, in average they amount to 3.57%.

Average Pay Rise for Specialists (%)

Pay rises offered in 2010	Pay rises planned for 2011
4.63	3.57

Source: data provided by companies – **RaportPlacowy.pl**

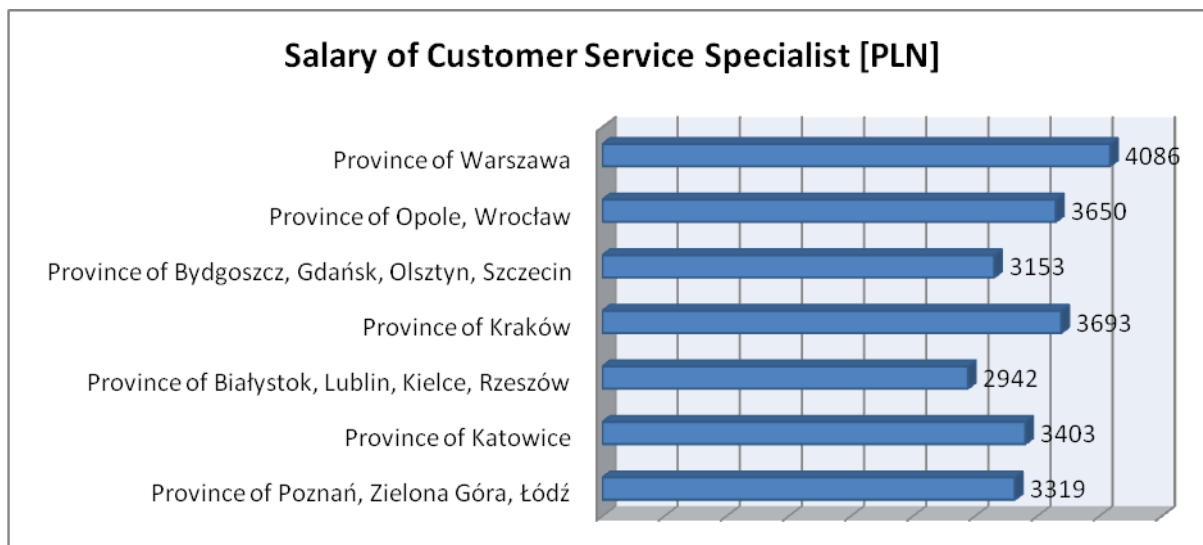
Looking at the table below one can notice that despite the boom, the wages of professionals in different regions of the country did not grow with the same dynamics. The fastest growth was reported in two Polish regions, where the average of increase exceeded 5%, i.e. Province of Krakow - 5.75%, and Opole and Wrocław - 5.32%. The lowest increase was proposed to specialists in Province of Poznań, Zielona Góra and Łódź - a rise of 3.85%

Pay Raises for Specialists by Provinces (%)

	Pay rises offered in 2010	Pay rises planned for 2011
Province of Warsaw	4.56	3.96
Province of Opole, Province of Wrocław	5.32	3.64
Province of Bydgoszcz, Province of Olsztyn, Province of Szczecin	4.09	2.75
Province of Kraków	5.75	3.17
Province of Białystok, Province of Lublin, Province of Kielce, Province of Rzeszów	4.99	3.94
Province of Katowice	4.36	4.07
Province of Poznań, Province of Zielona Góra, Province of Łódź	3.85	3.22

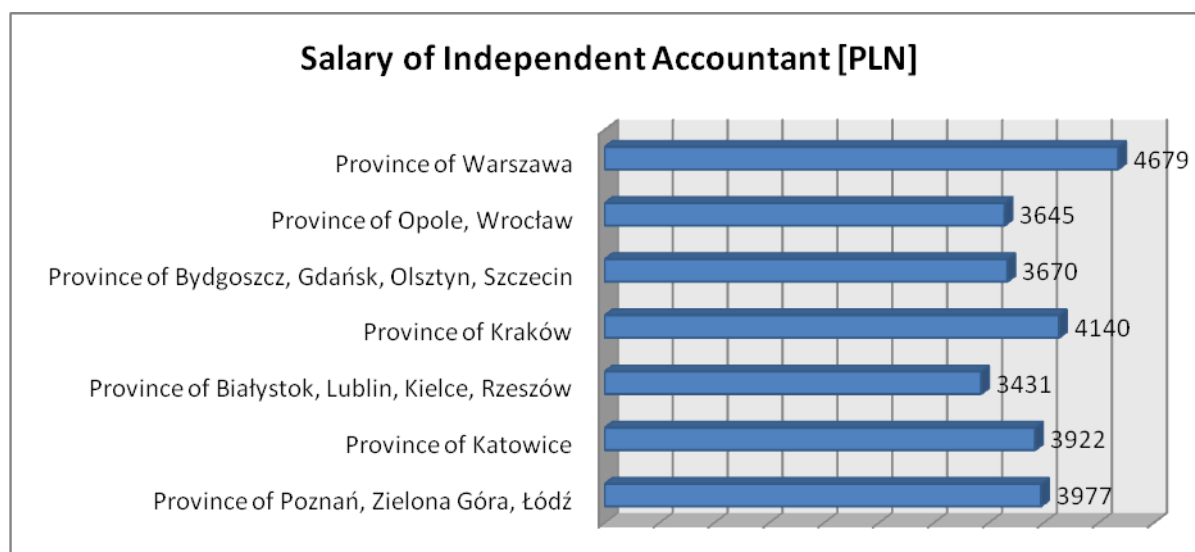
Source: data provided by companies – **RaportPlacowy.pl**

The highest salaries are offered to Customer Service Specialist working in the Province of Warsaw – 4.086 PLN. In other provinces the average total salary is ranking from 3.100 PLN to 3.700 PLN. However, in the Province of Białystok, Lublin, Kielce, Rzeszów they earn less than 3.000 PLN.



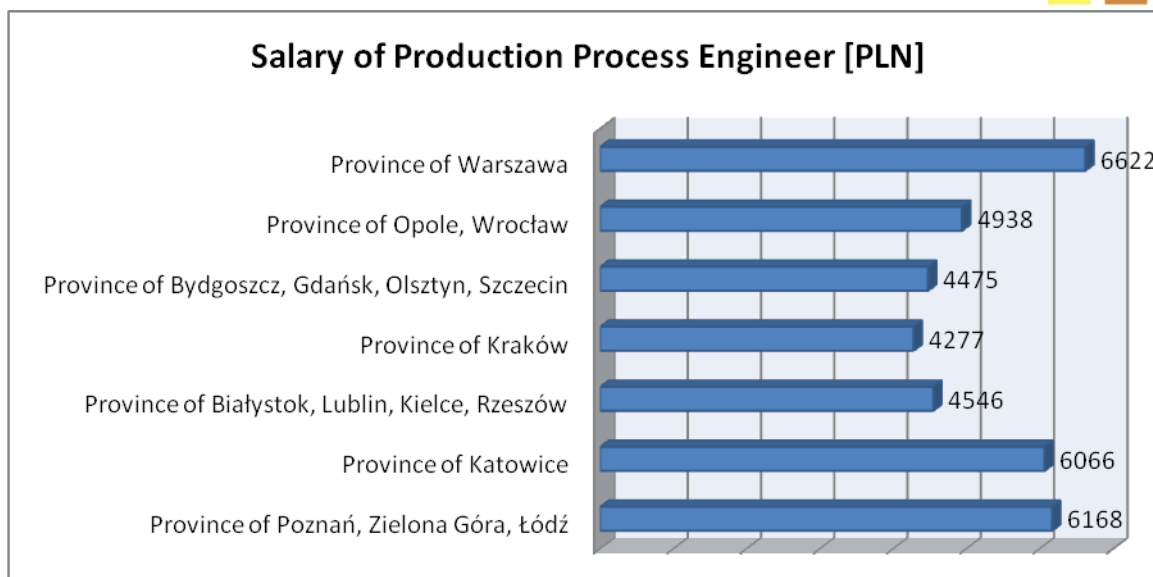
Source: data provided by companies – **RaportPlacowy.pl**

The earnings of Independent Accountant vary across the country. In the Province of Warsaw, the average salary is 4.679 PLN and in the Province of Krakow average salary is 4.140 PLN. However, both figures are much higher than in other provinces where the average total salary is below 4.000 PLN.



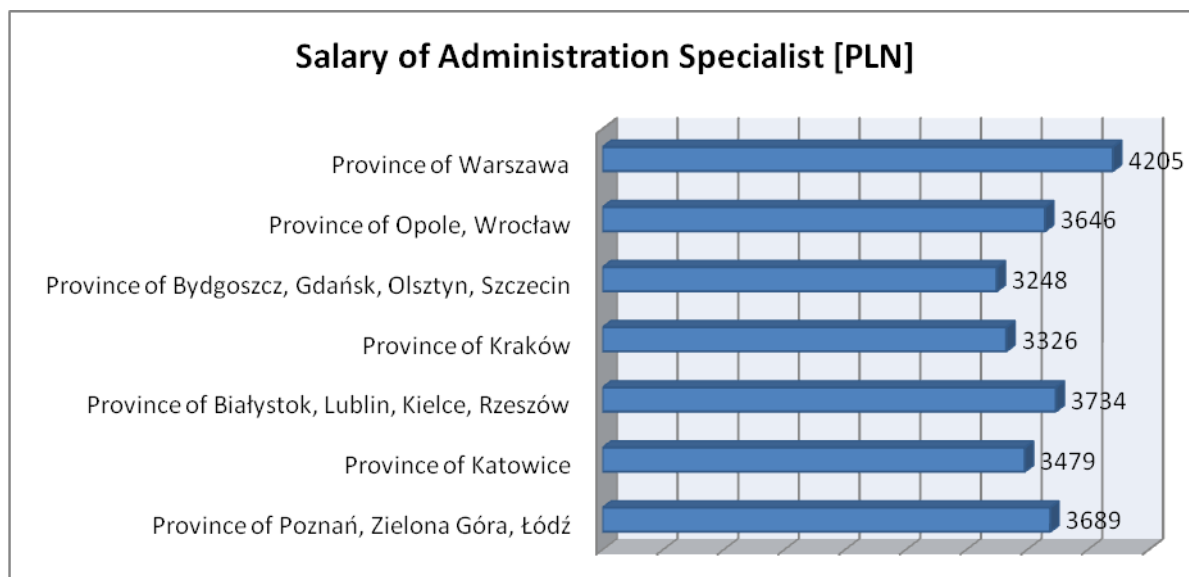
Source: data provided by companies – **RaportPlacowy.pl**

Similarly, the salary of Production Process Engineer varies substantially depending on the region. The highest salaries above 6.000 PLN are paid to Specialists in the Province of Warsaw, Poznan, Zielona Góra, Łódz and Katowice. In other regions of Poland, the remuneration is less than 5.000 PLN.



Source: data provided by companies – **RaportPlacowy.pl**

The Administration Specialists earn similar salaries in the majority of regions. The highest salaries are offered to Specialists working in the Province of Warsaw – 4.205 PLN. However, the salary generally oscillates at around – 3.500 PLN.



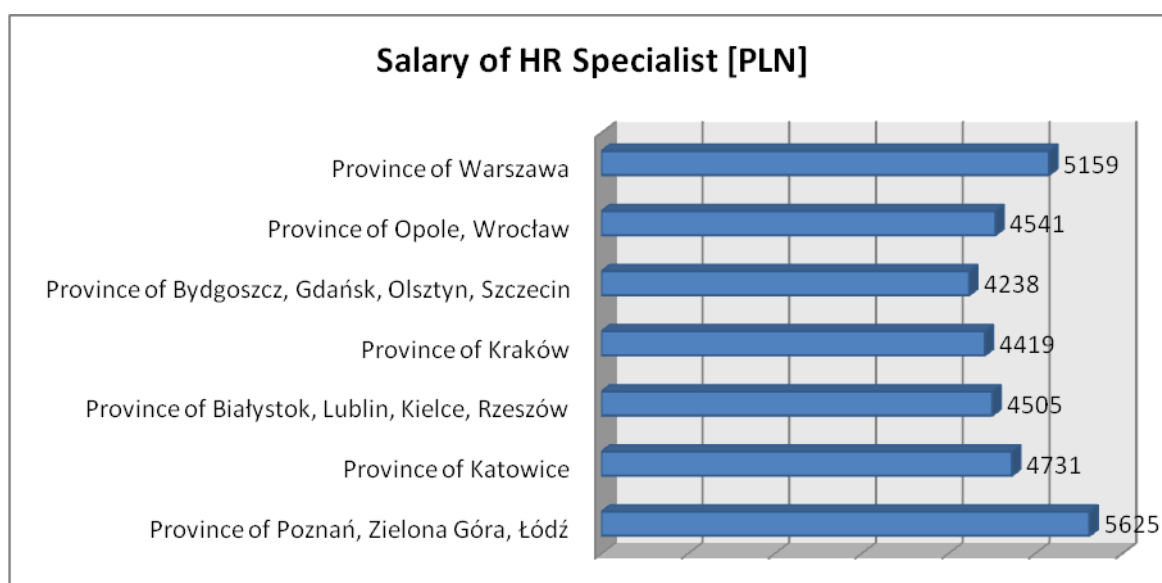
Source: data provided by companies – **RaportPlacowy.pl**

The earnings of Logistics Specialist vary across the regions. In the Province of Poznań, Zielona Góra, Łódź, the average salary is 5.759 PLN. In two regions of our country's remuneration of Logistic Specialist is around – 4.000 PLN. However, in other provinces is ranking from 4.200 to 4.800 PLN.



Source: data provided by companies – **RaportPlacowy.pl**

The highest salary are offered to HR Specialists working in the Province of Poznań, Zielona Góra, Łódź and in the Province of Warsaw where the salary is higher than 5000 PLN. In other regions the average total salary is ranking from 4.200 PLN to 4.800 PLN.



Source: data provided by companies – **RaportPlacowy.pl**

Salaries by Sectors

Let's see how wage increases are shaping up for professionals in regard to the division into sectors. Well, in 2010 the services had the highest wage increases - an average order of 5.05%. At the same time employers in this sector predict the lowest wage increases for their employees in 2011 - an average of 3.51%. The situation in the sales sector is converse. Average of realized increases in 2010 was 3.94%, and therefore proved to be the lowest among all sectors. However, plans for 2011 seem to be more promising. According to data, specialists can expect an average pay rise of 3.81%.

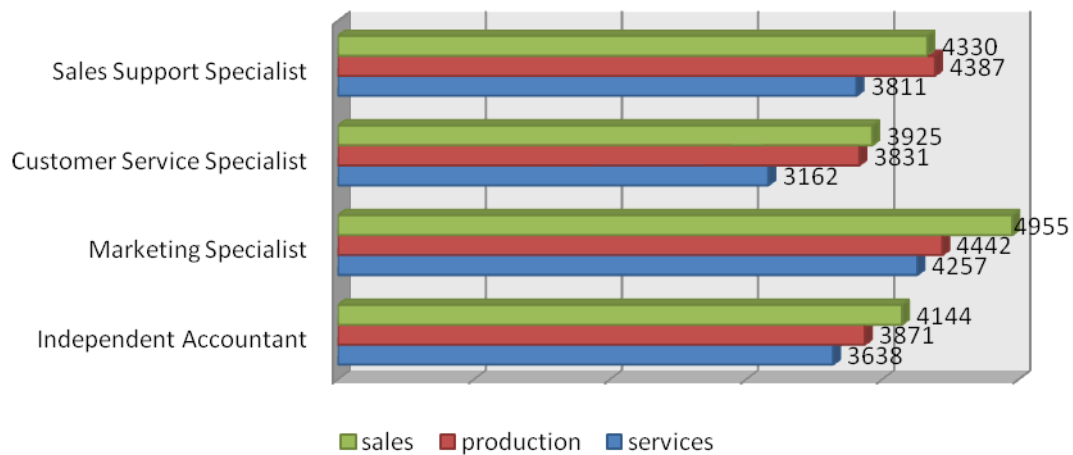
Pay Rises for Specialists by Sectors (%)

Sector	Pay rises offered in 2009	Pay rises planned for 2010
Sales	3.94	3.81
Production	4.58	3.56
Services	5.05	3.51

Source: data provided by companies – **RaportPlacowy.pl**

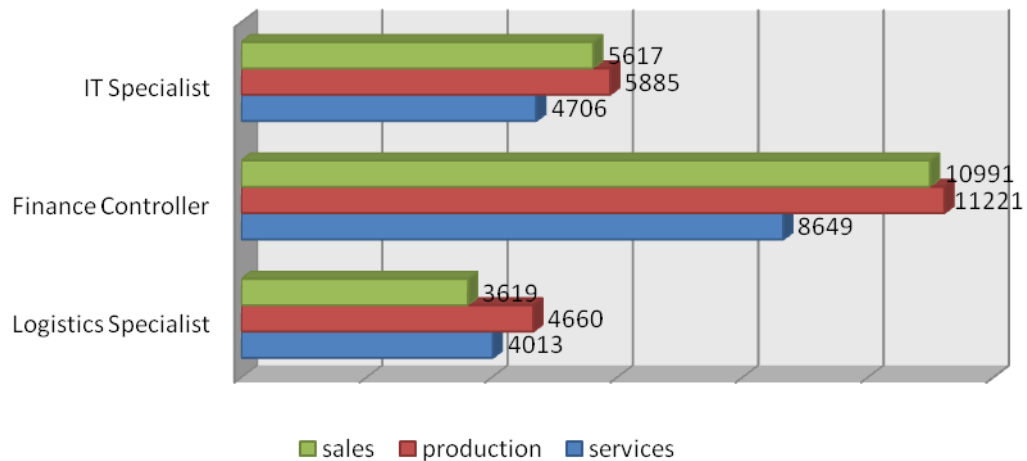
Regarding the sector breakdown, there is a wide variation in pay, particularly in the service sector. Despite the large wage increases last year, in terms of wages they clearly stand out against the other sectors. The biggest differences can be seen for the post of Finance Controller, where the difference between the remuneration in service and trade or production company goes reaches 2000 PLN. An exception can be seen only for a specialist working in Logistics Specialist, who receives a salary higher than in sales companies – by about 400 PLN. In other sectors, differences in wages are not so visible, and differences may be due to different responsibilities related to the job.

Salaries of Specialist by sectors [PLN]



Source: data provided by companies – **RaportPlacowy.pl**

Salaries of Specialist by sectors [PLN]



Source: data provided by companies – **RaportPlacowy.pl**

Remuneration at Polish and Foreign Companies

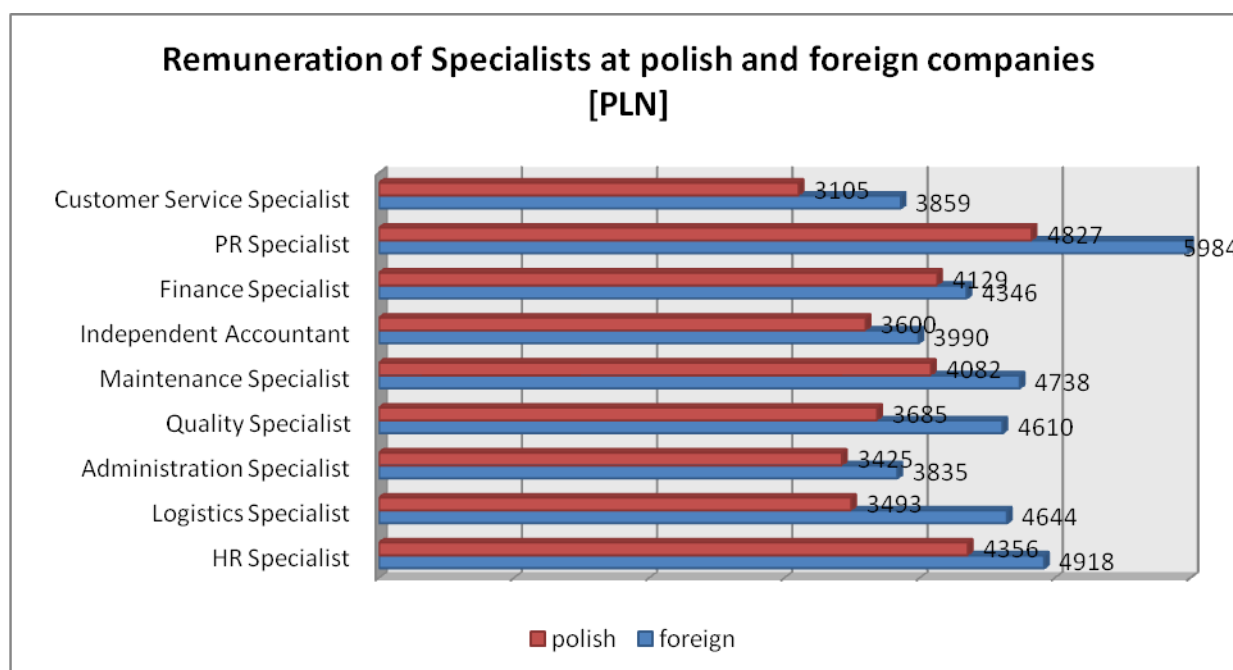
Another breakdown in pay refers to companies with Polish and foreign capital. Wages in foreign companies are usually much greater than the remuneration offered by Polish ones. Although for several years, Polish entrepreneurs on the average grant higher increases than foreign ones, the wage difference is still noticeable. In 2010 the Polish companies offered their employees an increase of 5.22%, while foreign ones - 4.47%. Looking at the projected increases for 2011 one can see that both companies with Polish and foreign capital would be at a similar level, and the difference is only 0,7% in favor of Polish companies.

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

	Pay rises offered in 2010	Pay rises planned 2011
Polish companies	5.22	3.63
Foreign companies	4.47	3.56

Source: data provided by companies – **RaportPlacowy.pl**

The table below confirms that foreign companies pay their employees more than domestic ones. Looking at the data it is easy to notice that for some positions difference in the pay is low and reaches 200 PLN as in the case of Finance Specialist or 400 PLN in the case of an Independent Accountant. But there are positions where the difference in pay is much higher and exceeds even 1000 PLN. Such large differences occur in the case of Logistics Specialist and PR Specialist.



Source: data provided by companies – **RaportPlacowy.pl**

Remuneration at Companies with Varied Staffing Levels

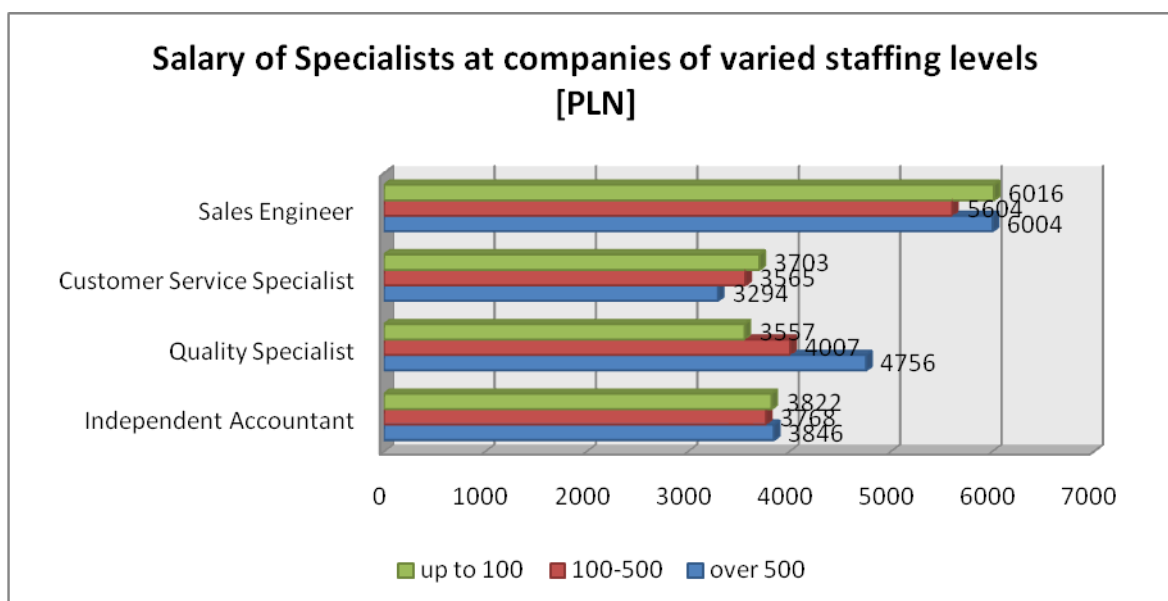
Comparing the company in terms of size for years the continuing trend has been noticeable – larger companies, employing over 500 people, pay their specialists more than smaller ones. The distribution of the data for increases in 2010 for the largest of companies is very similar. Slight differences appear in the plans referring to increase in 2011. The lowest wage rises are planned in the companies that employ up to 100 people - about 3, 20%, while the highest are for medium enterprises, employing between 100 to 500 people - about 3.79%

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

Headcount	Pay rises offered in 2010	Pay rises planned for 2011
Up to 100	4.62	3.20
100 - 500	4.63	3.79
Over 500	4.65	3.56

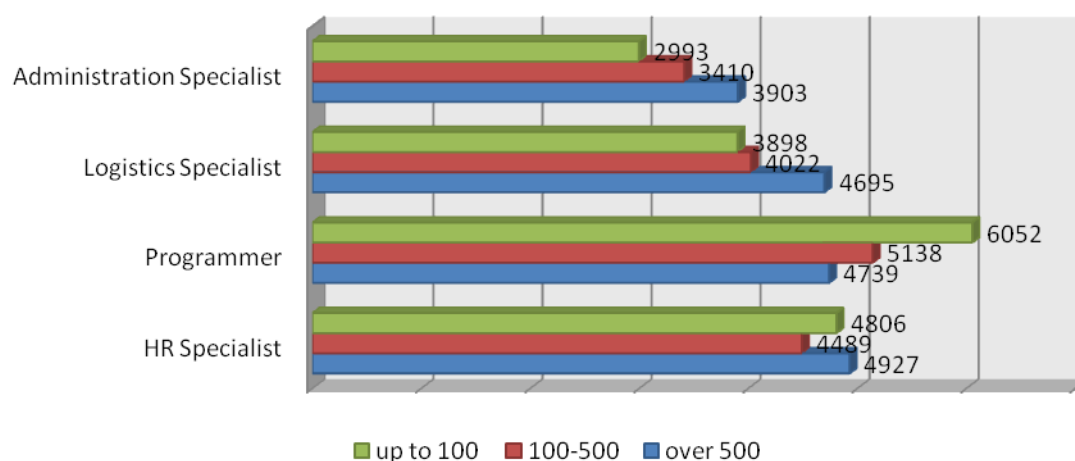
Source: data provided by companies – **RaportPlacowy.pl**

Despite the continuing trend in the labor market - larger pays better, there are positions where higher wages are paid to professionals working in small businesses. This is what happens in case of a Programmer, Independent Accountant, or Customer Service Specialist.



Source: data provided by companies – **RaportPlacowy.pl**

Salary of Specialists at companies of varied staffing levels [PLN]

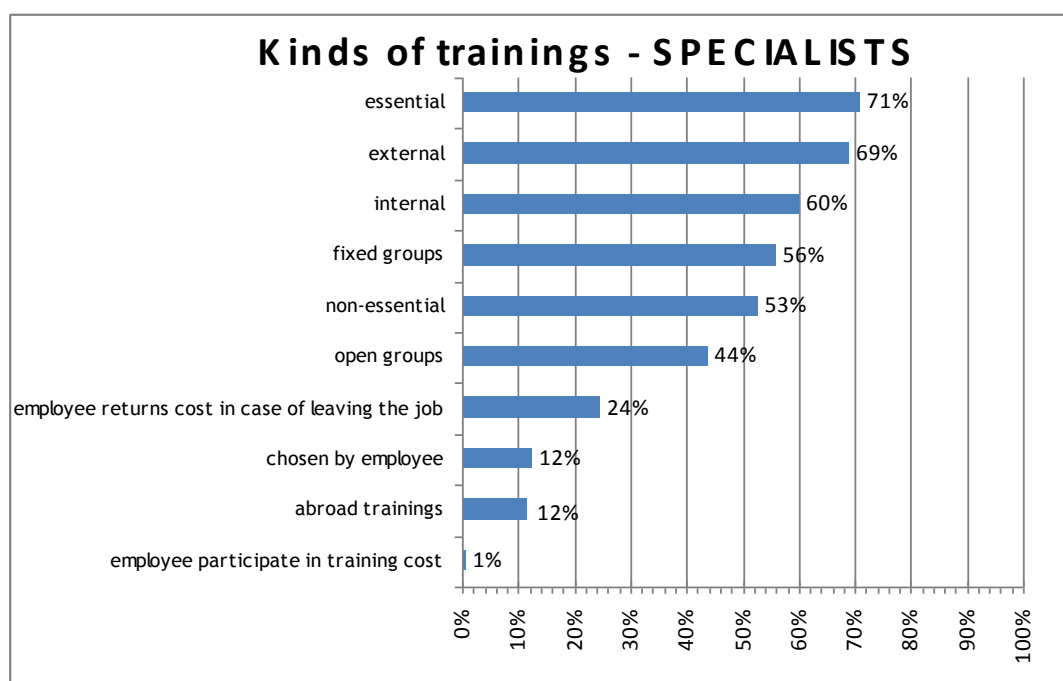


Source: data provided by companies – **RaportPlacowy.pl**

Benefits

The employees working on Specialists positions may benefit from a wide range of training courses offered by their company. 71% of Specialists have the opportunity to participate in essential training courses training. More than half of the Specialists could take non-essential training courses. 69% of courses are conducted by outside companies, and 60% is held at the company's location.

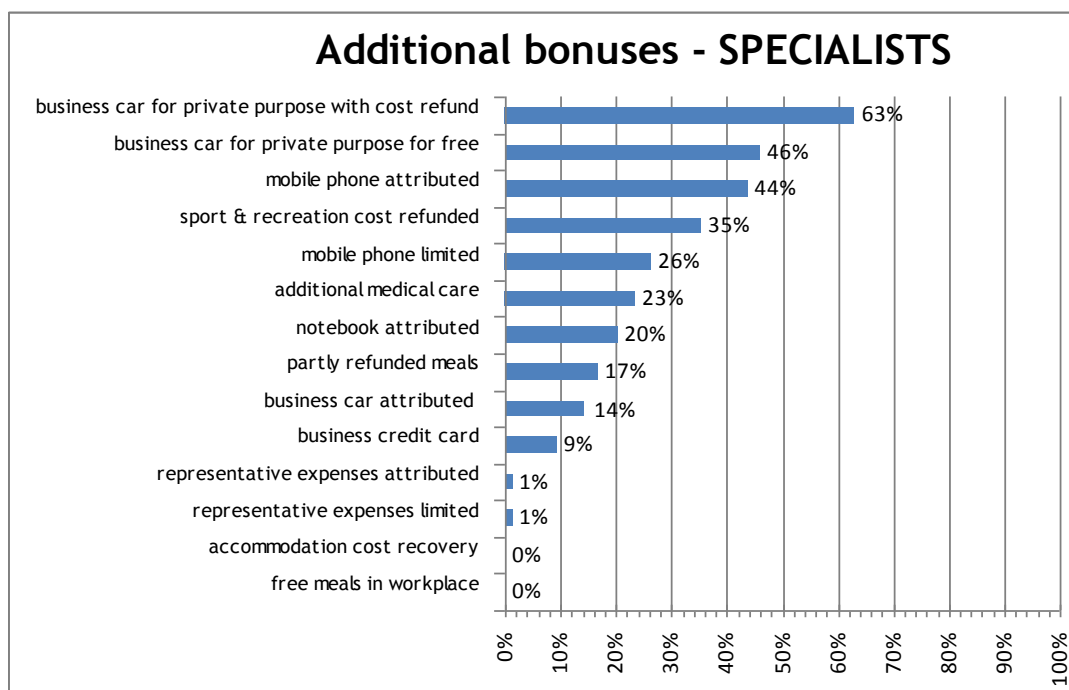
Types of Training Offered to Specialists



Source: data provided by companies – **RaportPlacowy.pl**

The most popular additional bonuses that companies offered Specialists is a business car 63%, mobile phone 44% and notebook 20%. 33% of them were given refunded leisure and sporting activities 33%, and medical cover 23%. Less than 10% of Specialists have the opportunity to participate in business credit card.

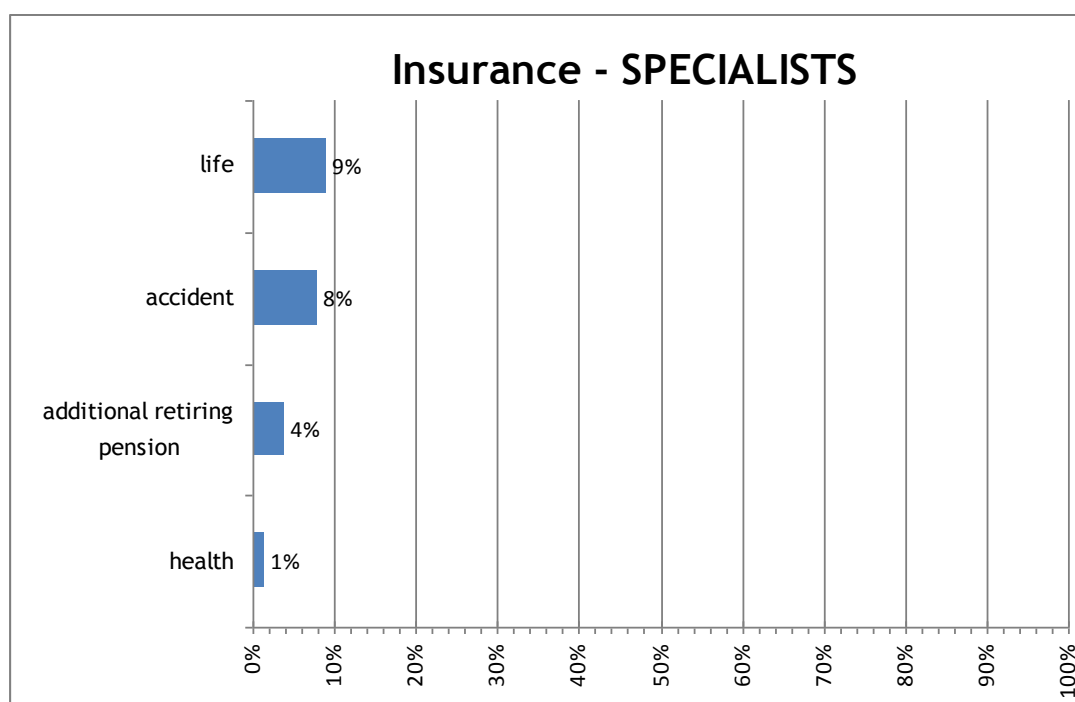
Additional Benefits Offered to Specialists



Source: data provided by companies – **RaportPlacowy.pl**

Some Specialists are entitled to additional life (9%) and accident (8%) insurance. Only 4% of specialist are offered additional retiring pension.

Additional Insurance Offered to Specialists



Source: data provided by companies – **RaportPlacowy.pl**