

# **Remuneration and Benefits Offered to Specialists**

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## Remuneration and Pay Rises by Provinces

Year 2011 in terms of pay rises has been extremely gracious for specialists, since it is the group of workers who received the highest increases. In 2011, the average pay rises for specialists were at the level of 4.74% and therefore slightly better than last year, when the average increase amounted to 4.63%. Planned pay rises for specialists in 2012 amount to 3.76%.

### Average Pay Rise for Specialists (%)

Pay rises offered in 2011	Pay rises planned for 2012
4,74	3,76

Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

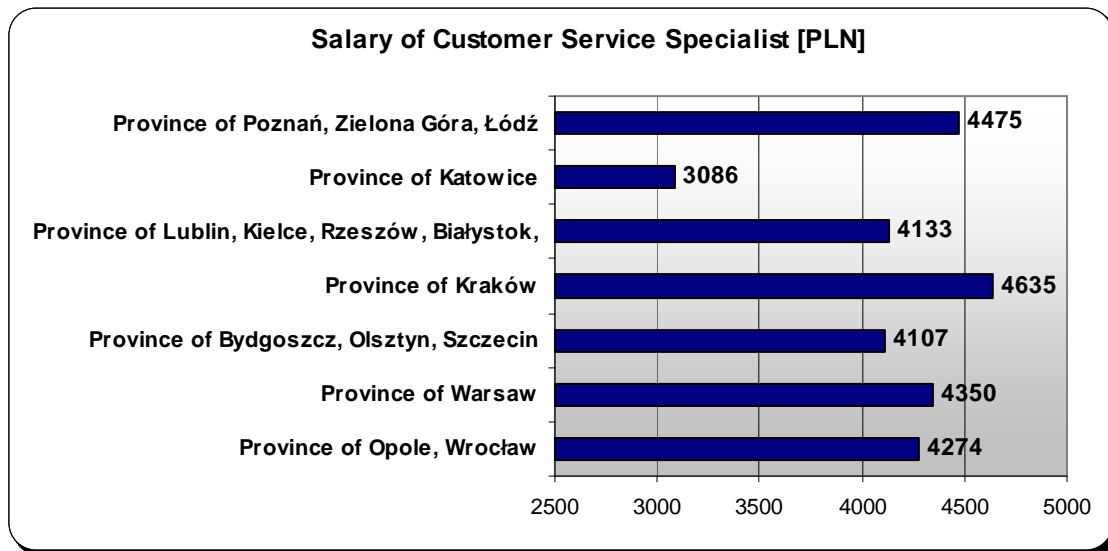
Specialists from the Lublin, Kielce, Rzeszów, Białystok regions in 2011 can expect the largest increase in wages, an average of 5.2%. Like last year, the lowest increases of the order of 3.9% occur in the regions of Poznań, Zielona Góra, Łódź. Thus, it is the only region of the country where the average increases did not exceed 4%. Pay rises plans for 2012 assume the greatest wage growth in companies from Poznań, Zielona Góra, Łódź regions of 4%, and lowest in the regions of Opole and Wrocław - 3.6%.

### Pay Rises for Specialists by Provinces (%)

	Pay rises offered in 2011	Pay rises planned for 2012
Province of Warszawa	4.8	3.7
Province of Opole, Wrocław	4.5	3.6
Province of Bydgoszcz, Olsztyn, Szczecin	4.8	3.1
Province of Kraków	4.9	3.8
Province of Lublin, Kielce, Rzeszów, Białystok	5.2	4.3
Province of Katowice	4.9	3.8
Province of Poznań, Zielona Góra, Łódź	3.9	4.0

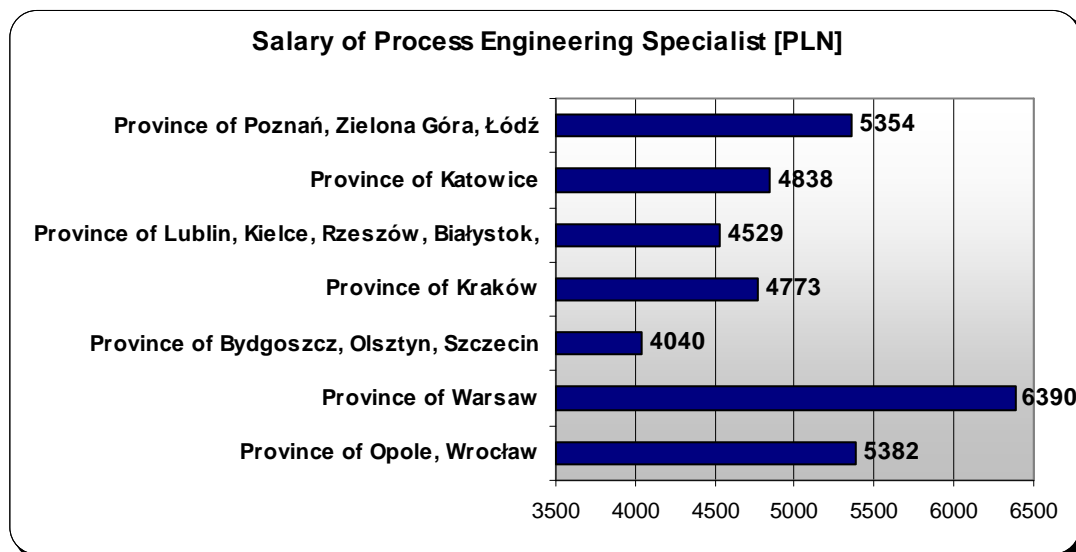
Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

Remuneration of Customer Services Specialist in almost every region of Poland is very close to each other and vary from 4.133 PLN in a Province of Lublin, Kielce, Rzeszów, Białystok and 4.635 PLN in Krakow. Only in the Katowice province average wage is just over 3.000 PLN.



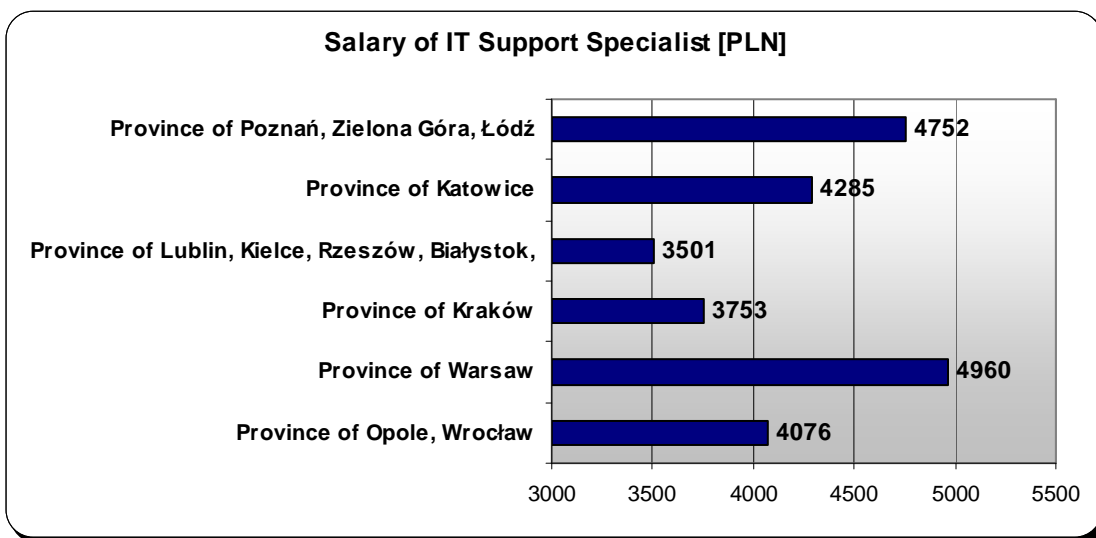
Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

A Process Engineering Specialist can expect the highest wages in Warsaw - 6.390 PLN. In two Polish regions, specialists are offered a salary of over 5.300 PLN - Province of Opole, Wrocław and Poznań, Zielona Góra, Łódź. In other regions of Poland wage for this position ranges from 4.000 PLN to 4.800 PLN.



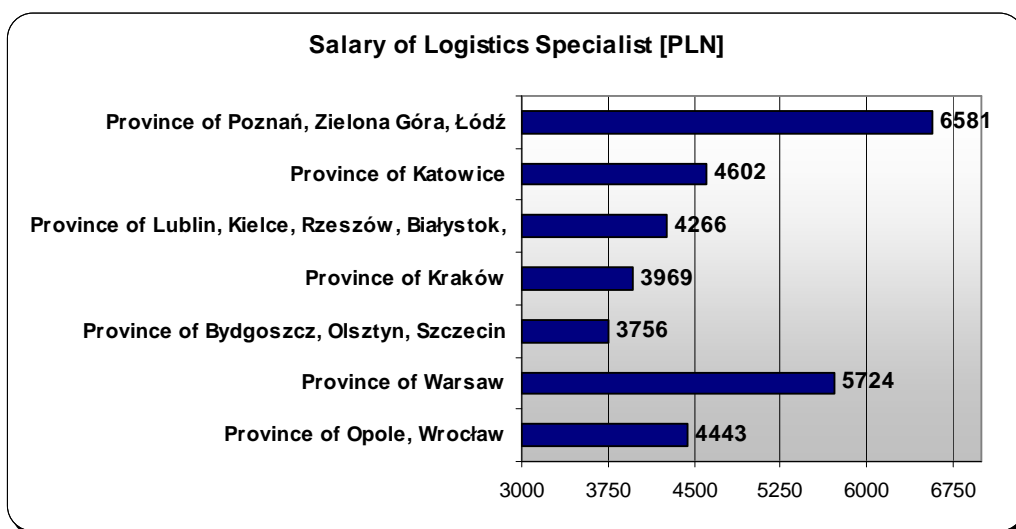
Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

IT Support Specialist's salary is quite diverse and in most regions the average salary exceeds 4.000 PLN. The exceptions are two Polish regions, where the average salary fluctuates between 3.500 to 3.800 PLN which pertains to Province of Kraków and Province of Lublin, Kielce, Rzeszów, Białystok.



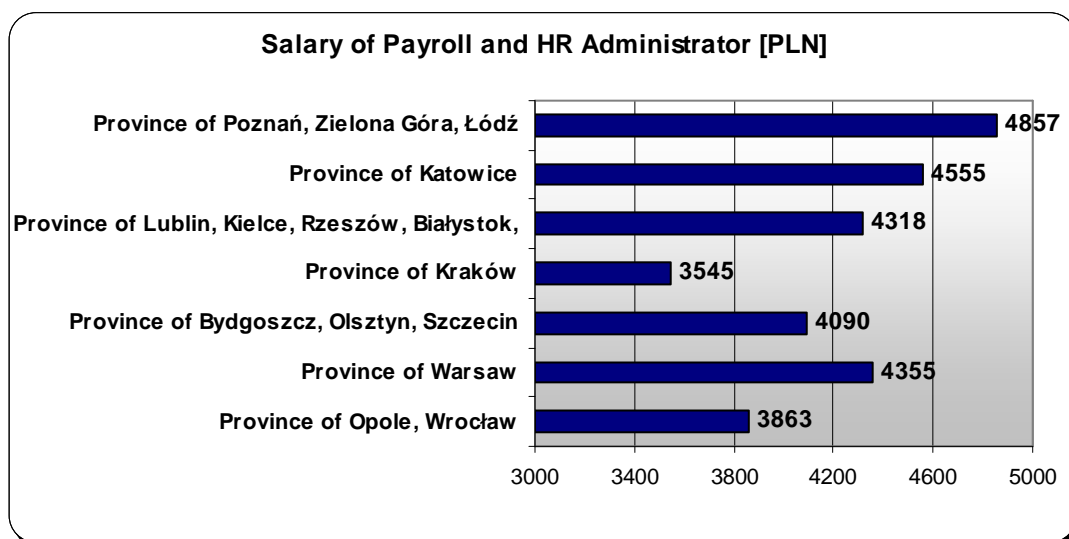
Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

As a logistics specialist one can see big differences in wages between regions. The highest salaries are offered to Logistics Specialist working in the Province of Warszawa – 5.724 PLN and Provinces of Poznań, Zielona Góra, Łódź – 6.581 PLN. In the others regions the averages total salary is ranking from 4.200 PLN to 4.600 PLN. However, in the Province of Bydgoszcz, Olsztyn, Szczecin and Province of Kraków they earn less than 4.000 PLN.



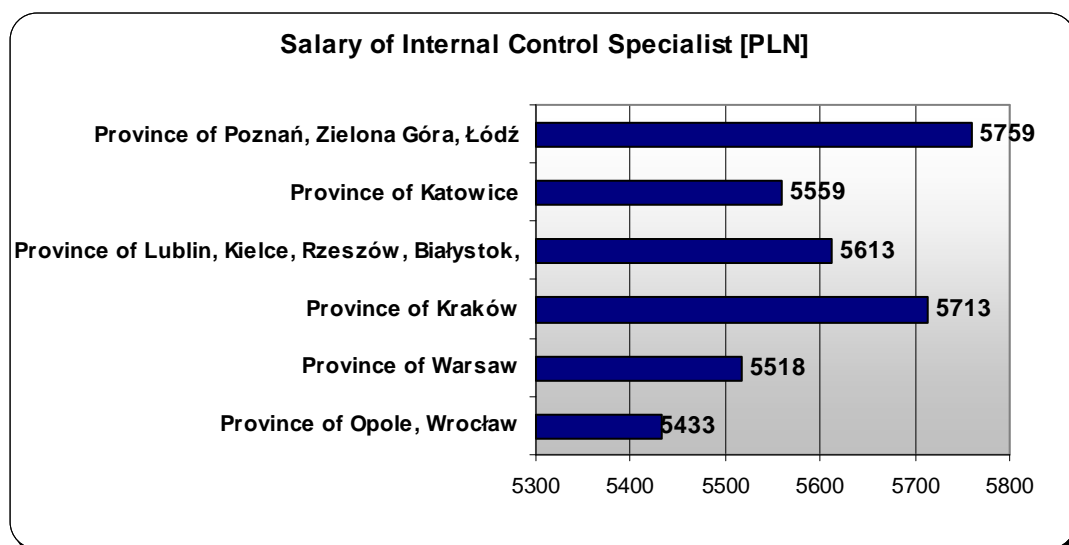
Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

The average wage of Payroll and HR Administrator in the division into provinces is quite similar to each other and in almost every region reaches more than 4.000 PLN. The exception is the region of Katowice and Kraków, where wages for this position are less than 3.900 PLN. The best paid are specialists in the Poznań, Zielona Góra, Łódź - more than 4.800 PLN.



Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

The Internal Control Specialist earn similar salaries in the majority of regions. The difference in salaries is just 300 PLN. The wages are ranking from 5.433 PLN in a region of Opole, Wrocław to 5.759 PLN in a region of Poznań, Zielona Góra, Łódź.



Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

## Salaries by Sectors

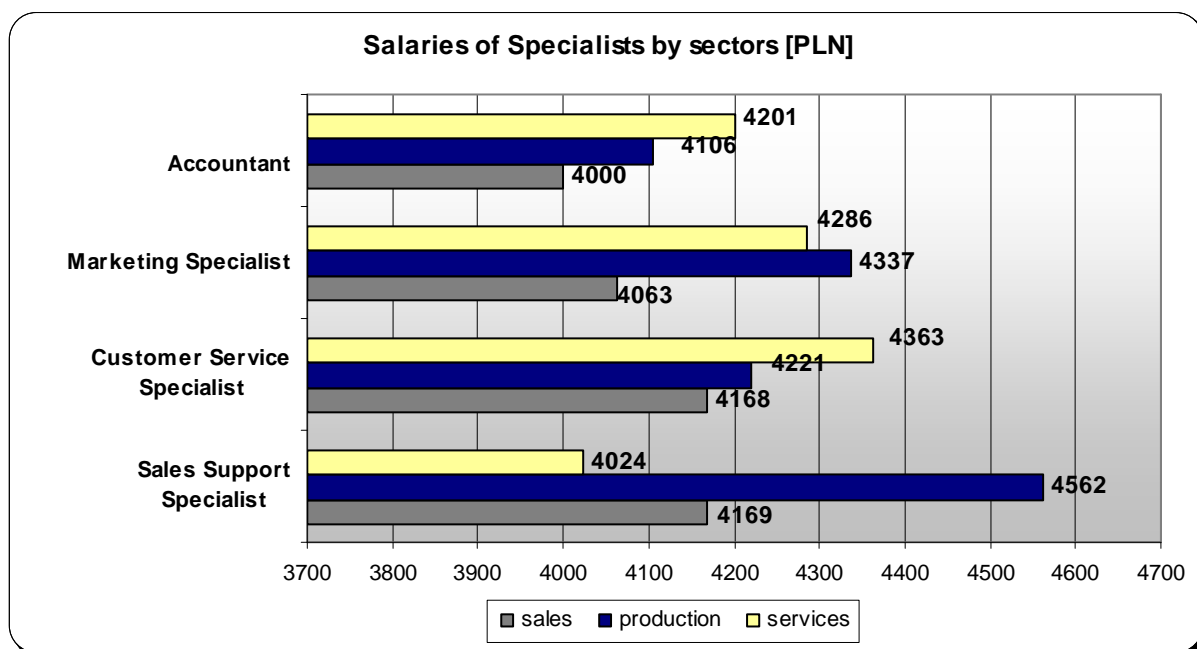
Similarly to the previous year, the highest increases were recorded in the services sector, this time of 5.1%. As for pay rises planned for 2012 also specialists employed in the services can count on the highest wage increases – 4% is expected. The lowest percentage increase in wages was recorded in the sales sector – 4.1% and also here the lowest wage growth – 3.4% is expected.

Pay Rises for Specialists by Sectors (%)

Sector	Pay rises offered in 2011	Pay rises planned for 2012
Sales	4.1	3.4
Production	4.5	3.9
Services	5.1	4.0

Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

Despite the differences in salary increases, wages between the sectors are similar. This can be seen on the example of an Accountant, a Specialist in Customer Service or Marketing Specialist, where differences in wages are around 200 PLN. Slightly greater differences, more than 500 PLN, can be seen for people working as a Sales Support Specialist.



Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

## Remuneration at Polish and Foreign Companies

Another classification in pay refers to companies with Polish and foreign capital. Employees working in foreign companies usually can expect higher salaries than their colleagues on the same position in domestic companies. What looks interesting is information on the increases realized in 2011. As illustrated, the companies offered to employees in 2011, an increase of 4.7% both those with Polish, and foreign capital (where the planned increases by foreign companies in 2011 amounted to 4.4% and among the Polish ones it exceed 5.22%). Next year, initial pay-rise plans fluctuate around 3.4% in Polish companies and 3.9% in foreign companies.

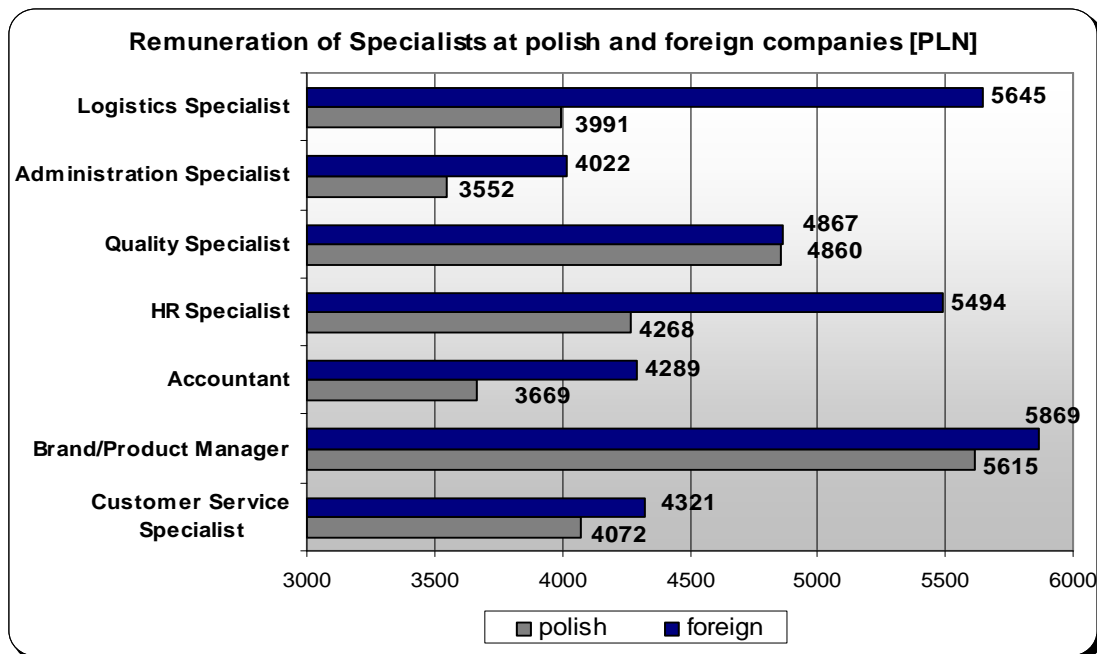
### Pay Rises for Specialists at Polish and Foreign Companies (%)

	Pay rises offered in 2011	Pay rises planned for 2012
Polish companies	4.7	3.4
Foreign companies	4.7	3.9

Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

Comparing to each other wages of specialists in the division of foreign capital and Polish big differences are present in wages and almost every time, you can expect better wages from employers of foreign

capital. The biggest differences of the order exceeding more than 1.000 PLN are seen in a Logistics Specialist and HR Specialist. Somewhat smaller differences, within 200-400 PLN, occur for a Brand/Product Manager and Accounting.



Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

## Remuneration at Companies with Varied Staffing Levels

In 2011, the highest rises were granted to employees in large companies employing over 500 employees – 5.4%. Next in succession are medium companies, which employ from 100 to 500 people and small employment up to 100 workers. The latter granted the average increase for its employees in an order of 4.4%. Planned increases in 2012 are very similar and range from 3.7 – 4%.

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

Headcount	Pay rises offered in 2011	Pay rises planned for 2012
Up to 100	4.4	3.7
100 – 500	4.7	3.7
Over 500	5.4	4.0

Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**



The data presented in the table confirms that large firms pay more to their employees than smaller ones. It is perfectly visible with an example of Quality Specialist, where the difference in wages between large and small firms are more than 1.000 PLN. Similarly, a large difference in wages occurs for a Logistics Specialist. At other positions the differences in pay are much smaller, as seen with the specialist in the Customer Service Specialist or Accountant.



Source: data provided by companies – **RaportPlacowy.pl Advisory Group TEST Human Resources**

## Benefits

External training packages turn out to be the most popular form of granting non-wage allowances, because as much as 70% of companies offer it to their specialists. Employers are offering an opportunity to deepen their employees' knowledge through subsidies to education (42%) such as language courses, training, MBM, studies, etc.

However, employers also offer skilled employees vouchers and subsidies for sports activities 46%. Additional health benefits are chosen by 43% of employers. Mobile phone and a laptop are the most common tool for working professionals offered by their employers. Business credit card can be expected only 3% of specialists.

All data are desend from **The Salary Survey** (Raport Płacowy) - research of remuneration market conducted by **Advisory Group TEST Human Resources**. The Salary Survey, which is created in cooperation with our Participants since the end of the nineties, is an indispensable tool to initiate the responsible Human Resources Policy. It allows to compare own business with other companies operating on the market and to plan the optimal wage budget.

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