

Remuneration offered to Specialists

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Remuneration and Pay Rises by Provinces

The press constantly provides worrying news on the volatility in the euro area countries and the next wave of impending crisis, although not the best prospects for 2012 entrepreneurs coldly look to incoming information and calmly pursue their wage policy. You can see it on the basis of the planned pay-rises 2012 year. In next year, average wages are planned to increase by 4%, the increase will be slightly higher than in 2011, when the average growth was 3.72%.

Average Pay Rise for Specialists (%)

Pay rises offered in 2011	Pay rises planned for 2012
3.72	4.0

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

In the region of Warszawa, Wrocław and Opole in year 2011 specialists could count on the highest average wage increases of 4.55 - 4.56%. In these regions the largest increases for the coming year are also planned.

In the region of Bydgoszcz, Olsztyn, Szczecin the lowest increase were awarded - 2.86%. Meanwhile, in other regions the average wage increase was over 3%. The pay-rise plans for 2012 show the most careful are companies in the region of Lublin, Kielce, Rzeszów, Białystok (3.70%) and the Bydgoszcz, Olsztyn, Szczecin (3.95%).

Pay Rises for Specialists by Provinces (%)

	Pay rises offered in 2011	Pay rises planned for 2012
Province of Warszawa	4.55	4.56
Province of Opole, Wrocław	4.56	4.34
Province of Bydgoszcz, Olsztyn, Szczecin	2.86	3.95
Province of Kraków	3.94	4.25
Province of Lublin, Kielce, Rzeszów, Białystok	3.33	3.70
Province of Katowice	3.39	3.61
Province of Poznań, Zielona Góra, Łódź	3.59	4.22

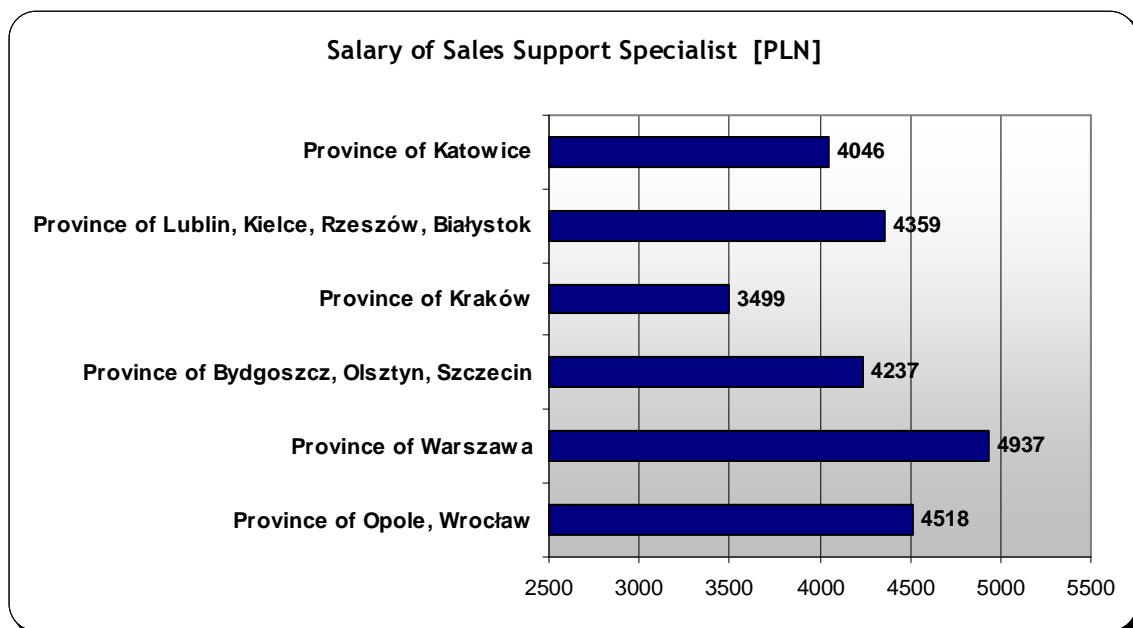
Source: data provided by companies – **RaportPlacowy.pl**

Average salaries for Marketing Specialist are diverse and range from 3365 PLN in the region of Bydgoszcz, Olsztyn, Szczecin up to 5115 PLN in Warszawa. In the remaining provinces the average salary exceeds 4000 PLN.



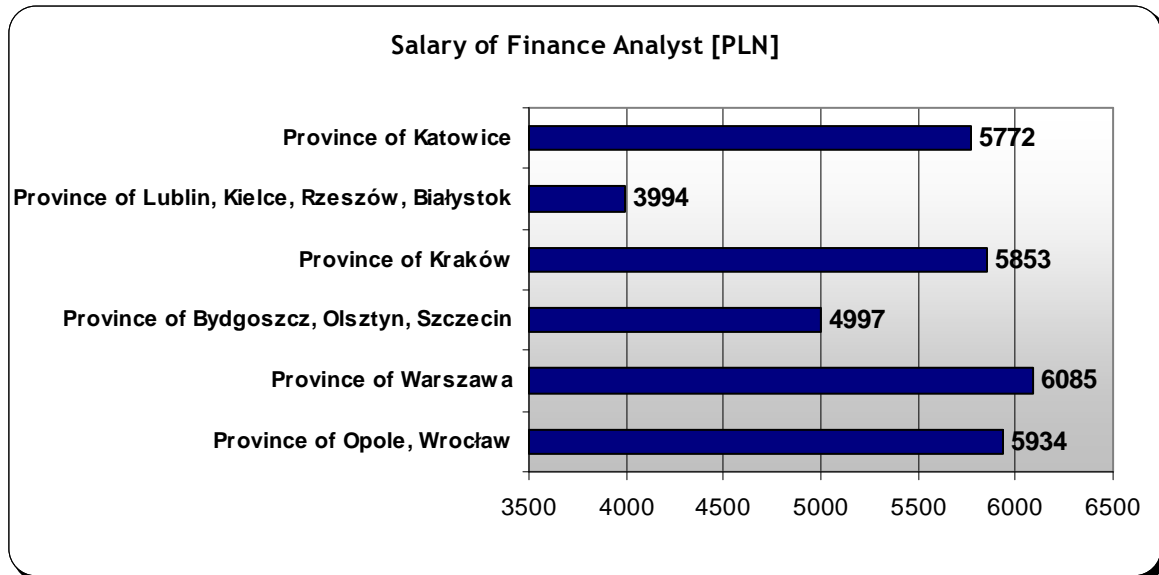
Source: data provided by companies – **RaportPlacowy.pl**

As a Sales Support Specialist the highest wages are offered in the province of Warszawa, where a specialist will receive an average salary of nearly 5000 PLN. In other regions the wage fluctuates within 4000-4500 PLN. The exception is the Kraków province with an average pay 3500 PLN.



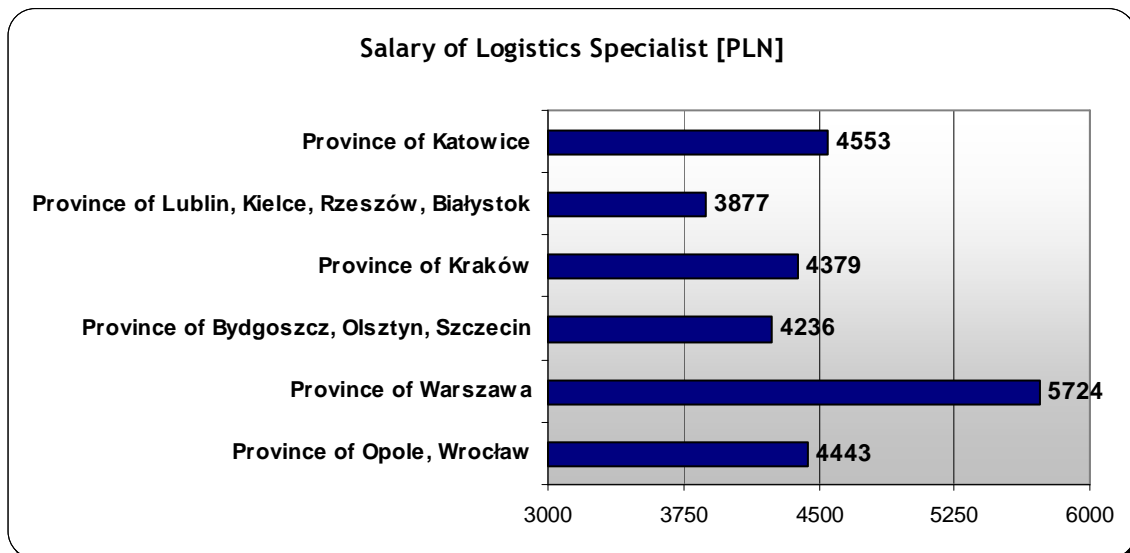
Source: data provided by companies – **RaportPlacowy.pl**

Wages of a Financial Analyst, depending on the region are differentiated. The lowest wages are offered by firms their employees of Lublin, Kielce, Rzeszów, Białystok region - 3994 PLN. In other regions the salary is around 5000 PLN, and in the region of Warszawa average salary is over 6000 PLN.



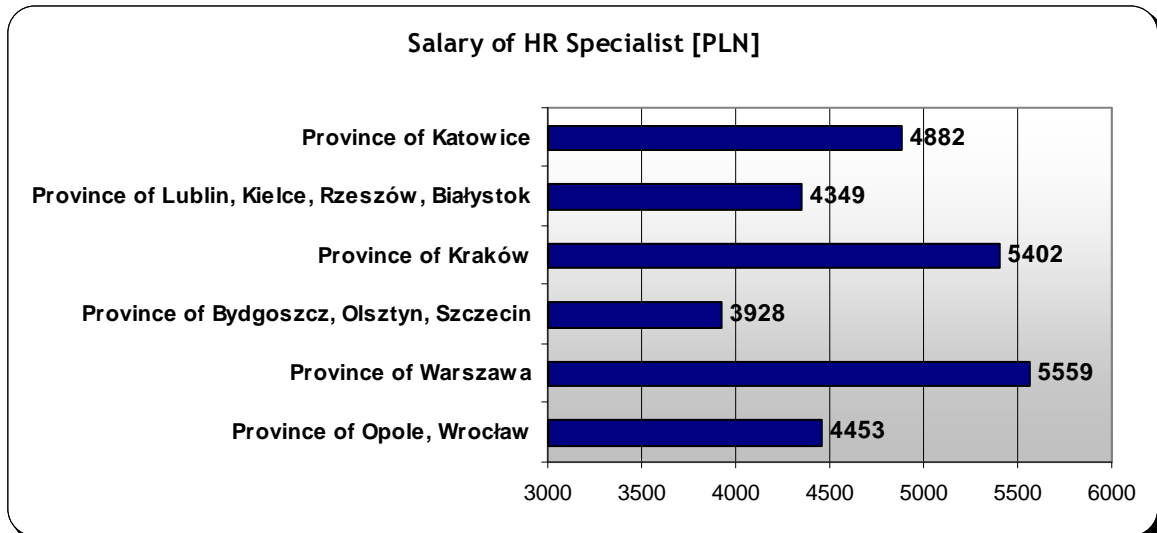
Source: data provided by companies – **RaportPlacowy.pl**

Experts in logistics can expect the best salary in Warszawa, wages in other regions are close to each other with an average salary of about 4300 PLN. In the region of Lublin, Kielce, Rzeszów, Białystok average wage is the least, only 3877 PLN.



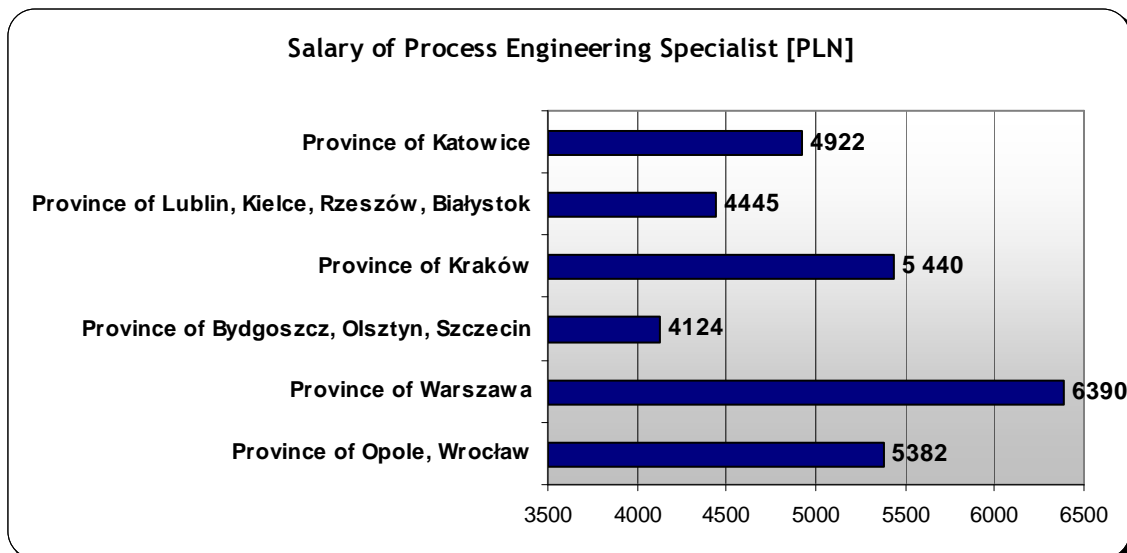
Source: data provided by companies – **RaportPlacowy.pl**

In two Polish regions, in the province of Warszawa and Kraków, the average wage for HR Specialist is more than 5000 PLN. In other regions the average wage exceeds 4300 PLN. The lowest salary is offered by companies in Bydgoszcz, Olsztyn, Szczecin - less than 4000 PLN.



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

Salary for the Process Engineering is very diverse depending on the region. The difference in pay is more than 2000 PLN, and ranges from 4124 PLN in the province of Bydgoszcz, Olsztyn, Szczecin, up to 6390 PLN in the region of Warszawa.



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

As we may see on these graphs Mazovia is the best paid region in Poland. It is not surprising that for this very reason many experts have moved to the capital in search of better employment and hence a better salary.

Salaries by Sectors

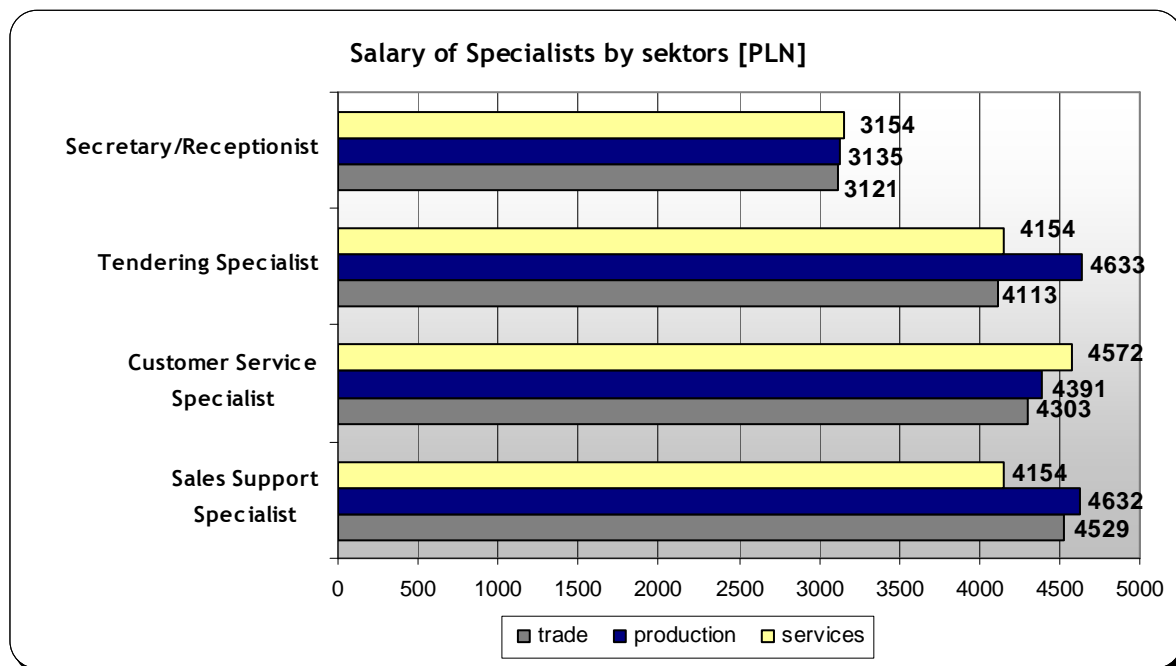
The highest pay-rises were decided in 2011 by companies from the manufacturing sector, wages in these companies rose by an average of 3.70%. The lowest increases were offered specialist by trading firms, an average of 3.59%, and the preliminary pay-rise declaration for 2012 are the lowest of all sectors - 3.5%. In the next year a skilled person in the manufacturing sector can expect the largest increase in salary.

Pay Rises for Specialists by Sectors (%)

Sektor	Pay rises offered in 2011	Pay rises planned for 2012
Trade	3.59	3.50
Production	3.70	3.79
Services	3.69	4.43

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

Despite the differences in increases, salaries between sectors are similar. Customer Service Specialist, or the Secretary/Receptionist can count on a very similar remuneration irrespective of the sector they work in.



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

Remuneration at Polish and Foreign Companies

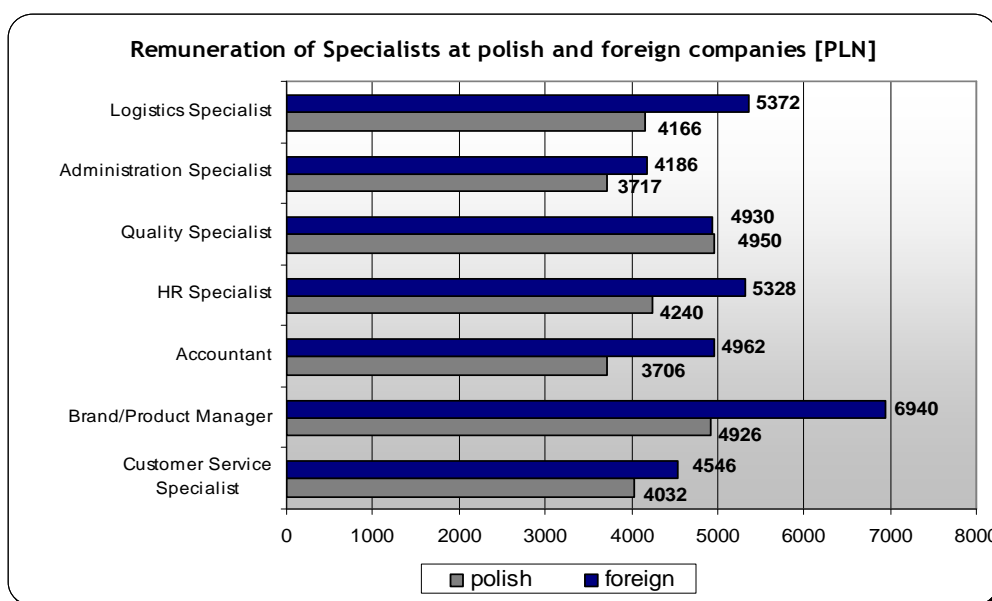
Comparing the salaries of professionals in companies with foreign and Polish capital it can be assumed in advance that companies with foreign capital will attract the best specialists, offering higher salaries than our homegrown entrepreneurs who simply cannot afford to maintain specialists so expensive in their team. Let us consider, however, the pay-rises. In 2011 companies with a capital of both Polish and foreign have granted their specialists similar percentage increases, by average wages increased by around 3.7%. Larger discrepancies appear in pay-rises plans for next year. In this respect, companies with Polish capital manifest caution when declaring rises slightly in excess of 3%. Greater optimism can be seen in foreign companies, there the preliminary pay-rise plans exceed the limits of 4%.

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

	Pay rises offered in 2011	Pay rises planned for 2012
Polish companies	3.69	3.14
Foreign companies	3.73	4.28

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

Analyzing data from the table it is easy to see that companies with foreign capital reward their employees much better than those with the Polish capital. For example, the logistics specialist working in a company with Polish capital can count on the average wages of about 4926 PLN, and his colleague, working in organizations with foreign capital can expect to be pay more than 1000 PLN higher, performing the same responsibilities. Not always, however, differences in wages between firms with Polish and foreign capital are so high and often amount to the order of 300-400 PLN, like the administration specialist or a specialist employed in customer service department.



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

Remuneration at Companies with Varied Staffing Levels

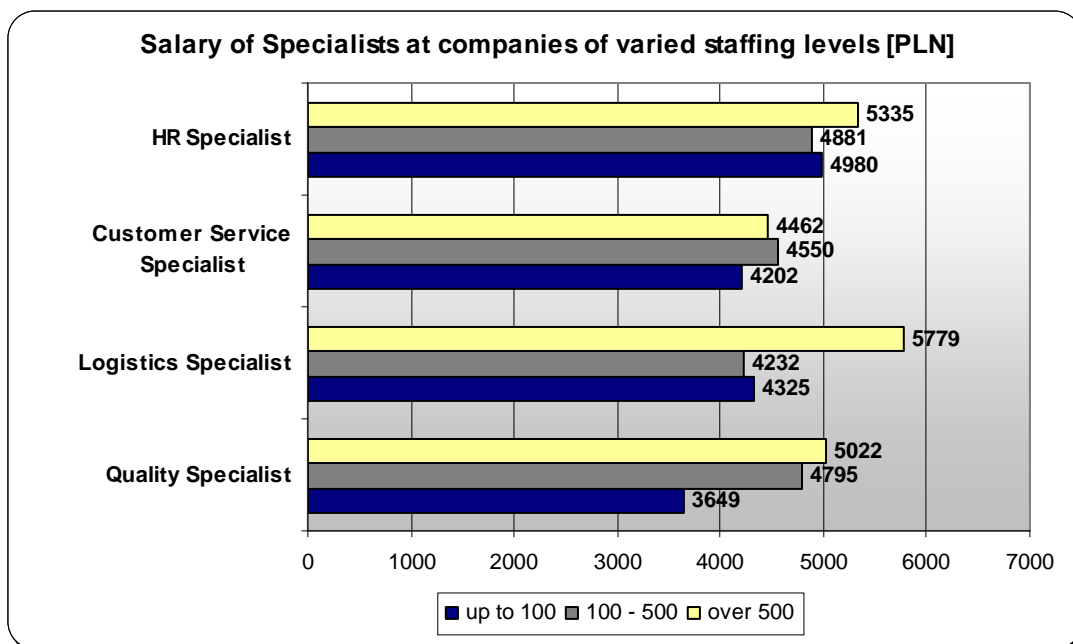
Firms where employment is more than 500 people, in year 2011 are likely to grant the highest pay-rise - 4.09% and in preliminary statements they are also want to offer their employees the highest wage increases. Small businesses with employees up to 100 people have decided to increase the wages by an order of 3.29%, and in their plans for 2012 they want to increase wages to its employees by an average of 3.79%.

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

Headcount	Pay rises offered in 2011	Pay rises planned for 2012
Up to 100	3.29	3.79
100 – 500	3.72	4.07
Over 500	4.09	4.19

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

The data included in the table confirm the belief that large, corporate companies offer better salaries to their employees than small, mostly indigenous companies. This occurs at almost every position, although of course there are situations where the difference between the salaries are low - for example, about 300 PLN as a HR Specialist, but there are ones where the difference in the monthly salary is more than 1500 PLN as in the case of Quality Specialist.



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

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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