

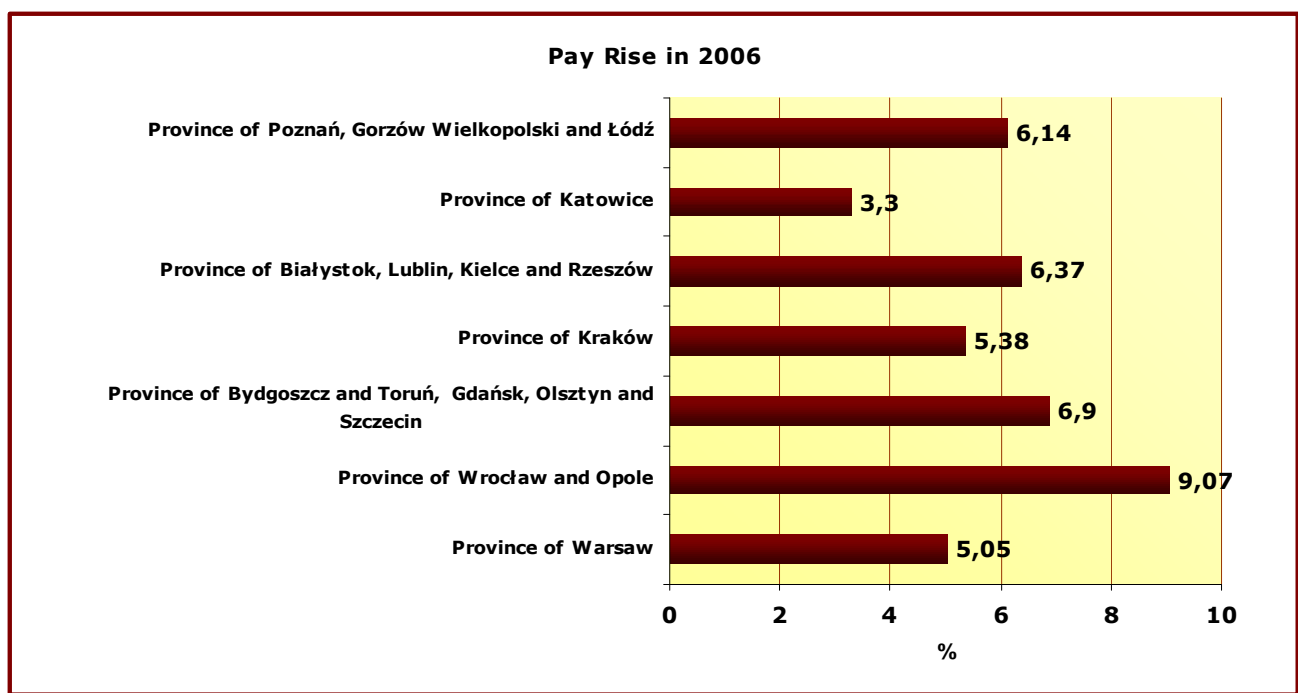
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TEST Salary Survey

Where to Seek a Job - Silesia, Mazovia or Possibly Northern Poland?

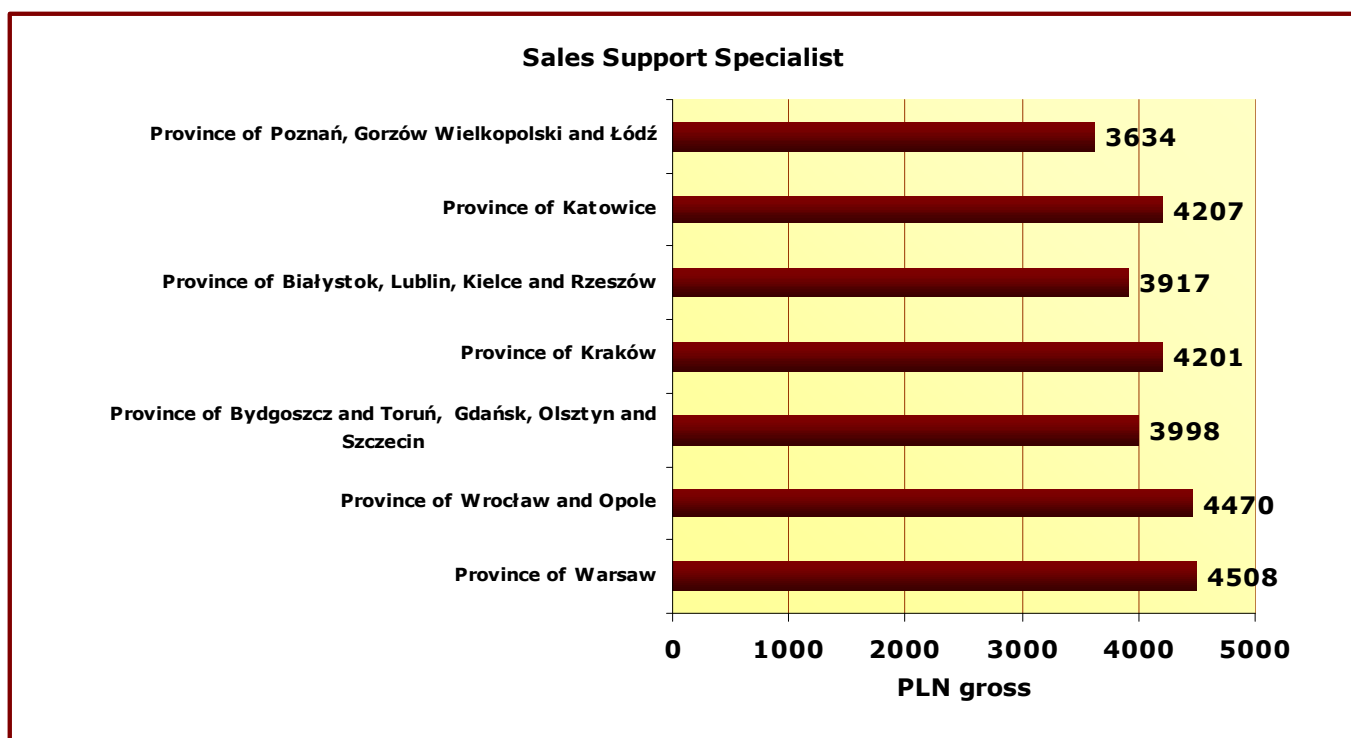
The specialists' salary has been thoroughly discussed lately on the compensation market. The market of specialists appears to be thriving and the specialists are sought irrespective of their industry, country region and even continent. The demand for specialists was the subject of numerous economic debates, the participants of which did not fail to mention the substantial Polish potential in this respect. Do the specialists share the economists' and politicians' enthusiasm? The market provides answer to this question – many of the specialists left Poland; however, many of them stayed but moved to other region.

What is it that the Polish employers offer to specialists that increased their mobility to such a great extent?

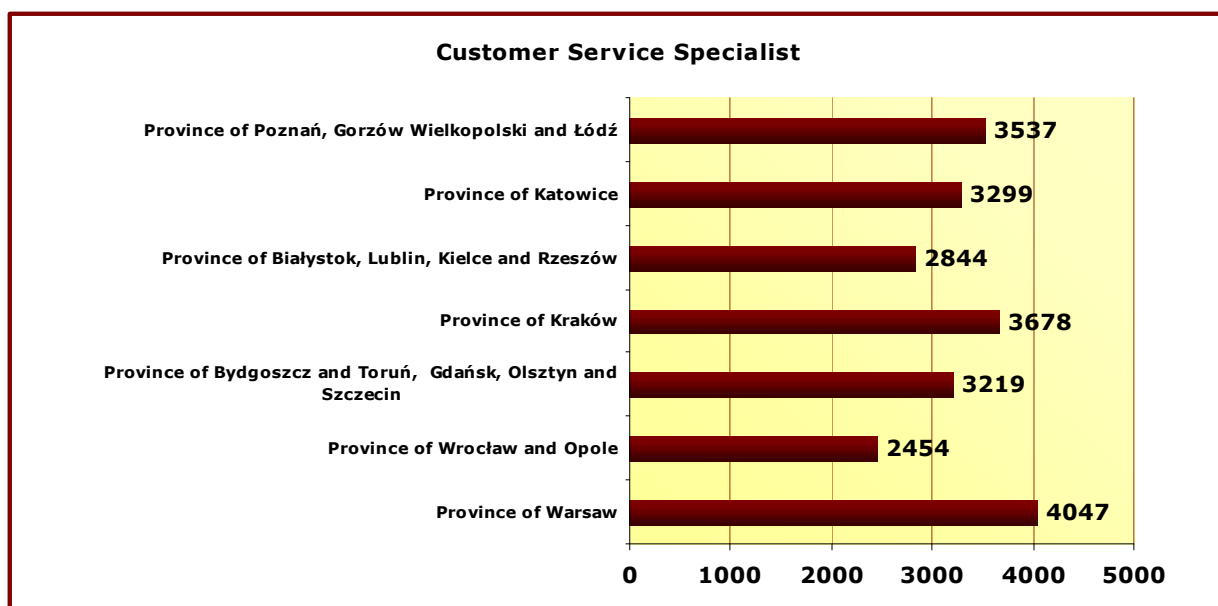
For several years now the salaries have been rising gradually. According to the recent TEST Salary Survey, the specialists' salaries grew on average by 6.17%. As compared to other levels of management these are not most impressive rises. The managers and rank-and-file workers were granted higher pay rise, yet not exceeding the 7% threshold. Most substantial 9% increase in compensation was recorded in the Province of Wrocław and Opole and towards the north of the country. The lowest remuneration growth occurred in the Province of Katowice and reached merely 3.3%.



A sales support specialist has a number of accountabilities related to supporting the operations of the sales department, including collecting orders, supervising performance of the executed agreements, reporting, preparing analyses and organising promotional events. In return, the sales specialist will earn PLN 4,109 gross, in accordance with the mean for all Polish enterprises. The highest salary is offered by the employers from the Province of Warsaw, Wrocław and Opole. The salary of PLN 4,508 is an average salary for Mazovia; however, the remuneration may reach up to PLN 8,000 gross. No material discrepancy in salaries occurs in other provinces.



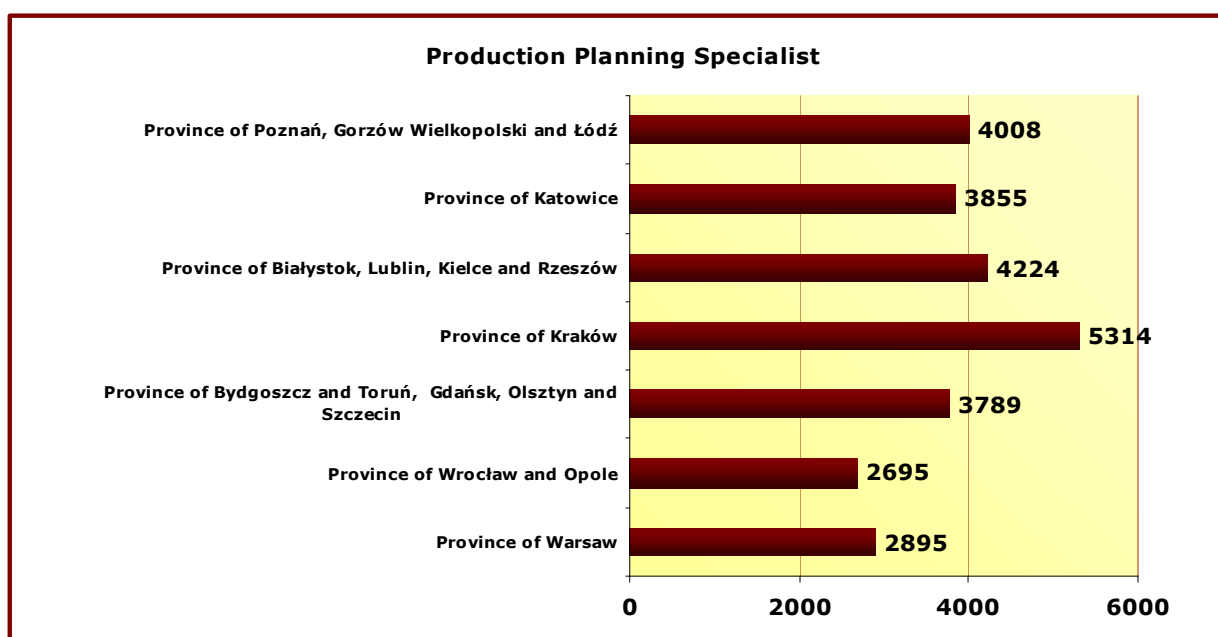
Customer service specialist receives lower salary than sales support specialist. The average salary in Poland amounts to PLN 4,000 gross. Customer service specialist is responsible for customer service, establishing business relations with the customers, negotiating, finalising transactions, post-sale service and handling complaints. The most advantageous salary is offered by the employers from the Province of Warsaw, and the Province of Kraków, Poznań, Gorzów Wielkopolski and Łódź. The lowest salaries may be expected from the employers in the Province of Wrocław and Opole, and may amount to PLN 1,657 gross.



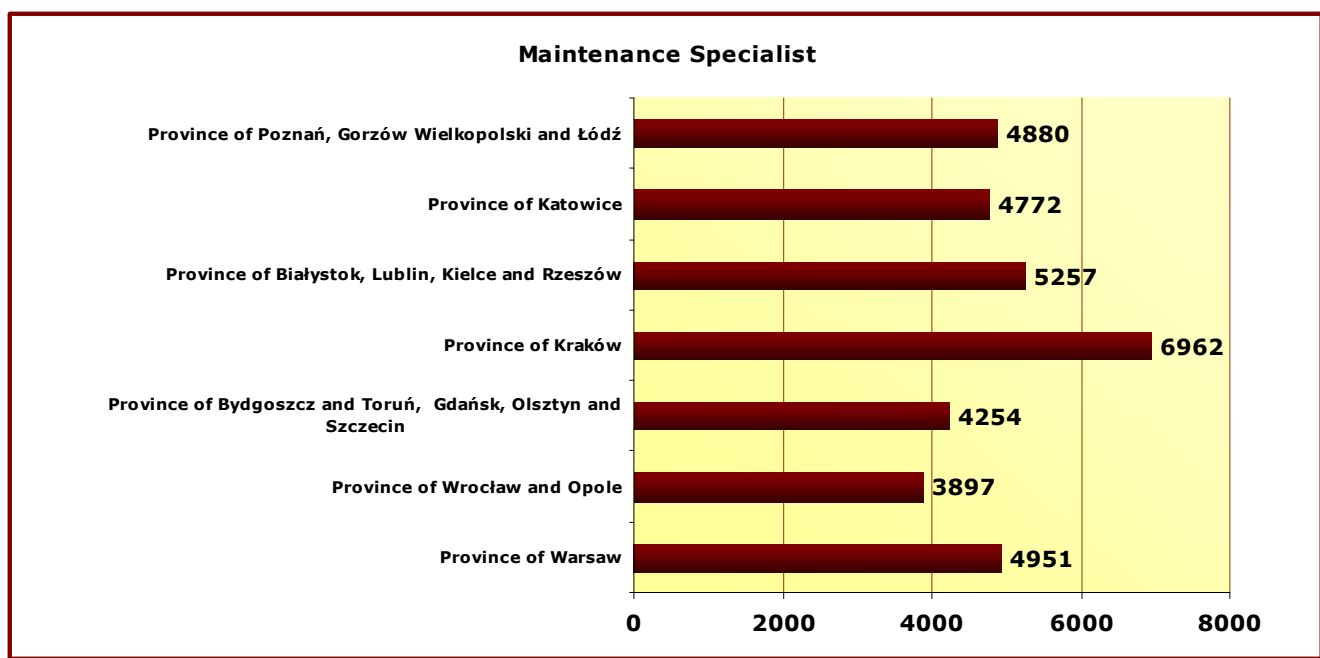
The position of marketing specialist will certainly be found in nearly all companies. The role of the marketing department is invaluable for the company's image. According to the data of this year's spring analyses, the average salary of marketing specialist amounts to PLN 4,406 gross. Marketing specialists are offered highest salaries in the Province of Warsaw, slightly lower in the Province of Katowice and Kraków.



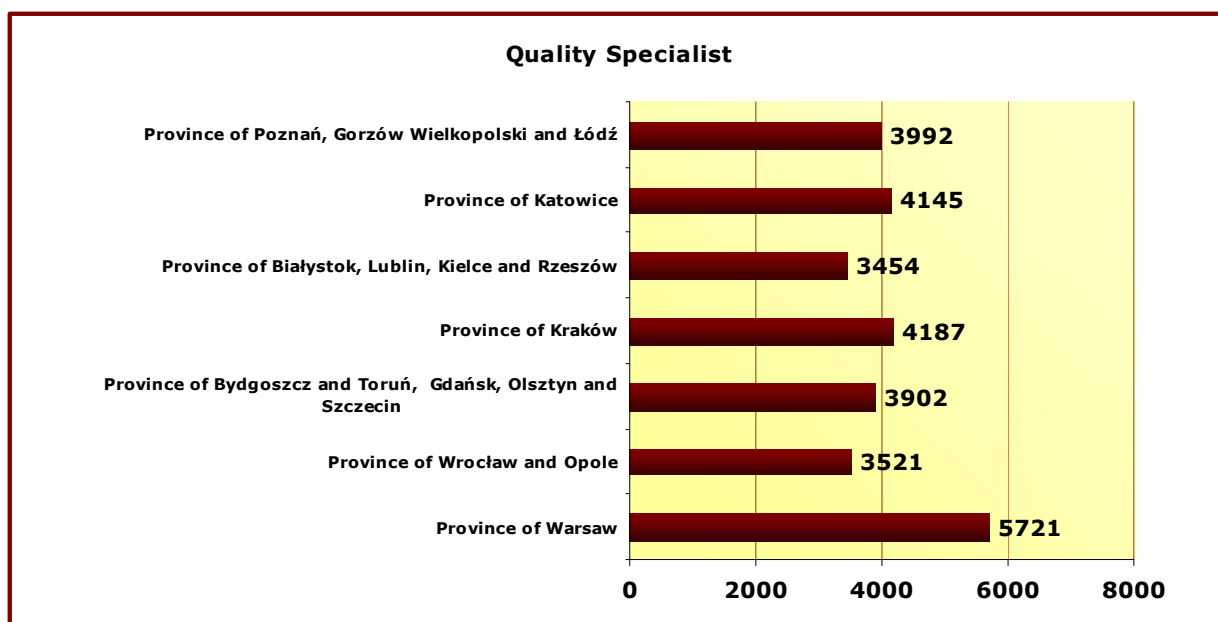
The specialists engaged in the production process of the production companies are their pillars. The positions most frequently occurring in companies are production planning specialist and maintenance specialist who are paid on average PLN 3,721 gross and PLN 4,969 gross, respectively. Production planning specialist is responsible for organising and planning the whole production process, analyzing its costs and efficiency as well as forecasting the plant's production capacity. The highest salaries are offered in the Province of Kraków, and the lowest in the Province of Wrocław and Opole.



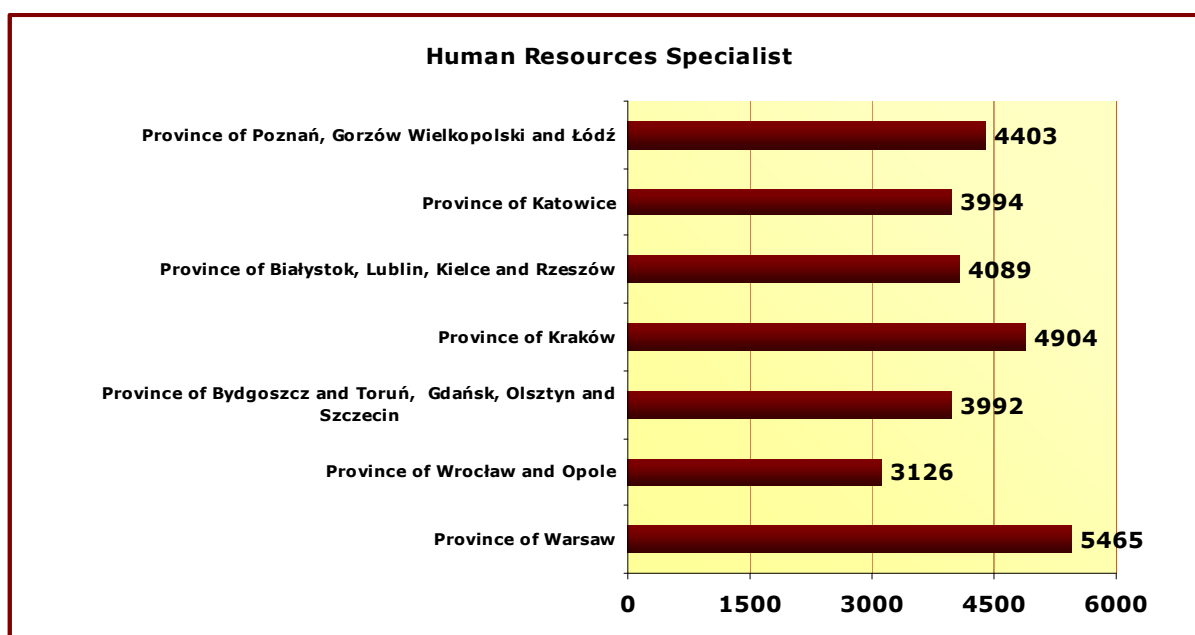
Maintenance specialists are responsible for the operation of the entire machine park, ensuring running functionality of the machines, i.e. their overhauls and assembly. Specialists of this type earn nearly PLN 5,000 gross. The highest salaries are offered by employers from the Province of Kraków, whereas the lowest from the Province of Wrocław and Opole.



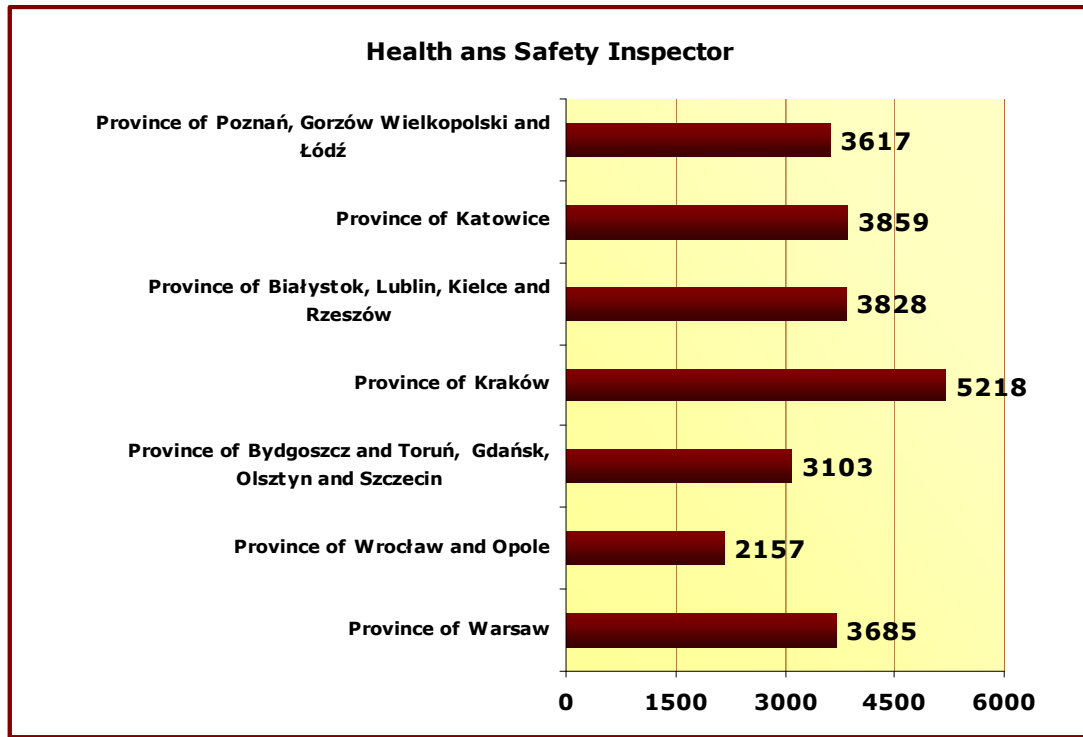
The production company may not lack quality specialist whose scope of responsibilities include formulating and inspecting procedures that ensure compliance with the Polish and international quality standards. The average salary offered in relation to this position amounts to PLN 4,439 gross. The highest salaries received by the specialists in the Province of Warsaw, Kraków and Katowice may be attributable to inflow of foreign investment of the production industry in these regions, as well as ever-increasing significance of quality for the companies which intend to achieve competitive edge, especially when reaching for the international market.



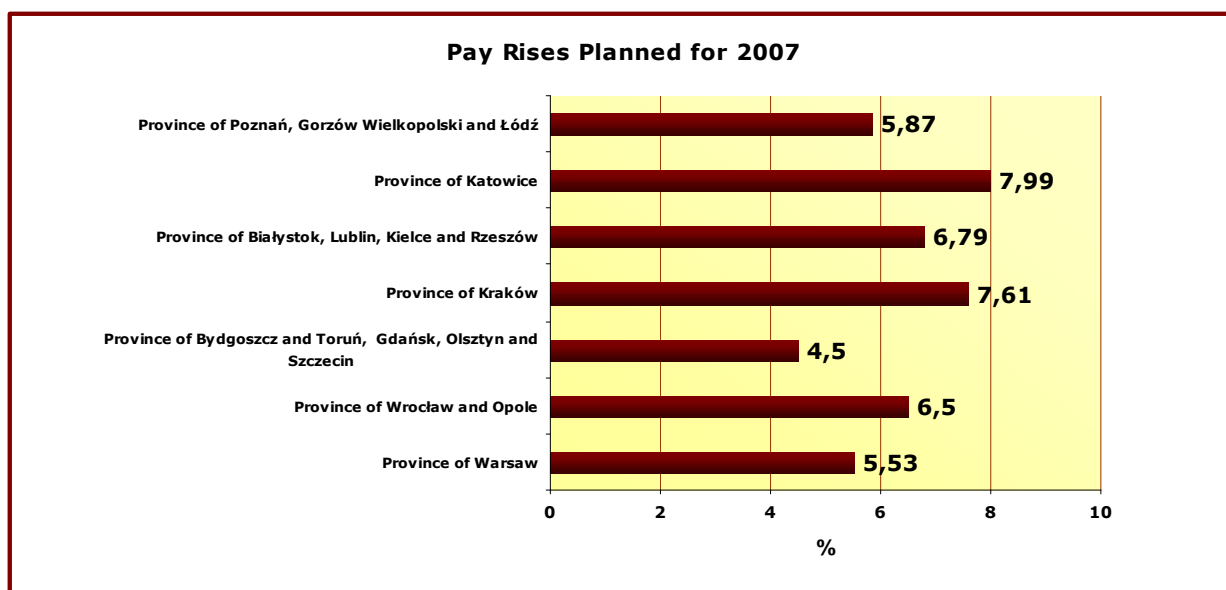
Irrespective of the size and structure of the company, human resources management involves a wide range of activities, including formulating procedures for recruitment and selection of employees and their subsequent performance. Moreover, human resources specialist is to ensure continuity of the employees' work, maintaining relationships with training companies and personnel consulting agencies, which have at their disposal large database of candidates. The human resources specialist earns averagely PLN 4,372 gross, whereas in the most attractive region the average salary amounts to PLN 5,465 gross.



Along with human resources specialist, a number of companies employ health and safety inspector. The health and safety inspectors are most appreciated in the Province of Kraków and provinces to the south-east of Poland.



All in all, the highest salaries are offered for the specialists in the Warsaw, Kraków, Katowice and Poznań regions. The employers from the northern and eastern part of Poland fall behind as far as specialists' remuneration is concerned. This year the situation is expected to improve. The entrepreneurs announce that the pay rise planned for 2007 will be oscillating around 6.55%.



Unlike in 2006, this year's pay rise will refer mostly to the Silesia, Kraków region and south-eastern Poland. Apparently, it is high time for changes in the Provinces of Białystok, Lublin, Kielce and Rzeszów.