

PayWell Moldova Salary & Benefits Survey

Moldova 2023





We're working to provide you with a unique data & benchmarking experience

[Unique Data & Benchmarking Experience](#)

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At PwC...

- Insightful & intuitive dashboards in Power BI that allow customized data drill-downs
- Rapid and accurate data collection & validation enhanced by technology
- Individual market positioning report
- User friendly interface integrating multiple salary trends, correlations and other key figures



...we rule against the impossible!



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Comprehensive strategy to ensure data accuracy

Swift job matching, significant time reduction in the following years

Automated data validations, highlighting inconsistencies and possible errors

Constant support and feedback from your dedicated consultant

Actionable insights empowered through technology

High level overview of your market positioning, highlighting strengths and potential exposure areas

Reports and dashboards for data correlations and trends

Insightful & intuitive visualizations at the click of a button

Flexible approach to fit changing circumstances and expectations

Customer centric experience including in-person support

Customization of peer groups beyond traditional criteria (e.g. workforce demographics)

Continuous improvement of our platform to enhance your user experience

Table format salary statistics

Comprehensive compensation data by position & grade

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Accountant								
Sector	Overall	Job code	GEN-FI-A-8c					
Job catalogue	Any	PwC Grade	7					
Function	Any	Period	Monthly					
Department	Any	Currency	MDL					
		Adjustment	0.00 %					
General report								
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile	
Base Pay	21 / 117	14,118	10,000	11,200	14,000	16,397	18,863	
Guaranteed Pay	13 / 66	14,436	10,200	11,950	14,888	16,512	18,983	
Variable Pay (Target)	6 / 27	6,344	1,450	1,625	2,250	12,000	13,000	
Variable Pay (Paid Out)	16 / 71	2,233	768	1,046	1,530	3,115	5,428	
Total Pay	21 / 117	15,862	11,896	13,458	15,578	18,040	21,323	
Total Reward	12 / 75	16,452	11,896	14,006	15,999	19,215	22,591	

PayWell 2022 Moldova				
General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	12 / 75	525	1,093	1,315
Deferred bonus	0 / 0	N/A	N/A	N/A
Car acquisition price	2 / 2	N/A	N/A	N/A
	#comp./ #empl.	%comp.	%empl.	
Variable pay eligibility	16 / 78	76%	67%	
Company car eligibility	2 / 2	10%	2%	

- Statistics reflecting market data on base pay and guaranteed pay, variable pay (target and paid out value), total pay and total rewards + benefits cost, company car acquisition price and eligibility for variable pay and company car
- Specific data cuts based on geographical distribution (Chisinau and Other Regions), number of employees and company revenue
- Comparison between your own data with market statistics of your choice (e.g. certain sector, region, company size)
- Customized peer samples that supports a more accurate analysis based on your needs



Source: Salary and Benefits Survey, PayWell 2022



Additional insights

Example of benefits offered to all staff – Overall market

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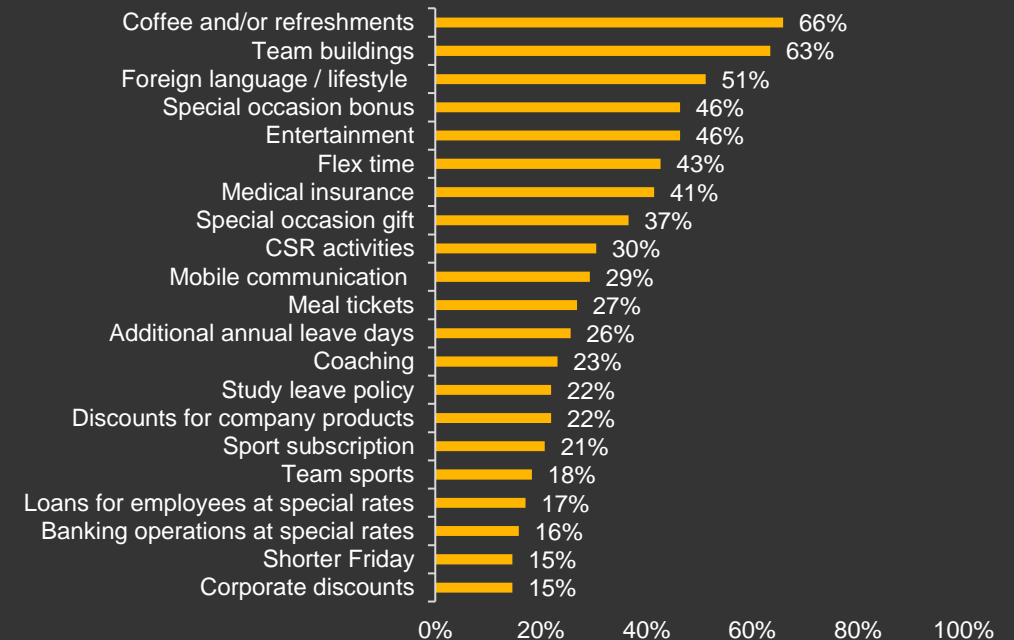
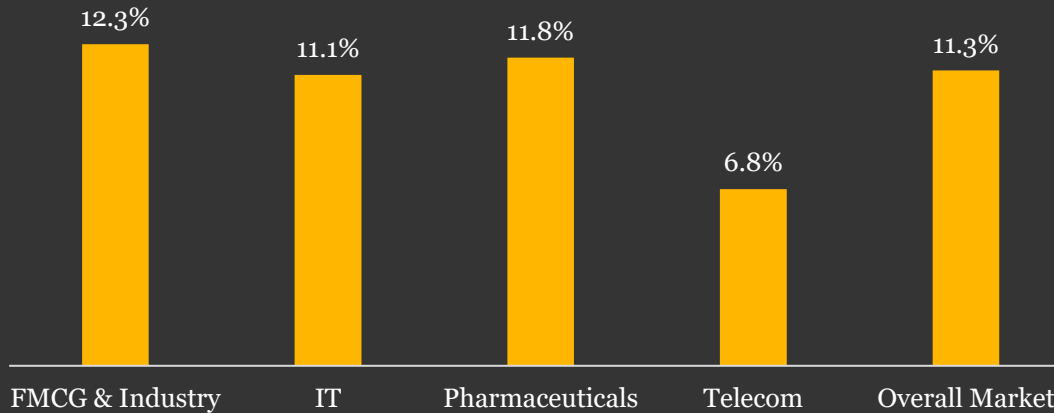
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Salary increase planned for 2023



Compensation and Benefits Report

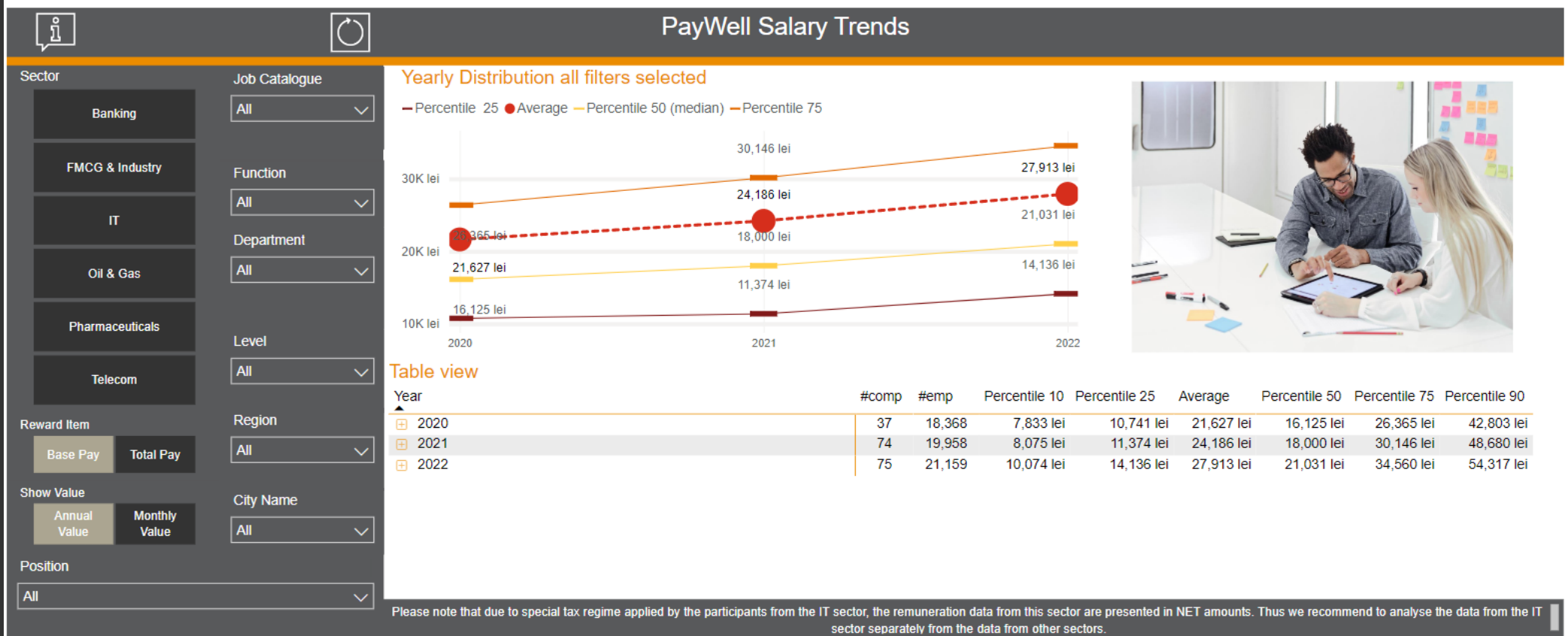
- Salary review policies
- Fixed and variable bonuses
- Protection benefits (insurance, medical services)
- Social benefits (transportation, vouchers)
- Perks (company car, mobile phone)
- Wellbeing benefits (sport, kindergarten)

Other reports

- Workforce metrics report containing an overview of the main metrics describing human capital effectiveness related to financial impact and productivity, engagement and HR function
- PayWell Key findings for off-the-shelf presentations
- Highlights on labour market, including relevant economic and social indicators
- Quarterly surveys on hot topics in HR

Source: Salary and Benefits Survey, PayWell 2022

Interactive Click-On Dashboards (1/2)



Trends Dashboard

- Aggregates data on multiple levels (all sectors, specific sector, function, department, level, city, region, job)
- Shows year on year trend based on constant sample (3 years in total)
- Drill down option which allows you to explore various data cuts that suit your needs
- Hover over views for details and additional insights

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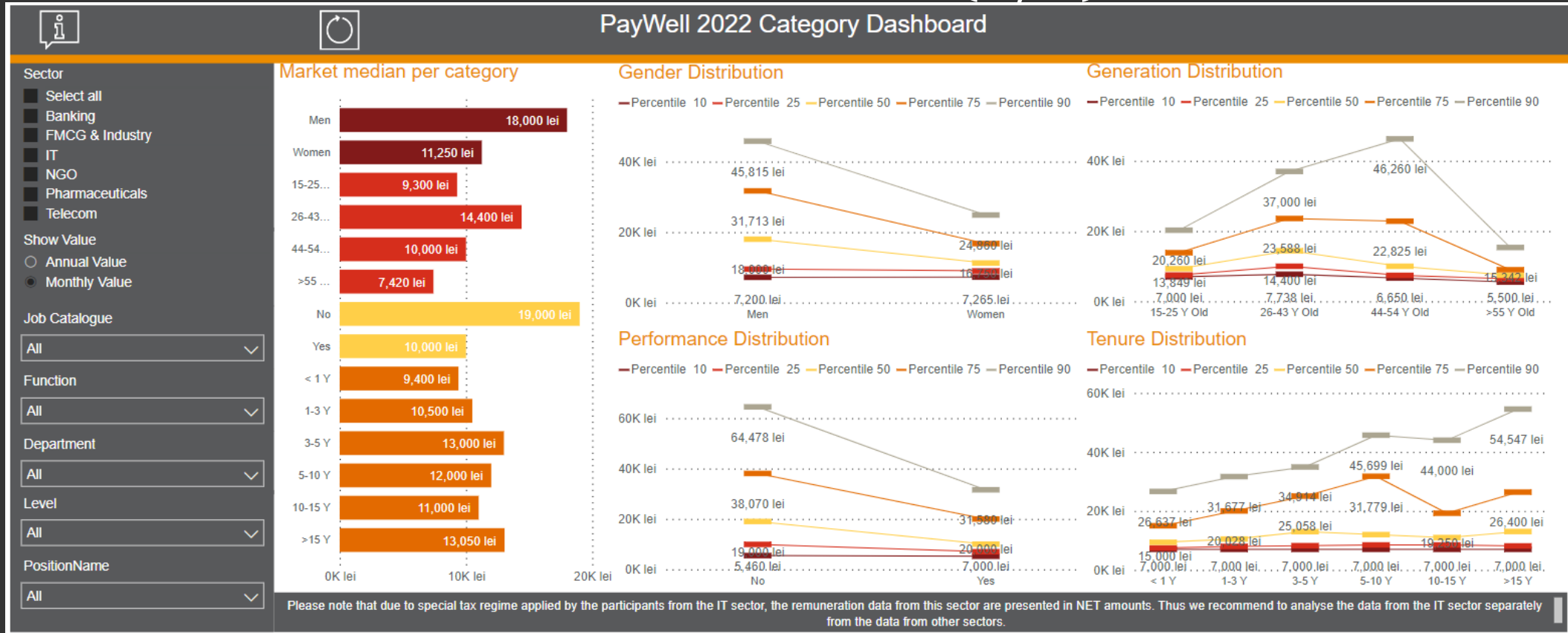
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Interactive Click-On Dashboards (2/2)



Category Dashboard

- Aggregates data on multiple levels (all sectors, specific sector, function, department, level, city, region, job)
- Shows data on 4 different variables (gender, generation, tenure and performance)
- Drill down option which allows you to explore various data cuts that suit your needs
- Hover over views for details and additional insights

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PayWell Report content

- Salary statistics by position and by grade
- Custom processed salary statistics (for selected sample of comparators), on request
- Interactive report (i.e. benchmarking tool for market index calculation, for participants only)
- Compensation and benefits analysis report
- Workforce metrics report

Subscription Options for non-participants:

Standard

Full - includes all analysed sectors
Fee: **EUR 2,700**

3 Sector - includes three analysed sectors
Fee: **EUR 2,200**

Sector - includes one analysed sector
Fee: **EUR 1,600**

Professional

Full - includes all analysed sectors
Fee: **EUR 3,100**

3 Sector - includes three analysed sectors
Fee: **EUR 2,600**

Sector - includes one analysed sector
Fee: **EUR 2,000**

PayWell Interactive Dashboards

Trends Dashboard

Highlights salary trends for a 3 years period.

Category Dashboard

Presents data on 4 different variables (gender, generation, tenure and performance)

Market positioning Dashboard

Interactive benchmarking tool - view salary distribution and necessary budget increase to reach market for employees below market level

Purchase Options:

- **Trends and Category** dashboards are available only for professional subscriptions.
- Market positioning dashboard can be purchased only by participants for a fee of **EUR 450**.
- **Compensation and benefits policies analysis report** can be purchased separately by non-participants/participants that have chosen standard subscription for a fee of **EUR 350/EUR 250**.
- Dashboards cannot be purchased without **PayWell subscription**.



Please note that we will issue two invoices, at the signing of contract and delivery stage. Each of them will be in the amount of 50% of the chosen option (all discounts will reduce the amount of second invoice).



PayWell annual subscription options 2/2

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Step 1 Sectors

- 1 sector
- 3 sectors
- All sectors (includes overall market)

Step 2 Features, Support & Services

- Salary statistics by position and by grade for all sectors
- Compensation and benefits policies analysis report
- Annual Key Findings & HR Barometers
- Macroeconomic Report
- Workforce metrics report
- Interactive report (i.e. benchmarking tool for market index calculation)
- Category Dashboard
- Trends Dashboard
- Market Positioning Dashboard
- Custom processed salary statistics (for 2 selected sample of comparators, at least 5 companies per sample)
- Users per account
- Export functionality (excel)
- Salary statistics for a selected number of jobs from any sector (Job Report)

	Participant Standard	Non-participant Standard	Participant Professional	Non-participant Professional
1 sector	€850	€1,600	€1,100	€2,000
3 sectors	€1,200	€2,200	€1,500	€2,600
All sectors (includes overall market)	€1,450	€2,700	€1,800	€3,100
Salary statistics by position and by grade for all sectors	✓	✓	✓	✓
Compensation and benefits policies analysis report	Summary - free/ Full report - 250€	Summary - free/ Full report - 350€	✓	✓
Annual Key Findings & HR Barometers	✓	✓	✓	✓
Macroeconomic Report	✓	✓	✓	✓
Workforce metrics report	X	X	✓	✓
Interactive report (i.e. benchmarking tool for market index calculation)	X	X	✓	X
Category Dashboard	X	X	✓	✓
Trends Dashboard	X	X	✓	✓
Market Positioning Dashboard	450€	X	450€	X
Custom processed salary statistics (for 2 selected sample of comparators, at least 5 companies per sample)	✓ - on request	X	✓ - on request	X
Users per account	Up to 2	Up to 2	Up to 6	Up to 6
Export functionality (excel)	X	X	✓	✓
Salary statistics for a selected number of jobs from any sector (Job Report)	X	X	4 free	2 free



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 **7%** discount for 2 years of subscription or **15%** discount for 3 years of subscription

 **15%** discount for each referral

 **5 free job positions** for participants that contribute with salary data and do not acquire any of subscriptions.



Collaboration is the KEY to success!



Timeline

June

Start participants registration
PayWell Moldova
2023

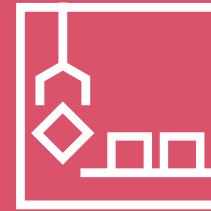


25th of August

Data collection &
validation

September & October

Data validation &
processing



End of
October

Report delivery



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PayWell Team

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Alina Timotin



Daniel Pușcaș



Irina Beldiga



Alex Moldoveanu

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