How does your organisation measure up?
2014/2015 Salary Survey
Africa salary surveys  
(Remuneration & Benefits)

Published: Annually  
Versions: Electronic I Hardcopy

Purpose: Market data for Expatriates & In-Country/Locals across all industry sectors

The Africa survey has proven to be an invaluable tool for human resource professionals tasked with Reward Management in Africa. It provides market data in a user friendly and consistent format across 16 African countries, as well as important key economic data, which is critical in the salary review process. There has been a substantial growth in the number of participants and it is our objective to expand the number of countries currently surveyed, as participation grows.

The survey is participant based - companies purchasing the survey are required to provide salary data for their respective countries and to complete a policy and procedure questionnaire. Results are published per country, by Grade (Global Grading & Paterson Grading) and reflect annual remuneration in Basic Salary, Guaranteed Package and Total Cost of Employment, together with economic indicators for each country. Separate pay scales are published for In-Country/Locals as well as for Expatriates.

Countries surveyed:
- Angola
- Botswana
- DRC
- Ghana
- Kenya
- Lesotho
- Malawi
- Mauritius
- Mozambique
- Namibia
- Nigeria
- Swaziland
- Tanzania
- Uganda
- Zimbabwe

Enquiries / further information

CLICK HERE
Executive salary surveys (Remuneration & Benefits)

Published: Bi-annually I Annually

Versions: Web I Electronic I Hardcopy

Purpose: Market data for Executives up to Board level across all industries

The Top Executive survey provides an analysis of South African executive remuneration and benefits for 13 core benchmark executive positions and 23 additional positions. Research results are analysed both by executive grade and by 5 organisational size criteria. The survey allows interpretation across different sectors and organisational types.

Contains sections dealing with:
- Global and national trends in executive remuneration
- Executive benefits and employment practices
- International pay comparisons
- Staff turnover
- Historical and projected salary movements

The LMO Executive Remuneration Planning Report provides comprehensive, market-related information and trends for positions ranging from CEO through to senior middle management across a diverse range of industry sectors. The Tower Watson Global Grading system is the underpinning methodology that ensures valid job matches across functions and organisations, making it ideally suited to multi-national organisations.

The report enables you to:
- Benchmark senior positions against a national norm of leading organisations
- Identify current market practices relative to executive remuneration
- Benchmark Non-Executive Directors remuneration

CLICK HERE  Enquiries / further information
General Staff salary surveys (Remuneration & Benefits)

Published: Bi-annually I Annually

Versions: Web I Electronic I Hardcopy

Purpose: Market data for General staff from junior to middle management across all industries

The South African General Staff survey provides a national analysis on:

- Basic salary, guaranteed pay, fringe benefits and annual cost of employment data for over 500 benchmark positions, across all industries, from junior to middle management positions
- Human Resources policies and practices
- Salary trends
- Salary projections for the next 12 months
- Salaries by Grade
- Salary tables contain pay and benefit details analysed into pay ranges showing percentiles, as well as averages. The survey includes regional and industry sectors salary data, comparative ratio and employment equity profiles.

The Towers Watson General Industry Compensation survey has been designed to assist multi-national organisations to benchmark general staff positions against a national norm of leading organisations. Report formats are consistent with international norms.

It is an all industry survey with compensation ranges available by position, function, discipline, career level and global grade. All major elements of compensation packages are reported including base salary, variable compensation (actual & target), allowances, company cars, benefit plans and perquisites.
Information Technology salary surveys
(Remuneration & Benefits)

Published: Annually
Versions: Web I Hardcopy
Purpose: Market data specific to the Information Technology industry

These salary surveys are ideal for organisations in the Information Technology field or for organisations that have an Information Technology function.

The South African Information Technology survey covers the local market and provides comprehensive information on:
• Salary tables up to Executive level
• Salary trends specific to the industry
• Staff turnover
• Human Resource policies and practices

The Towers Watson CompITE survey consists exclusively of companies in the Hi-Tech sector and focuses specifically on IT Consulting, Telecoms, Hardware, Software, Networking, Telecommunications Storage and Semi Conductors.

Positions covered in the survey range from executive to the most junior levels within the organisation. The survey focuses on specialised, industry specific positions that are unique to service providers. Report content includes compensation ranges by function, discipline, career band and global grade.
Industry I Regional salary surveys
(Remuneration & Benefits)

Published: Annually

Versions: Web I Electronic I Hardcopy

Purpose: Market data specific to various industry/regional sectors

A wide range of industry/regional surveys are published throughout the year.

These surveys contain exceptionally comprehensive information on a national basis and are presented in user friendly format.

• Consulting Engineers (CESA)
• Environmental Consulting
• Management Consultants
• Motor Dealerships
• Executive Pay JSE Listed companies
• Clearing and Forwarding – published every 2nd year
• Richard’s Bay
SAMED salary survey
(Remuneration & Benefits)

Published: Annually

Versions: Web | Hardcopy

Purpose: Market data specific to the Medical Devices industry

The SAMED salary survey is run in collaboration with the South African Medical Device Industry Association - SAMED.

The survey covers around 40 positions in different job families and provides an in-depth analysis of Human Resource policies, practices and trends.

The survey provides:
- Comprehensive information about the Medical Devices industry
- Salary trends specific to the industry
- Staff turnover
- Salary tables up to Management level
- Projected increases for the next 12 months
Towers Watson Global 50 Report

Published: Annually
Versions: Web I Hardcopy
Purpose: Cross-country pay comparisons

The Towers Watson Global 50 Remuneration Planning Report produced by Towers Watson, provides a concise and simple insight into reward and pay practices across 57 countries internationally and enables cross-country pay comparisons.

Designed to easily compare jobs across countries, each country level report includes:
- Statutory and occupational employee benefits and perquisites
- Public holidays and annual leave
- Regional and country comparisons
- Economic growth, inflation and key highlights within reward environments
- Ability to convert data to a single currency
Web-based salary surveys

Published: Throughout the year
Purpose: Functionality | Time saving

Essential features/benefits of the web-based salary surveys:

- Data ageing facility for a 12 month period
- Cost impact analysis - “what if” scenarios
- Salaries for multi-functional staff - ability to combine position tables
- Salaries by Grade and National Pay Curve data with Industry, Region and Function comparisons
- Convenient pay comparisons between your own salaries and market data
- Current and projected salary increase trends
- Increase scenarios and benefit parameter changes
- Reports in both tabular and graphic formats including comparative ratios

Free trial version of web-based salary surveys... www.pecslinx.co.za
Customised Surveys | Customised Research

Published: Per client request
Version: Electronic | Hardcopy
Purpose: Research is customised to specific client requirements

This research is undertaken and results published per client’s specific requests, across all sectors of the economy.

These surveys / research contain exceptionally comprehensive information and are specifically designed to gather market data (remuneration & benefits) as specified by the client, against a select comparator sample.

Updates are available to clients, at any time, throughout the year.
Does your organisation measure up?

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