



Pay in Europe 2010: how to use the tables

Pay in Europe brings together data from a wide range of sources to determine the relationship between pay and job size in national private-sector marketplaces.

The tables provide benchmark hourly pay data for 47 European countries and territories as at February 1st, 2010. Each table is broken down into 32 job positions within two categories of company type or size.

The data is presented as a set of midpoints for each occupational group within a typical grade spread. All figures are gross (pre-tax) adult rates, expressed in local currency and are inclusive of regular overtime and shift pay, but do not include variable pay elements such as bonuses and commission.

The 'benchmark' approach used in the report provides a set of reference points for maintaining a rational discipline on salary practice in each national market place. The tables may be used to produce a guide for those establishing a new operation in a particular European country. They will also be of value to those with established operations who require an objective reference point during pay negotiations, annual reviews or for general salary administration purposes.

The following sample table is for Romania and is presented for illustrative purposes only.

Pay in Europe is available exclusively to FedEE corporate members. On joining FedEE for the first time, you will receive a printed copy of the latest report. All subsequent updates will be available on-line in the members' area of our website.

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Key to job positions

E1	Entry level: service sector (simple duties)	F2	Superintendent (blue-collar)/ supervisor (white-collar)
E2	Service sector operative (basic skills)	R1	Sales representative/executive
E3	Service/retail sales assistant (product and interpersonal skills)	R2	Senior sales representative/ executive
O1	Routine office position (general tasks)	R3	Key account executive/business development executive
O2	Specialist office duties: accounts clerk, purchasing assistant etc.	P1	Entry level professional (eg. newly-qualified chartered accountant)
O3	Advanced office skills: para/ semi-qualified professional	P2	Career professional (after 3-5 years' practical experience)
S1	Secretarial position	P3	Senior professional (after 7-10 years' practical experience)
S2	Senior secretarial position	P4	Expert professional (with national/international standing)
S3	Secretary to board member or general manager	M1	Middle management (functional)
W1	Unskilled manual worker	M2	Senior management (divisional/regional responsibility)
W2	Semi-skilled manual worker	M3	Head of department: major function (eg. sales, production etc.)
W3	Skilled manual worker	D1	Director of subsidiary or divisional board/general manager
T1	Entry level technician	D2	Director of main board/managing director (subsidiary)
T2	Senior technician	GM1	Managing director (National focus, covering one principal sector)
T3	Principal technician/computer programmer	GM2	Chief executive officer (Complex, multi-layered business)
F1	Foreman (blue-collar)	GM3	Group chief executive officer (Transnational, complex, high risk)

Pay in Europe 2009

Level	Occupational groups by type of organisation		Local currency: euro								
	Locally-owned	Foreign-owned	Minimum		Midpoint					Maximum	
	>10 employees	>10 employees	80%	85%	90%	95%	100%	105%	110%	115%	120%
1	E1		***	***	***	***	1.39	***	***	***	***
2		E1	***	***	1.39	1.46	1.54	1.62	1.69	***	***
3	E2		***	1.45	1.54	1.62	1.71	1.79	1.88	1.96	***
4		E2	1.51	1.61	1.70	1.80	1.89	1.98	2.08	2.17	2.27
5	E3,W1		1.68	1.78	1.88	1.99	2.09	2.20	2.30	2.41	2.51
6	W1	E3,W1	1.86	1.97	2.09	2.20	2.32	2.44	2.55	2.67	2.78
7	O1,T1,W2	O1,T1,W2	2.18	2.32	2.45	2.59	2.72	2.86	3.00	3.13	3.27
8	S1,W3	S1	2.56	2.72	2.88	3.04	3.20	3.36	3.52	3.68	3.84
9	O2,T2,S2	O2,T2,W3	3.77	4.01	4.24	4.48	4.72	4.95	5.19	5.42	5.66
10	F1,O3,P1,R1,T3	F1,P1,S2,T3	5.56	5.91	6.25	6.60	6.95	7.30	7.64	7.99	8.34
11	F2,P2,R2,S3	F2,O3,P2,R1,S3	8.19	8.70	9.22	9.73	10.24	10.75	11.26	11.78	12.29
12	R3	R2	9.69	10.29	10.90	11.50	12.11	12.71	13.32	13.93	14.53
13	M1,P3	P3,R3	11.46	12.17	12.89	13.60	14.32	15.04	15.75	16.47	17.18
14	P4	M1,P4,R3	12.94	13.75	14.56	15.37	16.18	16.99	17.80	18.60	19.41
15	M2	M1,P4	14.62	15.53	16.45	17.36	18.28	19.19	20.10	21.02	21.93
16		M2	16.52	17.55	18.58	19.61	20.65	21.68	22.71	23.74	24.78
17	M3	M2	18.66	19.83	20.99	22.16	23.32	24.49	25.66	26.82	27.99
18	M3	M3	21.08	22.40	23.72	25.03	26.35	27.67	28.99	30.30	31.62
19		M3	23.81	25.30	26.79	28.28	29.77	31.26	32.75	34.23	35.72
20	D1	D1	26.90	28.59	30.27	31.95	33.63	35.31	36.99	38.67	40.36
21	D2	D2	28.27	30.03	31.80	33.57	35.33	37.10	38.87	40.63	42.40
22	GM1	GM1	29.70	31.56	33.41	35.27	37.12	38.98	40.84	42.69	44.55
23	GM2	GM1	31.21	33.16	35.11	37.06	39.01	40.96	42.91	44.86	46.81
24	GM2	GM2	32.79	34.84	36.88	38.93	40.98	43.03	45.08	47.13	49.18
25		GM3	34.45	36.60	38.75	40.91	43.06	45.21	47.37	49.52	51.67
26			***	***	***	***	***	***	***	***	***
27			***	***	***	***	***	***	***	***	***
28			***	***	***	***	***	***	***	***	***

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Adult gross hourly pay by occupational group in local currency

TABLE 31

BENCHMARK PAY TABLES FOR FEBRUARY 2009: MONTENEGRO