

2013 Salary Surveys & Remuneration Consulting Services

Representative - Towers Watson Data Services, EMEA



PE Corporate Services
Leading advisors to leading companies

General Staff Salary Survey



A South African national salary survey includes regional and industry sectors salary data, comparative ratio & employment equity profiles.

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Towers Watson | General Industry Compensation Survey



A survey which has been designed to assist multi-national organisations to benchmark general staff positions against a national norm of leading organisations.

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Top Executive Salary Survey



Analysis of South African executive remuneration package data collected from around 800 organisations employing over 6000 executives.

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LMO Executive Remuneration Planning Report



This publication provides comprehensive, marketing-related information and trends for positions ranging from CEO through to senior middle management across a diverse range of industry sectors.

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Call Centre Salary Survey



Obtain industry specific remuneration information for both Captive and Outsourced environments, including projected salary movements for the next 12 months.

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Web-Based Salary Surveys



Experience the art of on-line simplicity...

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Information Technology Salary Survey



This industry specific survey is ideal for every organisation in the Information Technology field or for any organisation that has an Information Technology function.

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Towers Watson ComplTE Compensation Survey



The survey is run by Towers Watson. The ComplTE 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.

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Specialist Industry | Regional Surveys



Our major surveys are supported by a wide range of South African Specialist Industry | Regional Surveys.

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SAMED Remuneration Survey



This 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.

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International Services



PE Corporate Services research remuneration in 19 countries and we are the South African representative of Towers Watson Data Services, EMEA. We also provide various international services.

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Towers Watson Global 50



This report, produced by Towers Watson, provides a concise and simple insight into reward and pay practices across 57 countries internationally.

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Perception Studies I

Employee Opinion Surveys

Perception studies are invaluable tools for executives who appreciate how important it is to know what their employees are really thinking. The information obtained from an Employee Opinion Survey can give management knowledge that directly impacts the bottom line and fosters positive employee relations in many ways.

Remuneration Consulting Services

All solutions are objective and aligned to overall business strategy...

Our consulting services are underpinned by extensive experience and draw on local and global reward experts. We focus on developing tailored solutions that enhance and improve business performance.

Range of services:

- ⌚ Reward Strategy Development
- ⌚ Remuneration Committee Advisory Service
- ⌚ Non-Executive Director Reward and Practices
- ⌚ Executive Incentive Scheme Design
- ⌚ Remuneration Benchmarking and Competitive Assessment
- ⌚ Job Evaluation – Paterson & Global Grading
- ⌚ Pay-line Development and Regression Analysis
- ⌚ Remuneration Policy Design
- ⌚ Salary Reviews

Job Evaluation I Grading

Paterson

Decisions about levels of pay are sensitive to any organisation – therefore they need to be made on a basis which is recognised as consistent, fair & acceptable to both management & employees, or their representative bodies.

Job evaluation systems provide the means for objectively judging the relative worth of jobs across the entire organisation. They measure the intrinsic worth of the job by evaluating job content, without regard for personalities or personal competencies.

There are various systems of job evaluation in common use in South Africa. All employ a conceptually similar approach, however differ in methods employed to measure & evaluate the content of different jobs.

Our job evaluation I grading services cover the following systems:

- Paterson
- Towers Watson GGS



Job Evaluation I Grading

Towers Watson Global Grading System - GGS

GGS offers an alternative to traditional, cumbersome job evaluation systems through a methodology that is quick, easy to use and adaptable to the changing needs of an organisation's dynamic environment. Supported by web-based software it provides multi-site, multi-user access to a secure, password protected, individual client base.

It is a simple, user friendly tool for levelling jobs across functions, business units and countries. A mix of typical job evaluation and ranking approaches allow companies to determine a job's size without the need for time consuming job evaluation sessions or highly specialised personnel. GGS is used by a growing list of leading organisations.

Features:

- ④ Designed to evaluate blended roles in matrix structures
- ④ Caters for both managerial and professional I technical career paths
- ④ Provides a foundation for career management programs
- ④ Serves as a platform for pay and benefits management



HR Professional Subscription Library

HR Executive & HR Practitioner reference publication

This subscription library focuses primarily on the formulation of policy & addresses funding issues.

The reference library is divided into 6 sections:

- ➔ Remuneration Policy
- ➔ Guaranteed Pay
- ➔ Performance Related Pay
- ➔ Performance Management Systems
- ➔ Sales Commission Schemes
- ➔ Managing Executive Remuneration

Write-ups include Case Studies on remuneration policies and practices.

RemCom Subscription Library

Corporate Governance reference publication

This subscription library focuses on the corporate governance issues that may arise within the forum of the nominations and remuneration committee of the Board.

The reference library is divided into 7 sections:

- ➔ Corporate Governance of Remuneration
- ➔ The Remuneration Policy Framework
- ➔ The Guaranteed Pay Package
- ➔ Short-Term Incentives
- ➔ Long-Term Incentives
- ➔ Executive Director's Pay
- ➔ Non-Executive Director's Pay

Regressed statistics are produced and updated quarterly, giving pay curves for Executive Directors, differentiated by sector and size.

CONTACTS

- LMO Executive Remuneration Planning Report
- Towers Watson CompITE Survey
- Towers Watson General Industry Survey
- SAMED Survey
- Towers Watson Global 50 Remuneration Planning Report
- Customised Research | Perception Studies | Employee Opinion Survey
- Executive Remuneration Services
- Exsys – Executive Job Sizing
- Job Evaluation | Grading
- Consulting Services

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