



**P E Corporate Services SA (Pty) Ltd**

*Representative - Towers Watson Data Services, EMEA*

**2012 Salary Surveys  
& Remuneration  
Consulting Services**

[www.pecs.co.za](http://www.pecs.co.za)

[www.pecslinx.co.za](http://www.pecslinx.co.za)

Leading Providers of  
World class remuneration solutions to  
Leading Organisations

## Vision

- To be the leading, most ethical and preferred provider of remuneration advisory services in Southern Africa
- To respond to client needs through solutions which add value beyond client expectations



# Salary Surveys



# General Staff Salary Survey

**Choice of Web | CD | Hardcopy versions  
Published bi-annually**

**A South African national salary survey which provides:**

- **Basic salary, guaranteed pay, fringe benefit and annual cost of employment data for over 500 benchmark positions, across all industries, from junior to middle management positions**
- **Human Resource policies and practices**
- **Salary trends**
- **Salary projections for the next 12 months**
- **Salaries by Grade**

**Salary tables contain pay and benefit details based on data gathered from over 800 organisations employing in excess of 1.5 million staff – over 10% of South Africa's economically active population. Remuneration is analysed into pay ranges showing percentiles, as well as averages.**

**The survey includes regional and industry sector salary data, comparative ratios & employment equity profiles.**



# Towers Watson

## General Industry Compensation Survey

Choice of Web | Hard Copy versions  
Published annually

A survey which 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 | Global Grade

All major elements of compensation packages are reported including:

- Base salary
- Variable compensation – actual & target
- Allowances
- Company cars
- Benefit plans
- Perquisites



# Top Executive Salary Survey

Choice of Web | CD | Hard Copy versions  
Published bi-annually

Analysis of South African executive remuneration package data collected from around 800 organisations employing over 6000 executives. Market pay and benefits data is presented 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 industry sectors and organisation types.

Also 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



# LMO Executive Remuneration Planning Report

Choice of Hard Copy | Electronic versions  
Published annually

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

This 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 Director remuneration



# Call Centre Salary Survey

Available in Web version

Published annually

This survey provides industry specific information and contains:

- Remuneration tables analysed into pay ranges for over 100 positions
- Pay ranges are reflected in percentiles
- Analysis of Captive vs Outsourced environments
- Regional comparisons
- Comparisons for Inbound | Outbound Call Centres & Back Office operations
- Salary trends
- Projected salary movements for the next 12 months
- Human Resource policies & practices
- Staff turnover & Absenteeism statistics



# Web-Based Salary Surveys

**Essential features of the web-based salary surveys include:**

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

Access a free trial version – go to  
[www.pecslinx.co.za](http://www.pecslinx.co.za) – click on “Explore”



# Information Technology Salary Survey

Choice of Web | Hard Copy versions  
Published annually

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

The survey provides:

- Comprehensive information about the Information Technology industry
- Salary trends specific to the industry
- Staff turnover
- Human Resource policies & practices
- Salary tables up to Executive level
- Projected increases for the next 12 months



# Towers Watson CompITE Compensation Survey

Choice of Web | Hard Copy versions  
Published annually

The survey is run by Towers Watson. The 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 level within the organisation. The survey focuses on specialised, industry specific positions that are unique to service providers.

Report contents include compensation ranges by function, discipline, career band and global grade.



# Specialist Industry | Regional Surveys

Choice of Web | CD | Hard Copy | Electronic versions

Published various times throughout the year

Our major surveys are supported by a wide range of South African Specialist Industry | Regional surveys which include:

- Publishing – Books | Newspapers | Magazines | Digital
- Clearing & Forwarding
- Consulting Engineers
- Environmental Consulting
- Management Consultants
- Motor Dealerships
- Executive Pay - JSE Listed Companies



# **SAMED Remuneration Survey**

**Choice of Hard Copy | Electronic versions  
Published annually**

**This annual 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**



# International Services

In addition to the various South African salary surveys, we provide the following international services:

- Africa Expatriate & In-Country Pay – salary survey published annually
- Namibia General Staff & Top Executive – salary surveys published annually
- Expatriate Consulting
- Towers Watson Global 50 – remuneration planning report published annually



# Towers Watson Global 50 Remuneration Planning Report

Choice of Web | Hard Copy versions  
Published annually

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

Designed to easily compare jobs across countries, each country level report includes:

- Statutory & occupational employee benefits and perquisites
- Public holidays & annual leave
- Regional & country comparisons
- Economic growth, inflation & key highlights within reward environments
- Ability to convert data to a single currency



A dandelion seed head is shown in the lower right quadrant, with several seeds drifting away from it against a dark blue background. The seeds are illuminated, creating a soft glow. The overall scene is serene and evocative of change or dispersal.

# Remuneration Consulting



# Perception Studies I Employee Opinion Surveys

**Available in Hard Copy version  
Published per client request**

**The information obtained from an Employee Opinion Survey can assist an organisation in developing an employee value proposition that will allow the organisation to attract & retain the skill necessary to achieve business objectives.**



# Job Evaluation | Grading

Job evaluation measures the “intrinsic” worth of jobs, based on a systematic assessment of the degree of complexity of job content and requirements.

Job Evaluation is an HR management tool that can be used for purposes such as:

- Establishing the relative worth of positions within an organisation
- Establishing internal pay equity and external competitiveness
- Determining a fair and equal reward system
- Harmonising pay, benefits and conditions internally
- Reviewing organisation structures and identifying gaps
- Clarifying career paths and succession planning

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 | grading services cover the following systems:

- Paterson
- Towers Watson GGS



# Job Evaluation | Grading

## Towers Watson Global Grading System - GGS

GGS is a job evaluation system that is quick, easy to use and adaptable to the changing needs of an organisation's dynamic environment. It allows multi-site, multi-user access to a secure, password protected web-site.

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:

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



# HR & 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 Services
- Non-Executive Director Reward and Practices
- Incentive Scheme Design – Long & Short term
- Remuneration Benchmarking and Competitive Assessment
- Job Evaluation
- Pay Structure Development and Regression Analysis
- Remuneration Policy Development
- Salary Review Services
- Customised Remuneration Research
- HR Due Diligence & Policy Audits
- HR Support for Mergers & Acquisitions
- Job Description Writing
- HR Policies & Practices



# HR Professional Subscription Library

HR Executive & HR Practitioner reference publication

Choice of Web | Hard Copy versions  
Updates published monthly

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.

A Finrec Publication



# RemCom Subscription Library

**Corporate Governance reference publication**

**Choice of Web | Hard Copy versions  
Updates published monthly**

**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.**

**A Finrec Publication**



# Contacts - Consulting Services

- 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

Should you require any of the above services kindly contact :

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Leading Providers of  
World class remuneration solutions  
to Leading Organisations





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