

FIGURE

Downloadable Salary Tables in PDF

We have more than two hundred job families and almost thousand job family levels. In order to give users flexibility it is possible to select only job families which you are interested in.

In addition online tool enables users to select their own county, region.

The screenshot shows a web interface for selecting job families and regions. At the top, there is a dropdown menu for 'Comparison method' set to 'Organization based analysis'. Below this, the interface is split into two main sections: 'Jobfamily' and 'Region'. The 'Jobfamily' section has an 'Add families' button and a text box stating 'Levels from these job families were used by Your organization in this survey', with 'Choose all' and 'Remove all' buttons. The 'Region' section has a 'Choose all' button and a list of options: 'All' (checked) and 'Other parts of Estonia' (unchecked).

For additional price (Online Access to Additional Analysis) two more filters can be presented to choose from: organizations sector and origin of capital. For this feature please contact us.

This screenshot shows a more advanced version of the tool interface. It includes three dropdown filters at the top: 'Origin of capital' (set to '-'), 'Comparison method' (set to 'Organization based analysis'), and 'Field of activity' (empty). The 'Jobfamily' and 'Region' sections are similar to the previous screenshot, but the 'Region' section now includes an additional option: 'Harju County' (unchecked) below 'Other parts of Estonia'.

Sample of the salary table:

Accounting - II

Accountant, salary accountant, senior payments specialist, debtor/creditor accountant

- Journalizes transactions in accounting area (-s) (e.g., salaries, incoming or outgoing invoices, taxes etc.)
- Keeps proper documentation and prepares reports
- Makes payments in accordance with a procedure set
- Is responsible for account balances
- May control accounts receivable
- First level higher education and two to four years of work experience required

Accounting - II		Harju County						
Job value in points	184	NoJ/NoE	Average	10%	25%	Median	75%	90%
Base Hourly Rate	N/A							
Monthly Base Salary	16/6	1 711	1 181	1 332	1 796	1 885	2 155	
Guaranteed Allowances	3/1							
Annual Base Salary	16/6	21 863	17 520	21 274	22 208	22 680	25 860	
Statutory Allowances	N/A							
Sales Incentives	N/A							
Variable Short-Term Incentives	8/4	1 229			1 511			
Long-Term Calculated Incentives	N/A							
Annual Total Cash	16/6	22 561	18 686	21 817	22 259	23 997	26 738	
Proportion of Variable Salary	16/6	3%	0%	0%	2%	6%	9%	
Sales Incentives Target	N/A							
Sales Incentives Maximum	N/A							
Variable Short-Term Incentives Target	N/A							
Variable Short-Term Incentives Maximum	3/1							
Monthly Base Salary Change	2/1							
Total Annual Cash Change	2/1							
Organization Cars Monthly Expenses	N/A							
		NoJ/NoE	Frequency of Occurrence					
Organization Car %	N/A							
Unlimited Organization Car Expenses	N/A							