



ICT SECTOR COMPENSATION SURVEY ESTONIA 2022 SUMMARY

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INTRODUCTION

The 2022 ICT Sector Compensation Survey is the seventeenth survey in this particular sector. The survey reflects salary trends and practices in the ICT sector.

The purpose of the sector compensation survey is to provide ICT organizations with objective information related to employees' compensation.

The survey presents an overview of the current salary market (as of June 2022) in the ICT sector, compares changes to the previous year and describes expectations organizations have regarding employee compensation.

The ICT Sector Compensation Survey 2022 in Estonia comprises the data of **102** organizations. The number of positions included in the analysis in the ICT sector survey continues to rise: this year there are more than 13 000 positions data analyzed in the survey while only ICT-specific jobs are taken into account from non-ICT organizations (e.g. banks).

The report provides: (1) analysed information on compensation changes and compensation policies, (2) detailed compensation - related analysis according to job families and levels and (3) compensation information in salary tables according to job families and levels.

The Salary Tool (Excel file) includes comparisons made based on organizations and incumbents (see Organization weighted and incumbent weighted approach).

We hope you will find our survey a helpful tool in making compensation-related decisions.

Fontes would like to extend its gratitude to all participants who helped compiling the present survey.

Sincerely yours,

Eva-Lotta Elmanovitš, Marten-Gustav Lähker, Mall Peterson, Aet Purk, Ilmar Põhjala, Irja Rae.



TALENT AND SALARY

How to find perfect balance between hopes and possibilities?

How to value talent in numbers?

What is the... adequate value of the priceless?

Find the answers in Compensation Survey

TALENT AND ORGANIZATION

Do we fit together?

Do we speak the same language?

Are we in our own element?

Find the answers in Organization Culture Survey

The survey is created in cooperation with Tallinn University

TALENT AND SATISFACTION

Are the talents satisfied and dedicated?

What is the relation between results and feelings?

How humane is the working environment and the organization?

Find the answers in Employee Satisfaction Survey

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SUMMARY 2022

**102**

organizations participated in the ICT Sector Compensation Survey 2022 in Estonia.

**13 361**

employees' compensation information is analysed in the survey. 82% of employees work in Tallinn, 15% in Tartu and 3% in rest of Estonia.

**+11,8%**

is the average change of monthly base salary for employees whose position did not change during previous 12 months. Annual total cash change was on average +15,2%. These statistics include data of all employees, including those whose salary has not been changed or was reduced.

**68%**

of the organizations increased the number of employees during previous 12 months. 24% of organizations decreased the number of employees, meanwhile, in 8% of organizations the number of employees remained the same.

**+13,4%**

is the average increase of monthly base salary for those employees whose position did not change during previous 12 months.

**15%**

is the average employee voluntary turnover in organizations during previous 12 months, meanwhile, total employee turnover was on average 20%.

**88%**

of employees have received an increase in monthly base salary, meanwhile, annual total cash has increased for 93% of employees having similar responsibilities as the year before.

**96%**

of the organizations plan to increase monthly base salary during the next 12 months, 95% plan to increase annual total cash as well.

**57,9%**

of employees during previous 12 months have received at least one variable component of compensation. 45,3% of employees have received short-term bonuses and incentives, 9,3% of employees - sales bonuses and incentives, 5,6% of employees long-term incentives.

**68%**

of the organizations offer short term incentives and 28% of organizations offer sales incentives to at least one employee group. 9% of organizations offer long-term incentives.

**+7,4%**

is an average forecasted change in monthly base salary during the next 12 months. Forecasted change in annual total cash is on average 7,6%, 6,3% and 6,2%, for year 2023 and 2024 respectively.

**95%**

of the organizations plan to increase the number of employees by the end of year, 4% plan to maintain the same number of employees and 1% of organizations plan to decrease the headcount.



86% of organizations offer Internal training, 84% offer external training, while 7% do not provide any training for their employees. For 53% of organizations the training expenses have not changed, for 42% increased, while 5% of the organizations have decreased their expenses for employee training.

TABLE OF CONTENTS

Table of contents is as in the survey report and does not correspond to the current file.

INTRODUCTION.....	2
SUMMARY	4
SURVEY METHODOLOGY	7
Organization weighted and incumbent weighted approach.....	9
STRUCTURE OF THE SURVEY SAMPLE	11
I REMUNERATION SYSTEM CHANGES AND COMPENSATION POLICY	16
1.1. Salary Changes	16
1.2. Change in Number of Employees.....	26
1.3. Remuneration System and Changes in Salary.....	29
1.4. Forecasted Salary Change	38
1.5. HR Budget	40
1.6. The Components of Remuneration.....	43
1.6.1. Sales Incentives (incl. Commissions).....	46
1.6.2. Short-Term Incentives	48
1.6.3. Long-Term Incentives.....	50
1.7. Benefits and Perquisites	54
1.7.1. Work Related Tools Benefits	58
1.7.2. Benefits to Balance Work and Personal Life	63
1.7.3. Other Benefits.....	68
1.8. Training	78
1.9. Equal Pay.....	80
1.10. Additional Questions	86
II DETAILED COMPENSATION-RELATED ANALYSIS BY JOB FAMILIES AND LEVELS	91
2.1. Average Change in Salaries by Job Families and Levels	91
2.2. Average Proportion of Variable Salary by Job Families and Levels.....	103
2.3. Salary Changes by Job Value Points	112
2.4. Salary Levels by Job Value Points - Actual Salary Levels	113
2.5. Salary Levels by Job Value Points - Regressed Salary Levels.....	114
APPENDIX A - Job Families and Levels with Points	115
APPENDIX B - Survey Participants	124
APPENDIX C - Terms	127
APPENDIX D - Analytical Job Evaluation Method.....	128



SURVEY METHODOLOGY

Participants and Target Group

The purpose of the ICT Sector Compensation Survey is to provide each organization's compensation analysis and comparison to the sector, based on structured high-quality market information in the ICT sector in Estonia.

The survey helps to follow and to evaluate changes in the labour market, to make compensation related decisions and to define the right compensation package for employees consistent with the current situation.

Job Classification

To ensure a precise compensation comparison among jobs with similar responsibilities and functions, all jobs present in organizations are classified into specific job families (by the function and content) and levels (by the responsibility and job complexity) using the General Job Description Catalogue. All job families and levels have also been evaluated using analytical job evaluation method (see APPENDIX D - Analytical Job Evaluation Method), in order to facilitate comparison between different job families (in points).

Job descriptions used or classification are represented prior to a respective salary table.

Salary and Compensation Data Gathering and Analysis

Salary data was gathered using two complementary data forms: salary tables and questionnaires regarding compensation policy.

Data was asked for all jobs in an organization. The data was collected, processed, and analyzed between May to July 2022. The monthly base salary data is provided as of June 2022. When calculating the amounts of annual total cash, paid out variable short-term incentives and assigned long term financial incentives/bonuses for the previous 12 months are taken into account.

Compensation changes in job families and levels have been calculated for employees whose position, duties and responsibilities have not changed during last year as well as for employees whose position, duties and responsibilities have changed (for example, who work on a higher or lower position than last year or with increased responsibility and duties).

In addition to the detailed compensation data, the representatives of the organizations provided information on compensation policies. The information was gathered from the questionnaire in five general parts - general information on the organization, compensation system, compensation parts (including incentive schemes), benefits and training, other additional questions.

The electronically obtained data was checked and streamlined. RStudio Desktop 2022.02.3+492 as well as spreadsheet application MS Excel were used for statistical analysis.

When the answers were submitted for statistical processing, usually the median value and/or the arithmetic average was calculated; for salary data other positional averages, such as the median, 10%, 90% deciles and 25%, 75% quartiles, were also used (see APPENDIX C - Terms). The percentages presented in the tables and graphs represent the weight of an answer among the total number of answers to the questions at hand (respondents who did not answer have not been taken into account).

The salary information has been presented based on two principles:

- to submit as much objective information as possible,
- to preserve the confidentiality of the information relating to the participating organizations.

Therefore, the criterion of the minimum number of organizations has been used upon analysis.

All numbers are presented in gross amounts and in EUR.



Organization weighted and incumbent weighted approach

Compensation survey consists of two different approaches of calculation: organization weighted approach and incumbent weighted approach.

Organization weighted statistics better reflect company policies (a pay for a job), while incumbent weighted describes the reality of the labour market (a pay for an individual).

Tip: Incumbent weighted describes what the average person earns...not what the average company pays.

Organization weighted approach (extension **ORG**) – a job market distribution computed using the averaged incumbent pay for each organization. Each company is weighted equally so no company can influence the distribution statistics based on a large share of the incumbent sample. The "Organization weighted" part of this term indicates that it is a reflection of what the typical company is paying. The calculation first determines the average pay for a job at each unique company, and then calculates the average of those averages.

Incumbent weighted approach (extension **IND**) – a job market distribution computed using individual employee (incumbent) pay data regardless of affiliation with a company. While each incumbent is weighted equally, organizations with large share of the incumbent sample may influence the distribution statistics. The "Incumbent weighted" part of this term means it is the average pay for each person in the labour market.

The Compensation Analyzes Tool represent both organization weighted and incumbent weighted approach. Trendlines in the Compensation Analyzes Tool are based on organizations!

Explanation

Say we have companies A (with 3 employees), B (with 2 employees), C (with 9 employees), D (with 2 employees) and E (with 4 employees).

If we want to know the average salary based on the employees (incumbent weighted approach), we sum up the salaries of all the employees and divide the sum by 20 (the total employees of 5 companies altogether).

If we want the average salary based on companies (organization weighted approach), we'll start by calculating the average salaries inside the companies and then find the average total (by summing up the averages of the companies and dividing the sum by 5).

Based on employees

Org	Salary
A	1 000
A	1 000
A	1 000
B	900
B	1 200
C	860
C	860
C	860
C	900
C	920
C	920
C	980
C	980
C	980
D	800
D	850
E	1 200
E	1 200
E	1 200
E	1 500
Average	1 006
Median	980

Based on organizations

Org	Average Salary
A	1 000
B	1 050
C	920
D	825
E	1 275
Average	1 014
Median	1 000



STRUCTURE OF THE SURVEY SAMPLE

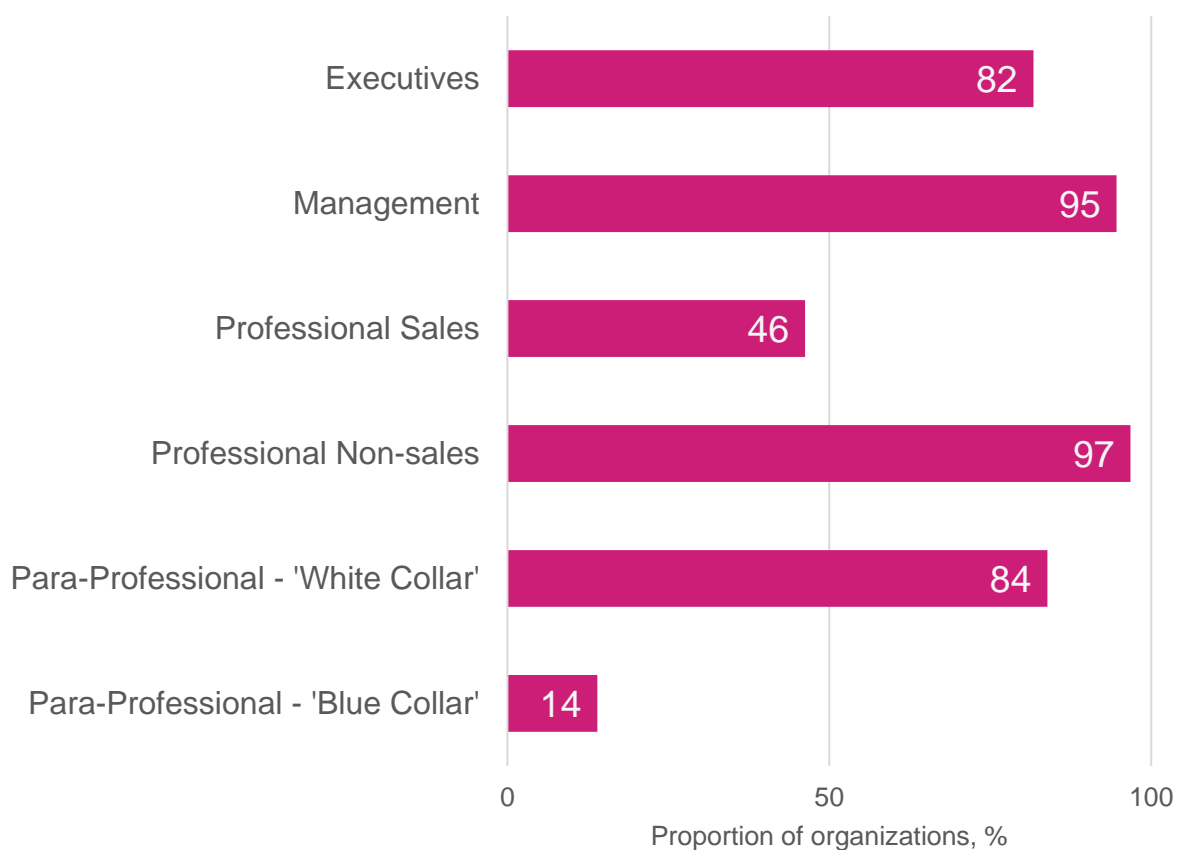
102 organizations participated in the 2022 ICT Sector Compensation Survey. All participants submitted the salary table and **94** filled in the questionnaire.

The salary data of **13 361** positions was used for the analysis. 36% of positions were filled by women. 82% of positions are situated in Tallinn and Harju County, 15% in Tartu and Tarty County and 3% in the other counties.

For the first part of the survey, the analysis on compensation policy data is analyzed according to employee groups (please see Graph 1 below). Due to different organizational structures and size of the organizations the sample in each employee group differs.

Graph 1. Employee Groups in Organizations (Based on Organizations' Answers)

(The graph shows the frequency of employee groups in organizations)



Graph is calculated using the answers of 93 organizations.

Executives – employees (management team) who provide strategic vision and/or ensure operational activities across multiple functions or sub-functions. Determine policy and direction of the organization or a functional area and direct its activities – usually through other managers. Can be the head of an organization, board members, function managers or sub-function managers in very large organizations.

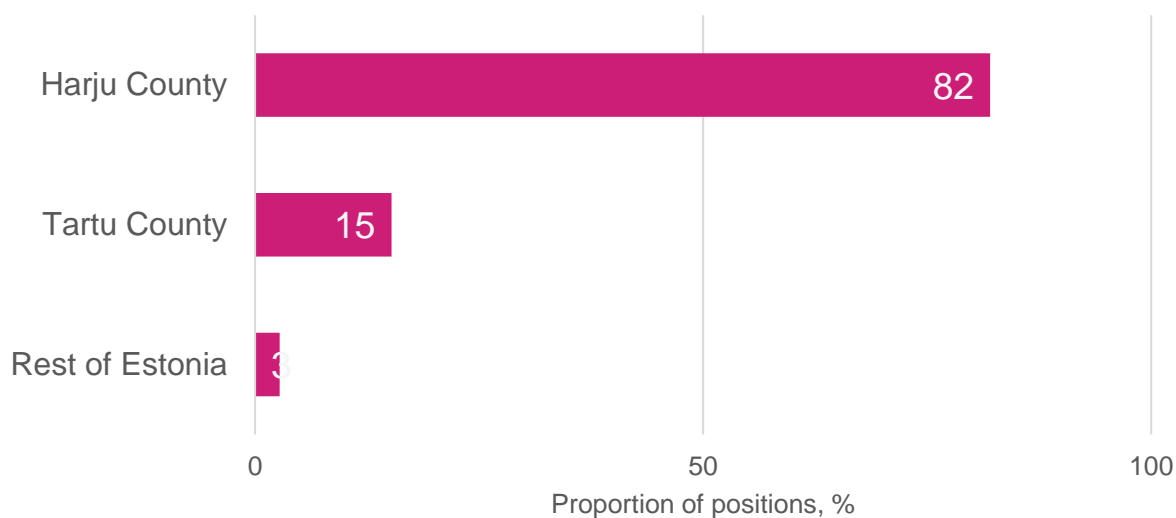
Management (first level managers, middle level managers) – employees who focus on tactical vision and/or operational activities within a specific area. Report to an executive or head of an organization. Have managerial responsibility for a department or a team. Coordinate and organize activities of a separate unit or service within an organization. Establish operational and administrative procedures, formulate policies relevant to their areas, and organize, lead and direct others to achieve their goals.

Professional sales – employees who sell products, services or solutions to other organizations or individuals and have a responsibility for sales results. Professionals with no managerial responsibility, although they may provide mentoring, coaching or supervision to less experienced staff. Senior sales positions may take on team leader roles that are based on profound expertise rather than on people management. Report to a manager.

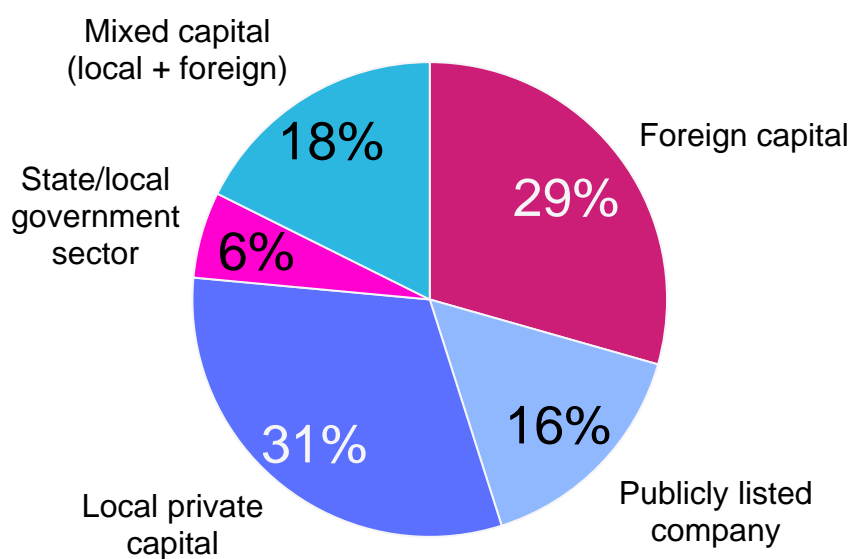
Professional non-sales (senior specialists, specialists) – professionals in various fields with no managerial responsibility, although they may provide mentoring, coaching or supervision to less experienced staff. Senior positions may take on team leader roles that are based on profound expertise rather than on people management. Report to a manager. Most positions in this group are responsible for professional and technical everyday work in an organization/department.

Para-professional “white collar” (junior specialists, specialists, technical specialists) – employees who carry out an organization’s administrative/technical tasks and who do not have a supervisory or managerial responsibility. Report to a manager/supervisor. Office clerks, operational support, and technicians (excluding blue collar employees). Employees who perform operational tasks according to specific standards and guidelines. Most occupations in this group require only limited job-specific knowledge or relevant experience.

Para-professional “blue collar” (workers, technical support employees) – semi-skilled or unskilled employees whose work does not require specific professional education. Carry out standard tasks. Report to a leader/supervisor. Include production and operations support employees and technicians.

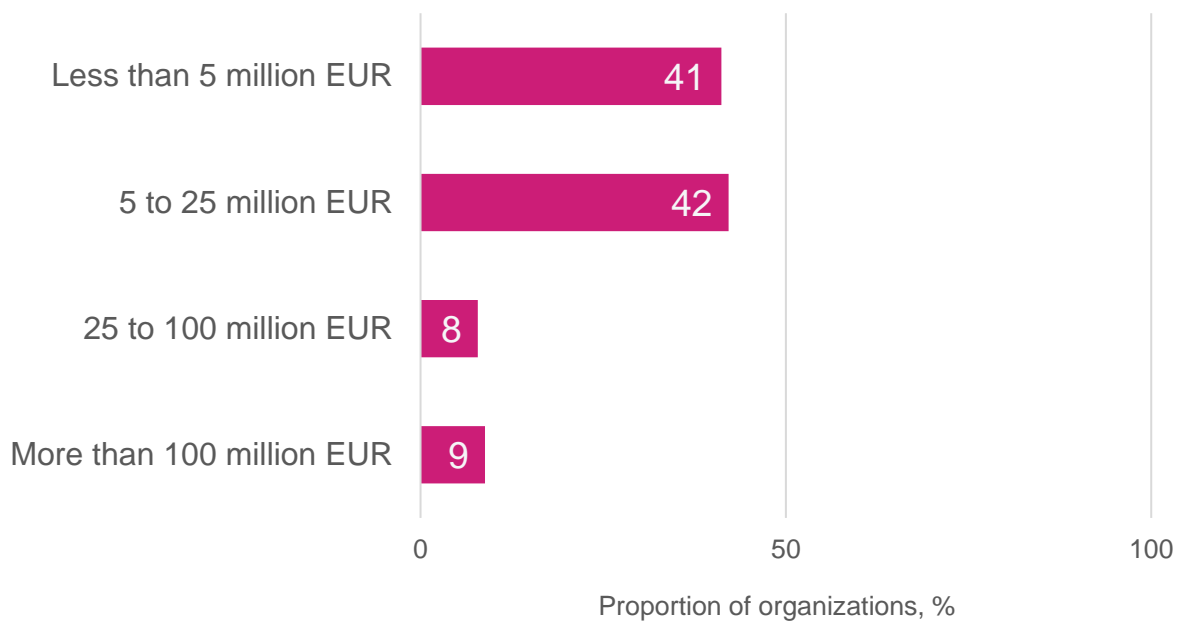
**Graph 2. Positions by Region**

Graph is calculated using the data of 102 organizations.

Graph 3. Organizations by Origin of Capital

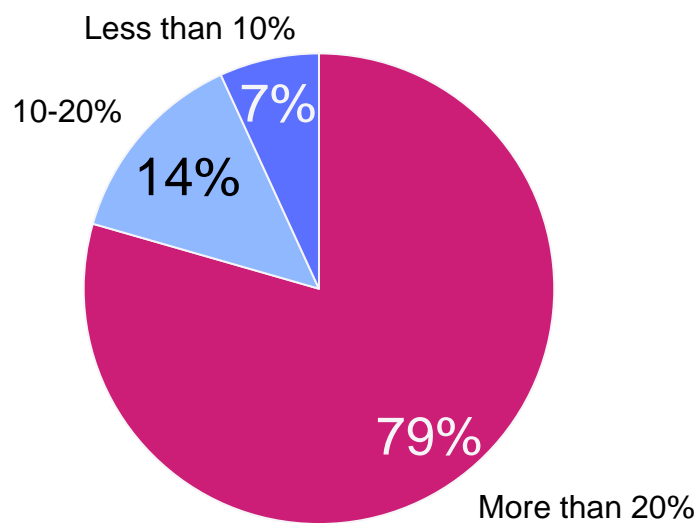
Graph is calculated using the data of 102 organizations.

Graph 4. Organizations by Sales Revenue

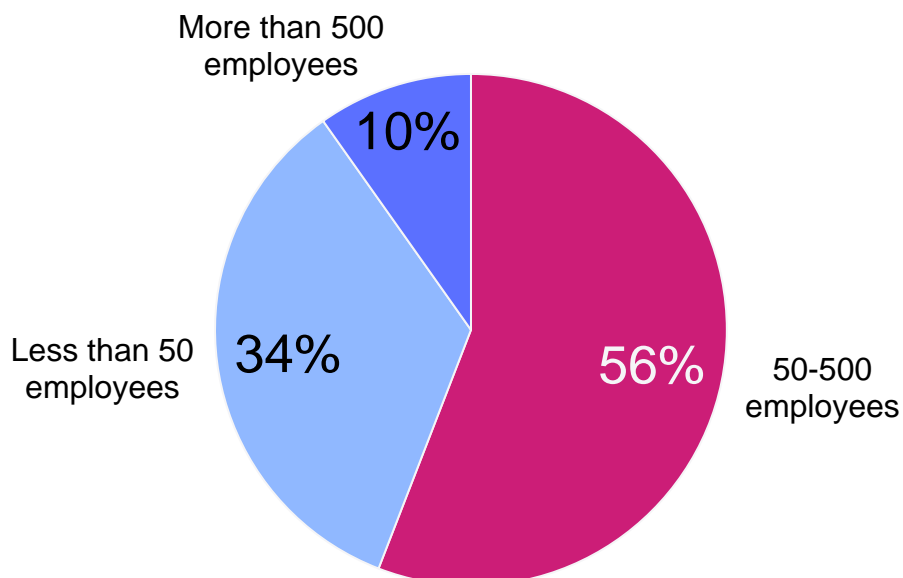


Graph is calculated using the answers of 102 organizations.

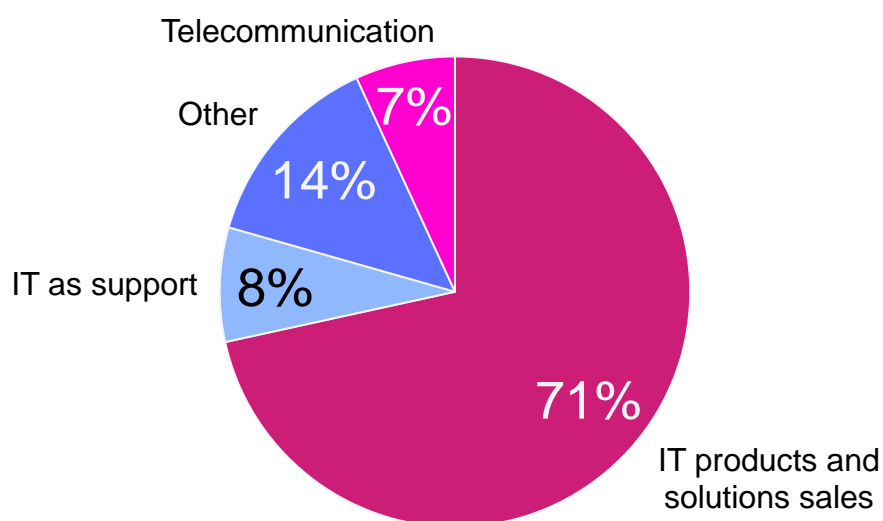
Graph 5. Organizations by Labour Costs (% of Revenue)



Graph is calculated using the answers of 73 organizations.

**Graph 6. Organizations by Number of Employees with Employment Contract**

Graph is calculated using the data of 102 organizations.

Graph 7. Organizations by Field of Activity

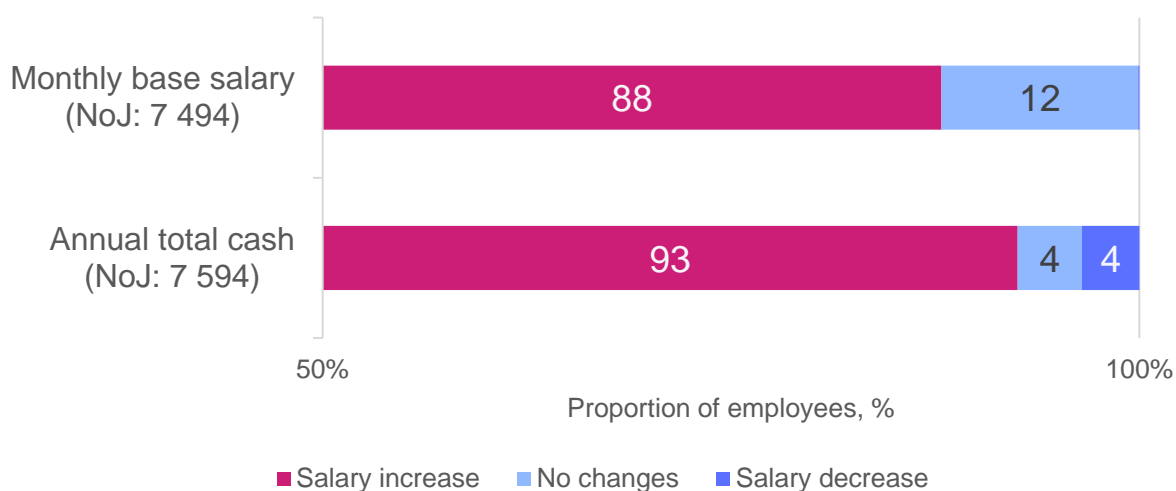
Graph is calculated using the data of 102 organizations.

I REMUNERATION SYSTEM CHANGES AND COMPENSATION POLICY

1.1. Salary Changes

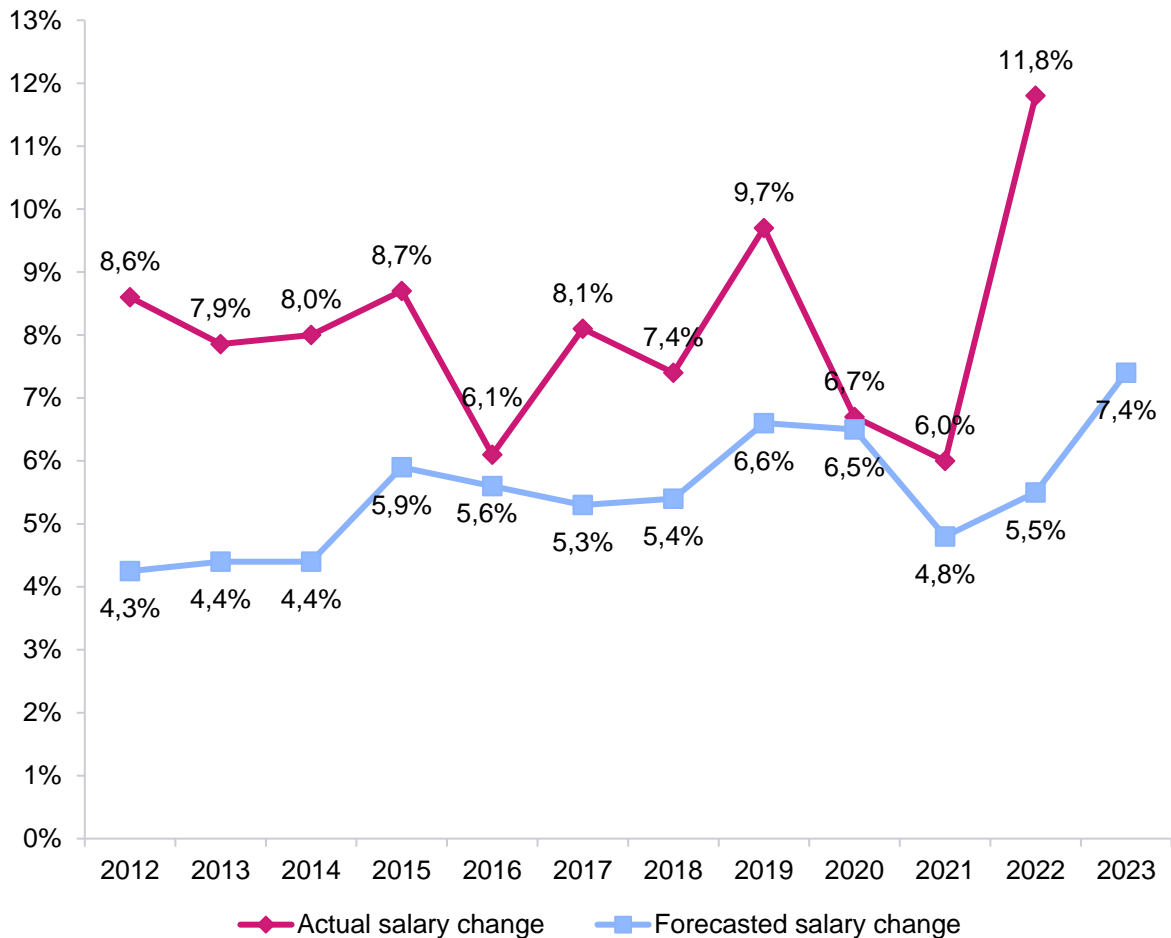
The following graphs and results are calculated using the data from salary tables.

Graph 8. Compensation Change during 2021-2022 for Employees Whose Position Has Not Changed during Last Year



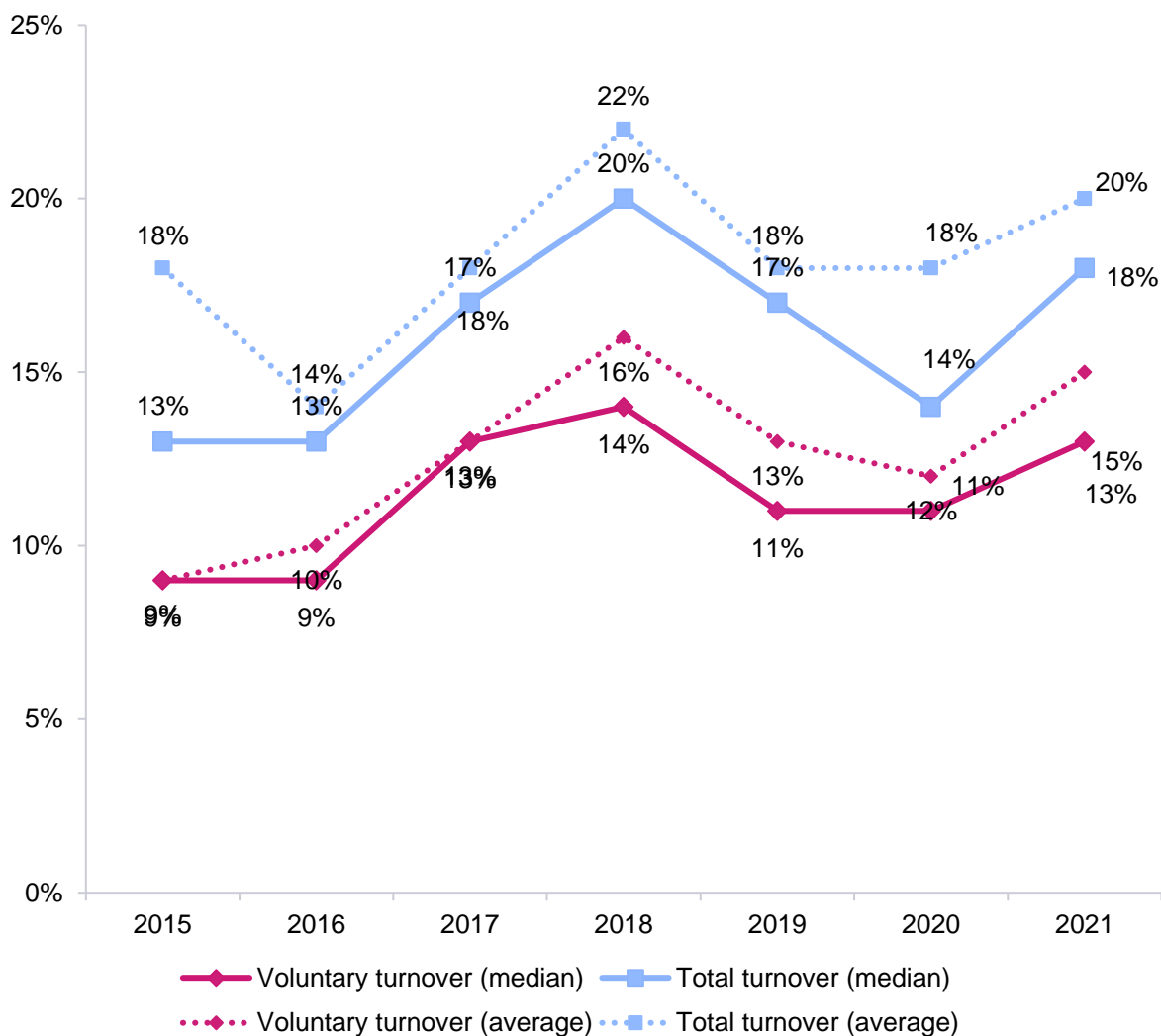


Graph 9. Incumbent Weighted - Monthly Base Salary Change Forecast by Organizations for Next Year and Actual Average Monthly Base Salary Change for Same Employees on the Same Position during 2012-2023



1.2. Change in Number of Employees

Graph 10. Employee Turnover in 2015-2021. Temporary Staff and Employees with Contract for Service Have Been Excluded





APPENDIX B - SURVEY PARTICIPANTS

IT Product and Solution Sales (73)

AdaCore Estonia OÜ
 Adcash OÜ
 ADM Interactive OÜ
 AFS IT Services Estonia OÜ
 Avalanche Laboratory OÜ
 Axinom Eesti OÜ
 Begin OÜ
 Bisly OÜ
 BitWeb OÜ
 Blue Horseshoe Eesti OÜ
 Boku Network Services Estonia OÜ
 Breakwater Technology OÜ
 CGI Eesti AS
 Checkout Technology LTD Eesti filiaal
 Codelab OÜ
 Columbus Eesti AS
 Concise Systems OÜ
 Cybercube Analytics Digital OÜ
 Cybernetica AS
 Derivco Estonia OÜ
 EstNeti OÜ
 Eurora Solutions OÜ
 Fairown Holding OÜ
 Finestmedia AS
 Fleet Complete Eesti OÜ
 Flowit Estonia OÜ
 Fractory Solutions OÜ
 Fujitsu Estonia AS
 Genius Sports Services Eesti OÜ
 gotoAndPlay OÜ
 Hansab IT Solutions OÜ
 Harman International Estonia OÜ
 Helmes AS
 HireRight Estonia AS
 Iglu OÜ
 INZMO Development OÜ
 Interactive Brokers Software Services Estonia OÜ
 Kühne + Nagel IT Service Centre AS



Malwarebytes Estonia OÜ
Messente Communications OÜ
Mooncascade OÜ
Mountbirch OÜ
Multilogin Software OÜ
Net Group OÜ
Nortal AS
OIXIO AS
Perforce Software AS
Pipedrive OÜ
Playtech Estonia OÜ
Proekspert AS
Raintree Systems OÜ
Reach-U AS
Ridango AS
Rush Street Interactive LLC
SaleMove OÜ
Santa Monica Networks AS
Scoro Software OÜ
SK ID Solutions AS
Snackable OÜ
Solita OÜ
SRINI OÜ
Synerall AS
Telema AS
Testlio OÜ
Tieto Estonia AS
Topia OÜ
Triogames OÜ
Turnit OÜ
Vaimo OÜ
Veriff OÜ
VideoB OÜ
Wisercat Estonia OÜ
Wunder Estonia OÜ

Telecommunication (7)

Citic Telecom CPC Estonia OÜ
Elisa Eesti AS
Elisa Teleteenused AS
Levira AS
Sixfold OÜ
Tele2 Eesti AS



Telia Eesti AS

IT as Support

BIGBANK AS

Bondora AS

Eesti Energia AS

LHV Pank AS

Luminor Bank AS

Monese Ltd Eesti filiaal

SEB Pank AS

Swedbank AS

Other

Change Capital OÜ

INZMO Support OÜ

Nets Estonia AS

NOPE OÜ

Rahandusministeeriumi Infotehnoloogiakeskus

Registrite ja Infosüsteemide Keskus

Riigi Info- ja kommunikatsioonitehnoloogia Keskus

Riigi Infosüsteemi Amet

Siseministeeriumi infotehnoloogia- ja arenduskeskus

Starship Technologies OÜ

StayCool OÜ

WISE Payments Limited Eesti Filiaal VRE

xChange AS

Xolo OÜ

APPENDIX C - TERMS

Job family	A group of jobs similar in contents according to the Fontes Job Families Catalogue.
Job family level	In the Fontes Job Families Catalogue, the job families have been divided into different levels according to their complexity, responsibility, and established requirements. The number of the level is of importance only within the same job family and the value of this level need not coincide with the same level jobs of other job families.
Job value in points	The relative value of a job in points. Each job family level has a point value, which makes the jobs different in comparable contents.
Monthly base salary	Gross monthly salary stipulated in the contract of employment. Monthly base salary includes fixed extra payments for mobility, tenure, qualification level, competence. It does not comprise extra pay for night work or overtime, holiday pay or incentives.
Guaranteed allowances	Allowances paid on agreed terms (not required by the law, regularly paid). Do not include data that is already included in hourly or monthly base salary (qualification, skills etc.).
Annual base salary	$\text{Monthly base salary} * 12 + \text{Base hourly rate} * 168 * 12 + \text{Guaranteed allowances}$.
Statutory allowances	Allowance required by the law. Those allowances are paid if job is containing nightshifts, work during the weekends or holidays etc. Does not include overtime pay.
Sales incentives	Incentives of sales or fulfilling sales target. Sales incentives might be paid in a different regularity.
Short-term incentives	Variable (not guaranteed) pay, which depends on individual, team or organization performance that is paid on a monthly, quarterly, semi-annual or annual basis. Goals are clearly set and known for the employee. Variable pay is paid if the tasks are achieved or the performance has been even better.
Short-term/sales incentives target	Target bonus as % of annual base salary.
Short-term/sales incentives maximum	Maximum bonus as % of annual base salary.
Long-term incentives	Variable (not guaranteed) pay that depends on individual, team, or organization performance. Goals are clearly set and known to the employee. Variable pay is paid if the tasks are achieved or the performance has been even better. Vesting period is more than one year
Annual total cash	$\text{Annual base salary} + \text{Statutory allowances} + \text{Sales incentives} + \text{Variable short-term incentives} + \text{Long term calculated incentives}$
NoJ/NoO	Number of jobs (NoJ) and number of organizations (NoO) in the analysis.
Average	The arithmetic weighted average, which is obtained by summing up all the values and then dividing the sum by the total number thereof.
90% decile	90% of salaries are smaller than the presented value.
75% quartile	75% of salaries are smaller than the presented value.
Median	The central member in the sequence of salaries, which are ordered from the highest to the smallest. Precisely 50% of the salaries are higher and 50% of the salaries are smaller than the presented value.
25% quartile	25% of salaries are smaller than the presented value.
10% decile	10% of salaries are smaller than the presented value.



APPENDIX D - ANALYTICAL JOB EVALUATION METHOD

Analytical job evaluation is a technique designed to enable trained evaluators to evaluate and judge the size of one job relative to others. Analytical job evaluation method is described in Fontes Handbook of Job Evaluation of Intellectual and Physical Jobs. The method has been created and developed by Fontes and bases on ILO recommended method. It is used in all three Baltic States.

Jobs are evaluated based on education and professional experience, work characteristics and accountability. For describing these factors the following criteria are used:

Education	Describes the education required for fulfilling the tasks.
Professional experience	Describes the experience required for the job. The amount of points depends on two factors: 1) experience in the respective area and 2) experience of the respective occupation (e.g., management, project management, etc.).
Work complexity	Describes the extent to which work environment, work methods and tasks are described, also the complexity of work process.
Mental effort	Describes the complexity of problem solving and decision-making process; the number of alternatives to be addressed in finding solutions; the amount of information that requires processing, creativity needed in seeking new solutions.
Co-operation and management	Describes the scope and characteristics of management, coordination and cooperation.
Responsibility for work processes	Describes the amount of all processes to be managed by the respective position, the scope and number of structural units in the sphere of responsibility of this position.
Accountability for decisions	Shows how comprehensive and far-reaching are the effects of the decisions made by this position.
Work methods	Describes the level of mechanization and automation of the work process (is evaluated in case of physical work).
Physical effort	Describes the daily physical effort required from the employee (is evaluated in case of physical work).
Working conditions	Describes the amount and level of unhealthy and stress-inducing factors accompanying the job.

Analytical job evaluation method is universal and is applicable in every organization and with all jobs. When compared with job family classification method analytical method is more precise and enables to evaluate and compare jobs for which there is the small amount of similar jobs description available in the labour market. Fontes analytical job evaluation points scale and job family classification scale are compatible.

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