Accountant II

Performs professional accounting work in a company. Knowledge of the theory and practice of recording and classifying of financial transactions required. Follows accounting regulations and company procedures. Works under supervision of a specialist.

Sector	Banking	Job code	GEN-FI-A-8e
Job catalogue	General	PwC Grade	6
Function	Finance	Period	Monthly
		Currency	RSD
Department	Accounting	Adjustment	0.00 %

PayWell 2018 Republic of Serbia

General report						General report						
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	13 / 88	99,953	80,191	86,212	98,459	113,950	126,462	Benefits cost	5 / 23	725	928	2,368
Guaranteed Pay	13 / 88	114,931	92,239	97,625	117,663	133,404	141,531	Deferred bonus	13 / 85	3,661	5,030	8,225
Variable Pay		19%	8%	8%	25%	25%	25%	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	6/28	19,752	7,624	8,716	21,903	27,199	31,205					
Variable Pay		8%	4%	6%	7%	10%	11%			#comp./ #empl.	%comp.	%empl.
(Paid Out)	4 / 12	7,878	3,717	5,779	6,708	9,549	13,337		11			
Total Pay	13 / 88	116,415	92,239	98,977	117,844	133,602	141,757		ıy eligibility		54%	34%
Total Reward		117,105	92,239	102,915	117,844	133,612	141,757	Company ca	ar eligibility	0/0	0%	0%

Section - Job Varia	tion					Section - Job Variation						
+	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	1/1	N/A	N/A	N/A	N/A	N/A	N/A	Benefits cost	1/1	N/A	N/A	N/A
Guaranteed Pay	1/1	N/A	N/A	N/A	N/A	N/A	N/A	Deferred bonus	1/1	N/A	N/A	N/A
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A			#comp./ #empl.	%comp.	%empl.
(Paid Out)	0/0	N/A	N/A	N/A	N/A	N/A	N/A		11		-	
Total Pay	1/1	N/A	N/A	N/A	N/A	N/A	N/A		y eligibility		0%	0%
Total Reward	1/1	N/A	N/A	N/A	N/A	N/A	N/A	Company ca	r eligibility	0/0	0%	0%

Section - Job Varia	tion					Section - Job Variation						
-	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A	Benefits cost	0/0	N/A	N/A	N/A
Guaranteed Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A	Deferred bonus	0/0	N/A	N/A	N/A
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A			#comp./ #empl.	%comp.	%empl.
(Paid Out)	0/0	N/A	N/A	N/A	N/A	N/A	N/A		10 01 010.	-		
Total Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A	_	y eligibility	0/0	0%	0%
Total Reward	0/0	N/A	N/A	N/A	N/A	N/A	N/A	Company ca	ır eligibility	0/0	0%	0%

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Accountant II

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Sector	Banking	Job code	GEN-FI-A-8e
Job catalogue	General	PwC Grade	6
Function	Finance	Period	Monthly
		Currency	RSD
Department	Accounting	Adjustment	0.00 %

PayWell 2018 Republic of Serbia

Section - Region					Section - Region							
Belgrade	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	11 / 74	102,878	81,541	87,830	103,426	116,606	130,500	Benefits cost	3 / 12	2,359	2,368	3,459
Guaranteed Pay	11 / 74	116,200	93,818	98,494	118,307	134,586	141,531	Deferred bonus	11 / 74	3,765	5,611	8,754
Variable Pay		23%	13%	25%	25%	25%	25%	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	5/20	24,179	14,043	20,208	26,330	29,363	31,248					
Variable Pay		8%	N/A	5%	8%	11%	N/A			#comp./ #empl.	%comp.	%empl.
(Paid Out)	3/7	8,786	N/A	5,225	9,130	11,938	N/A					
Total Pay	11 / 74	117,451	95,147	102,796	118,307	134,586	141,757		y eligibility	6/22	55%	30%
Total Reward	3 / 12	118,159	95,656	103,455	118,307	134,586	141,757	Company ca	r eligibility	0/0	0%	0%

Section - Region								Section - Region				
Vojvodina	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	2/14	N/A	N/A	N/A	N/A	N/A	N/A	Benefits cost	2 / 11	N/A	N/A	N/A
Guaranteed Pay	2/14	N/A	N/A	N/A	N/A	N/A	N/A	Deferred bonus	2 / 11	N/A	N/A	N/A
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	1/8	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A			#comp./ #empl.	%comp.	%empl.
(Paid Out)	1/5	N/A	N/A	N/A	N/A	N/A	N/A		11 .1	-	-	
Total Pay	2/14	N/A	N/A	N/A	N/A	N/A	N/A		y eligibility		50%	57%
Total Reward	2 / 11	N/A	N/A	N/A	N/A	N/A	N/A	Company ca	r eligibility	0/0	0%	0%

Section - Region								Section - Region				
Rest of Serbia	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A	Benefits cost	0/0	N/A	N/A	N/A
Guaranteed Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A	Deferred bonus	0/0	N/A	N/A	N/A
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	0/0	N/A	N/A	N/A	N/A	N/A	N/A					
Variable Pay		N/A	N/A	N/A	N/A	N/A	N/A			#comp./ #empl.	%comp.	%empl.
(Paid Out)	0/0	N/A	N/A	N/A	N/A	N/A	N/A					
Total Pay	0/0	N/A	N/A	N/A	N/A	N/A	N/A		y eligibility	0/0	0%	0%
Total Reward		N/A	N/A	N/A	N/A	N/A	N/A	Company ca	ar eligibility	0/0	0%	0%

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