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 Overall Job code GEN-FI-A-8e

Job catalogue General PwC Grade 6

Function Finance Period Monthly

Currency RSD

Department Accounting Adjustment 0.00%

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					Currency			Republic of Serbia				
Department	Accounting		Adjustment				0.00 %					
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	34 / 164	81,219	48,298	59,231	77,089	96,775	124,822	Benefits cost	14 / 39	984	3,748	5,010
Guaranteed Pay	32 / 144	90,712	50,080	70,026	86,802	105,697	135,035	Deferred bonus	o/o	N/A	N/A	N/A
Variable Pay		15%	9%	11%	13%	17%	25%	Car acquisition price	1/9	N/A	N/A	N/A
(Target)	9 / 42	11,442	5,202	5,608	7,478	13,770	22,524					
Variable Pay		9%	3%	6%	8%	12%	15%			#comp./ #empl.	%comp.	%empl.
(Paid Out)	11 / 45	6,324	1,686	4,467	5,390	7,991	10,447	Vaniablana		16 / 63	-	38%
Total Pay	34 / 164	92,530	51,578	70,394	86,802	111,235	136,048	Variable pay eligibility			47%	
Total Reward	14 / 39	93,775	51,578	73,453	87,943	111,433	140,175	Company car	r eligibility	2 / 10	6%	6%
Section - Job Varia	ntion							Section - Job Variation				
+	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	4/4	75,204	N/A	N/A	77,813	N/A	N/A	Benefits cost	0/0	N/A	N/A	N/A
Guaranteed Pay	3/3	82,168	N/A	N/A	89,752	N/A	N/A	Deferred bonus	0/0	N/A	N/A	N/A
Variable Pay		12%	N/A	N/A	N/A	N/A	N/A	Car acquisition price	0/0	N/A	N/A	N/A
(Target)	3/3	8,823	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./	0/	0/1
(Paid Out)	2/2	N/A	N/A	N/A	N/A	N/A	N/A		10 01 010	#empl.	%comp.	%empl.
Total Pay	4/4	87,462	N/A	N/A	92,007	N/A	N/A	Variable pay eligibility		3/3	75%	75%
Total Reward	0/0	87,462	N/A	N/A	92,007	N/A	N/A	Company car	r eligibility	0/0	0%	0%
Section - Job Varia	ition							Section - Job Variation				
-	#Comp/ #Emp	Average		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	0/0	N/A	N/A	N/A
Guaranteed Pay	1/1	N/A	N/A	N/A	N/A	N/A	N/A	Deferred bonus	o/o	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	¥7=*=1.1	. aliailiilii			0%
Total Pay	1/1	N/A	N/A	N/A	N/A	N/A	N/A	Variable pay	•	0/0	0%	
Total Reward	0/0	N/A	N/A	N/A	N/A	N/A	N/A	Company car	r eligibility	0/0	ο%	ο%

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Accountant II

regulations and company procedures. Works under supervision of a specialist. Overall Job code GEN-FI-A-8e Sector Job catalogue General PwC Grade Function Finance Period Monthly RSD Currency Accounting 0.00 % Department Adjustment

Performs professional accounting work in a company. Knowledge of the theory and practice of recording and classifying of financial transactions required. Follows accounting

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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	24 / 115	89,832	48,006	63,651	89,209	113,105	135,608	Benefits cost	9/20	3,370	4,874	5,425
Guaranteed Pay	22 / 106	99,281	55,657	72,689	100,486	125,717	144,484	Deferred bonus	o/o	N/A	N/A	N/A
Variable Pay		17%	9%	13%	13%	25%	25%	Car acquisition price	1/7	N/A	N/A	N/A
(Target)	6/20	15,329	5,555	5,801	11,778	21,673	30,553					
Variable Pay		8%	2%	5%	7%	11%	14%			#comp./ #empl.	%comp.	%empl.
(Paid Out)	7 / 25	6,218	1,497	4,623	6,350	7,497	8,573	Variable no	. aliaibilia.		46%	
Total Pay	24 / 115	100,654	55,835	75,399	100,486	127,310	145,138	Variable pay		11 / 39	•	34%
Total Reward	9/20	102,133	55,835	78,583	100,486	127,995	147,989	Company car	r eligibility	1/7	4%	6%
Section - Region								Section - Region				
Outside of Belgrade	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile		#Comp/ #Emp	25th percentile	Median	75th percentile
Base Pay	14 / 49	68,615	50,080	59,231	67,000	78,569	85,929	Benefits cost	6/19	321	1,284	4,028
Guaranteed Pay	13 / 38	78,172	50,080	70,026	78,778	90,764	99,922	Deferred bonus	o/o	N/A	N/A	N/A
Variable Pay		13%	7%	11%	13%	17%	17%	Car acquisition price	1/2	N/A	N/A	N/A
(Target)	4/22	8,041	4,459	5,473	6,338	10,730	12,917					
Variable Pay		10%	4%	7%	8%	14%	15%			#comp./ #empl.	%comp.	%empl.
(Paid Out)	5/20	6,456	2,415	4,086	4,809	8,817	11,323	Variable no	. aliaibilia.			
Total Pay	14 / 49	80,642	51,541	70,394	80,651	94,904	101,246	Variable pay		6/24	43%	49%
Total Reward	6/19	81,544	51,541	70,701	81,853	94,904	101,967	Company car	r eligibility	2/3	14%	6%