

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 |
| Department | Accounting | Currency | RSD |
| | | Adjustment | 0.00 % |

PayWell 2016

Republic of Serbia

General report

| All | #Comp/ #Emp | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|----------------|---------|--------------------|--------------------|--------|--------------------|--------------------|
| Base Pay | 34 / 164 | 81,219 | 48,298 | 59,231 | 77,089 | 96,775 | 124,822 |
| Guaranteed Pay | 32 / 144 | 90,712 | 50,080 | 70,026 | 86,802 | 105,697 | 135,035 |
| Variable Pay (Target) | 9 / 42 | 11,442 | 5,202 | 5,608 | 7,478 | 13,770 | 22,524 |
| Variable Pay (Paid Out) | 11 / 45 | 6,324 | 1,686 | 4,467 | 5,390 | 7,991 | 10,447 |
| Total Pay | 34 / 164 | 92,530 | 51,578 | 70,394 | 86,802 | 111,235 | 136,048 |
| Total Reward | 14 / 39 | 93,775 | 51,578 | 73,453 | 87,943 | 111,433 | 140,175 |

Section - Job Variation

| + | #Comp/ #Emp | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|----------------|---------|--------------------|--------------------|--------|--------------------|--------------------|
| Base Pay | 4 / 4 | 75,204 | N/A | N/A | 77,813 | N/A | N/A |
| Guaranteed Pay | 3 / 3 | 82,168 | N/A | N/A | 89,752 | N/A | N/A |
| Variable Pay (Target) | 3 / 3 | 8,823 | N/A | N/A | N/A | N/A | N/A |
| Variable Pay (Paid Out) | 2 / 2 | N/A | N/A | N/A | N/A | N/A | N/A |
| Total Pay | 4 / 4 | 87,462 | N/A | N/A | 92,007 | N/A | N/A |
| Total Reward | 0 / 0 | 87,462 | N/A | N/A | 92,007 | N/A | N/A |

Section - Job Variation

| - | #Comp/ #Emp | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|----------------|---------|--------------------|--------------------|--------|--------------------|--------------------|
| Base Pay | 1 / 1 | N/A | N/A | N/A | N/A | N/A | N/A |
| Guaranteed Pay | 1 / 1 | N/A | N/A | N/A | N/A | N/A | N/A |
| Variable Pay (Target) | 0 / 0 | N/A | N/A | N/A | N/A | N/A | N/A |
| Variable Pay (Paid Out) | 0 / 0 | N/A | N/A | N/A | N/A | N/A | N/A |
| Total Pay | 1 / 1 | N/A | N/A | N/A | N/A | N/A | N/A |
| Total Reward | 0 / 0 | N/A | N/A | N/A | N/A | N/A | N/A |

General report

| | #Comp/ #Emp | 25th percentile | Median | 75th percentile |
|--------------------------|-------------------|--------------------|--------|--------------------|
| Benefits cost | 14 / 39 | 984 | 3,748 | 5,010 |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 1 / 9 | N/A | N/A | N/A |
| | #comp./ #empl. | %comp. | %empl. | |
| Variable pay eligibility | 16 / 63 | 47% | 38% | |
| Company car eligibility | 2 / 10 | 6% | 6% | |

Section - Job Variation

| | #Comp/ #Emp | 25th percentile | Median | 75th percentile |
|--------------------------|-------------------|--------------------|--------|--------------------|
| Benefits cost | 0 / 0 | N/A | N/A | N/A |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 0 / 0 | N/A | N/A | N/A |
| | #comp./ #empl. | %comp. | %empl. | |
| Variable pay eligibility | 3 / 3 | 75% | 75% | |
| Company car eligibility | 0 / 0 | 0% | 0% | |

Section - Job Variation

| | #Comp/ #Emp | 25th percentile | Median | 75th percentile |
|--------------------------|-------------------|--------------------|--------|--------------------|
| Benefits cost | 0 / 0 | N/A | N/A | N/A |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 0 / 0 | N/A | N/A | N/A |
| | #comp./ #empl. | %comp. | %empl. | |
| Variable pay eligibility | 0 / 0 | 0% | 0% | |
| Company car eligibility | 0 / 0 | 0% | 0% | |

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PayWell 2016

Republic of Serbia

Section - Region

| Belgrade | #Comp/ #Emp | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|----------------|---------|--------------------|--------------------|---------|--------------------|--------------------|
| Base Pay | 24 / 115 | 89,832 | 48,006 | 63,651 | 89,209 | 113,105 | 135,608 |
| Guaranteed Pay | 22 / 106 | 99,281 | 55,657 | 72,689 | 100,486 | 125,717 | 144,484 |
| Variable Pay (Target) | 6 / 20 | 17% | 9% | 13% | 13% | 25% | 25% |
| Variable Pay (Paid Out) | 7 / 25 | 8% | 2% | 5% | 7% | 11% | 14% |
| Total Pay | 24 / 115 | 100,654 | 55,835 | 75,399 | 100,486 | 127,310 | 145,138 |
| Total Reward | 9 / 20 | 102,133 | 55,835 | 78,583 | 100,486 | 127,995 | 147,989 |

Section - Region

| Outside of Belgrade | #Comp/ #Emp | Average | 10th percentile | 25th percentile | Median | 75th percentile | 90th percentile |
|----------------------------|----------------|---------|--------------------|--------------------|--------|--------------------|--------------------|
| Base Pay | 14 / 49 | 68,615 | 50,080 | 59,231 | 67,000 | 78,569 | 85,929 |
| Guaranteed Pay | 13 / 38 | 78,172 | 50,080 | 70,026 | 78,778 | 90,764 | 99,922 |
| Variable Pay (Target) | 4 / 22 | 13% | 7% | 11% | 13% | 17% | 17% |
| Variable Pay (Paid Out) | 5 / 20 | 10% | 4% | 7% | 8% | 14% | 15% |
| Total Pay | 14 / 49 | 80,642 | 51,541 | 70,394 | 80,651 | 94,904 | 101,246 |
| Total Reward | 6 / 19 | 81,544 | 51,541 | 70,701 | 81,853 | 94,904 | 101,967 |

Section - Region

| | #Comp/ #Emp | 25th percentile | Median | 75th percentile |
|--------------------------|----------------|--------------------|--------|--------------------|
| Benefits cost | 9 / 20 | 3,370 | 4,874 | 5,425 |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 1 / 7 | N/A | N/A | N/A |
| | | #comp./ #empl. | %comp. | %empl. |
| Variable pay eligibility | 11 / 39 | | 46% | 34% |
| Company car eligibility | 1 / 7 | | 4% | 6% |

Section - Region

| | #Comp/ #Emp | 25th percentile | Median | 75th percentile |
|--------------------------|----------------|--------------------|--------|--------------------|
| Benefits cost | 6 / 19 | 321 | 1,284 | 4,028 |
| Deferred bonus | 0 / 0 | N/A | N/A | N/A |
| Car acquisition price | 1 / 2 | N/A | N/A | N/A |
| | | #comp./ #empl. | %comp. | %empl. |
| Variable pay eligibility | 6 / 24 | | 43% | 49% |
| Company car eligibility | 2 / 3 | | 14% | 6% |