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# Salary Survey

Sedlak & Sedlak

# 2021

Sales offer

IT job positions

autumn edition

## Advantages of using reports

Salary survey are the key tool to manage compensation strategy. Organisation can use salary surveys in order to know the current regional and national salary ranges, as well as adapt their compensation system to diversified business conditions. Survey can help you to optimize compensation costs and identify pay equity issues and pay policy trends in your company. Last but not least you can use it during salary increases process and to design bonus system.



**Development**  
of incentive system



**Forecast**  
of salary increases



**Optimization**  
of salary expenses



**Knowledge**  
of the salary structure in other  
organization



**Establishing**  
salary differences between job position  
in the company



**Evaluation**  
of compensations against market

## About the report

- 955 companies,
- 195 job positions,
- report version: (PDF/Excel/on-line app.)
- data were collected between August and October 2021.

## Report content

### Career streams and job positions data:

- basic and base salaries, variable payments and total cash compensation,
- salaries divided into: regions, companies capital, employment level, annual incomes, type of activity, industries and departments,,
- benefits entitled to employees at various career streams.

### Salary increases data:

- level of scheduled salary increases,,
- level of implemented salary increases.

## Job positions list structure

Analysis are prepared for the following Departments:

- Board of Directors
- IT Department
- Job Positions in IT Industry
  - IT administration
  - design and programming positions
  - technical and equipment positions
  - consulting and implementation
  - IT security
  - data analysis

Data are being presented for various career streams and levels:

1. Director:
  - Managing Director (DZ)
  - Business Unit Director (DJ)
  - Department Director (D2)
  - Department Director (D1)
2. Manager:
  - Manager (K2)
  - Manager (K1)
  - Team leader (KZ)
3. Specialist:
  - Expert (SE)
  - Senior (SS)
  - Experienced (SD)
  - Junior (SM)
  - Assistant (SA)
4. Technical employee:
  - Leader (TL)
  - Senior (TS)
  - Experienced (TD)
  - Junior (TM)
5. Manual employee:
  - Leader (FL)
  - Senior (FS)
  - Experienced (FD)
  - Beginner (FP)

## Survey version

<b>Salary Survey Sedlak &amp; Sedlak 2021 – autumn</b> IT job positions	Regular price 6 000 PLN	Reduced price * <b>4 000 PLN</b>
<b>Comparatio analysis</b> – access to analysis on the platform: <a href="https://raportyplacowe.pl">raportyplacowe.pl</a> **	2 000 PLN	
<b>Comparatio analysis</b> – access to analysis on the platform <a href="https://raportyplacowe.pl">raportyplacowe.pl</a> , consultants suport in data preparation and job matching **	5 000 PLN	
<b>Additional access to the <a href="https://raportyplacowe.pl">raportyplacowe.pl</a> platform</b> – access for each additional person ***	500 PLN	

Prices are net values, VAT is not included.

\* Reduced prices are available only after data submission to the Sedlak & Sedlak Salary Survey 2022 – spring. For details, please contact with Sedlak & Sedlak consultant.

\*\* Additional analysis can be ordered only together with a Survey.

\*\*\* Additional access for each added person is valid for 12 months and is only possible with the purchase of the Survey.

We offer a 20% discount on the purchase of another surveys from our offer when purchasing the Sedlak & Sedlak Salary Survey.



## Other Sedlak & Sedlak's surveys

### HR Indicators Survey 2021 – detailed report

Standard price: 3 000 PLN

### Benefits in the eyes of employees 2021

Standard price: 2 000 PLN + 23% VAT

### Sedlak & Sedlak Benefits Survey 2021

Standard price: 2 500 PLN + 23% VAT

### Executive Compensation Survey 2020

Standard price: 5 000 PLN + 23% VAT

### Supervisory Board Members Compensation Survey 2019

Standard price: 3 000 PLN + 23% VAT

All Sedlak & Sedlak's reports are available via the website:  
[wynagrodzenia.pl/sklep](https://wynagrodzenia.pl/sklep)

## Contact

If you are interested in participating in the next edition of the Salary Survey, we encourage you to contact our consultants.

If you have any questions or concerns, feel free to contact us:



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