

# The East Africa Salary Survey by PwC is here!

## Compensation in a period of uncertainty

As PwC, we have been conducting sector-based salary surveys year on year. This year (2021), we are carrying an East African salary survey cutting across various sectors. The resultant report will be rich in job title and job grade salary benchmarking data.

### Why participate?

In today's dynamic economy, employers are constantly looking for a competitive edge in attracting and retaining top talent while at the same time, containing overall staff costs.

This can be difficult when reward and remuneration packages are not available in the public domain. Some of the questions that companies commonly seek answers to are:

- How much is this job/grade paid in the market?
- How are employers configuring the best compensation & benefits mix?
- What are the benefits of tweaking your remuneration structure to add, vary or remove elements or to introduce an element of flexibility?

The answers to these questions are pegged on understanding the landscape of the reward environment in the East African market.

By participating in this survey, you will be able to access data related to your industry/ sector as well as data at a country level which will then inform your decision making and strategy around talent.

### PwC East Africa Salary Survey

Our survey report will provide salary benchmarking data. See below a snippet of the job title report:

Fringe Benefit	25th Percentile	50th Percentile	75th Percentile	Mean	% Who Receive
Basic Cash	187,114	221,135	243,000	222,224	100
Guaranteed Bonus	0	0	0	0	0
Entertainment Allowance	0	0	0	0	0
Housing Allowance	0	0	0	50,000	4
Other Cash Benefits	0	0	0	57,805	4
Cash Benefits	0	0	0	107,805	4
Company Car	0	0	0	0	0
Car Allowance	0	0	0	30,500	4
Vehicle Benefits	0	0	0	30,500	4

Below is a snippet of the job grade report:

Paterson Modern	Sample Size	25th Percentile	50th Percentile	75th Percentile	Mean
B Lower	82	50,000	60,000	74,217	63,252
B Upper	880	48,000	67,305	91,307	73,936
C Lower	4159	78,109	107,109	165,632	124,585
C Upper	1338	167,687	197,818	221,515	196,598
D Lower	865	236,000	281,595	333,840	286,158

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### Participation Consent:

Should you wish to participate in the salary survey, please follow this link to indicate participation consent: <https://forms.gle/cRBzsYDtMTVAmLVDA>

Reports will go for **USD 1500** (exclusive of VAT) subject to participation.



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