

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
Department	Accounting	Currency	RSD
		Adjustment	0.00 %



General report

All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	13 / 88	99,953	80,191	86,212	98,459	113,950	126,462
Guaranteed Pay	13 / 88	114,931	92,239	97,625	117,663	133,404	141,531
Variable Pay (Target)	6 / 28	19%	8%	8%	25%	25%	25%
Variable Pay (Paid Out)	4 / 12	7,878	3,717	5,779	6,708	9,549	13,337
Total Pay	13 / 88	116,415	92,239	98,977	117,844	133,602	141,757
Total Reward	5 / 23	117,105	92,239	102,915	117,844	133,612	141,757

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	1 / 1	N/A	N/A	N/A	N/A	N/A	N/A

Section - Job Variation

-	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A
Guaranteed Pay	0 / 0	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	0 / 0	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	5 / 23	725	928	2,368
Deferred bonus	13 / 85	3,661	5,030	8,225
Car acquisition price	0 / 0	N/A	N/A	N/A
	#comp./ #empl.	%comp.	%empl.	
Variable pay eligibility	7 / 30	54%	34%	
Company car eligibility	0 / 0	0%	0%	

Section - Job Variation

	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	1 / 1	N/A	N/A	N/A
Deferred bonus	1 / 1	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%	

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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		Adjustment	0.00 %

PayWell 2018

Republic of Serbia

Section - Region							
Belgrade	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	11 / 74	102,878	81,541	87,830	103,426	116,606	130,500
Guaranteed Pay	11 / 74	116,200	93,818	98,494	118,307	134,586	141,531
Variable Pay (Target)	5 / 20	23%	13%	25%	25%	25%	25%
		24,179	14,043	20,208	26,330	29,363	31,248
Variable Pay (Paid Out)	3 / 7	8%	N/A	5%	8%	11%	N/A
		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
Total Reward	3 / 12	118,159	95,656	103,455	118,307	134,586	141,757

Section - Region							
Vojvodina	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	2 / 14	N/A	N/A	N/A	N/A	N/A	N/A
Guaranteed Pay	2 / 14	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Target)	1 / 8	N/A	N/A	N/A	N/A	N/A	N/A
		N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	1 / 5	N/A	N/A	N/A	N/A	N/A	N/A
		N/A	N/A	N/A	N/A	N/A	N/A
Total Pay	2 / 14	N/A	N/A	N/A	N/A	N/A	N/A
Total Reward	2 / 11	N/A	N/A	N/A	N/A	N/A	N/A

Section - Region							
Rest of Serbia	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A
Guaranteed Pay	0 / 0	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
		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
		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
Total Reward	0 / 0	N/A	N/A	N/A	N/A	N/A	N/A

Section - Region				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	3 / 12	2,359	2,368	3,459
Deferred bonus	11 / 74	3,765	5,611	8,754
Car acquisition price	0 / 0	N/A	N/A	N/A
		#comp./ #empl.	%comp.	%empl.
Variable pay eligibility	6 / 22	6 / 22	55%	30%
Company car eligibility	0 / 0	0 / 0	0%	0%

Section - Region				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	2 / 11	N/A	N/A	N/A
Deferred bonus	2 / 11	N/A	N/A	N/A
Car acquisition price	0 / 0	N/A	N/A	N/A
		#comp./ #empl.	%comp.	%empl.
Variable pay eligibility	1 / 8	1 / 8	50%	57%
Company car eligibility	0 / 0	0 / 0	0%	0%

Section - Region				
	#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	0%	0%
Company car eligibility	0 / 0	0 / 0	0%	0%