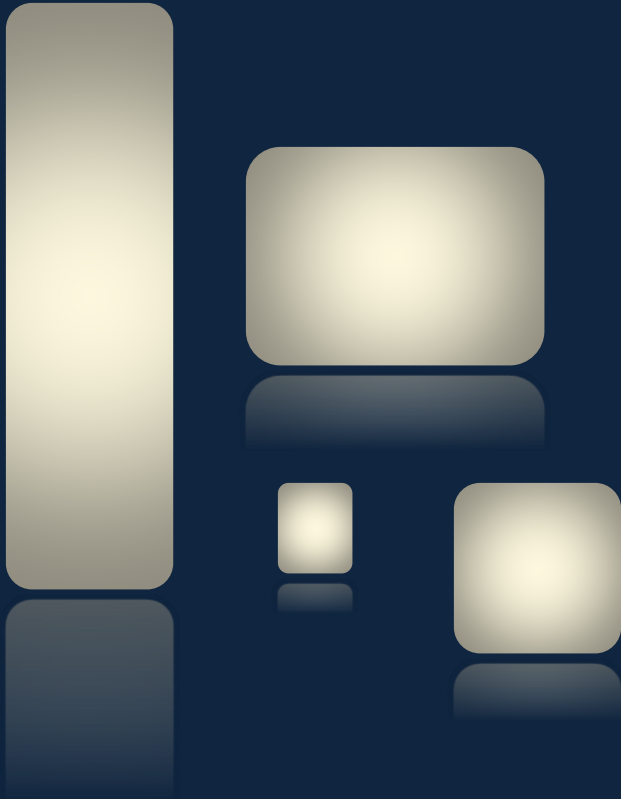


# Zimbabwe

## April 2014

### All Industry Salary Survey



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## About CV PEOPLE AFRICA


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**Recruitment & Selection** is CV People Africa's core business. Our operations are driven by a team of professional consultants and specialist associates. We source, identify and select best fit candidates to meet recruiters' specific needs across all sectors (private, public, corporate, non-profit, quasi-government) and within all industries.

Assignments range from single placements through to large-scale green and brown-field recruitment projects, and cover the full spectrum of technical, administrative, junior, middle level, senior management and executive positions. We also organise career path assessments, psychometric profiling and medical screening as required.


The scope of our work extends beyond Southern Africa and to date, successful placements have been made in a total of 17 countries (Angola, Botswana, United Arab Emirates, DRC, Saudi Arabia, Lesotho, Liberia, Nigeria, Ethiopia, Tanzania, Malawi, Namibia, Zambia, South Africa, Swaziland, Mozambique and Zimbabwe).




**Competency Based Interviews** : Significantly reduce the risk of a wrong hiring decision. CvPeopleAfrica facilitates the design and implementation of CBI's for Recruiters. This includes identification of competencies and conducting of in-depth behavioural interviews.




**Training & Consulting:** In partnership with TEAM Consulting, CvPeopleAfrica offers business advisory services focusing on providing clients with solutions to their needs through training, business evaluations, consulting and the implementation of activities on behalf of the client. Services include strategy & facilitation, the balanced scorecard, leadership and management development, business skills enhancement, personal effectiveness, supply chain, market and customer management, finance and cost management, human resources audits, job evaluations and team building.



**Salary Surveys:** In conjunction with **DataSol Zimbabwe**, remuneration data collected during the registration process is statistically analyzed to produce periodic salary surveys which provide commerce and industry with invaluable information. Customised Salary Surveys can be conducted for clients upon request.



**Newsletter** Trending and topical issues are researched and featured in our monthly CV People Africa newsletter for recruiters and career seekers. These articles and newsletters are made available via this site.



**Website Advertising:** Website Advertising Our website showcases our job assignments and links to other local and international job boards creating a network able to target human capital within the wider African Diaspora. As an additional service, recruiters can use the site to advertise job vacancies and attract direct applications from job seekers.

## Introduction



- Herewith the next edition of the CV People Africa Salary Survey. Remuneration data has been gathered and analyzed from jobseekers registering with CV People Africa between the months of October 2013 and March 2014.
- A total of 239 positions were analyzed in the Salary Survey.
- Should your organization wish to participate in our salary surveys and are able to provide us with actual data contact Marcie on email: [marcie@cvpeopleafrica.com](mailto:marcie@cvpeopleafrica.com) for further information.
- Feedback and comments are appreciated and will be taken into consideration in the production and development of the next survey.
- Customized Salary Surveys can be compiled for organizations upon request. Contact Marcie for more information.

**Mouse Bhika**  
Managing Director  
[mouse@cvpeopleafrica.com](mailto:mouse@cvpeopleafrica.com)



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**"If you're worried about cell phone microwaves,  
stick a piece of popcorn in your ear.  
When it pops, it's time to hang up."**

## HEATH AND SAFETY

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## Methodology

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### Data collection

- Salary and benefits data gathered during jobseeker registration with CV People Africa between October 2013 and March 2014 was extracted

### Data cleaning

- After grouping the data according to similarity of functions and hierarchy within the same job category, the data was cleaned to eliminate outliers

### Analysis

- Collation, summarizing and analysis of salary and benefits information was done for each position using the Microsoft excel package

### Verification

- The results were verified by comparing with remuneration data gathered when CV People Africa places candidates

## Definition Of Statistical Terms In The Report



The analyzed monthly gross remuneration data has been tabulated for each job position and displayed as:

### Average Salary

- The total of salaries under a particular job title divided by the number of individuals under that title

### Mode

- The most frequent salary for each position

### Salary Ranges

- For each job position, the minimum and maximum salaries were specified

### Percentiles

- The 50th percentile of all salaries for a given job representing the mid-point of the competitive market rate for that job was indicated. The inter-quartile range (whose minimum is the 25th percentile and whose maximum is the 75th percentile) roughly equating to the typical market range for the respective job position was stated.

### Cross Tabulation

- Average salaries were disaggregated by Gender, Age, Years of Experience, Education Level and Industry

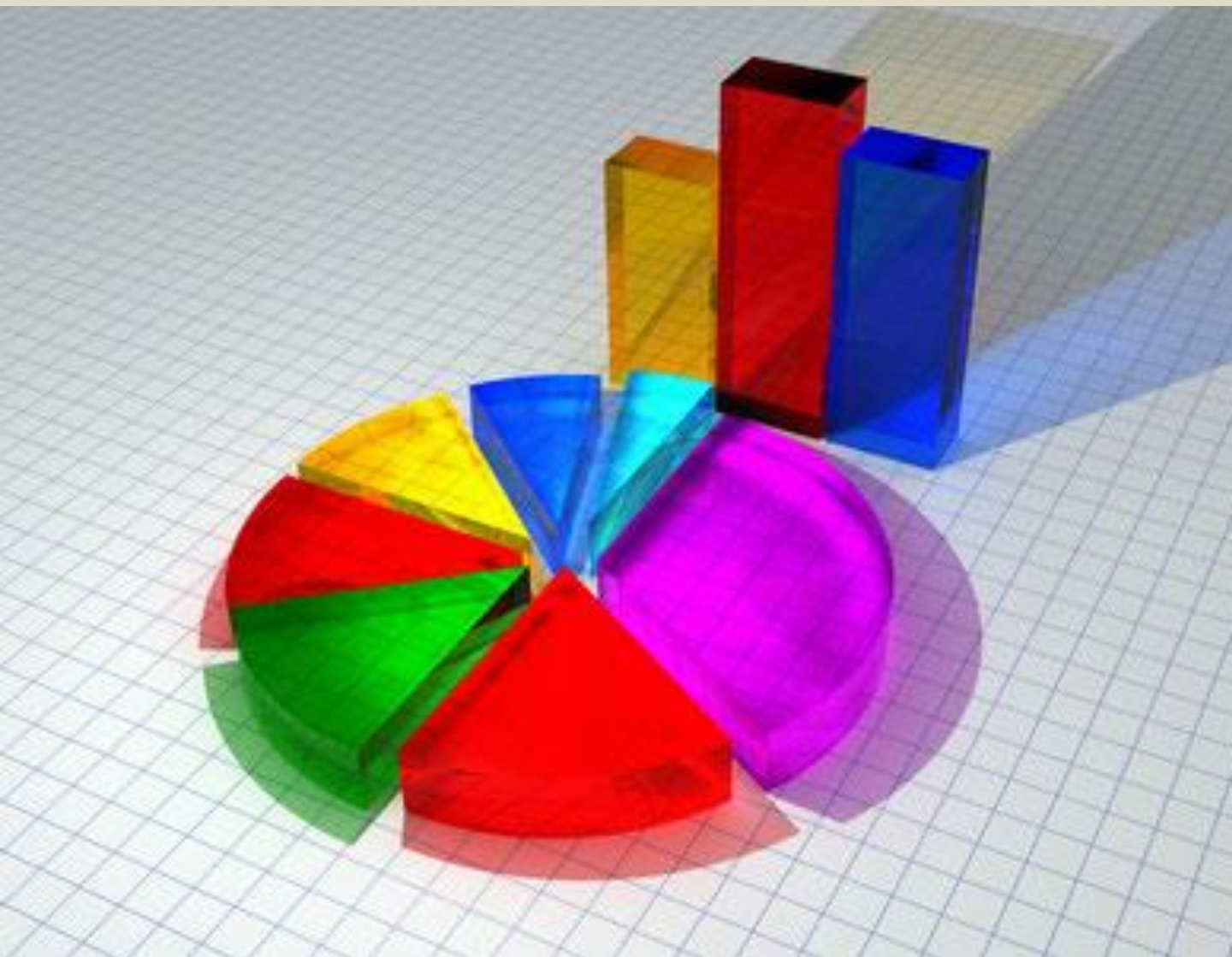
### Scatter Plot

- A scatter plot of Salary against Years of Experience was generated for each position to visualize the relationship between experience and salary.

### Benefit Median Value

- The mid point values were specified for each of the benefits received under each job position in the survey.





**Results : Information Technology - Telecommunications**

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# Chapter Summary : Information Technology - Telecommunications

Job Title	Average Salary (USD)
Data Entry Clerk	432
Computer Technician	838
Network Technician	874
Network Administrator	1170
Network Engineer	1506
IT Technician	702
IT Consultant	806
IT Administrator	865
IT Graduate Trainee	951
IT Officer	1235
Technical Manager	2147
IT Manager	2206
IT Project Manager	3448
Group IT Manager	4272
Systems Developer	1060
Systems Support Officer	1157
Systems Administrator	1157
Business Systems Analyst	1189
Software Developer	985
Software Engineer	2160
Programmer	1084
Web Developer	1533
Lecturer	870



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	432
Median	410
Mode	600
Min	200
Max	750
0.25	300
0.50	410
0.75	575

Sample 10

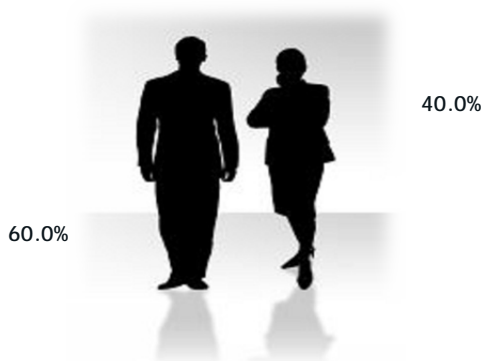
Gender	Percent	Average	Min \$	Max \$
Female	40%	363	250	500
Male	60%	432	200	750

Age	Percent	Average	Min \$	Max \$
20-30 years	80%	438	200	750
30-40 years	20%	410	400	420
40 years plus	0%	-	-	-

Experience	Percent	Average	Min \$	Max \$
1-5 years	80%	396	200	600
6-10 years	10%	750	750	750
11 years plus	10%	400	400	400

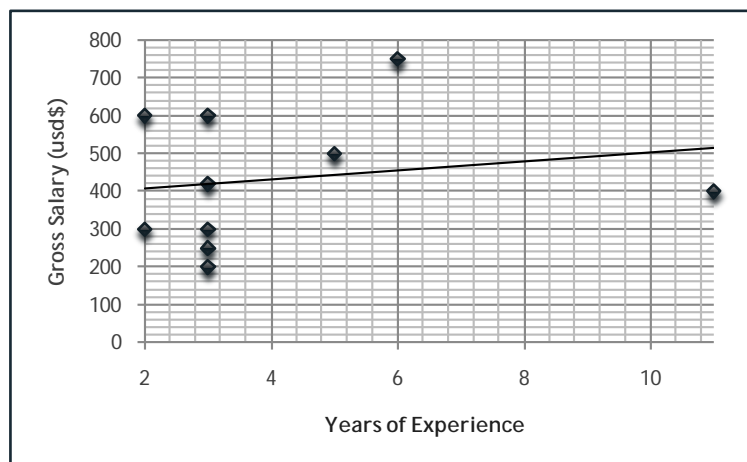
Edu Level	Percent	Average	Min \$	Max \$
Sec School	10%	400	400	400
Certificate	0%	-	-	-
Diploma	40%	443	300	750
Degree	40%	475	200	600
Postgraduate	10%	250	250	250

Sector Average



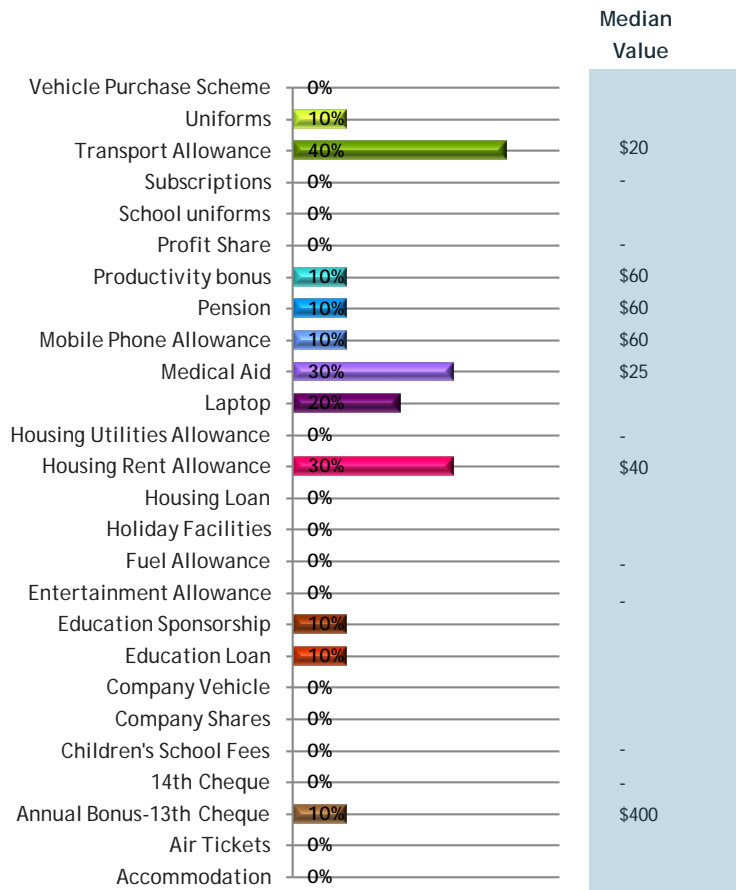
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	838
Median	676
Mode	-
Min	422
Max	1800
0.25	528
0.50	676
0.75	1100

Sample

10

Gender	Percent	Average	Min \$	Max \$
Female	10%	1235	1235	1235
Male	90%	838	422	1800

Age	Percent	Average	Min \$	Max \$
20-30 years	40%	1084	500	1800
30-40 years	60%	674	422	1200
40 years plus	0%	-	-	-

Experience	Percent	Average	Min \$	Max \$
1-5 years	30%	978	500	1235
6-10 years	50%	838	422	1800
11 years plus	20%	626	520	732

Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	10%	620	620	620
Diploma	50%	814	422	1800
Degree	40%	922	520	1235
Postgraduate	0%	-	-	-

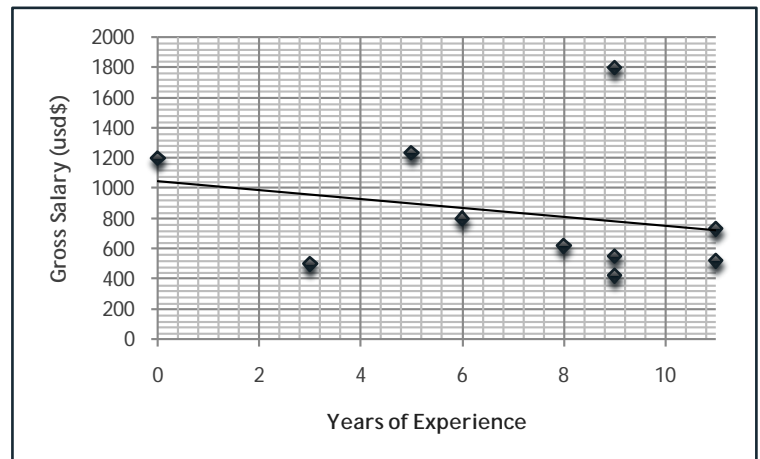
Sector Average



90.0%

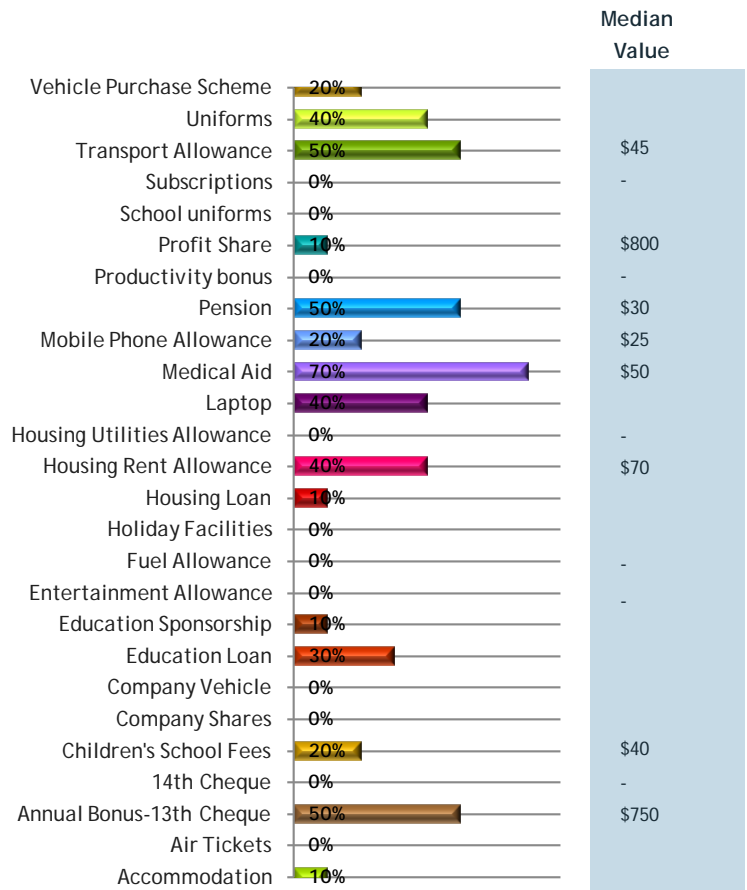
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	874
Median	825
Mode	1160
Min	400
Max	1400
0.25	518
0.50	825
0.75	1201

Sample 18

Gender	Percent	Average	Min \$	Max \$
Female	17%	893	480	1400
Male	83%	874	400	1400

Age	Percent	Average	Min \$	Max \$
20-30 years	44%	906	500	1300
30-40 years	44%	712	400	1235
40 years plus	11%	1400	1400	1400

Experience	Percent	Average	Min \$	Max \$
1-5 years	56%	786	480	1300
6-10 years	28%	896	400	1235
11 years plus	17%	1133	600	1400

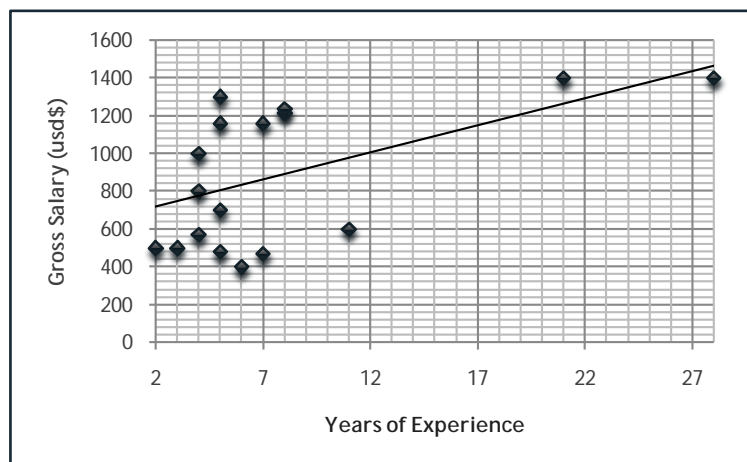
Edu Level	Percent	Average	Min \$	Max \$
Sec School	6%	700	700	700
Certificate	6%	850	850	850
Diploma	72%	825	400	1400
Degree	17%	1153	1000	1300
Postgraduate	0%	-	-	-

Sector Average



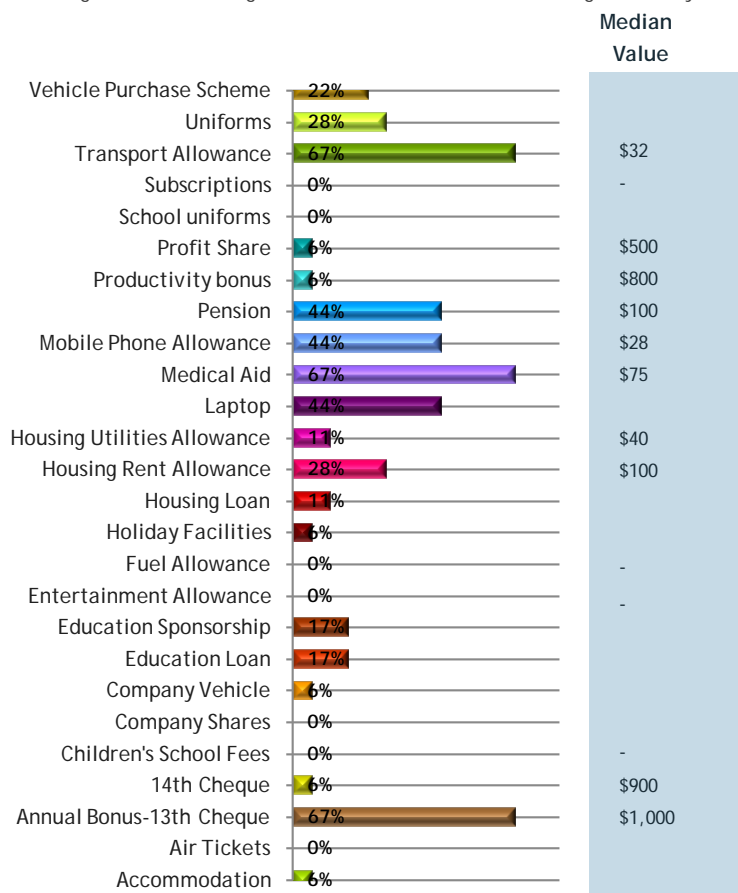
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



information technology

## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1170
Median	740
Mode	600
Min	200
Max	2700
0.25	575
0.50	740
0.75	1711

Sample 16

Gender	Percent	Average	Min \$	Max \$
Female	25%	861	500	1745
Male	75%	1170	200	2700

Age	Percent	Average	Min \$	Max \$
20-30 years	50%	1160	350	2700
30-40 years	44%	978	200	1745
40 years plus	6%	2600	2600	2600

Experience	Percent	Average	Min \$	Max \$
1-5 years	44%	876	200	2200
6-10 years	31%	1010	500	2700
11 years plus	25%	1886	1500	2600

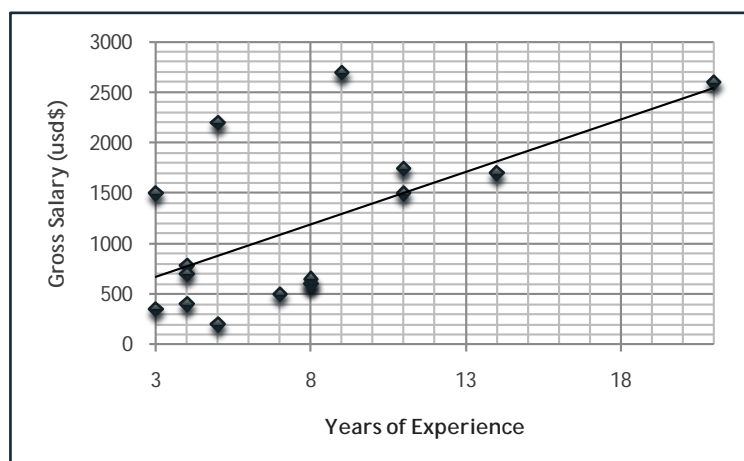
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	6%	2700	2700	2700
Diploma	44%	1093	350	2600
Degree	50%	1047	200	2200
Postgraduate	0%	-	-	-

Sector Average



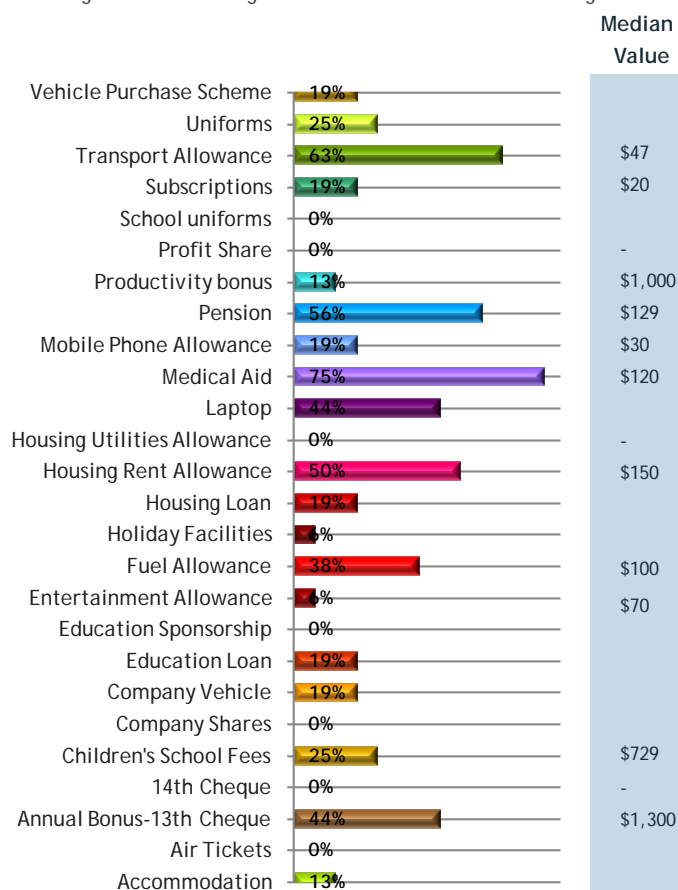
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1506
Median	1156
Mode	800
Min	285
Max	4000
0.25	800
0.50	1156
0.75	2000

Sample

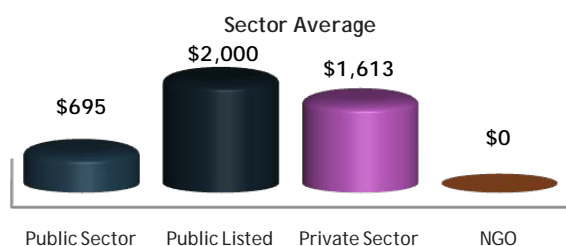
22

Gender	Percent	Average	Min \$	Max \$
Female	9%	650	500	800
Male	91%	1506	285	4000

Age	Percent	Average	Min \$	Max \$
20-30 years	55%	1522	300	3800
30-40 years	45%	1487	285	4000
40 years plus	0%	-	-	-

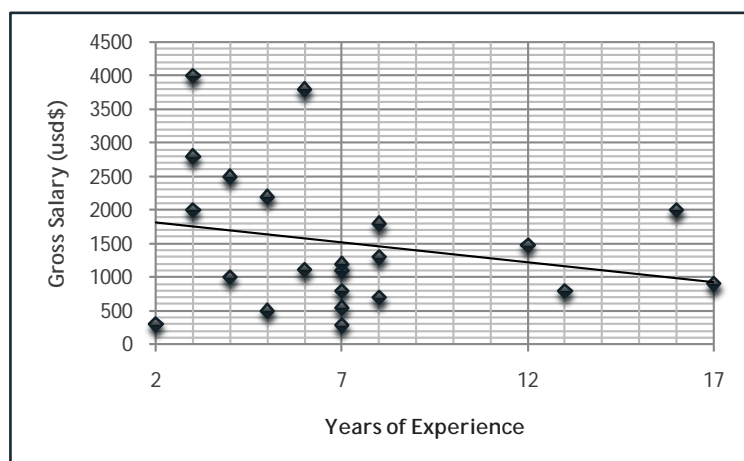
Experience	Percent	Average	Min \$	Max \$
1-5 years	36%	1913	300	4000
6-10 years	45%	1265	285	3800
11 years plus	18%	1295	800	2000

Edu Level	Percent	Average	Min \$	Max \$
Sec School	5%	3800	3800	3800
Certificate	5%	4000	4000	4000
Diploma	32%	1152	550	2000
Degree	55%	1330	285	2800
Postgraduate	5%	1300	1300	1300



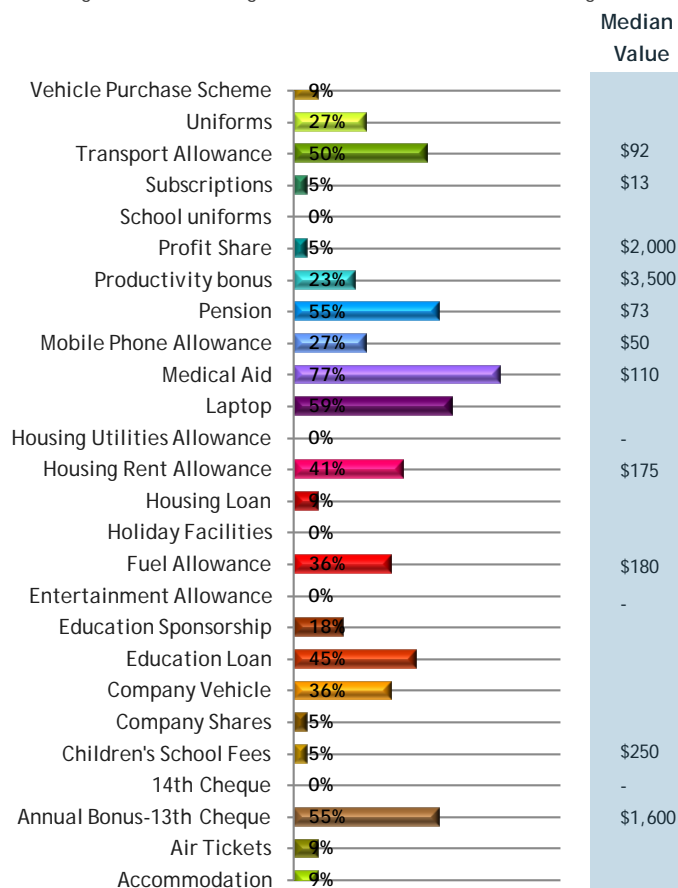
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	702
Median	550
Mode	800
Min	300
Max	1525
0.25	450
0.50	550
0.75	825

Sample 29

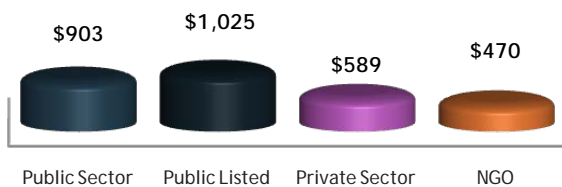
Gender	Percent	Average	Min \$	Max \$
Female	10%	464	360	536
Male	90%	702	300	1525

Age	Percent	Average	Min \$	Max \$
20-30 years	55%	573	300	1525
30-40 years	41%	849	400	1500
40 years plus	3%	1000	1000	1000

Experience	Percent	Average	Min \$	Max \$
1-5 years	72%	698	300	1525
6-10 years	28%	711	450	1200
11 years plus	0%	-	-	-

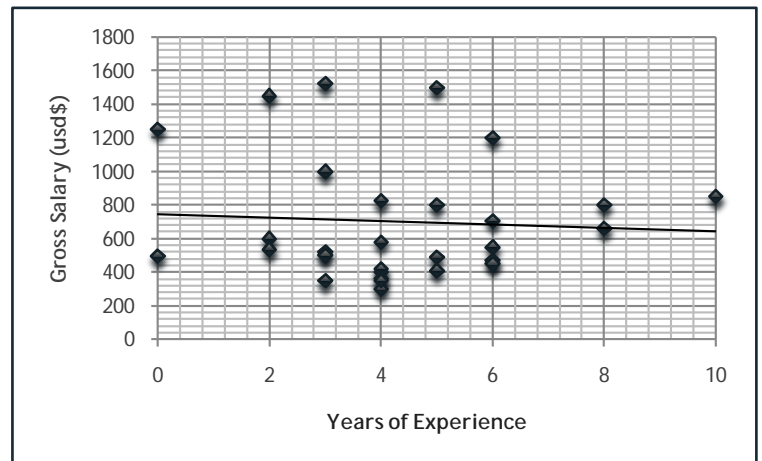
Edu Level	Percent	Average	Min \$	Max \$
Sec School	7%	575	550	600
Certificate	7%	623	420	825
Diploma	41%	559	300	1200
Degree	31%	976	495	1525
Postgraduate	14%	615	470	1000

Sector Average



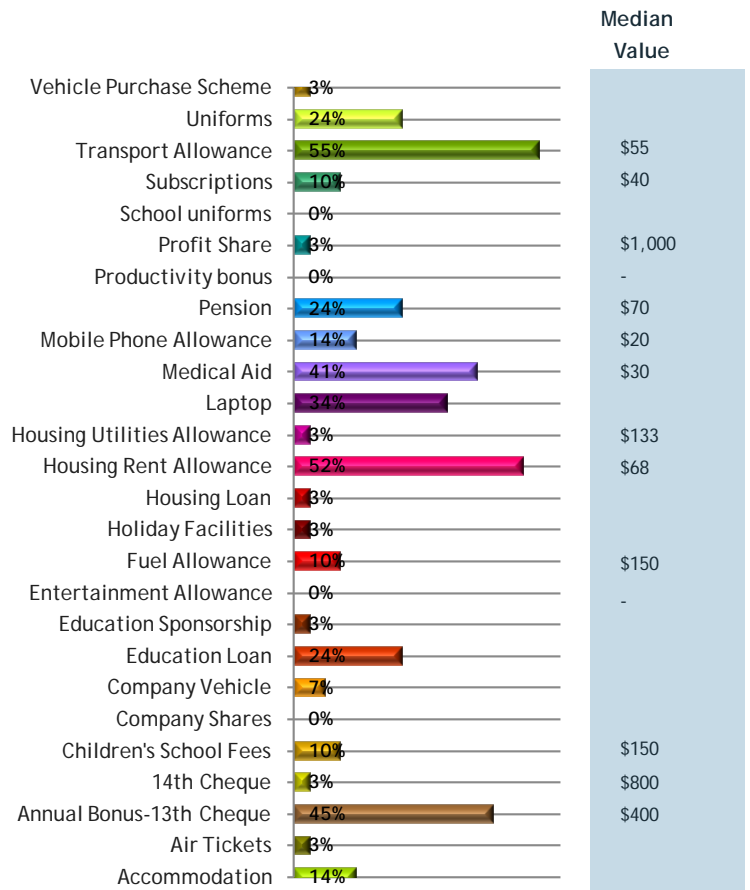
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary





## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	806
Median	700
Mode	700
Min	300
Max	1800
0.25	489
0.50	700
0.75	1000

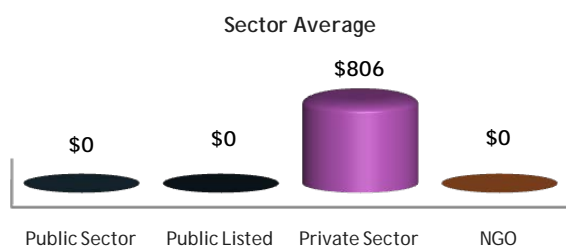
Sample 14

Gender	Percent	Average	Min \$	Max \$
Female	7%	850	850	850
Male	93%	806	300	1800

Age	Percent	Average	Min \$	Max \$
20-30 years	57%	623	300	1000
30-40 years	29%	838	450	1200
40 years plus	14%	1475	1150	1800

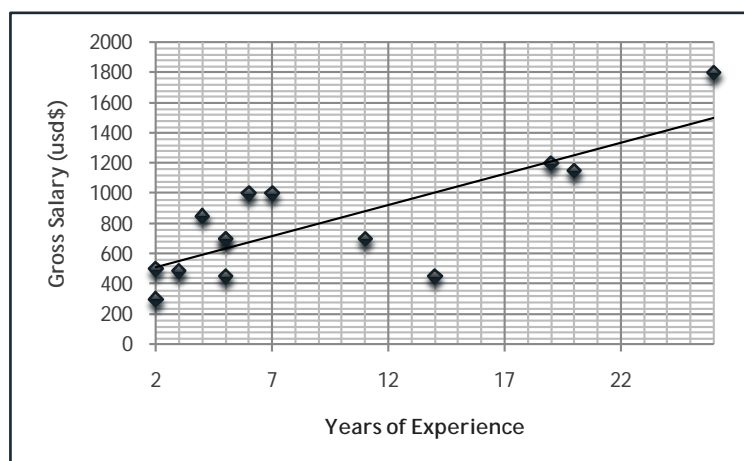
Experience	Percent	Average	Min \$	Max \$
1-5 years	50%	569	300	850
6-10 years	14%	1000	1000	1000
11 years plus	36%	1060	450	1800

Edu Level	Percent	Average	Min \$	Max \$
Sec School	29%	775	500	1200
Certificate	14%	800	450	1150
Diploma	21%	912	450	1800
Degree	21%	767	300	1000
Postgraduate	14%	775	700	850



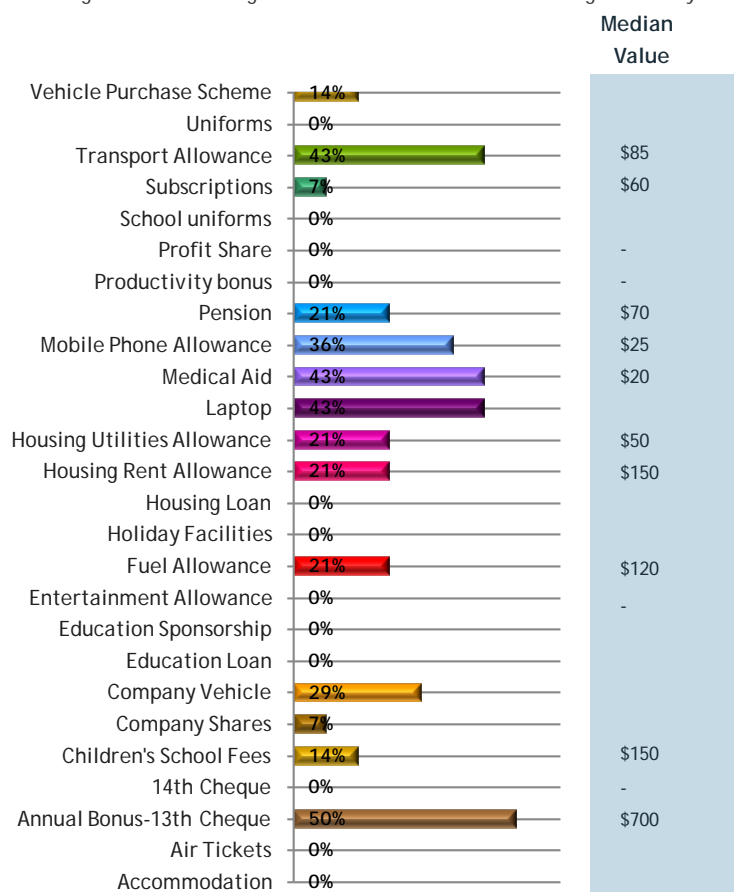
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	865
Median	844
Mode	600
Min	246
Max	1713
0.25	600
0.50	844
0.75	1095

Sample 70

Gender	Percent	Average	Min \$	Max \$
Female	17%	758	350	1200
Male	83%	865	246	1713

Age	Percent	Average	Min \$	Max \$
20-30 years	51%	836	300	1620
30-40 years	44%	895	246	1713
40 years plus	4%	900	600	1400

Experience	Percent	Average	Min \$	Max \$
1-5 years	34%	748	300	1300
6-10 years	47%	959	246	1713
11 years plus	19%	843	300	1450

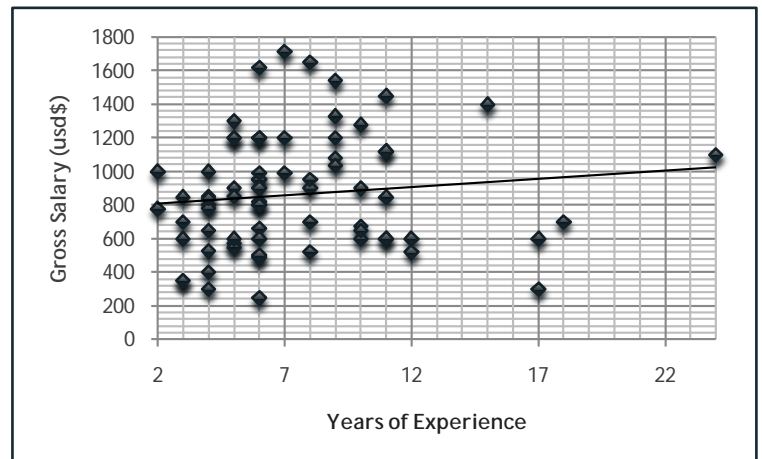
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	3%	735	520	950
Diploma	46%	897	300	1713
Degree	50%	833	246	1650
Postgraduate	1%	1200	1200	1200

Sector Average



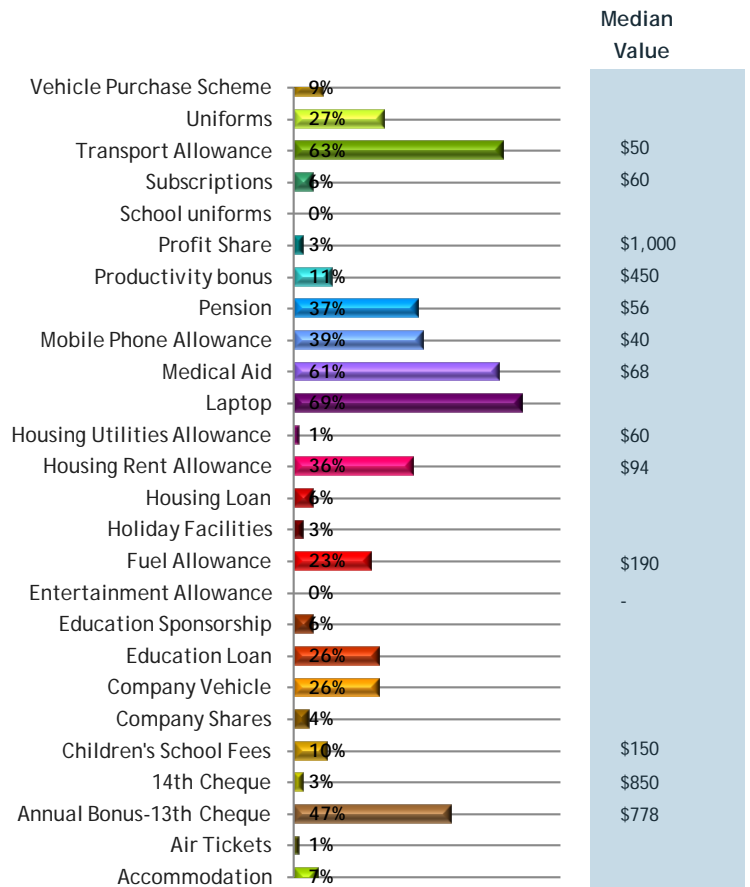
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	951
Median	888
Mode	400
Min	400
Max	1800
0.25	750
0.50	888
0.75	1100

Sample 17

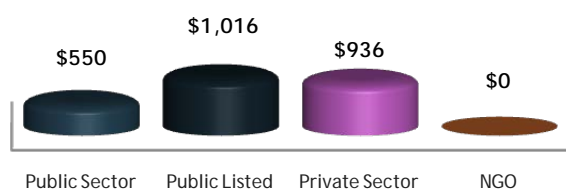
Gender	Percent	Average	Min \$	Max \$
Female	24%	994	400	1500
Male	76%	951	400	1800

Age	Percent	Average	Min \$	Max \$
20-30 years	82%	903	400	1800
30-40 years	18%	1177	550	1500
40 years plus	0%	-	-	-

Experience	Percent	Average	Min \$	Max \$
1-5 years	88%	941	400	1800
6-10 years	12%	1025	550	1500
11 years plus	0%	-	-	-

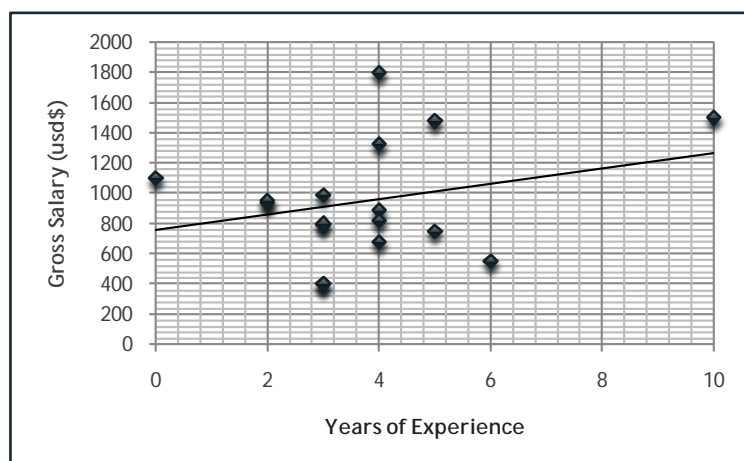
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	6%	400	400	400
Degree	82%	913	400	1800
Postgraduate	12%	1490	1480	1500

Sector Average



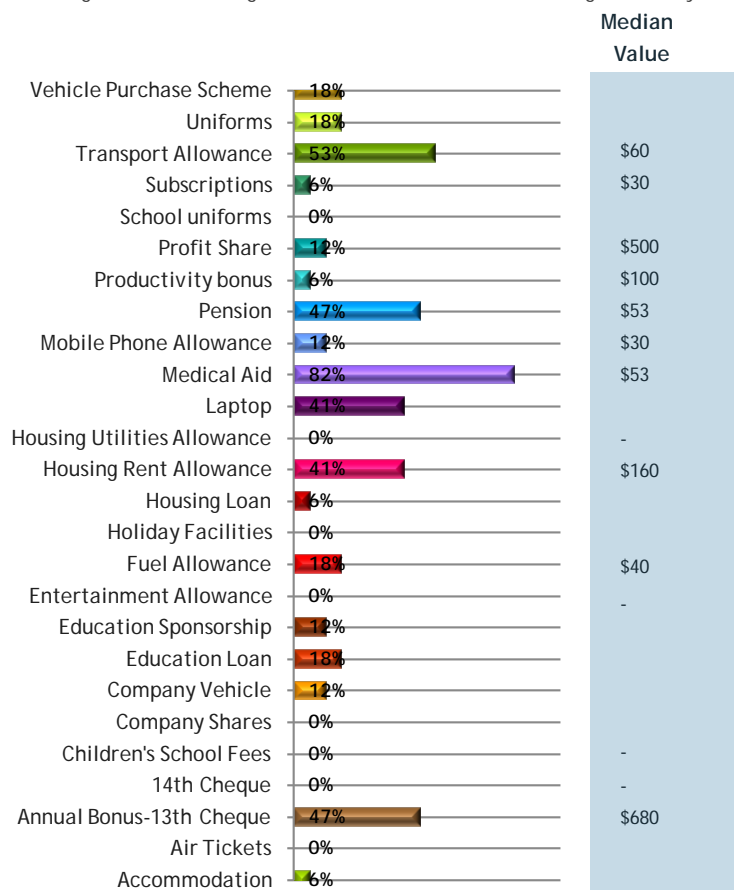
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1235
Median	1103
Mode	1200
Min	750
Max	2500
0.25	885
0.50	1103
0.75	1523

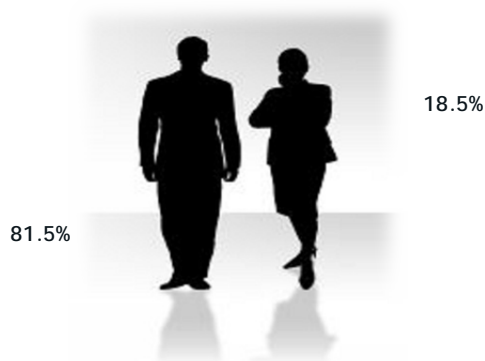
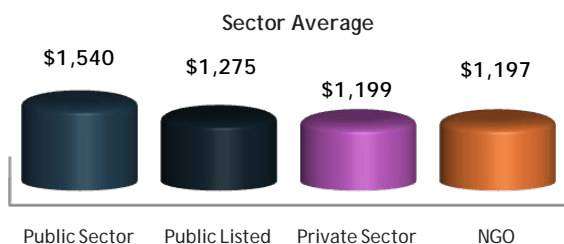
Sample 27

Gender	Percent	Average	Min \$	Max \$
Female	19%	1011	750	1645
Male	81%	1235	756	2500

Age	Percent	Average	Min \$	Max \$
20-30 years	52%	1229	750	2500
30-40 years	44%	1279	850	1800
40 years plus	4%	800	800	800

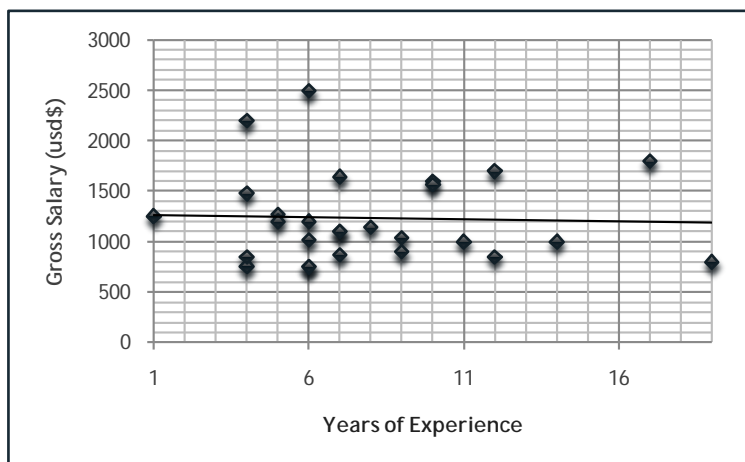
Experience	Percent	Average	Min \$	Max \$
1-5 years	26%	1287	756	2200
6-10 years	52%	1228	750	2500
11 years plus	22%	1192	800	1800

Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	4%	900	900	900
Diploma	44%	1194	750	1800
Degree	33%	1286	755	2500
Postgraduate	19%	1311	800	1700



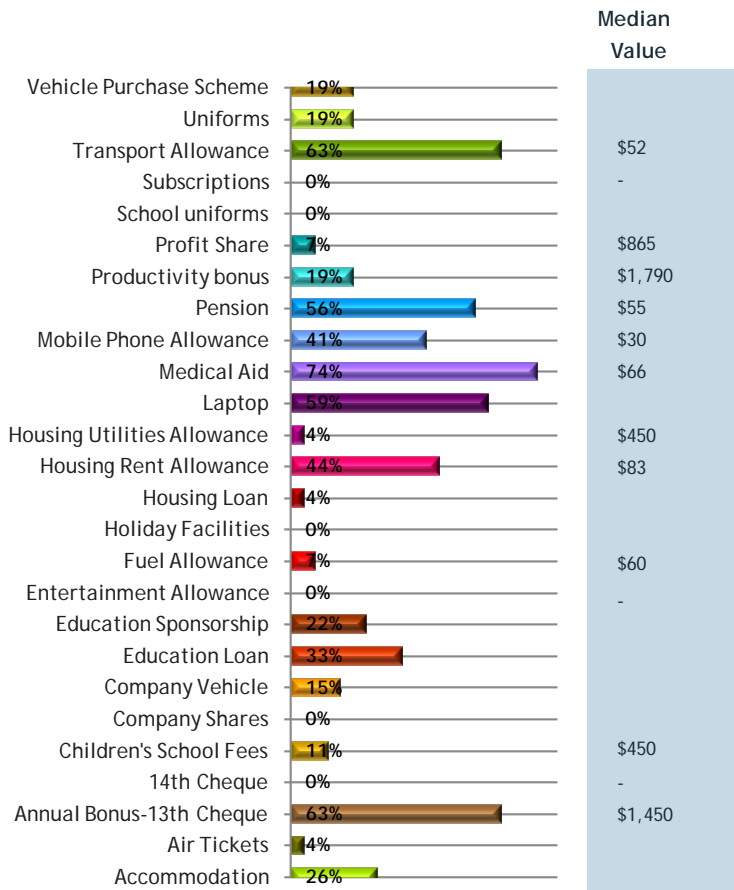
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



information technology

## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	2147
Median	1440
Mode	800
Min	800
Max	6000
0.25	850
0.50	1440
0.75	2270

Sample	6
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Gender	Percent	Average	Min \$	Max \$
Female	0%	-	-	-
Male	100%	2147	800	6000

Age	Percent	Average	Min \$	Max \$
20-30 years	17%	800	800	800
30-40 years	50%	1400	800	2400
40 years plus	33%	3940	1880	6000

Experience	Percent	Average	Min \$	Max \$
1-5 years	17%	800	800	800
6-10 years	33%	1600	800	2400
11 years plus	50%	2960	1000	6000

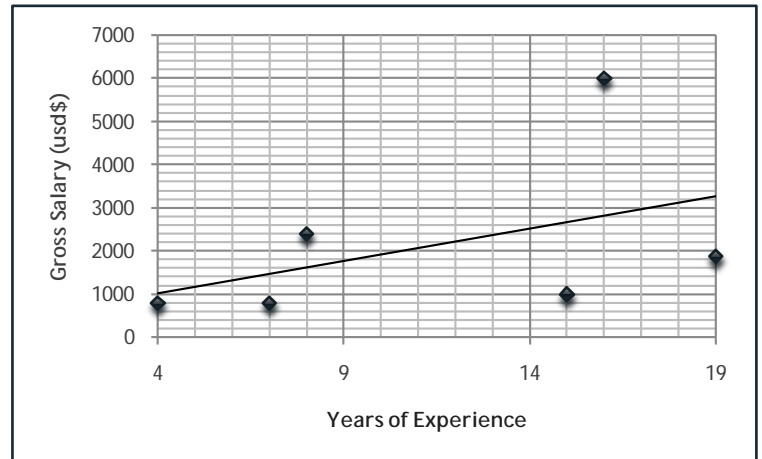
Edu Level	Percent	Average	Min \$	Max \$
Sec School	17%	800	800	800
Certificate	0%	-	-	-
Diploma	33%	1440	1000	1880
Degree	17%	800	800	800
Postgraduate	33%	4200	2400	6000

Sector Average



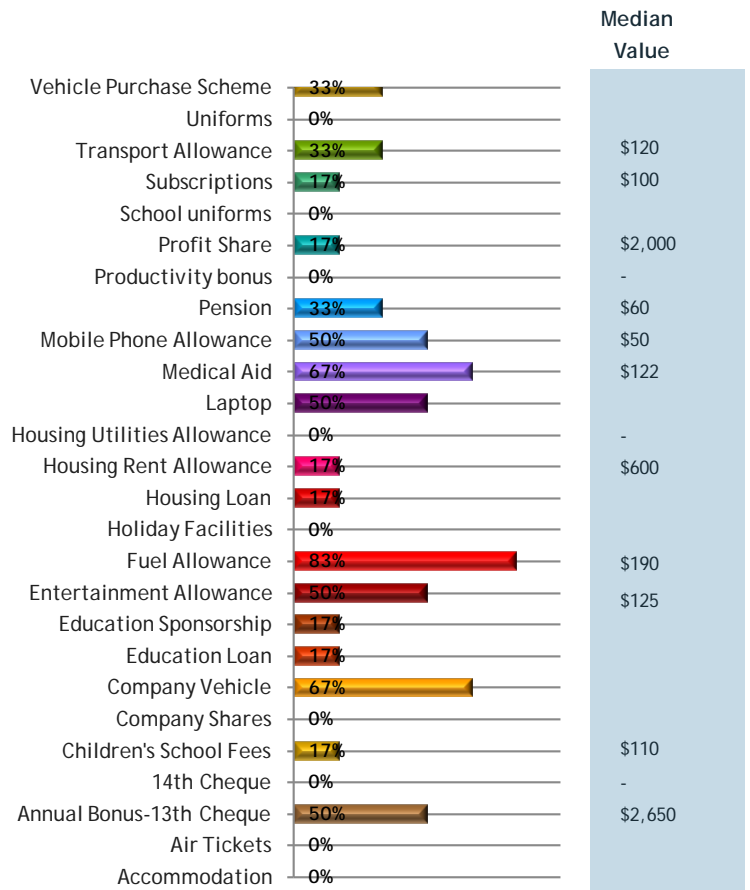
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	2206
Median	2200
Mode	2500
Min	1000
Max	4400
0.25	1600
0.50	2200
0.75	2700

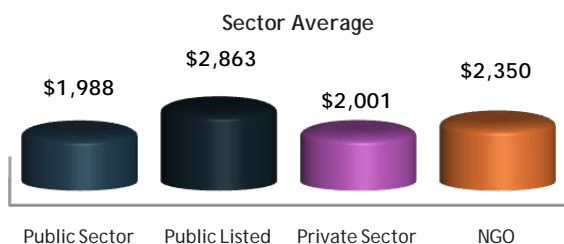
Sample 41

Gender	Percent	Average	Min \$	Max \$
Female	10%	2510	1450	4400
Male	90%	2206	1000	3900

Age	Percent	Average	Min \$	Max \$
20-30 years	10%	1715	1400	2000
30-40 years	73%	2182	1000	4400
40 years plus	17%	2589	2000	3200

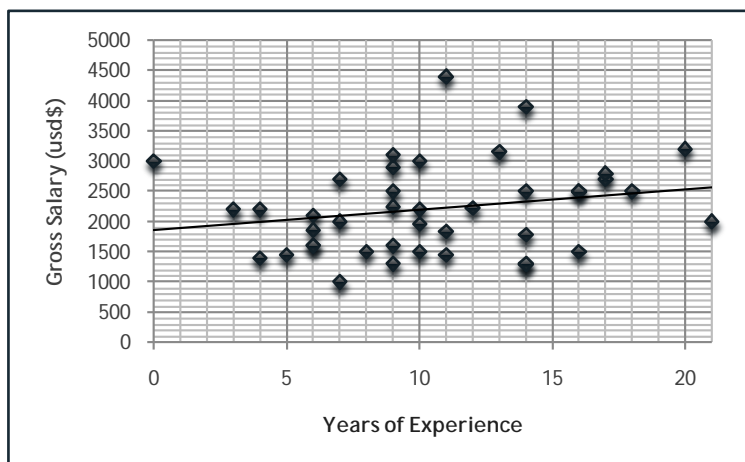
Experience	Percent	Average	Min \$	Max \$
1-5 years	12%	2050	1400	3000
6-10 years	44%	2038	1000	3100
11 years plus	44%	2418	1290	4400

Edu Level	Percent	Average	Min \$	Max \$
Sec School	2%	2200	2200	2200
Certificate	0%	-	-	-
Diploma	22%	1811	1000	3000
Degree	41%	2326	1300	4400
Postgraduate	34%	2315	1290	3900



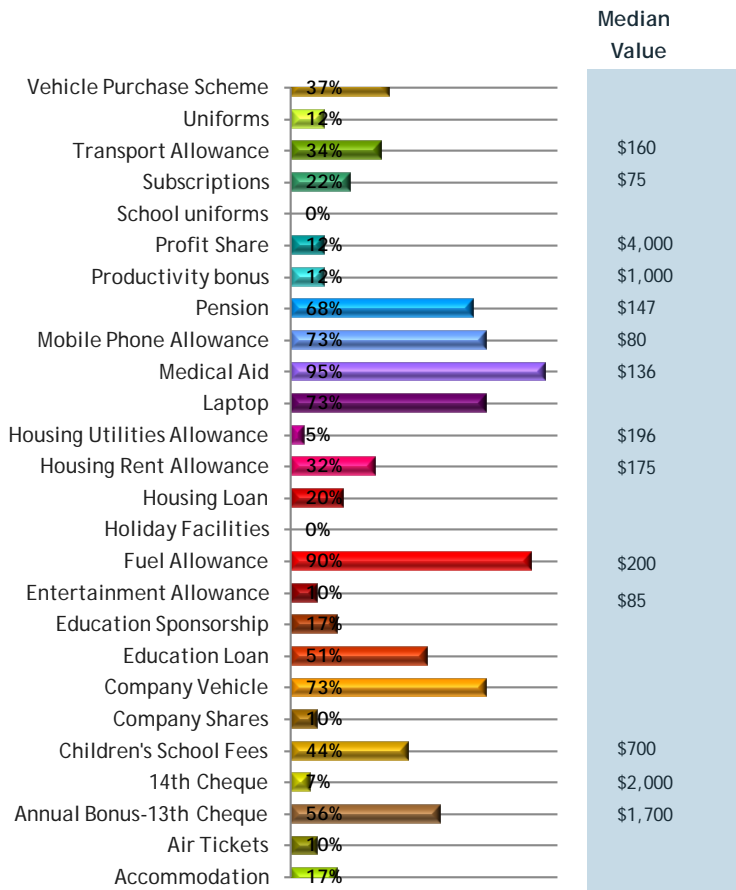
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary





## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	3448
Median	3600
Mode	6000
Min	350
Max	6000
0.25	1750
0.50	3600
0.75	4974

Sample 16

Gender	Percent	Average	Min \$	Max \$
Female	25%	3574	2000	4795
Male	75%	3448	350	6000

Age	Percent	Average	Min \$	Max \$
20-30 years	31%	2232	659	4000
30-40 years	31%	3264	350	6000
40 years plus	38%	4616	3200	6000

Experience	Percent	Average	Min \$	Max \$
1-5 years	19%	1220	659	2000
6-10 years	31%	2864	350	5510
11 years plus	50%	4649	3200	6000

Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	6%	659	659	659
Degree	38%	1918	350	3700
Postgraduate	56%	4778	3200	6000

Sector Average

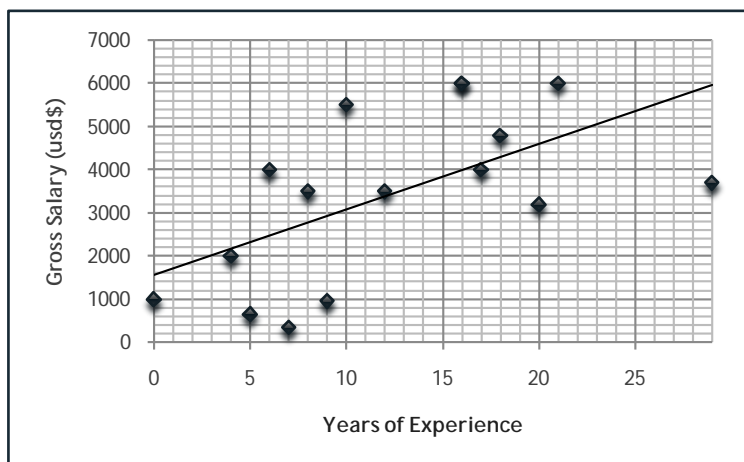


75.0%

25.0%

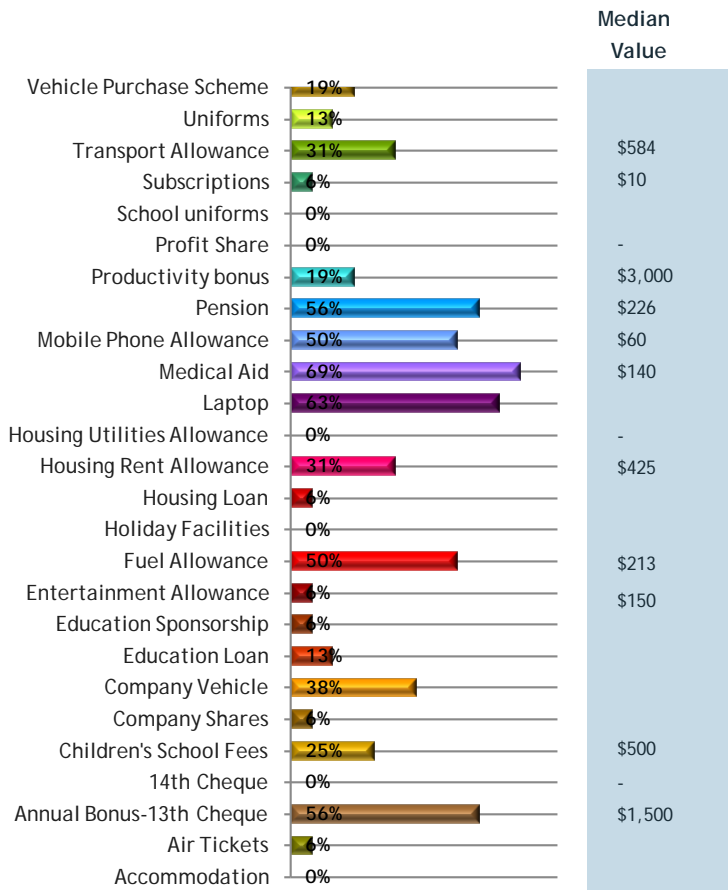
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	4272
Median	3300
Mode	-
Min	1500
Max	8105
0.25	2600
0.50	3300
0.75	5900

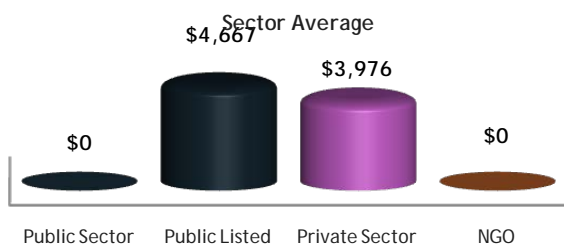
Sample 7

Gender	Percent	Average	Min \$	Max \$
Female	0%	-	-	-
Male	100%	4272	1500	8105

Age	Percent	Average	Min \$	Max \$
20-30 years	0%	-	-	-
30-40 years	29%	1850	1500	2200
40 years plus	71%	5241	3000	8105

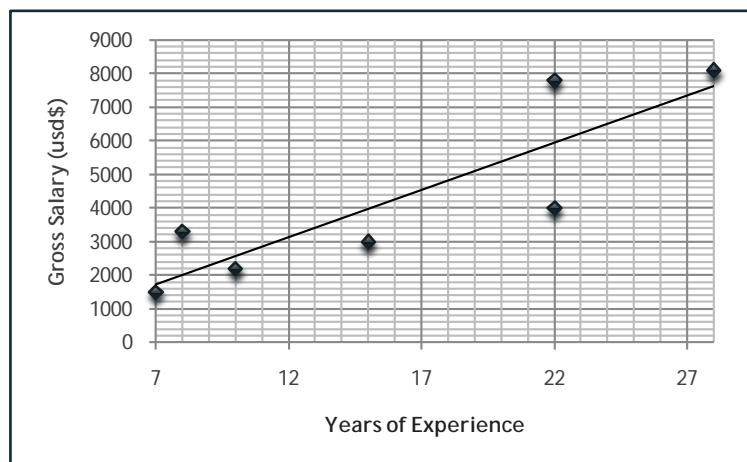
Experience	Percent	Average	Min \$	Max \$
1-5 years	0%	-	-	-
6-10 years	43%	2333	1500	3300
11 years plus	57%	5726	3000	8105

Edu Level	Percent	Average	Min \$	Max \$
Sec School	14%	2200	2200	2200
Certificate	0%	-	-	-
Diploma	14%	7800	7800	7800
Degree	29%	6052	4000	8105
Postgraduate	43%	2600	1500	3300



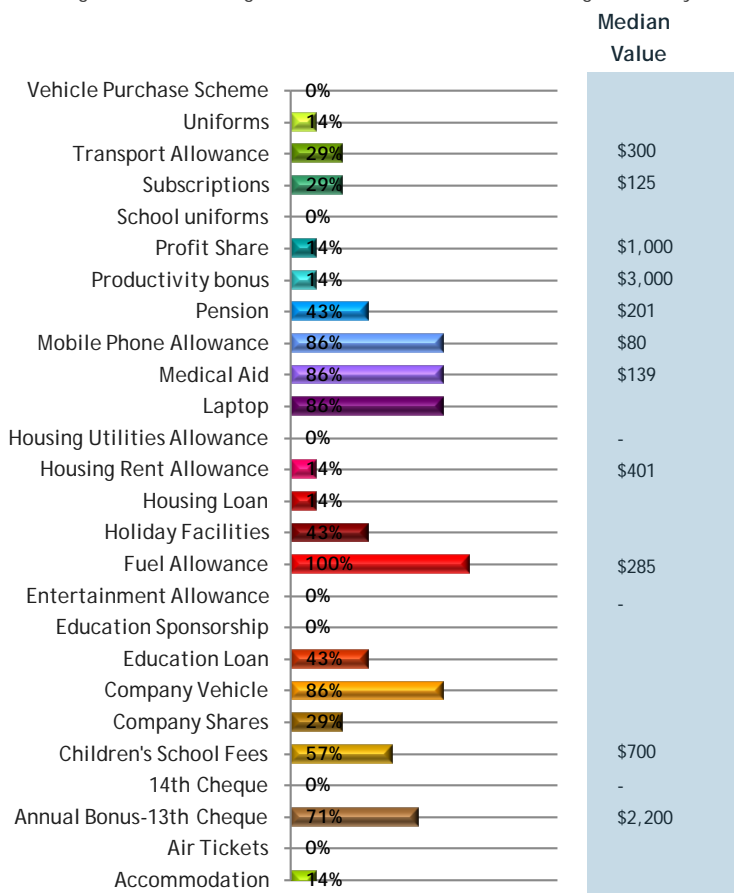
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1060
Median	940
Mode	1100
Min	800
Max	2015
0.25	850
0.50	940
0.75	1100

Sample 11

Gender	Percent	Average	Min \$	Max \$
Female	9%	1100	1100	1100
Male	91%	1060	800	2015

Age	Percent	Average	Min \$	Max \$
20-30 years	64%	929	800	1200
30-40 years	36%	1289	940	2015
40 years plus	0%	-	-	-

Experience	Percent	Average	Min \$	Max \$
1-5 years	18%	800	800	800
6-10 years	64%	991	800	1200
11 years plus	18%	1558	1100	2015

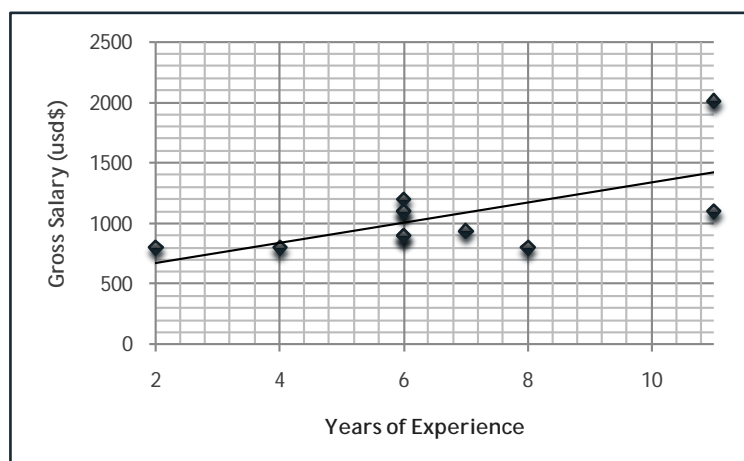
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	18%	1408	800	2015
Degree	82%	982	800	1200
Postgraduate	0%	-	-	-

Sector Average



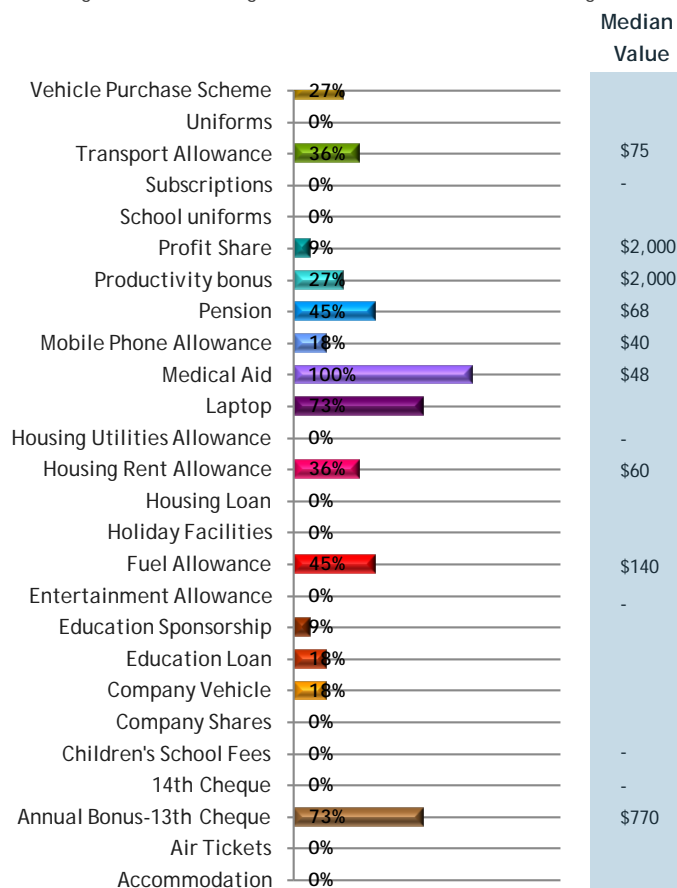
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1157
Median	960
Mode	1200
Min	300
Max	3000
0.25	670
0.50	960
0.75	1200

Sample 11

Gender	Percent	Average	Min \$	Max \$
Female	0%	-	-	-
Male	100%	1157	300	3000

Age	Percent	Average	Min \$	Max \$
20-30 years	27%	610	300	980
30-40 years	36%	1838	750	3000
40 years plus	36%	888	590	1200

Experience	Percent	Average	Min \$	Max \$
1-5 years	27%	1427	300	3000
6-10 years	36%	1225	550	2400
11 years plus	36%	888	590	1200

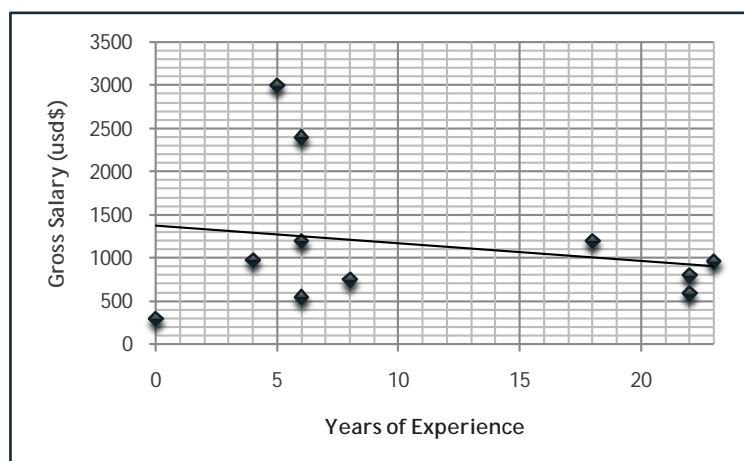
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	55%	1083	550	2400
Degree	27%	827	300	1200
Postgraduate	18%	1875	750	3000

## Sector Average



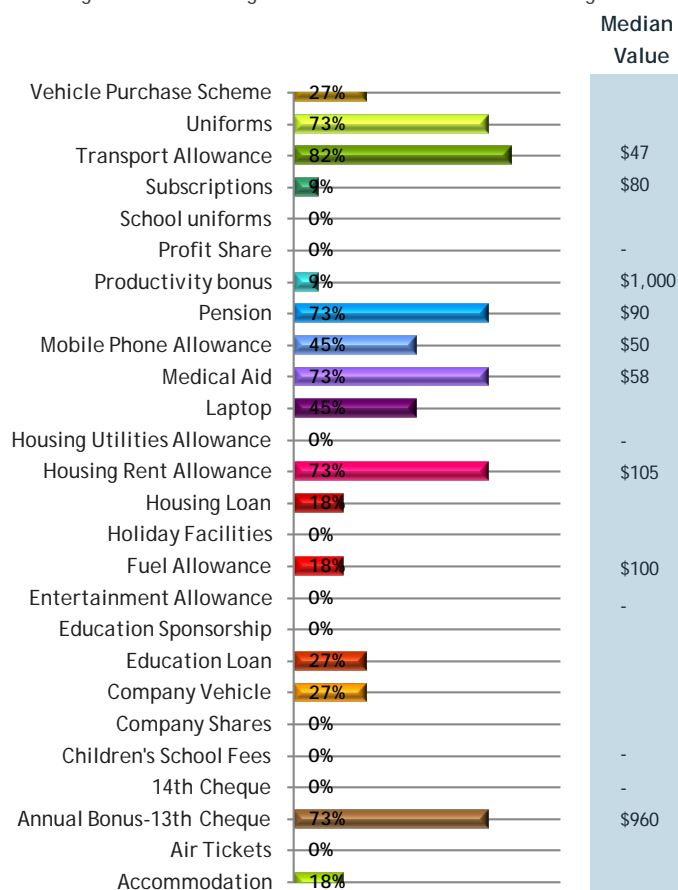
## Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1157
Median	1100
Mode	800
Min	400
Max	2600
0.25	800
0.50	1100
0.75	1500

Sample 78

Gender	Percent	Average	Min \$	Max \$
Female	21%	1042	400	2000
Male	79%	1157	463	2600

Age	Percent	Average	Min \$	Max \$
20-30 years	47%	1066	400	2400
30-40 years	51%	1232	463	2600
40 years plus	1%	1500	1500	1500

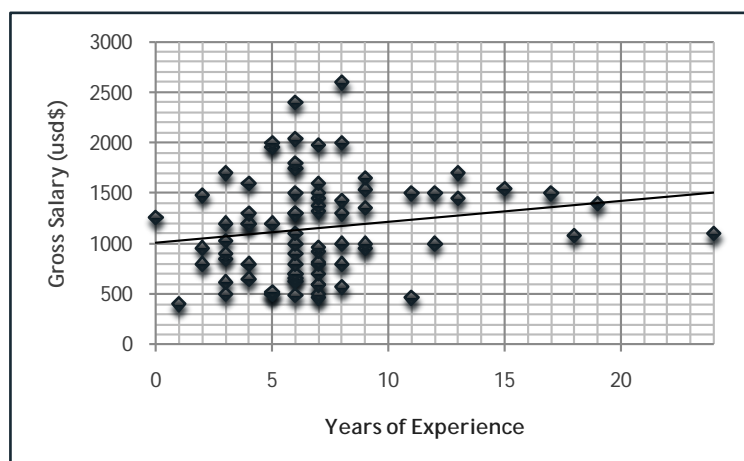
Experience	Percent	Average	Min \$	Max \$
1-5 years	31%	1047	400	2000
6-10 years	55%	1182	463	2600
11 years plus	14%	1295	464	1700

Edu Level	Percent	Average	Min \$	Max \$
Sec School	5%	1114	597	1600
Certificate	0%	-	-	-
Diploma	32%	1001	463	1750
Degree	55%	1188	400	2038
Postgraduate	8%	1611	920	2600



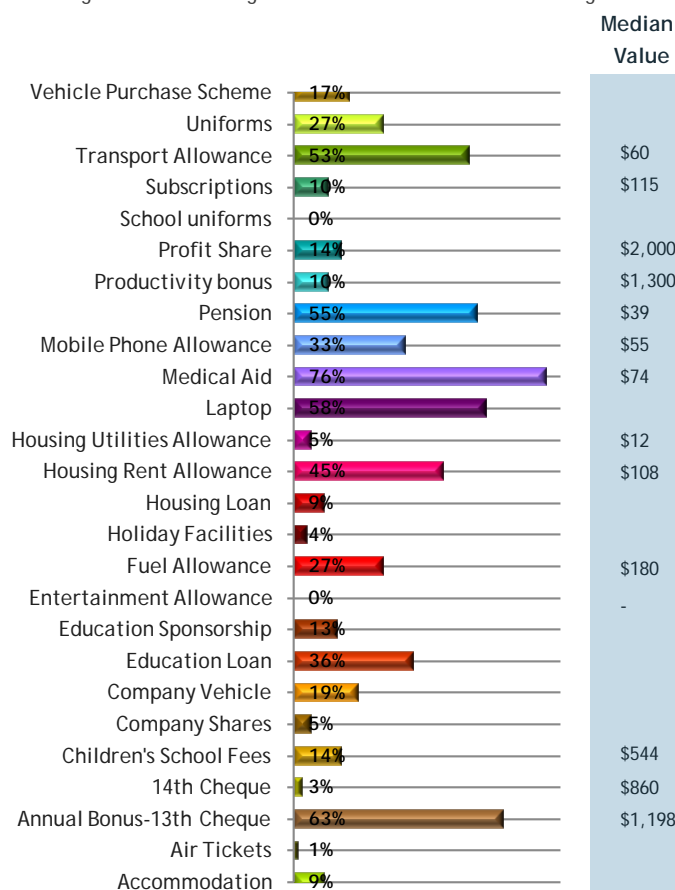
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1189
Median	1005
Mode	-
Min	650
Max	2400
0.25	775
0.50	1005
0.75	1450

Sample

11

Gender	Percent	Average	Min \$	Max \$
Female	36%	727	650	800
Male	64%	1189	827	2400

Age	Percent	Average	Min \$	Max \$
20-30 years	73%	1161	650	2400
30-40 years	27%	1262	750	2000
40 years plus	0%	-	-	-

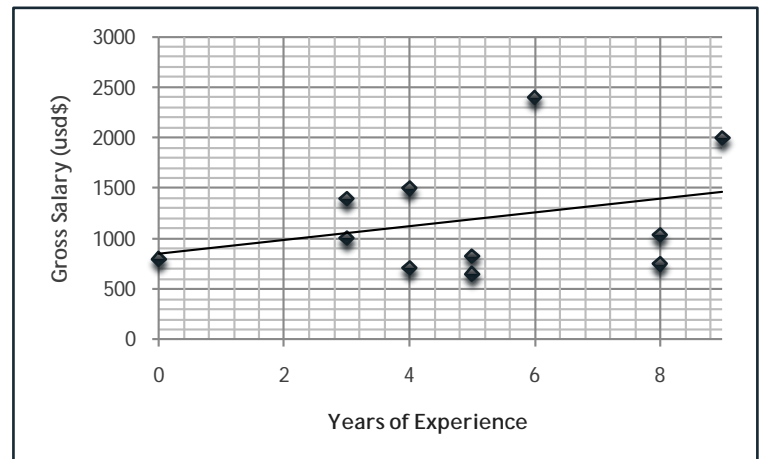
Experience	Percent	Average	Min \$	Max \$
1-5 years	64%	984	650	1500
6-10 years	36%	1547	750	2400
11 years plus	0%	-	-	-

Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	9%	827	827	827
Degree	82%	1095	650	2000
Postgraduate	9%	2400	2400	2400



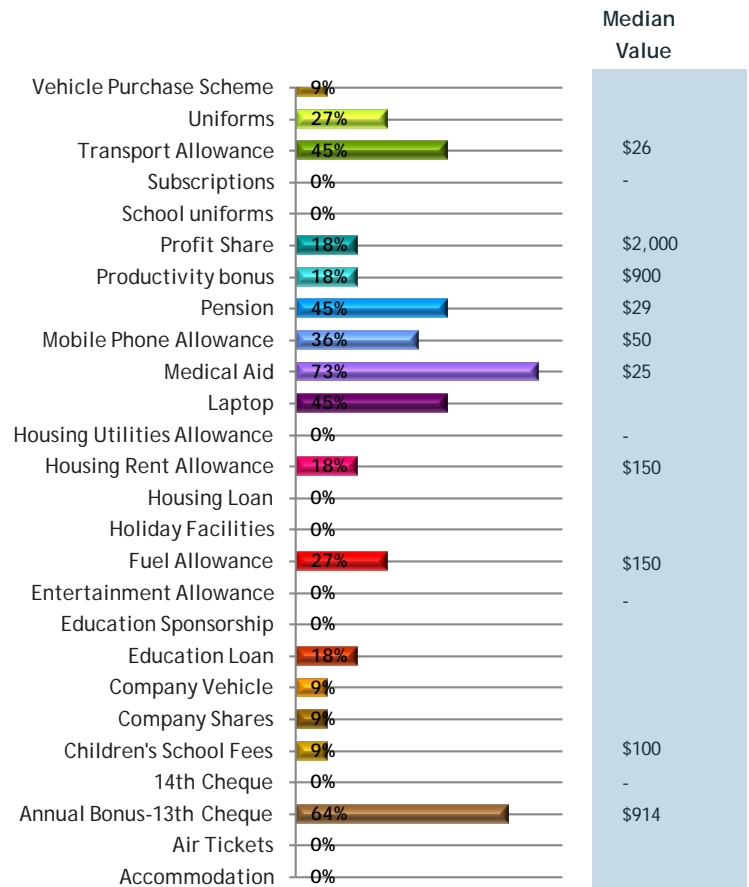
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary





## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	985
Median	1000
Mode	1000
Min	500
Max	1500
0.25	750
0.50	1000
0.75	1200

Sample 13

Gender	Percent	Average	Min \$	Max \$
Female	15%	950	500	1400
Male	85%	985	503	1500

Age	Percent	Average	Min \$	Max \$
20-30 years	69%	889	500	1500
30-40 years	23%	1267	1000	1400
40 years plus	8%	1000	1000	1000

Experience	Percent	Average	Min \$	Max \$
1-5 years	54%	843	500	1500
6-10 years	46%	1150	900	1400
11 years plus	0%	-	-	-

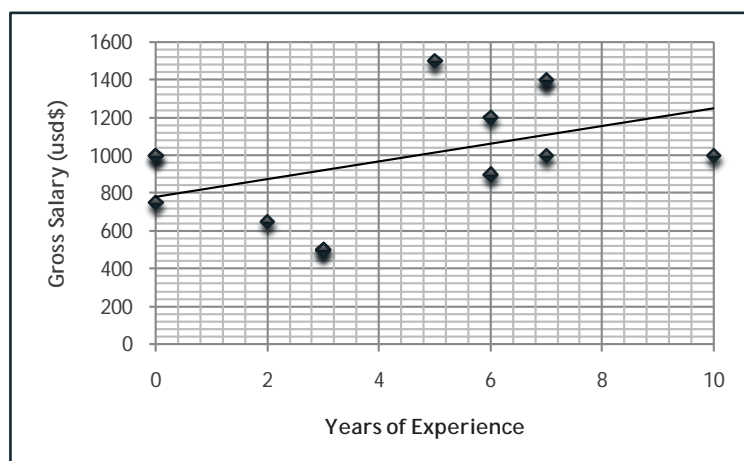
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	8%	503	503	503
Degree	85%	1027	500	1500
Postgraduate	8%	1000	1000	1000

Sector Average



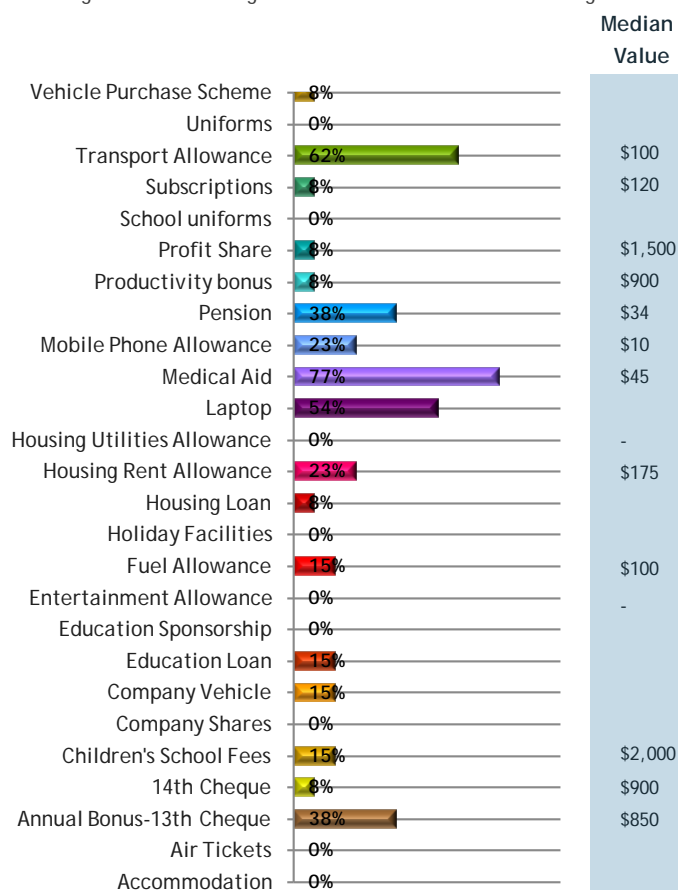
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	2160
Median	2200
Mode	2200
Min	880
Max	4500
0.25	1575
0.50	2200
0.75	2301

Sample 8

Gender	Percent	Average	Min \$	Max \$
Female	0%	-	-	-
Male	100%	2160	880	4500

Age	Percent	Average	Min \$	Max \$
20-30 years	50%	1775	900	2200
30-40 years	38%	2661	880	4500
40 years plus	13%	2200	2200	2200

Experience	Percent	Average	Min \$	Max \$
1-5 years	63%	1940	900	2602
6-10 years	38%	2527	880	4500
11 years plus	0%	-	-	-

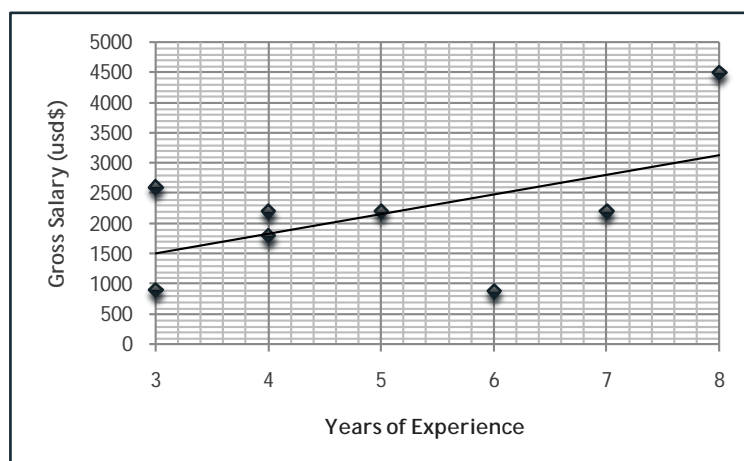
Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	13%	4500	4500	4500
Degree	63%	1940	900	2602
Postgraduate	25%	1540	880	2200

Sector Average



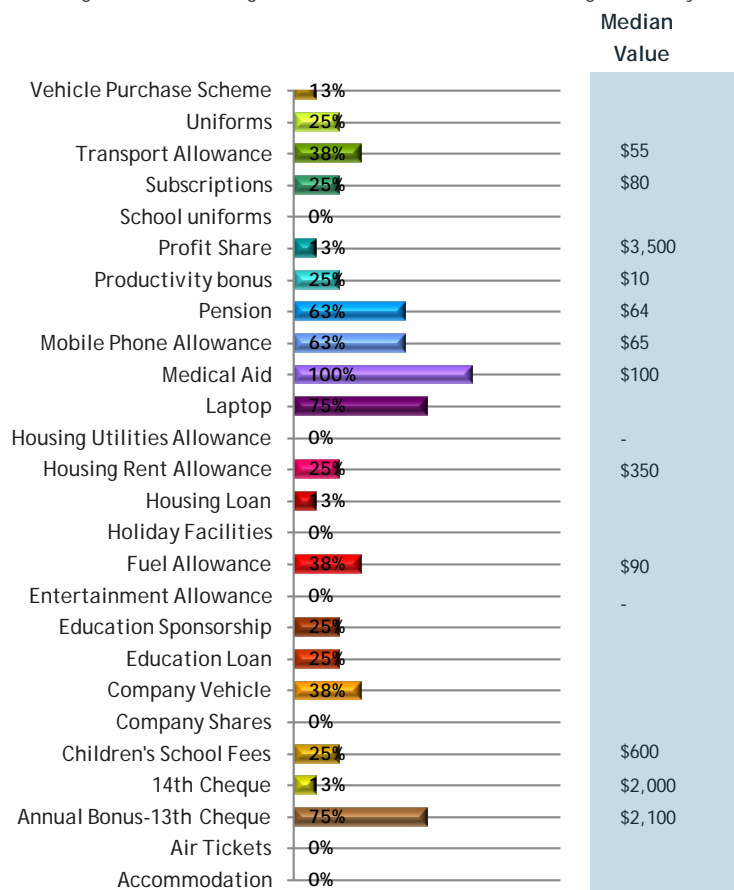
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1084
Median	1075
Mode	1500
Min	354
Max	2000
0.25	680
0.50	1075
0.75	1450

Sample 35

Gender	Percent	Average	Min \$	Max \$
Female	20%	1185	500	1750
Male	80%	1084	354	2000

Age	Percent	Average	Min \$	Max \$
20-30 years	71%	1090	354	2000
30-40 years	29%	1070	409	1700
40 years plus	0%	-	-	-

Experience	Percent	Average	Min \$	Max \$
1-5 years	63%	967	354	2000
6-10 years	29%	1342	409	2000
11 years plus	9%	1087	661	1500

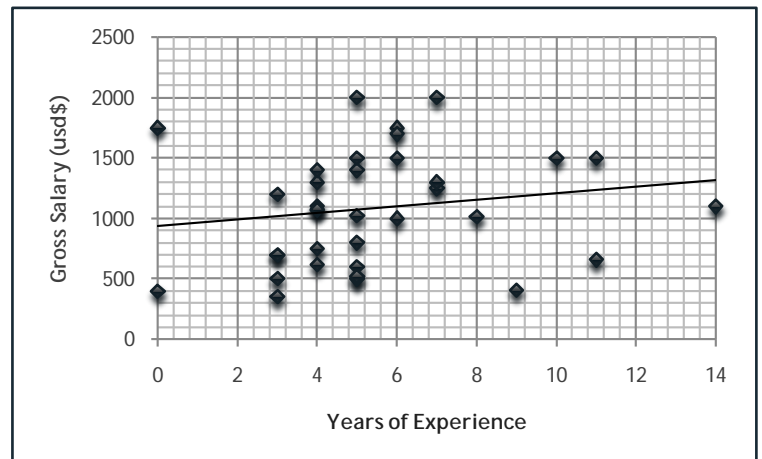
Edu Level	Percent	Average	Min \$	Max \$
Sec School	3%	620	620	620
Certificate	0%	-	-	-
Diploma	17%	927	503	1500
Degree	77%	1139	354	2000
Postgraduate	3%	1015	1015	1015

Sector Average



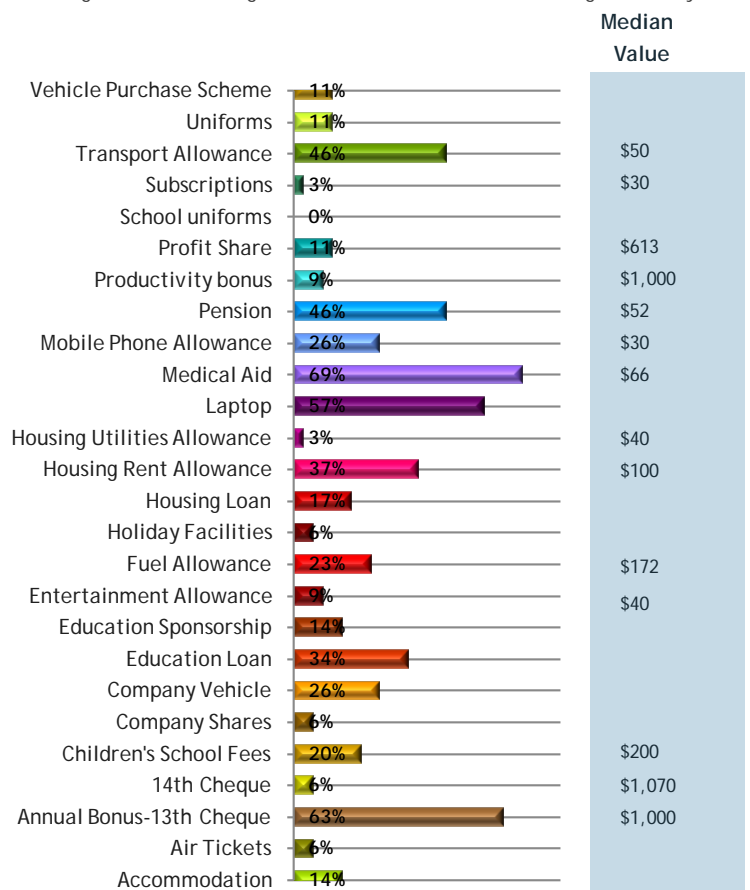
Scatterplot

Salary vs Years of Experience



Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	1533
Median	1271
Mode	-
Min	625
Max	3500
0.25	1047
0.50	1271
0.75	1488

Sample 6

Gender	Percent	Average	Min \$	Max \$
Female	17%	1450	1450	1450
Male	83%	1533	625	3500

Age	Percent	Average	Min \$	Max \$
20-30 years	83%	1715	1032	3500
30-40 years	17%	625	625	625
40 years plus	0%	-	-	-

Experience	Percent	Average	Min \$	Max \$
1-5 years	33%	1475	1450	1500
6-10 years	67%	1562	625	3500
11 years plus	0%	-	-	-

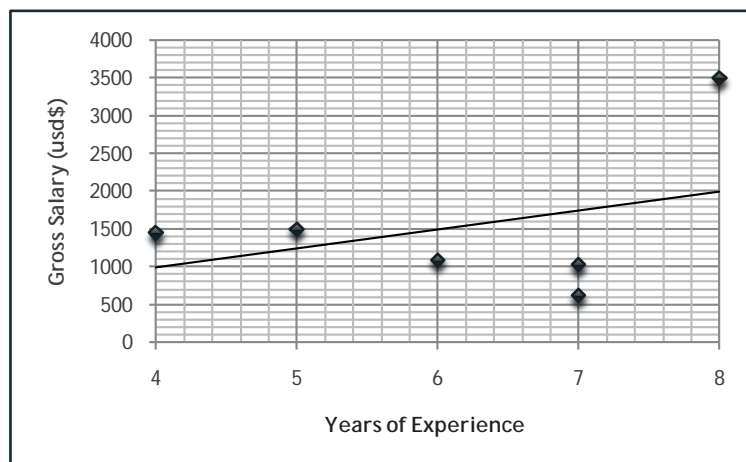
Edu Level	Percent	Average	Min \$	Max \$
Sec School	17%	1091	1091	1091
Certificate	0%	-	-	-
Diploma	17%	625	625	625
Degree	67%	1871	1032	3500
Postgraduate	0%	-	-	-

## Sector Average



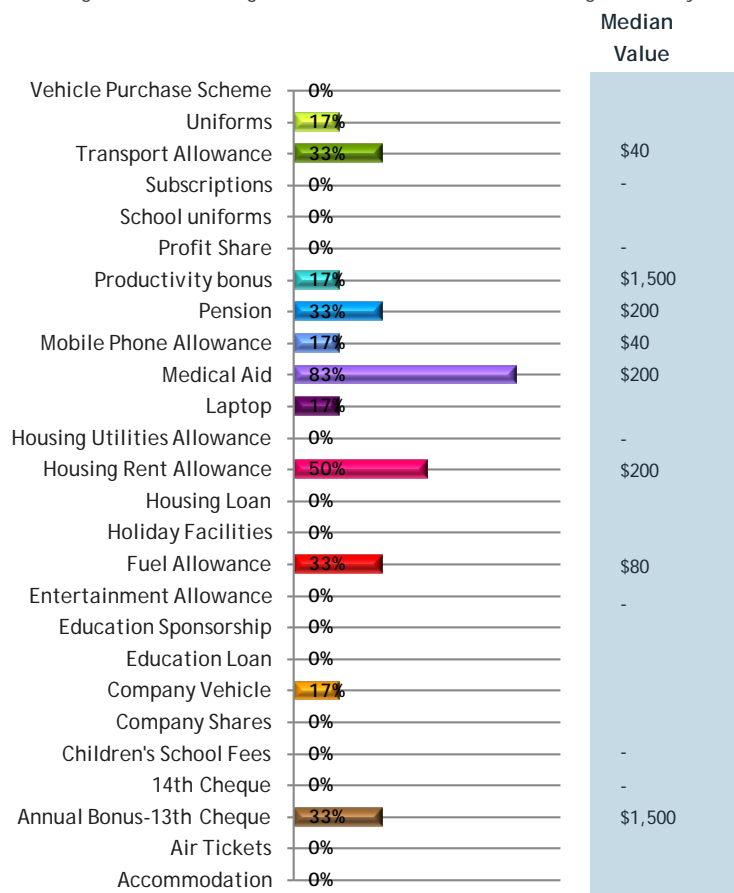
## Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



## BASIC SALARY

usd \$ Salary	Q1 2014
Mean	870
Median	575
Mode	500
Min	400
Max	2250
0.25	488
0.50	575
0.75	963

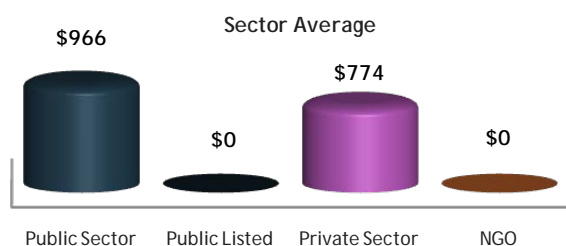
Sample 20

Gender	Percent	Average	Min \$	Max \$
Female	5%	600	600	600
Male	95%	870	400	2250

Age	Percent	Average	Min \$	Max \$
20-30 years	40%	775	400	1500
30-40 years	45%	860	400	2250
40 years plus	15%	1157	500	2070

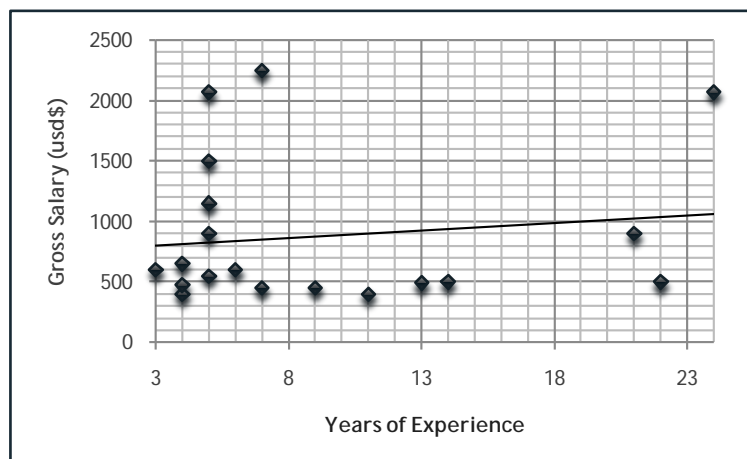
Experience	Percent	Average	Min \$	Max \$
1-5 years	50%	879	400	2070
6-10 years	20%	938	450	2250
11 years plus	30%	810	400	2070

Edu Level	Percent	Average	Min \$	Max \$
Sec School	0%	-	-	-
Certificate	0%	-	-	-
Diploma	20%	588	400	900
Degree	60%	597	450	1150
Postgraduate	20%	1973	1500	2250



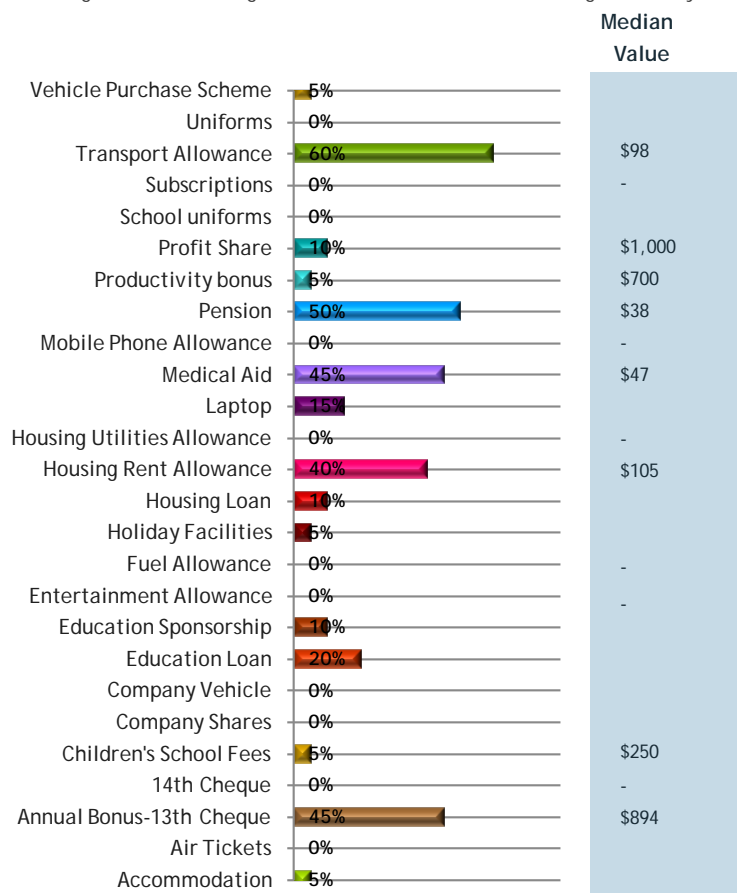
Scatterplot

Salary vs Years of Experience



## Benefits Package Analysis

Percentage of individuals given benefits over and above the gross salary



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