# **Remuneration Analytics Portal**

## **Survey Reports**

Published benchmarks are available via a number of reports in the RemWeb Survey Portal. These reports apply easy filters to drill down to specific information required; and are downloadable into various applications.

## **Job Table**

A benchmark table per survey job, indicating information such as:

- Basic Salary
- Benefits
- Guaranteed Package
- Short Term Incentive
- Benchmarks at various percentiles
- Regional and economic sector ratios



## **Comparative Data Dashboard**

Own actual data per employee compared to benchmark results.

Legend>	<70%	LINE BLOK	50% - 110%	175-17596	> 130%												
												National I	Remunera	tion Guide	e - April 2	020	
imployee Sumber	Employee Details	Job Code	Job Title	Own Job Title	Department	Race	Gender	Grid Size	Grade	Pay Item	Amount	25th		50th		75th	
	YXababila	121760	CLERK (SPECIALISED) I	CLERK (SPECIALISED) I	Legal	Black	Female		- 8	Guaranteed Package	355000	279774	91.1	206574	82.4	2556626	72.1
	U September	121520	CLERK (GENERAL) II	CLERK (SENERAL) II	Legal	Indian	Male		6	Guaranteed Package	175000	202920	86.2	232217	25.4	252949	69.2
	Liones	121790	CLERK (SPECIALISED) III	CLERK (SPECIALISED) III	Legal	White	Female		12	Guaranteed Package	444000	486353	91.3	537289	92.6	589709	76.3
	O Zulu	121760	CLERK (SPECIALISED) I	CLERK (SPECIALISED) I	Legal	Black	Female		8	Guaranteed Package	256000	279774	91.5	205574	22.2	255662	72.4
	P Notebelie	121790	CLERK (SPECIALISED) III	CLERK (SPECIALISED) III	Legal	Black	Female		12	Guaranteed Package	421000	486252	86.6	537289	78.4	\$89709	71.6
٥	L Phila	121510	CLERK (GENERAL) I	CLERK (GENERAL) I	Legal	Black	Female			Guaranteed Package	140799	170513	82.6	199866	76.2	312522	65.9
1	I February	121510	CLERK (GENERAL) I	CLERK (SENERAL) I	Legal	Coloured	Female			Guaranteed Package	103567	170513	92.4	189864	74	212522	65.8
2	G Makwakwa	121520	CLERK (GENERAL) II	CLERK (GENERAL) II	Legal	Black	Male		6	Guaranteed Package	175000	302930	86.2	232217	25.4	252949	69.2
16	I Minki	122550	OREDIT CONTROLLER I	CREDIT CONTROLLER I	Finance	Black	Female		- 8	Guaranteed Package	288000	304637	94.5	221152	117	284248	76
2	F Kekana	122550	CREDIT CONTROLLER I	CREDIT CONTROLLER I	Finance	Black	Male		8	Guaranteed Package	287000	304637	94.2	221152	96.7	384248	74.7
s .	G Krikana	122550	OREDIT CONTROLLER I	CREDIT CONTROLLER I	Finance	Black	Female		- 8	Guaranteed Package	289000	304637	94.9	231152	87.3	284248	76.2
9	QW Moodley	121500	CLERK (FOREIG	CLERK (FOREX)	Finance	Indian	Female		10	Guaranteed Package	305678	251697	121.4	294563	107.4	331030	95.2
0	Q Vector	121470	CLERK (DEBTORS)	CLERK (DEBTORS)	Finance	White	Male		7	Guaranteed Package	317000	342001	99.7	264556	92	302669	71.7
1	Citekana	121470	CLERK (DESTORS)	CLERK (DEBTORS)	Finance	Black	Female		7	Guaranteed Package	221000	342001	91.3	264556	82.5	302649	71
2	I Emmanuel	121470	CLERK (DESTORS)	CLERK (DEBTORS)	Finance	Coloured	Female		7	Guaranteed Package	319000	342001	2.00	264556	12.8	302669	72.4
8	ASmit	120660	ROOKKEPER III	RODKSEPER III	Finance	White	Male		11	Guaranteed Package	425678	451600	94.3	495434	85.9	\$70692	74.6

### **Graded Tables**

Benchmarks per job grade level for basic salary, individual benefit items and guaranteed package at a national view, as well as tables per:

- Function
- Region
- Economic sector

#### Available in:

- Paterson
- T.A.S.K.®
- Peromnes®



#### **Total Reward Trends and Practices**

Analysis of the various benefits and workplace trends, covering reward aspects such as:

- Increase trends
- Bonus trends
- Leave
- Retrenchments
- Retirement benefits
- Risk and medical benefits
- Flexible working arrangements

