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# STAYING AHEAD OF THE MARKET

Trends and recommendations on revising compensation packages to enhance retention and engagement in Poland

Sept 2023

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# EXECUTIVE SUMMARY

- A **highly competitive market environment, rising inflation** and **cost of living trends** are making employers concerned about managing expectations and retaining staff
  - **97% of companies surveyed plan to recruit in 2023** and 21% of IT professionals in Poland intend to switch jobs
  - **Inflation in Poland touched an all-time high of 18.4% in Feb 2023** and people are finding it hard to manage living costs
  - Although organizations are upbeat, **staff expect more and hiring continues to be a challenge**
  - **Salary is the biggest factor driving IT professionals to switch jobs** and enhancing compensation packages will help the company stay ahead of the market trends. **Pay is also the primary concern for staff** (2023 EY Work Reimagined Survey), creating a case for a comprehensive total rewards package that works locally.
  - In Poland, **salaries in IT are expected to grow 5-15%**, according to a recent 2023 Hays Report
  - Recommendation is to **increase salary bands based on business performance and payouts in the coming cycle**
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# STATE OF IT SECTOR IN POLAND: HIRING IS UPBEAT, STAFF'S EXPECTATIONS ARE UP – ALTHOUGH RECRUITMENT IS CHALLENGING



### Survey highlights for IT

97% of employers plan to recruit



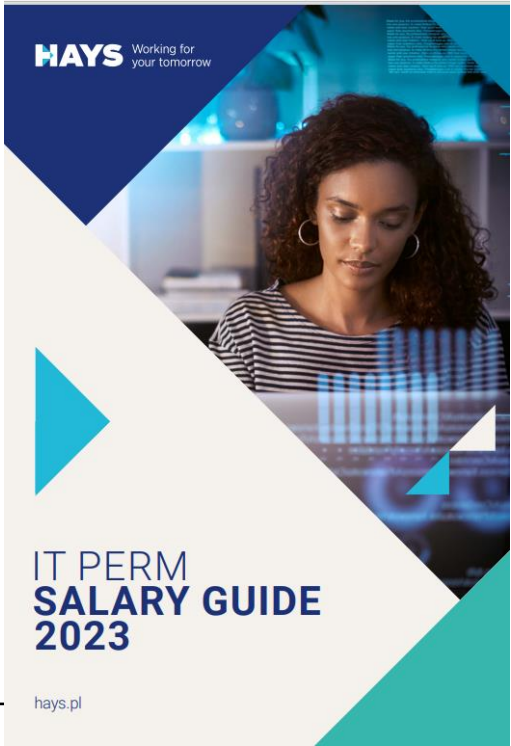
20% of specialists plan to change jobs in 2023



69% of employers expect recruitment challenges



44% of specialists expect salary increase in 2023



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# INFLATION RISES TO NEW 26-YEAR HIGH OF 18.4% IN POLAND



**Annual inflation in Poland 1996-2023**



Sources: Statistics Poland



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# CHANGES HAPPENING IN THE MARKET: POLAND LEGISLATION FOR EQUAL PAY FOR MEN AND WOMEN

- Average monthly salary of men in October 2020 in Poland, across various occupations, was **14.7% higher than the average monthly salary of women.**
- European Parliament and of the Council at the end of January 2023 to **strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.**

## Equal Pay for Men and Women: Legislative Changes on the Horizon

Mar 7, 2023 | Labour Law Update

Pay inequality between men and women persists across the European Union. According to Eurostat, women's earnings are on average 13.0% below those of men (2020 and 2021). This pay gap persists notwithstanding enactment of Directive 2006/54/EC of the European...

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## Amendments to the Polish Labour Code concerning remote work

Jan 27, 2023 | Labour Law Update

The Polish Parliament adopted amendments to the Labour Code by, among other things, introducing new provisions regarding remote work and removing the so-called teleworking rules. It is expected that the amendments will come into force in March or April 2023....

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# POLAND LABOUR MARKET: IT PROFESSIONALS CONTINUE TO HAVE A STRONG POSITION, WITH CAREER OPPORTUNITIES AND PAY RAISES

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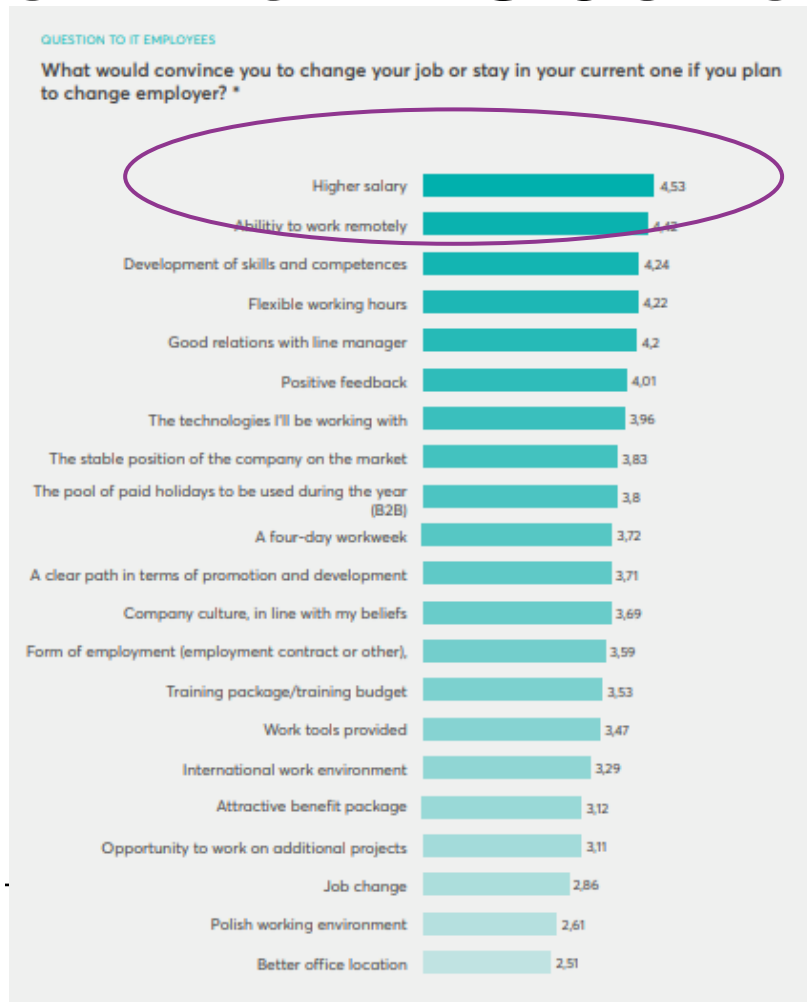
97%

of organisations in the IT sector plan to recruit in 2023

21%

of tech specialists will consider a job change in 2023

# SALARY IS THE BIGGEST FACTOR FOR SWITCHING JOBS



- Remote work, development of skills and capabilities as well as flexible working hours are other factors driving change in jobs

# SATISFACTION WITH SALARIES IS CONCERNING: JUNIOR AND MID IT PROFESSIONALS ARE JUST 51- 60% SATISFIED

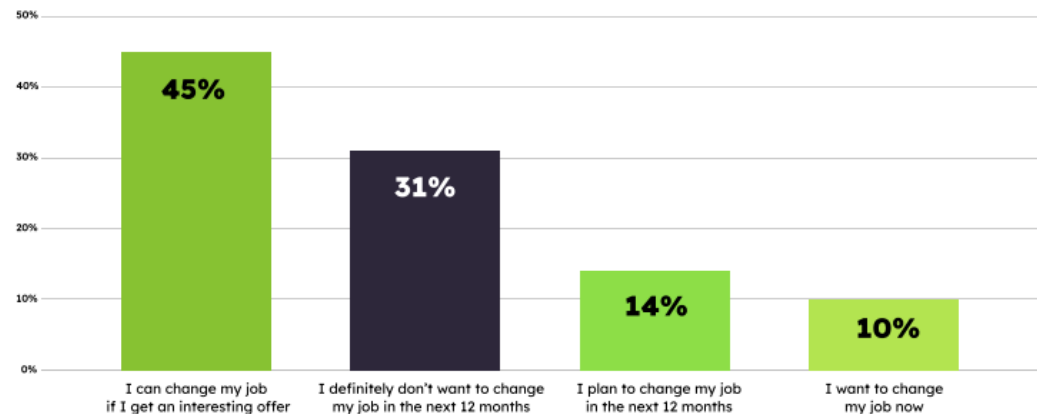
## Satisfaction with the salary received and seniority level

Source: Own elaboration based on data from an online survey conducted between September and November 2022



## Willingness to change jobs

Source: Own elaboration based on data from an online survey conducted between September and November 2022





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# SALARIES ARE EXPECTED TO GROW 5-15% IN POLAND

- “In the best-case scenario for candidates, salaries will grow at a level of 5-15%” - **Lukasz Grzeszczyk**, Executive Director – Head of IT Perm, Hays Poland (2023)

INTROSKOPE

## IT & TELECOMMUNICATIONS TABLE OF SALARIES

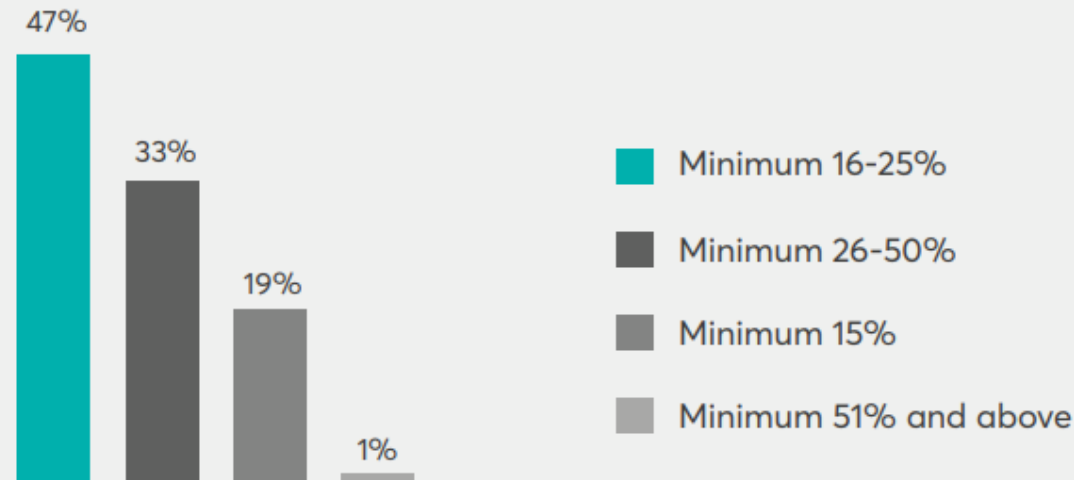
	Min*	Opt**	Max*
IT Director/ CIO	25 000	45 000	55 000
Software Development Director/ Manager	22 000	31 000	40 000
Java Developer	12 000	17 000	21 000
.NET/ C# Developer	12 000	16 000	20 000
C/ C++ Developer	12 000	14 000	16 000
Big Data Developer	15 000	18 000	21 000
Front-end Developer	12 000	15 000	17 000
JavaScript Developer	13 000	14 000	16 000
PHP Developer	10 000	13 000	15 000
Mobile Developer	13 000	16 000	19 000
RPA Developer	10 000	14 000	17 000
Automation Tester	11 000	14 000	17 000
Manual Tester	7 000	9 500	12 000
Business/ System Analyst	13 000	16 000	19 000
IT Project Manager	12 000	17 000	21 000
Network Administrator	11 000	14 000	16 000
Unix/ Linux Admin (Redhat, AIX, Solaris)	12 000	15 000	18 000
Microsoft Windows Server Admin	12 000	15 000	18 000
Infrastructure Manager	17 000	21 000	25 000
Database Administrator (Oracle, Microsoft SQL)	12 000	14 000	16 000
3rd Line Support	12 000	15 000	17 000

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# MAJORITY OF IT PROFESSIONALS EXPECT A MINIMUM OF 16-25% RAISE IN SALARIES

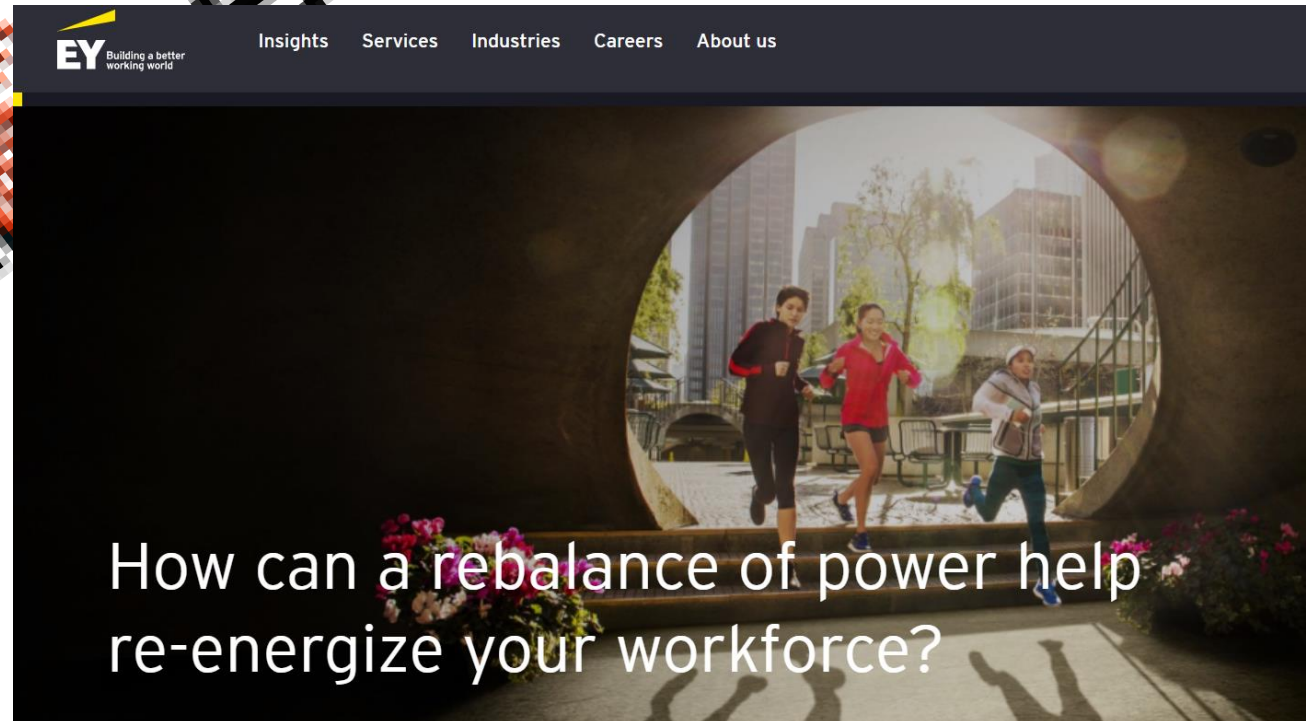
In your opinion, what kind of raise would make an employee stay at your company if they are considering leaving?



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# NEED TO REBALANCE TOTAL COMPENSATION PACKAGES TO MATCH INFLATION

“Companies need to ensure total compensation and careers are equalized in internal and external labor conditions. This includes internal adjustments of total compensation packages to match inflation, and total rewards programs that promote well-being for a diverse workforce. Refining approaches to talent sourcing and upskilling/reskilling can promote workforce stability and capability growth.”



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# RECOMMENDATIONS

1

Revisit salary ranges in line with market trends and balance it with staff's expectations

2

Benchmark job roles with salaries and bring parity to key functions and expertise we need to retain

3

Discuss with managers and create a plan to rollout compensation changes in the year

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