

# Pay system in the Polish civil service – latest developments

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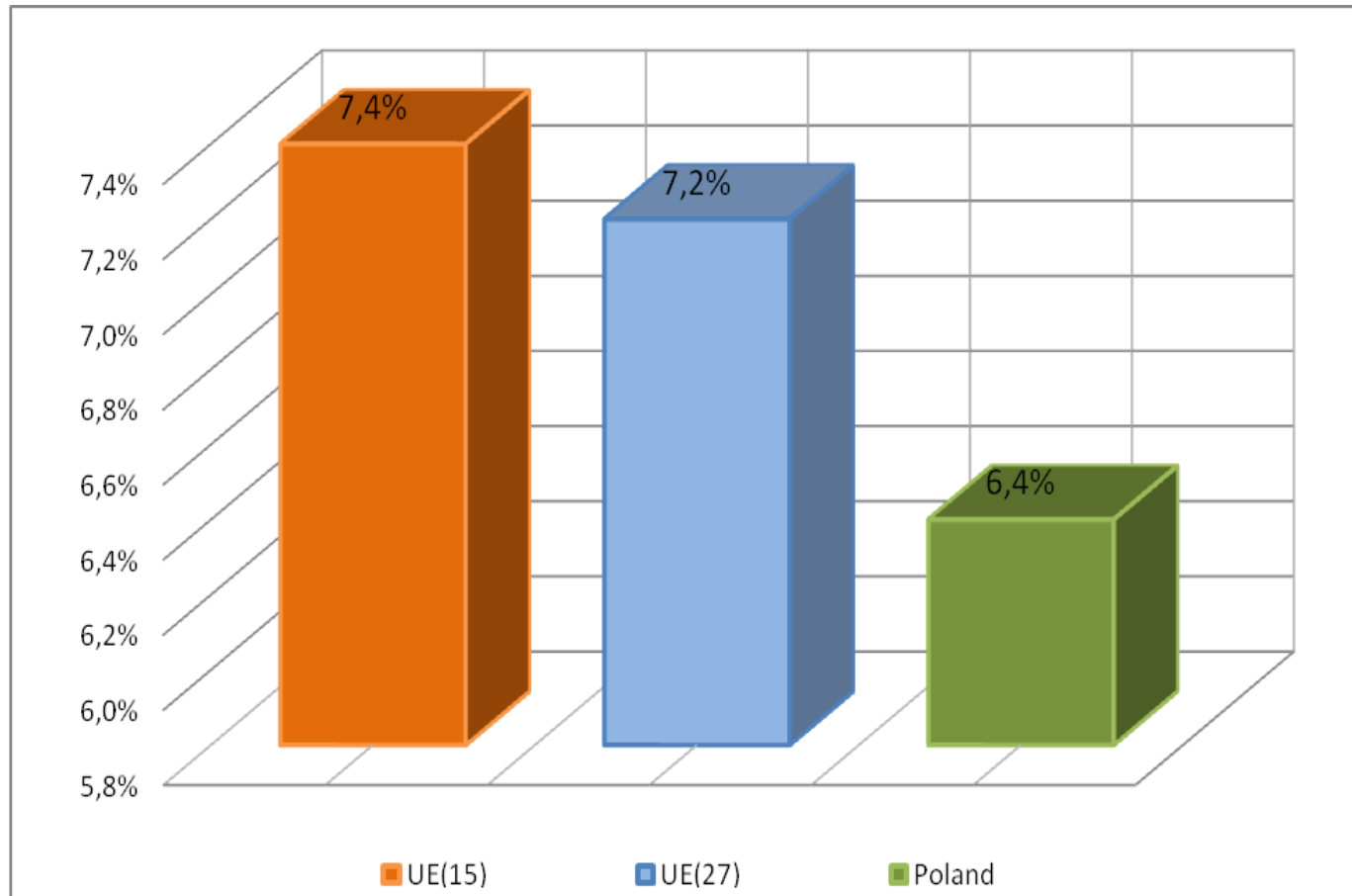
Department of Civil Service

Chancellery

of the Prime Minister

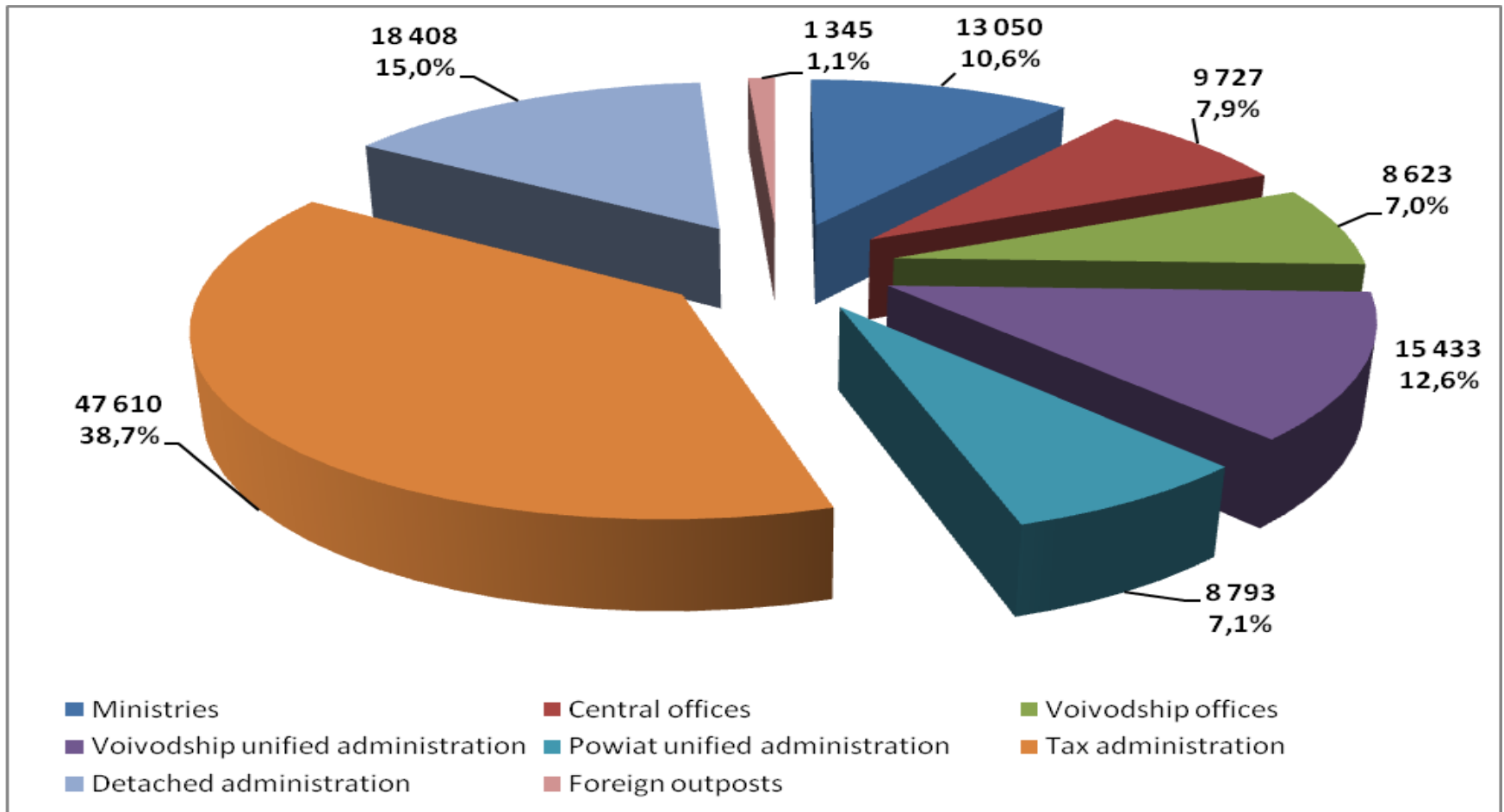


# General info: Percentage of employment in public administration in total employment in 2009

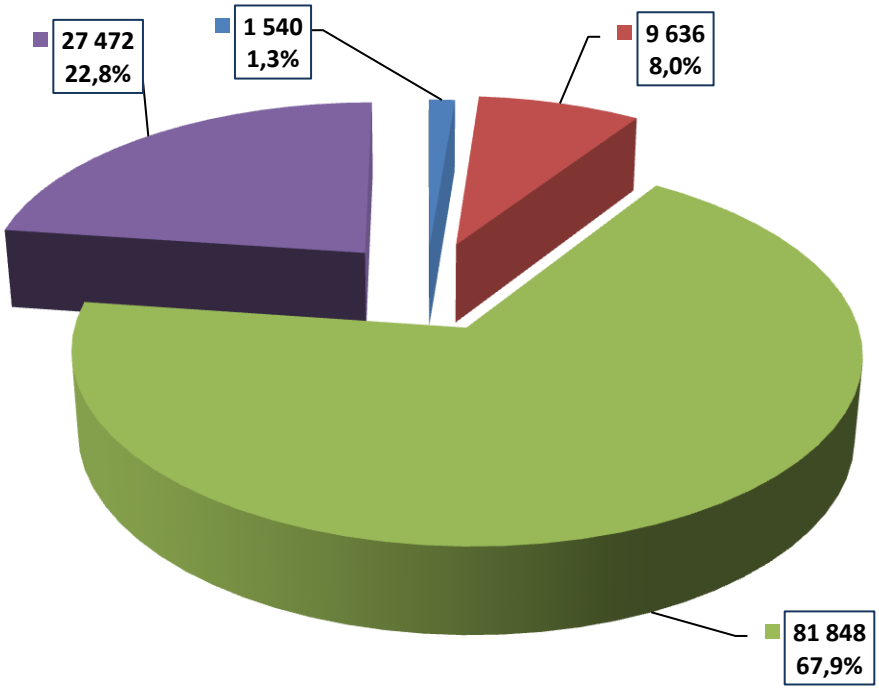


Source: EUROSTAT, 2009, employment in the national economy and in section "O" - "Public administration and defence; compulsory social security"

# General info: Employment by groups of offices in the Civil Service Corps in 2010

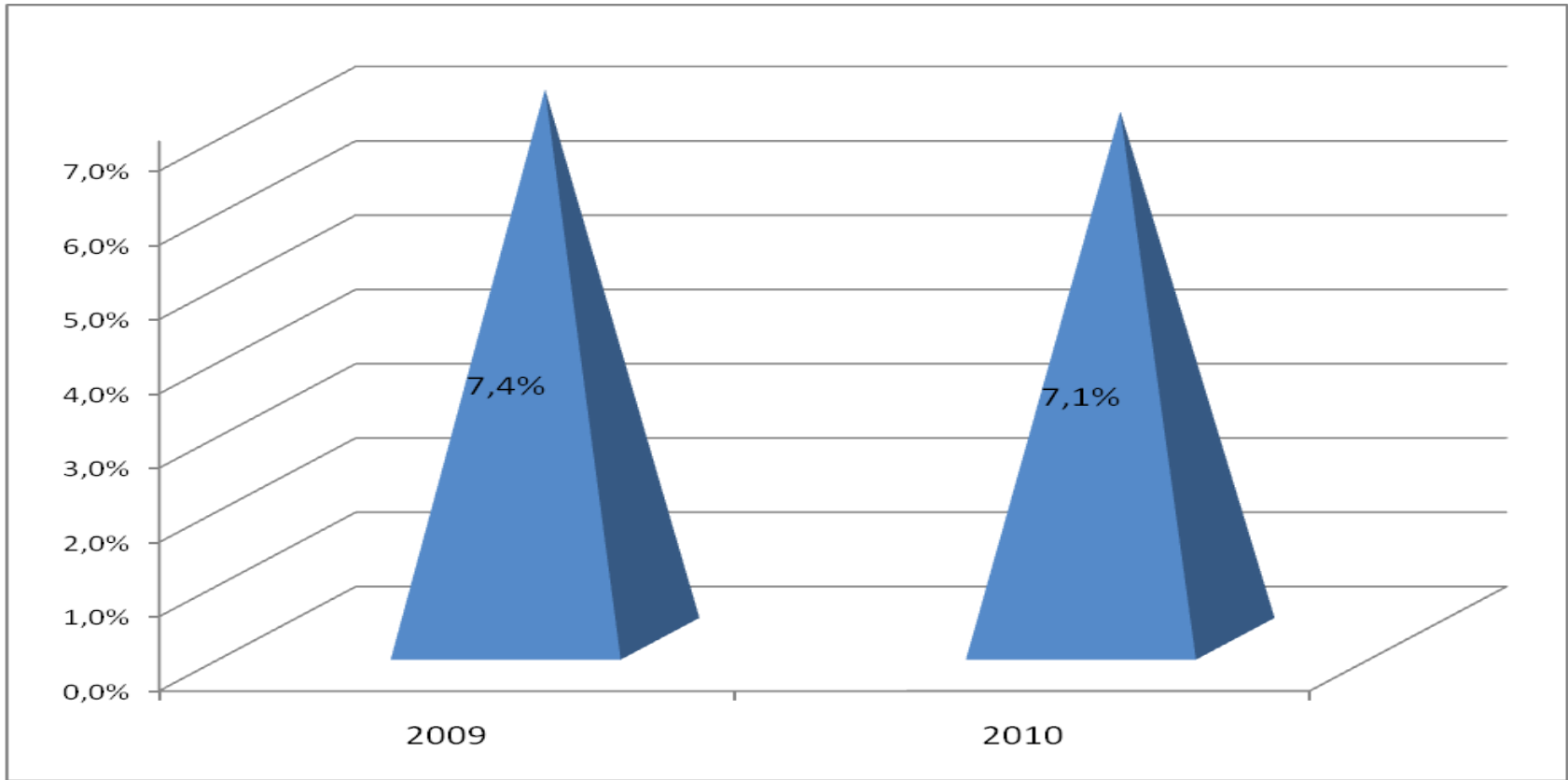


# General info: Employment by groups of positions in the Civil Service Corps in 2010



- Senior managing positions in the civil service
- Middle-level management and coordinating positions in the civil service
- Independent and specialist positions in the civil service
- Supporting positions in the civil service

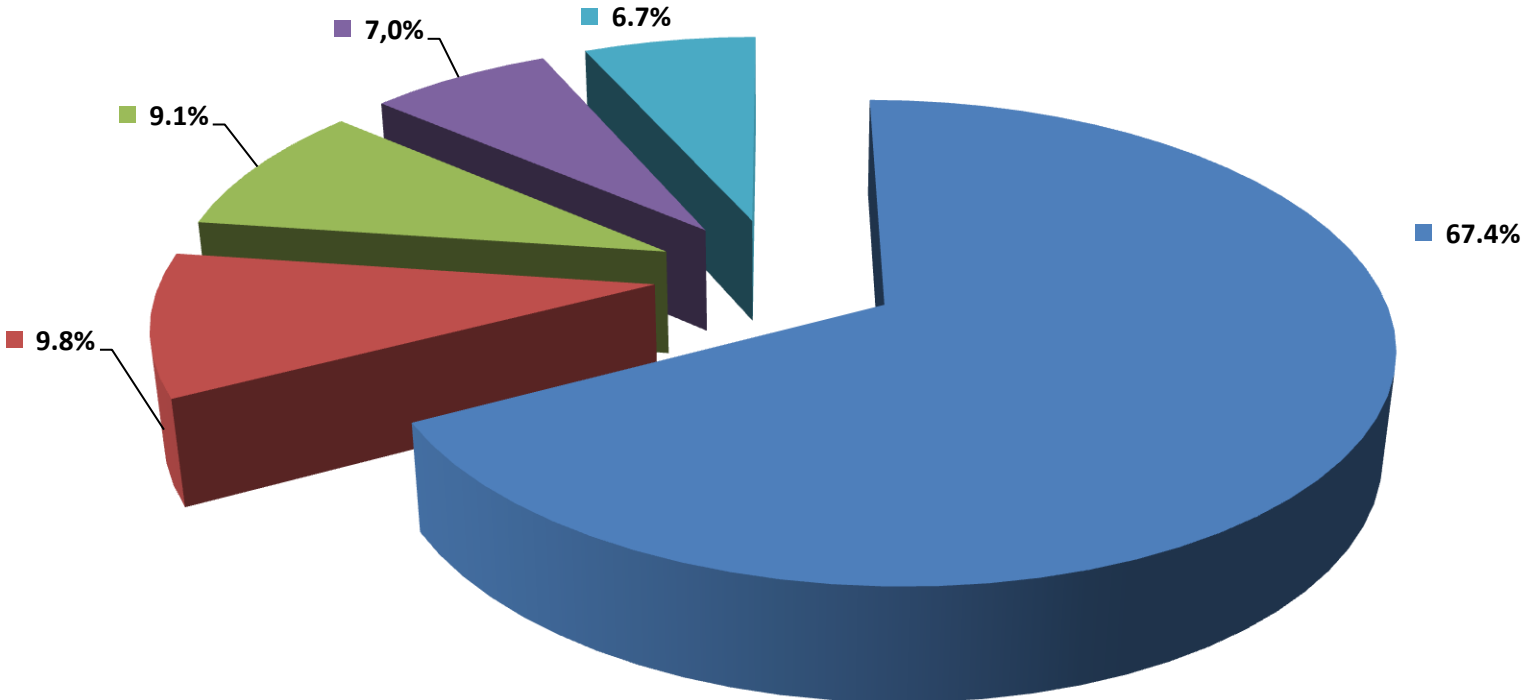
# General info: Employee turnover in the Civil Service Corps in 2009 - 2010



# Pay system in the Polish civil service

<b><i>Components of pay</i></b>	<b><i>For what? – rules of distribution</i></b>
basic salary	Depends on job evaluation, employees appraisal, competencies, responsibility, or automatic increase resulting from the change of base amount (multiplier system)
bonus for long-term employment with the Civil Service	seniority/bonus for experience
Civil Service bonus	compensation for extra duties and obligations of civil servants, reward for their competencies
task bonus	carrying out additional tasks
anniversary award	seniority/bonus for loyalty
additional annual remuneration	
award	special achievements in professional work
benefits and bonuses	special nature of tasks performed and conditions in which they are performed
	<b>All civil service corps members</b>
	<b>Only civil servants</b>
	<b>Optional component</b>
	<b>Some categories of civil service corps</b>

# Structure of remuneration in the Civil Service Corps in 2010



- Basic salary
- Bonus for long-term employment with the Civil Service
- Award from an award fund
- Remaining components
- Additional annual remuneration

## Job evaluation in the Polish civil service

Methods: point factor analysis. Separate method for higher managerial posts and for other posts.

Methods were especially tailored for the needs of the Polish civil service.

Job evaluation is implemented in a decentralized way (with exception for Director s` General posts).

Implementation covered numerous trainings (more than 3 thousands of civil servants were trained); elaboration of training materials.

More than 250 mil. PLN (approximately 60 mil. EUR) was earmarked for rising basic salary levels as the effect of job evaluation

Implemented in 2008 for the majority of posts. For higher managerial posts – currently being implemented



# Job evaluation of medium and lower posts - criteria

## Competencies:

education level required, knowledge of foreign languages, professional experience, interpersonal skills

## Specifics of the job:

role of the job, complexity and creativity, planning horizon, working conditions

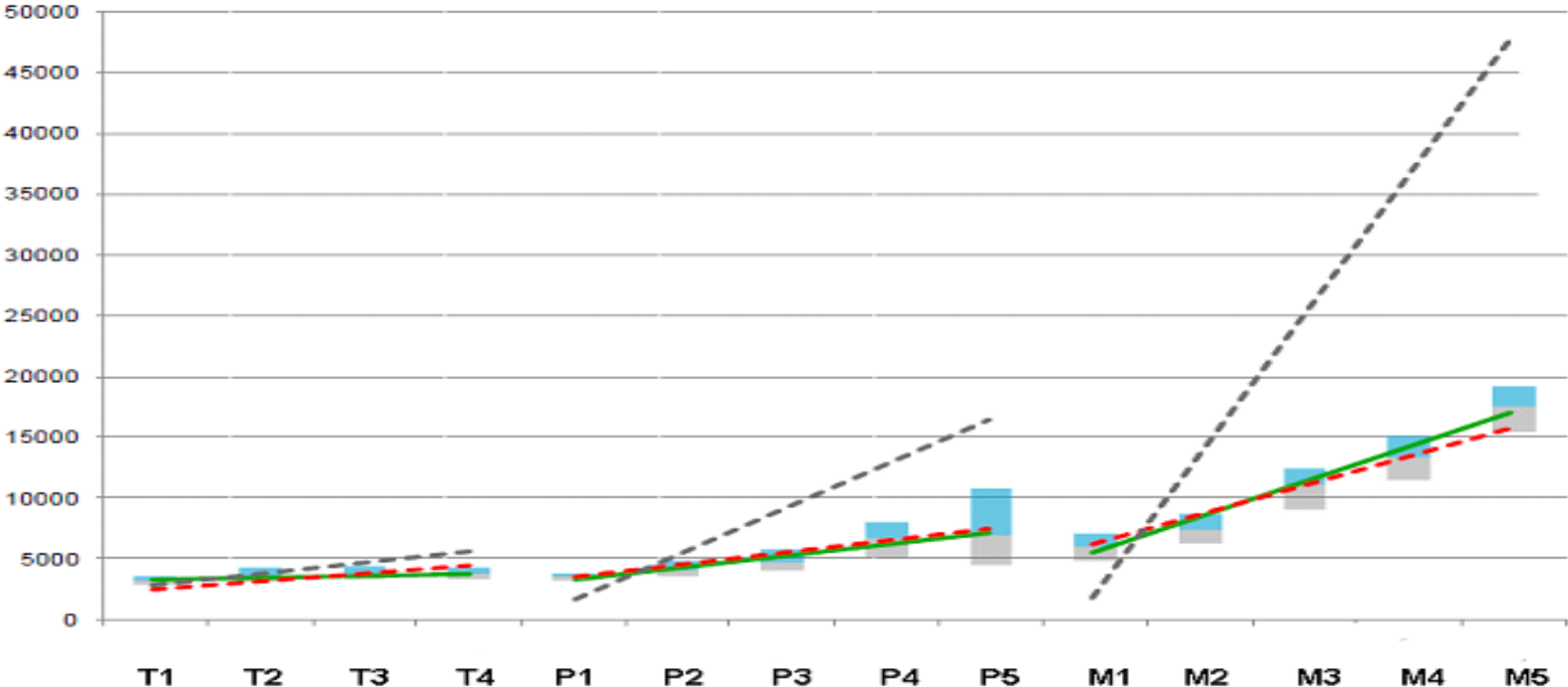
## Responsibility:

responsibility for personnel, influence on the effects

## Job evaluation of higher managerial posts - criteria

- Qualifications: knowledge and experience
- Role of the position and scope of influence
- Human Resources Management
- Problem solving
- Responsibility for public funds
- Character and level of representation

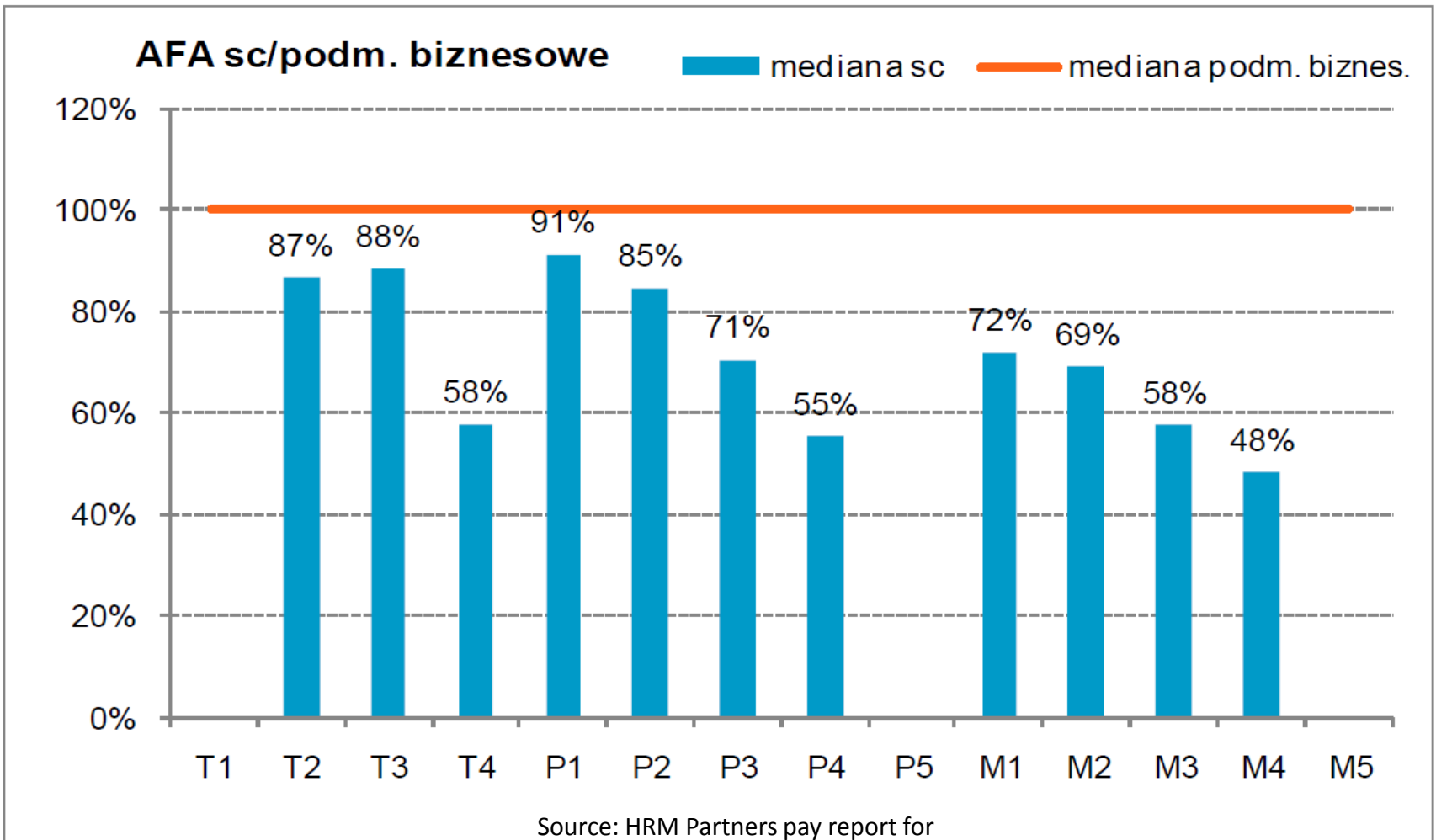
# Pay comparison: civil service vs. business in Poland. 2010



- Business sector
- Other public administration (without Civil Service Corps)
- Civil Service Corps
- Median - third quartile (3Q)
- First quartile (1Q) - median

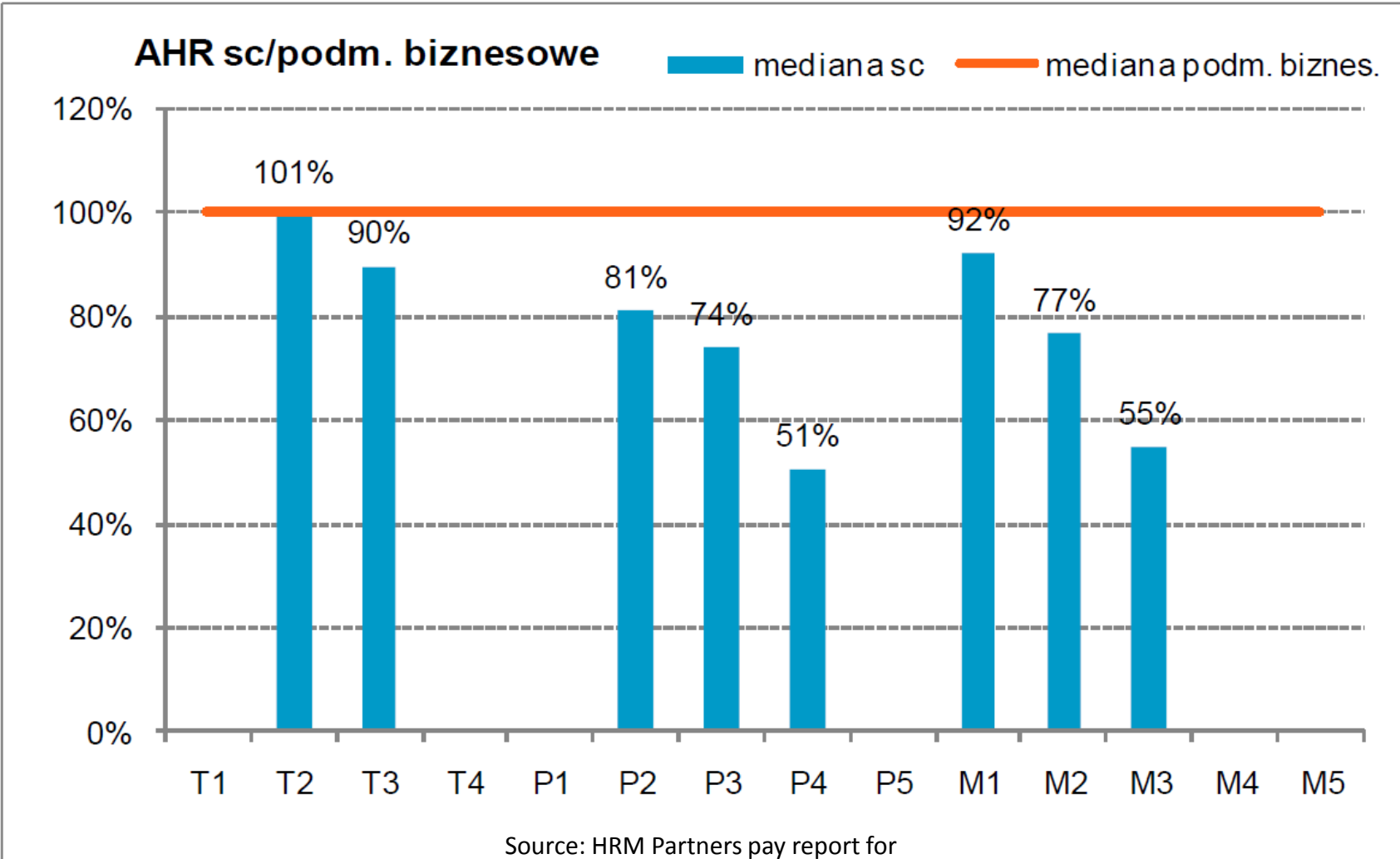
Source: HRM Partners pay report for the Chancellery of the Prime Minister

# Finance and accounting. Total salary. 2010



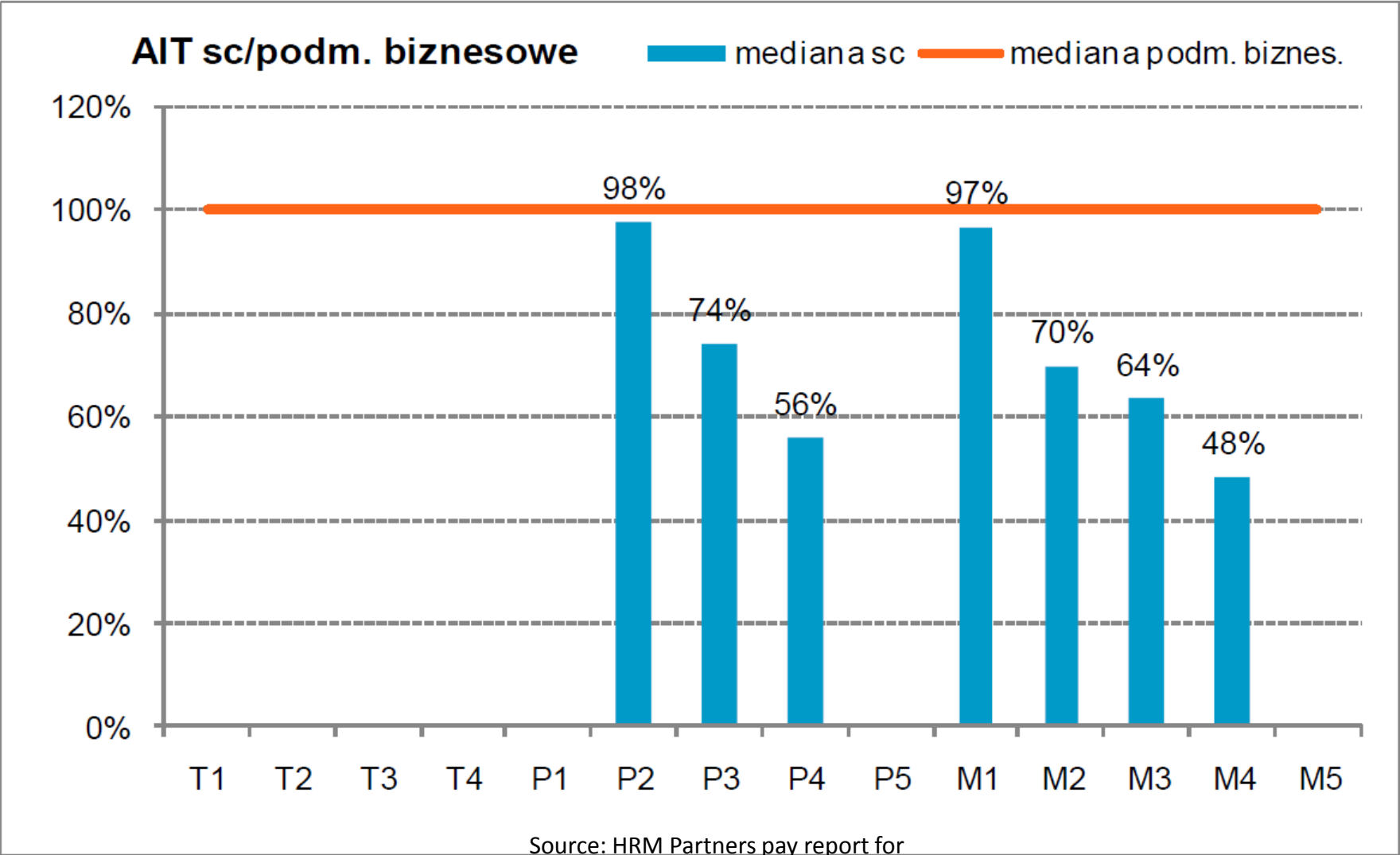
Source: HRM Partners pay report for the Chancellery of the Prime Minister

# HRM. Total salary. 2010



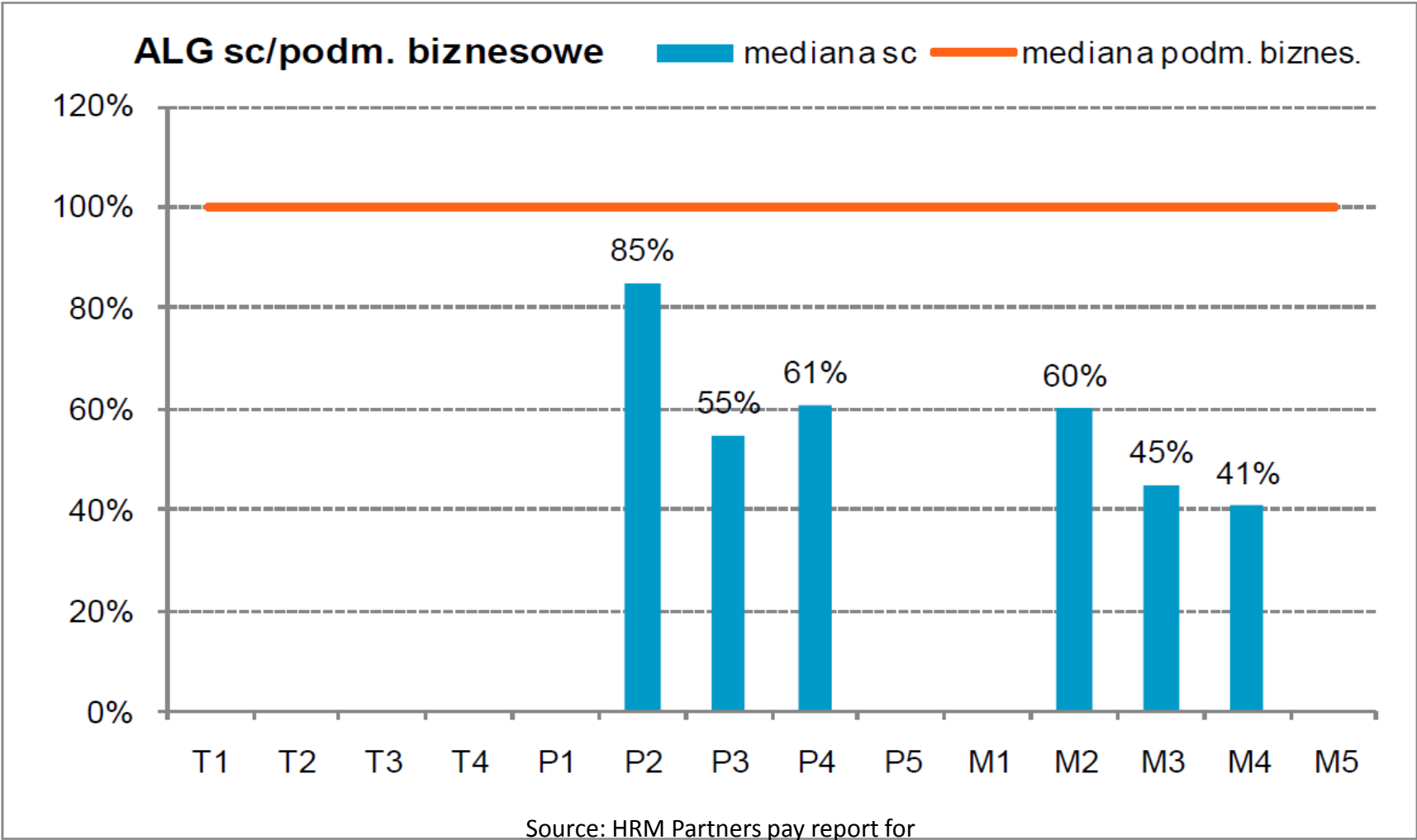
Source: HRM Partners pay report for the Chancellery of the Prime Minister

# IT. Total salary. 2010



Source: HRM Partners pay report for the Chancellery of the Prime Minister

# Lawyers. Total salary. 2010



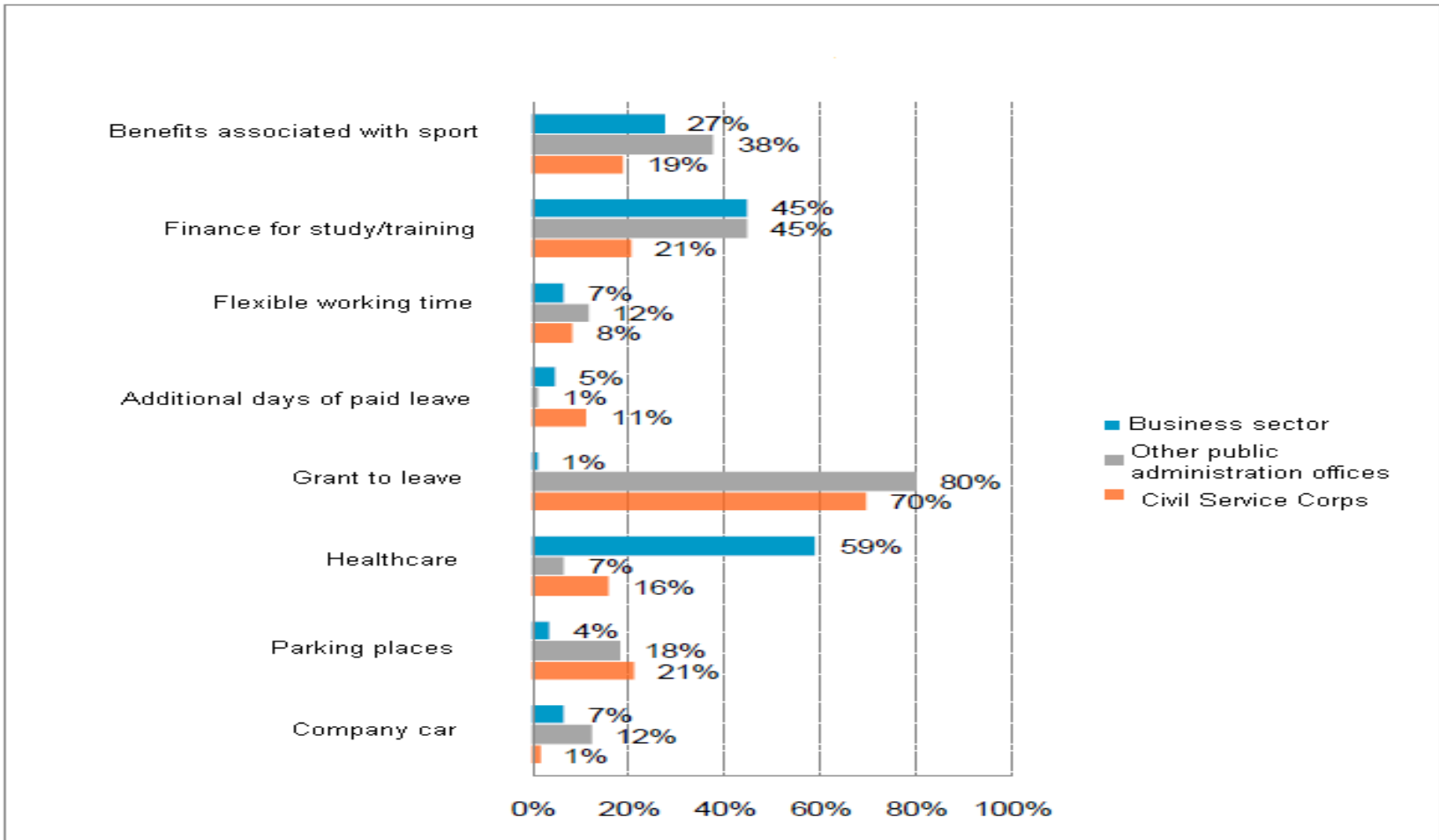
Source: HRM Partners pay report for the Chancellery of the Prime Minister

# Gender equality? Base salaries (in PLN) and multipliers of Directors General, 20 May 2011





# Benefits in 2010 (the share of workers gaining the benefits in the surveyed organizations in relation to total employment)



Source: HRM Partners pay report for the Chancellery of the Prime Minister