

Learning your competition: turn rumours into facts



KPMG Luxembourg
Remuneration Survey
Commerce and Industry
1st Edition 2016

KPMG Remuneration Survey at a glance

Can you guarantee that you are competitive?

The KPMG Remuneration Survey can help you answer that question. It is...

...the product of **26 years' experience** doing remuneration surveys.

...a **valuable tool** for executives and HR managers.

Last year's financial sector edition...

...gathered data from **86 companies** and had over **18,000 data points**.



...won the 2015 HR One Gala's **Best HR Performance Tool** award.

What does the survey contain?

Statistics, trends, and industry-specific benchmarks about:

- remuneration practices
- fringe benefits
- HR management processes

At a glance



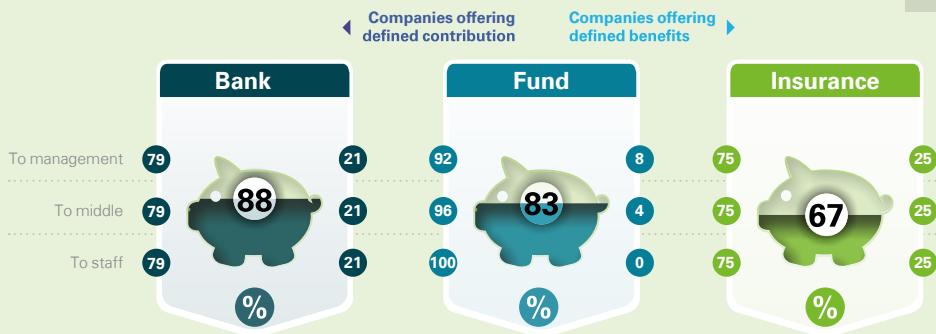
How will this survey improve your business?

Equipped with this survey, you'll have...

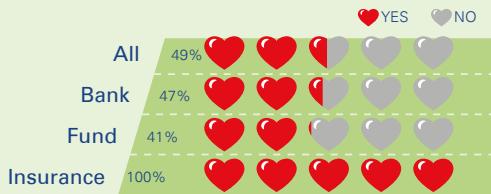
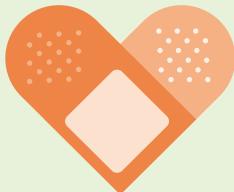
- ...hard data to consult before you make strategic or everyday HR decisions.
- ...industry benchmarks for remuneration and fringe benefits for most of role in your organisation.

- ...concrete knowledge of whether you're competitive with the best market practices.
- ...an indicator of your progress in adopting new HR management processes.

Pensions by industry



Take good care



*Sample of the financial remuneration survey reports

Whom is the survey for?

This survey is for non-financial enterprises in Luxembourg, including those in:

- material and productions
- services to businesses
- distribution and sales

Depending on the number of participants, we will be able to further categorise these fields by business segment (e.g. ICT, Automotive).

Deliverables

- **Industry benchmarks** for compensation and benefits policies and HR practices in Luxembourg



- **Two individualised benchmark reports** based on sector and peer group

Comparison to the market

Organization:

17. Compliance

17.2 Internal Compliance

DE Middle Office

# Employees	Your Company	Market			Market	Market	Market
		Base	Bonus	Total cost			
XX	59 978	5 603	70 550	27*	54 271	54 271	54 271
• • *	128%	67%	8%	27*	54 271	54 271	54 271
• • *	-2%	39%	-6%	27*	54 271	54 271	54 271
• • *	-13%	60%	-4%	27*	54 271	54 271	54 271
• • *	-23%	-3%	-20%	27*	54 271	54 271	54 271

18. Insurance

18.2 Actuarial

DE Department Manager

# Employees	Your Company	Market			Market	Market	Market
		Base	Bonus	Total cost			
XX	108 630	14 841	123 471	27*	54 271	54 271	54 271
• • *	10%	22%	4%	27*	54 271	54 271	54 271
• • *	20%	17%	29%	27*	54 271	54 271	54 271
• • *	16%	4%	23%	27*	54 271	54 271	54 271
• • *	0%	42%	12%	27*	54 271	54 271	54 271

18.3 Operational Risk Management

18.3.1 Operational Risk Management

DE Department Manager

# Employees	Your Company	Market			Market	Market	Market
		Base	Bonus	Total cost			
XX	123 100	39 056	162 356	27*	54 271	54 271	54 271
• • *	14%	10%	35%	27*	54 271	54 271	54 271
• • *	35%	69%	68%	27*	54 271	54 271	54 271
• • *	23%	16%	48%	27*	54 271	54 271	54 271
• • *	-2%	40%	18%	27*	54 271	54 271	54 271

18.3.2 Operational Risk Management

DE Team Manager

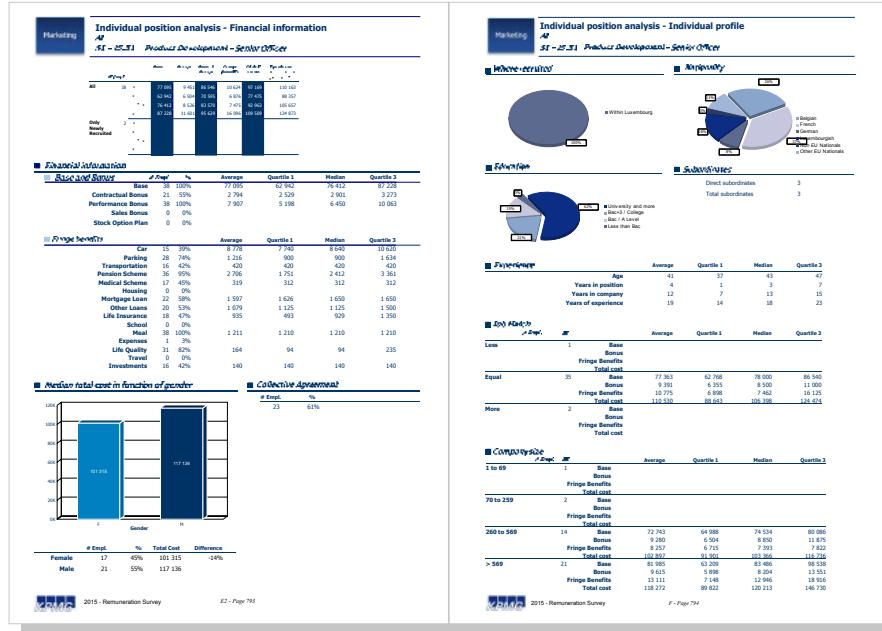
# Employees	Your Company	Market			Market	Market	Market
		Base	Bonus	Total cost			
XX	89 210	8 422	106 199	27*	54 271	54 271	54 271
• • *	8%	8%	4%	27*	54 271	54 271	54 271
• • *	7%	11%	20%	27*	54 271	54 271	54 271
• • *	-4%	3%	9%	27*	54 271	54 271	54 271
• • *	-17%	20%	7%	27*	54 271	54 271	54 271

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All reports
are available
in both PDF
and Excel formats.

■ A detailed analysis of the remuneration packages of +/- 300 job roles in Luxembourg





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