

GROSS SALARY ANALYSIS
SELECTED OCCUPATIONS AND CHARACTERISTICS
Characteristic
All employees

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	669	790	2171	906	1425	2000	2644	3253	10,7%	11,6%
33430001	Administrative secretary	1115	1374	1485	725	1000	1430	1833	2314	12,4%	10,2%
41100001	Office assistant	1208	1419	1274	568	725	1167	1657	2287	10,5%	15,2%



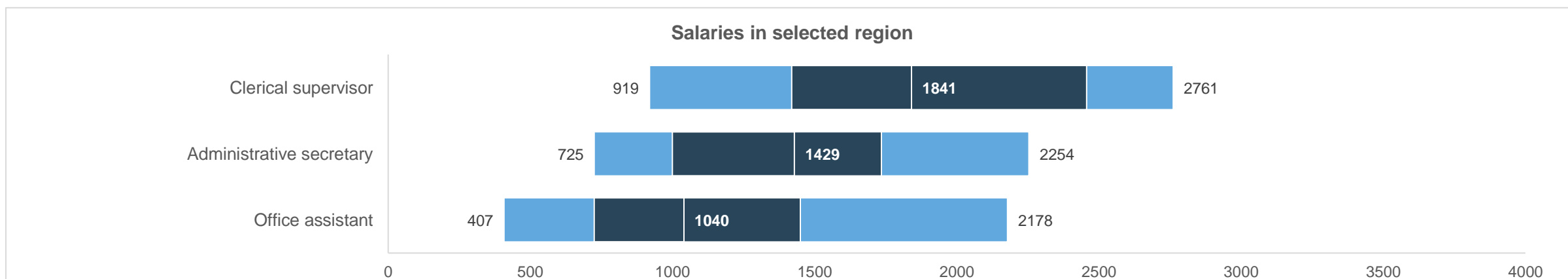
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected region

South Estonia

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	97	115	1944	919	1419	1841	2457	2761	12,4%	24,3%
33430001	Administrative secretary	231	279	1463	725	1000	1429	1735	2254	12,6%	29,9%
41100001	Office assistant	193	212	1136	407	725	1040	1450	2178	10,1%	34,7%



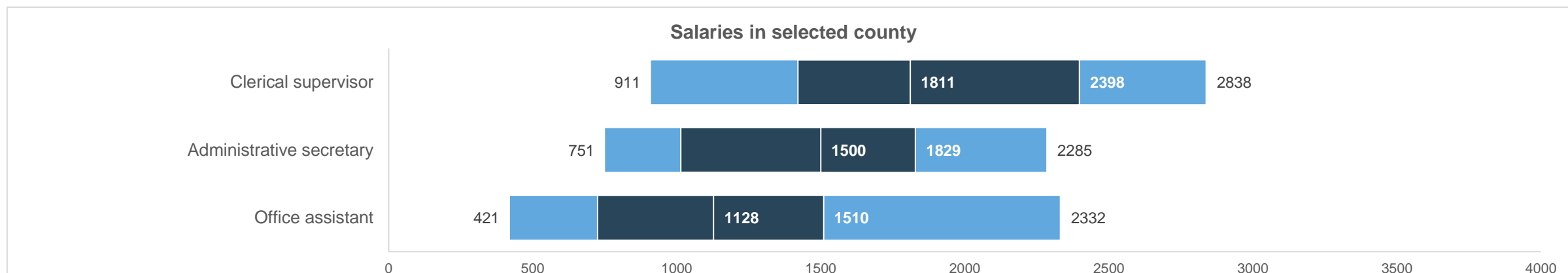
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected county

Tartu county

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	75	83	1966	911	1421	1811	2398	2838	11,1%	13,2%
33430001	Administrative secretary	138	170	1527	751	1014	1500	1829	2285	15,5%	14,9%
41100001	Office assistant	132	147	1193	421	725	1128	1510	2332	10,8%	6,9%



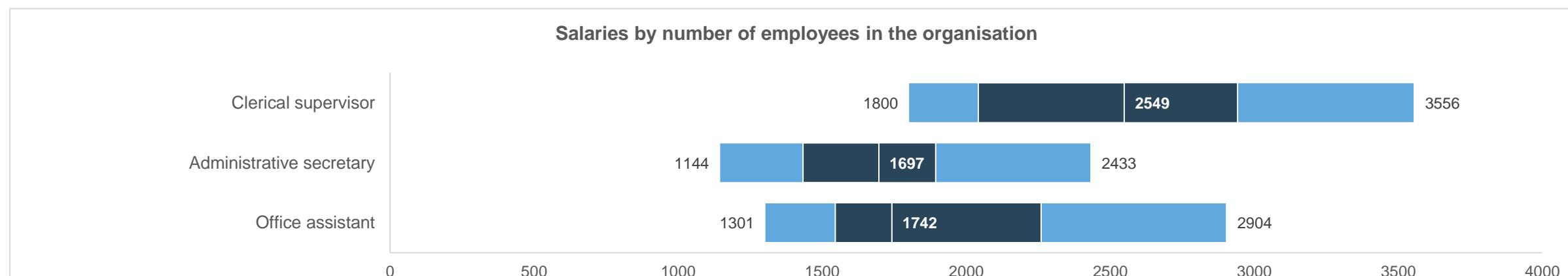
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries by number of employees in the organisation

250 and more employees

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	43	122	2665	1800	2042	2549	2942	3556	8,6%	11,3%
33430001	Administrative secretary	60	179	1734	1144	1434	1697	1894	2433	9,5%	12,7%
41100001	Office assistant	20	56	1987	1301	1546	1742	2260	2904	17,9%	10,3%



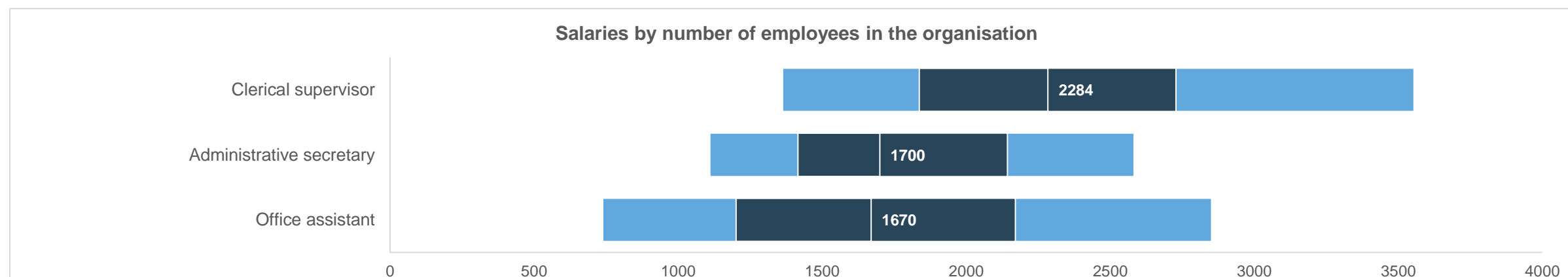
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries by number of turnover group

5 million and above

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	180	214	2547	1363	1837	2284	2728	3555	10,4%	14,2%
33430001	Administrative secretary	187	259	1773	1110	1416	1700	2143	2583	10,6%	12,4%
41100001	Office assistant	112	187	1804	738	1201	1670	2171	2852	7,3%	11,3%



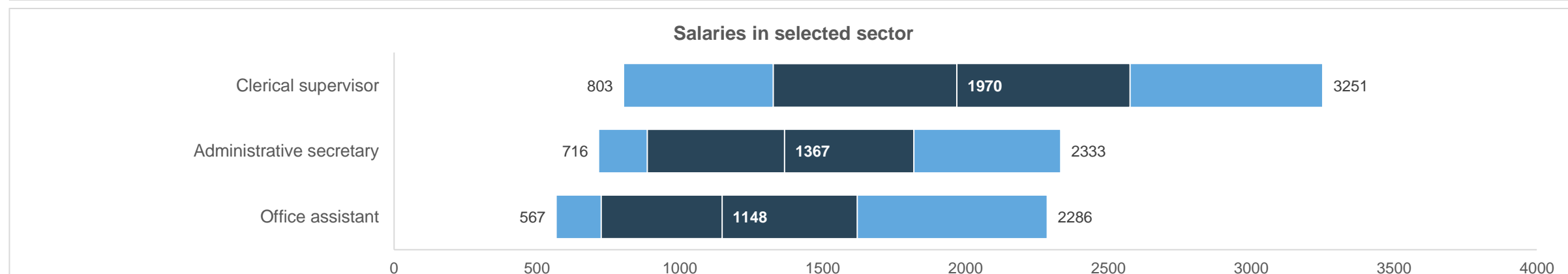
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected sector

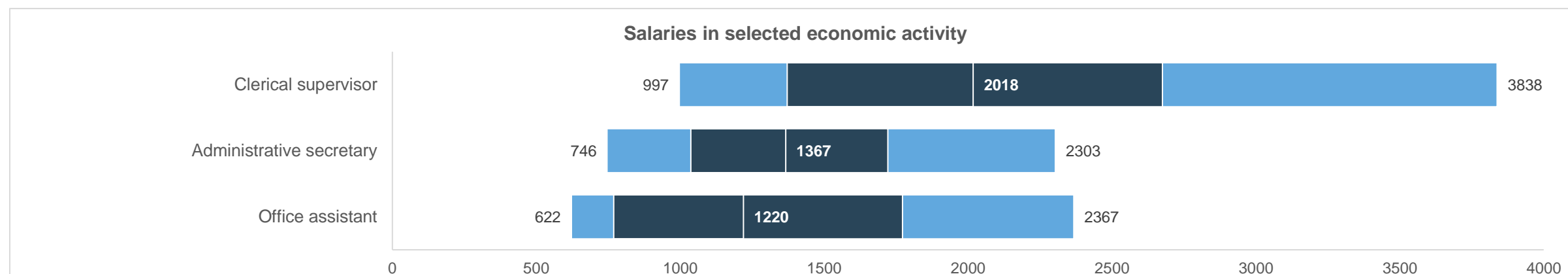
Private sector

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	575	625	2124	803	1327	1970	2576	3251	10,5%	15,7%
33430001	Administrative secretary	762	876	1444	716	886	1367	1819	2333	10,4%	9,2%
41100001	Office assistant	1160	1356	1267	567	725	1148	1621	2286	10,0%	13,2%



GROSS SALARY ANALYSIS
SELECTED OCCUPATIONS AND CHARACTERISTICS
Salaries in selected economic activity
Wholesale and retail trade; repair of motor vehicles and motorcycles

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	93	100	2363	997	1372	2018	2675	3838	20,4%	18,8%
33430001	Administrative secretary	130	163	1471	746	1037	1367	1721	2303	9,4%	8,3%
41100001	Office assistant	230	290	1425	622	769	1220	1772	2367	10,5%	8,9%



GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected economic activity (NACE2)

Wholesale trade, except of motor vehicles and motorcycles

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	63	69	2491	939	1430	2150	2800	3864	21,1%	20,6%
33430001	Administrative secretary	75	95	1589	765	1184	1450	1815	2359	14,0%	12,1%
41100001	Office assistant	127	158	1434	624	813	1268	1853	2302	10,4%	8,7%

