

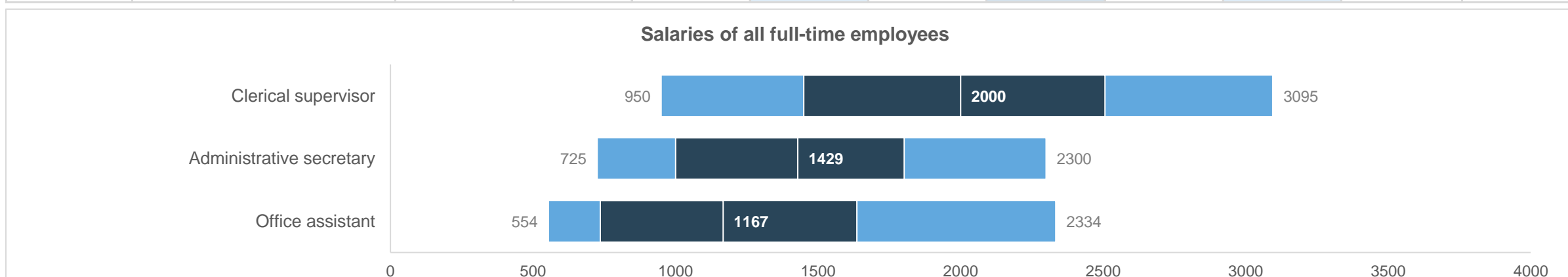
GROSS SALARY ANALYSIS

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	659	775	2077	950	1450	2000	2507	3095	9,1%	8,5%
33430001	Administrative secretary	1111	1370	1464	725	1000	1429	1802	2300	10,1%	9,9%
41100001	Office assistant	1226	1457	1283	554	736	1167	1636	2334	8,2%	8,8%



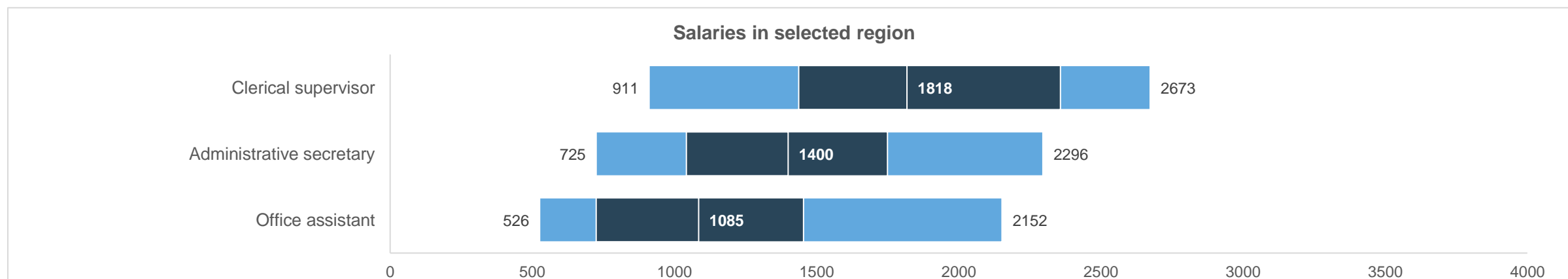
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected region

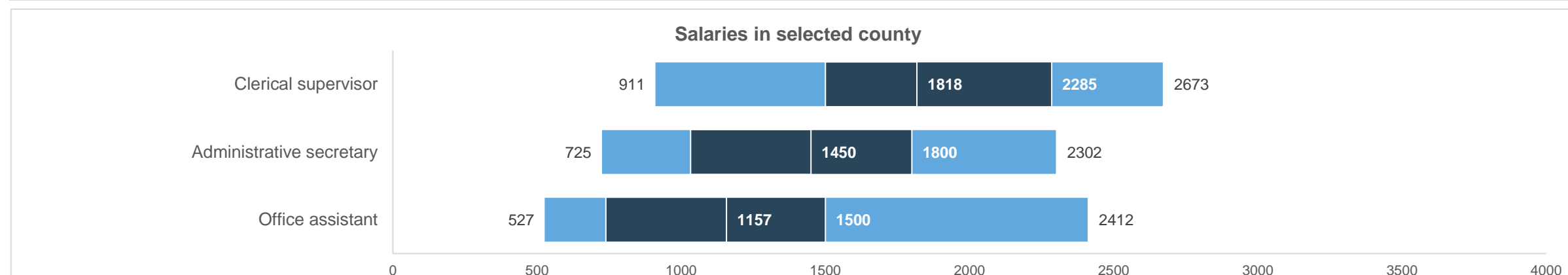
South Estonia

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	95	113	1882	911	1437	1818	2358	2673	8,7%	13,6%
33430001	Administrative secretary	235	284	1432	725	1042	1400	1749	2296	11,3%	11,6%
41100001	Office assistant	202	221	1148	526	725	1085	1454	2152	7,0%	3,1%



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	1871	911	1500	1818	2285	2673	5,7%	6,9%
33430001	Administrative secretary	139	174	1479	725	1033	1450	1800	2302	13,9%	11,8%
41100001	Office assistant	137	150	1208	527	739	1157	1500	2412	10,0%	4,3%



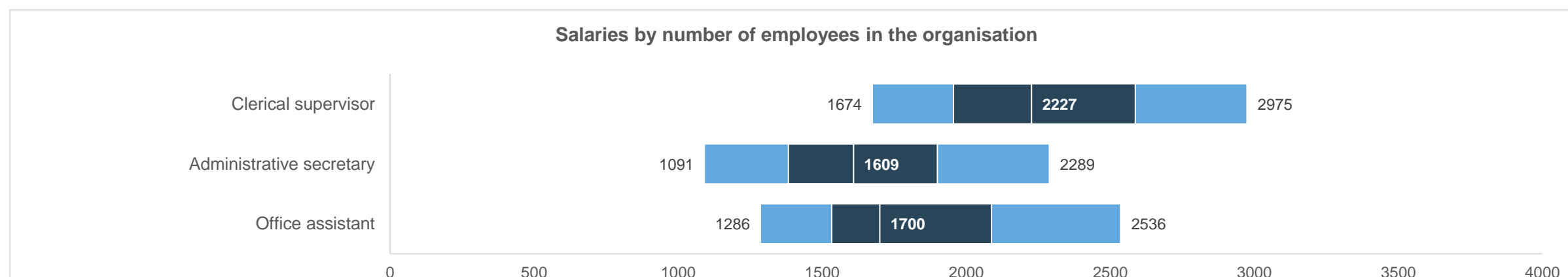
GROSS SALARY ANALYSIS

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	41	116	2362	1674	1956	2227	2587	2975	7,2%	9,9%
33430001	Administrative secretary	62	187	1652	1091	1383	1609	1900	2289	8,5%	9,2%
41100001	Office assistant	21	59	1928	1286	1533	1700	2088	2536	15,0%	8,3%



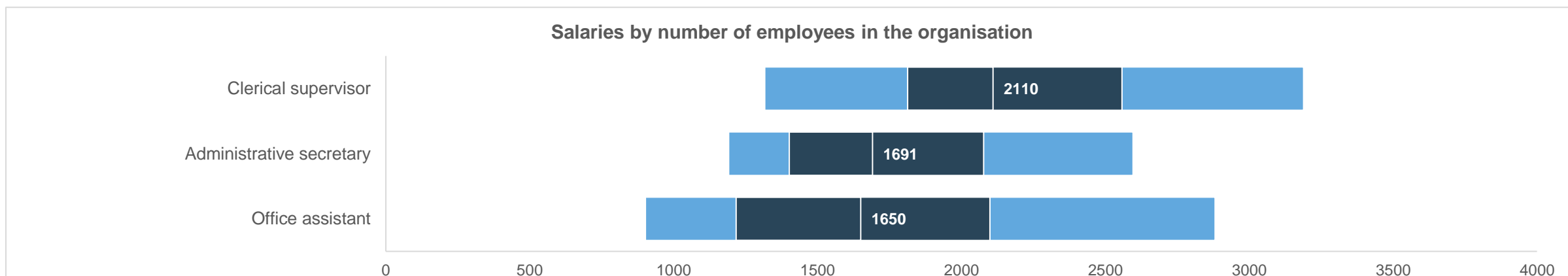
GROSS SALARY ANALYSIS

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	218	2331	1317	1813	2110	2558	3189	4,0%	4,9%
33430001	Administrative secretary	188	258	1760	1191	1402	1691	2077	2596	9,9%	12,7%
41100001	Office assistant	112	191	1786	902	1217	1650	2099	2881	7,1%	9,4%



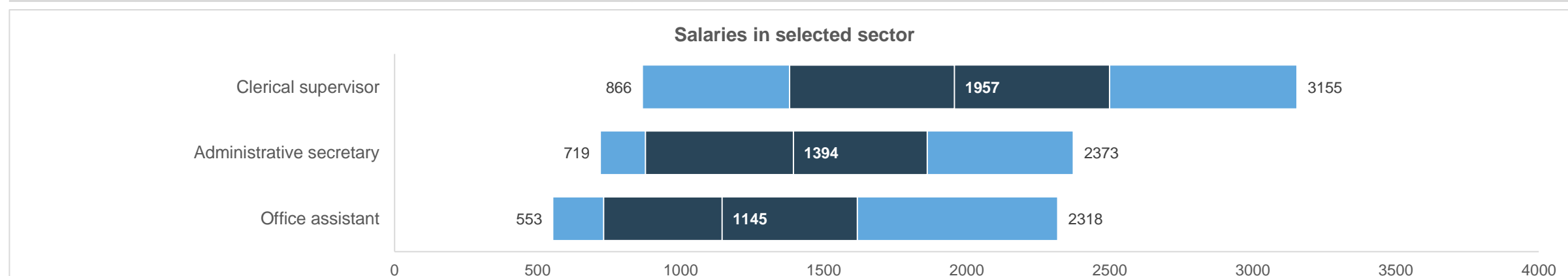
GROSS SALARY ANALYSIS

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	570	625	2052	866	1381	1957	2500	3155	8,3%	8,0%
33430001	Administrative secretary	769	874	1448	719	877	1394	1862	2373	8,7%	7,6%
41100001	Office assistant	1182	1396	1273	553	731	1145	1618	2318	7,0%	6,7%



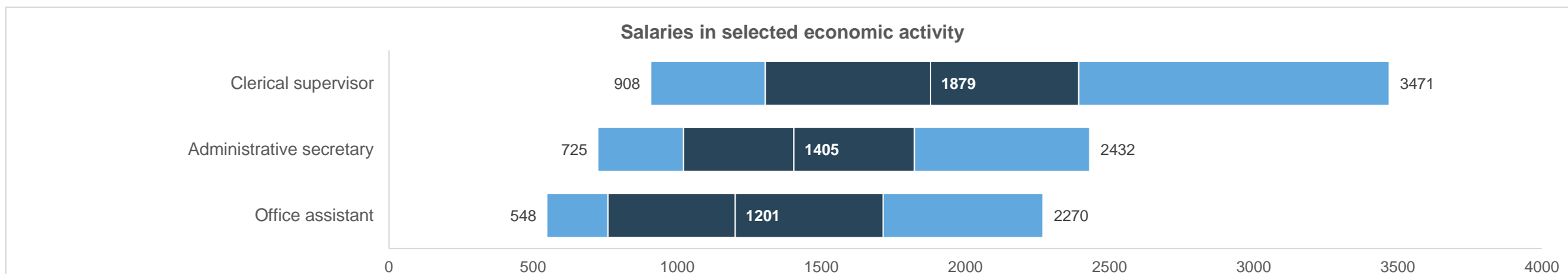
GROSS SALARY ANALYSIS

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	97	104	2102	908	1306	1879	2393	3471	7,6%	-0,1%
33430001	Administrative secretary	128	159	1475	725	1022	1405	1823	2432	5,7%	6,9%
41100001	Office assistant	240	305	1397	548	760	1201	1715	2270	4,8%	0,1%



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	64	70	2206	856	1312	2041	2565	3737	10,0%	8,7%
33430001	Administrative secretary	74	91	1619	725	1144	1500	1985	2630	7,4%	10,4%
41100001	Office assistant	136	171	1405	483	774	1270	1739	2178	4,3%	1,0%

