Algas.lv

Salary report Pro

Health Program Development Specialist - Insurance

Insurance

17 April 2019

Health Program Development Specialist - Insurance

Total net slary (median)

562 EUR

Region: Latvia
Working experience: Junior specialist (up to 2 years of experience)
Company size: all company sizes
Education: all education levels
Sample: 13 real salaries

Description of the job position
> Analysing the needs of the target groups of policyholders in individual regions.
> Designing health programmes and their implementation mechanisms.
> Designing ways of using policyholder benefits in the scope of health programmes.
> Coordinating the implementation of health programmes.
> Monitoring and evaluating the development of health programmes in order to innovate health programme concepts.

Explanation of basic terms

Methodology

The salary report takes into account not only the work position and region, but also work experience, company size and employee age. The report summarizes a basic overview of remuneration on the selected position while respecting other selected criteria. The output gives a picture of basic salary as well as total net renumeration. Beside the average value, it is possible to see the salary distribution expressed in basic percentiles.

Total net renumeration

Besides the monthly net basic salary, the total net renumeration includes financial benefits obtained during the year (the Christmas bonus salary, other bonuses and commissions) and monthly variable salary components.

1. decile

10% of employees earn less than the specified value

1. quartile

25% of employees earn less than the specified value

Median

A half of employees earn less/more than the specified value
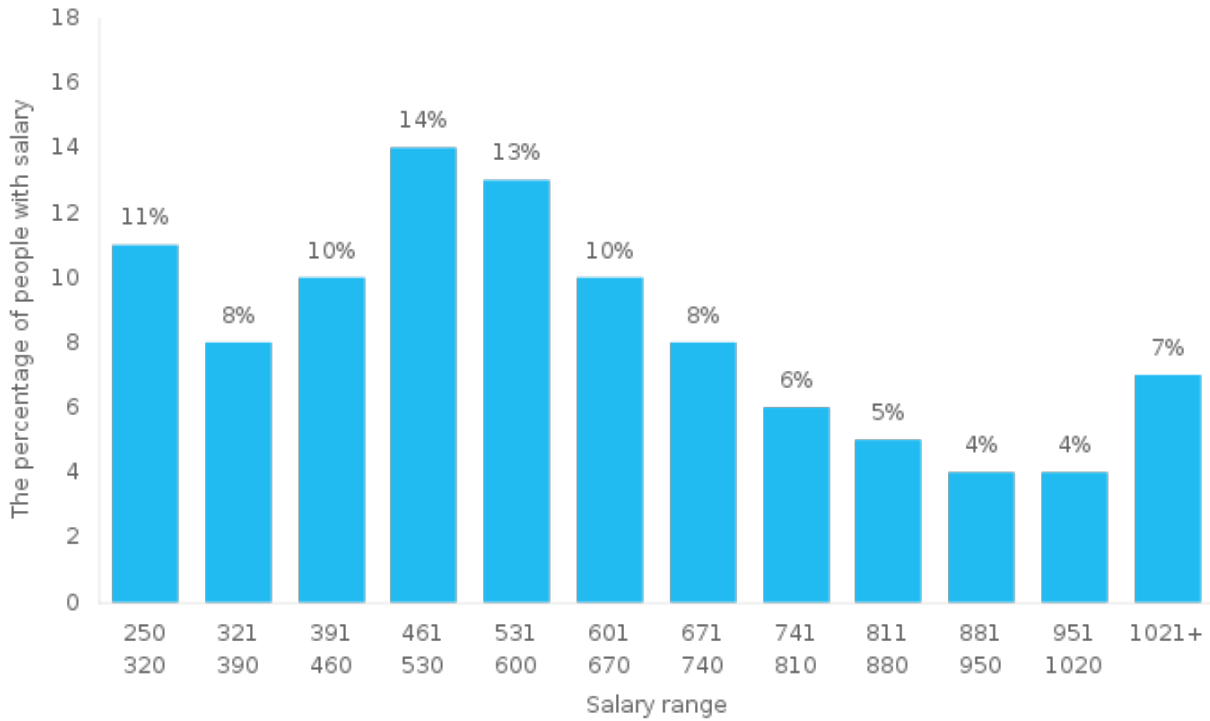
3. quartile

25% of employees earn more than the specified value

9. decile

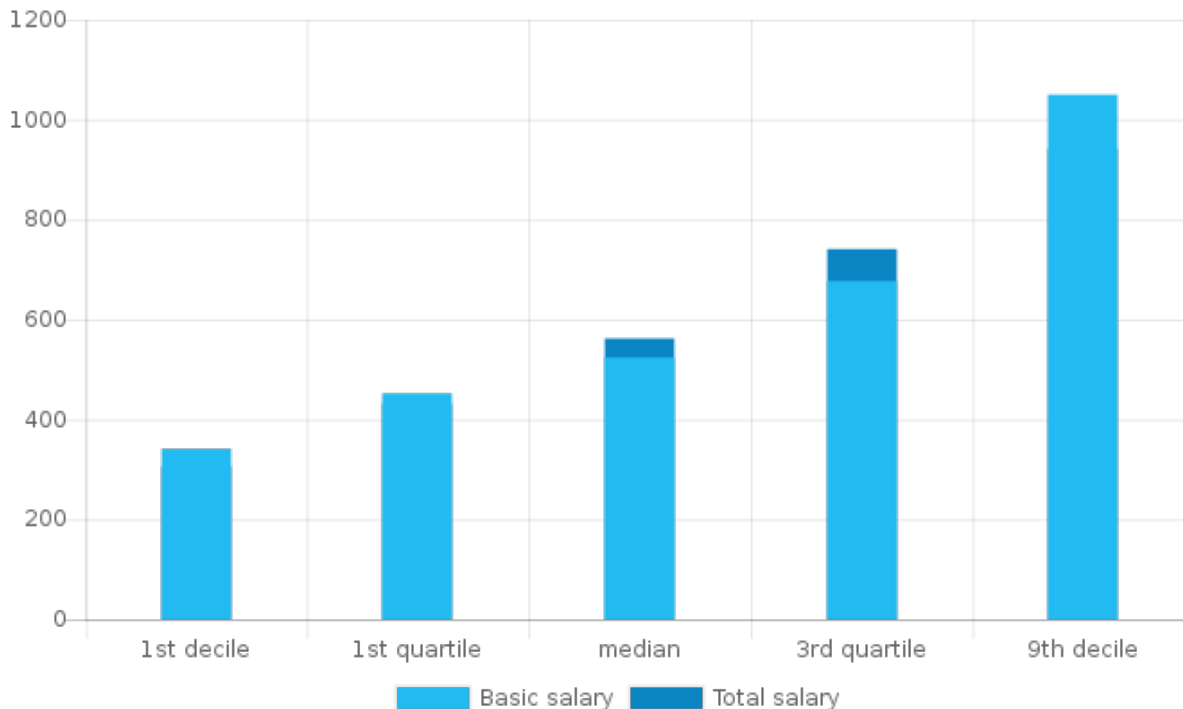10% of employees earn more than the specified value

Salary ranges

Region: Latvia | Working experience: Junior specialist (up to 2 years of experience)

The span of the salary

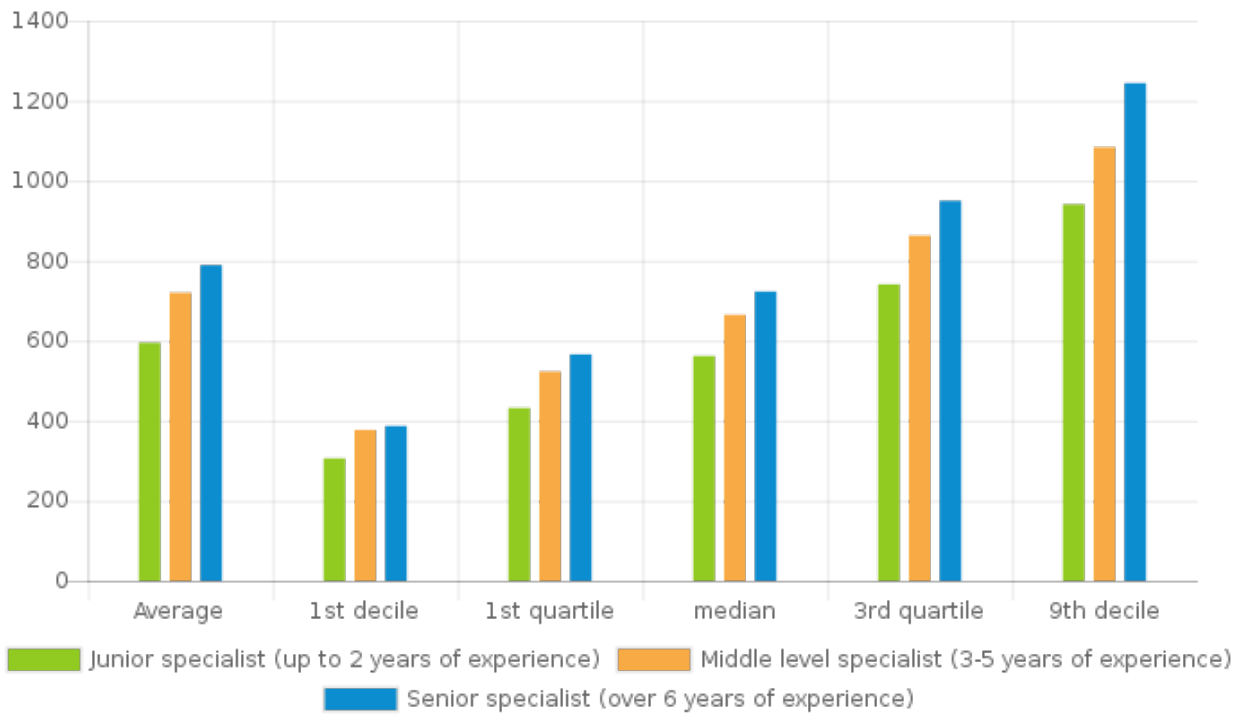Region: Latvia | Working experience: Junior specialist (up to 2 years of experience)

	Average	1st decile	1st quartile	median	3rd quartile	9th decile
Basic salary	588	341	452	524	677	1,050
Total salary	595	306	432	562	741	942

*The total monthly renumeration includes a basic monthly salary and proportionate share of the financial benefits received throughout the year (Christmas bonus salary, bonuses, commissions) and the monthly variable salary component.
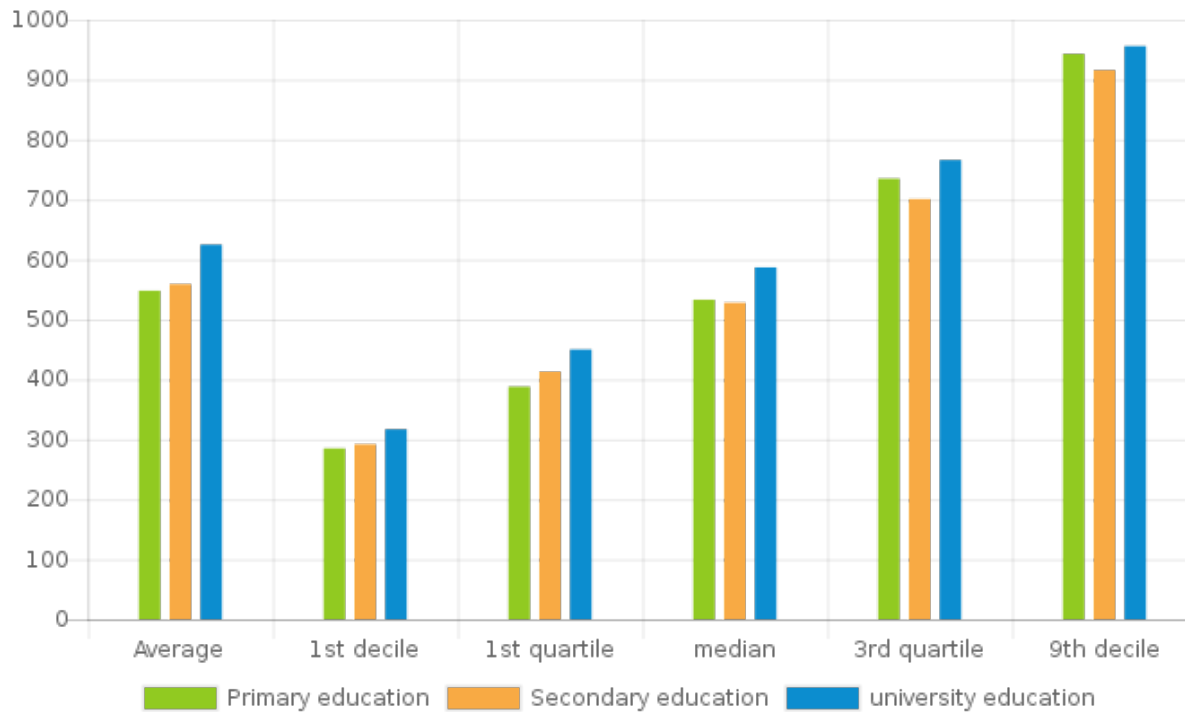
Salaries by work experience

Region: Latvia

![Algas.lv]

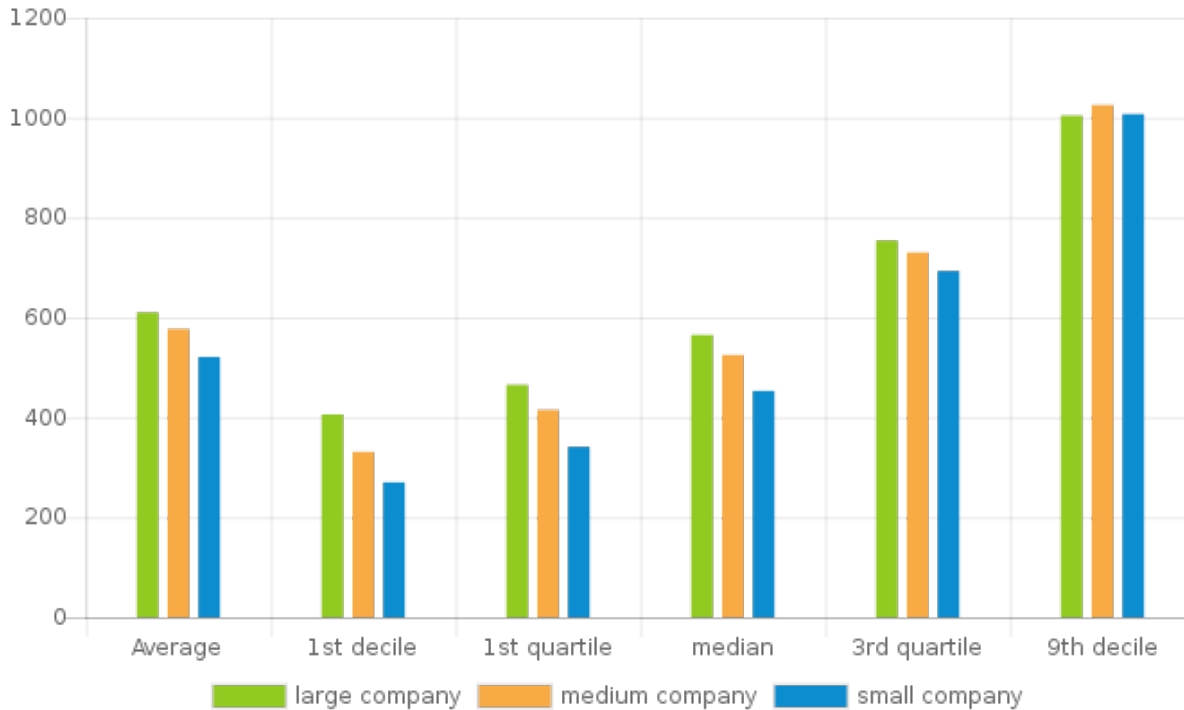|	Average	1st decile	1st quartile	median	3rd quartile	9th decile
Junior specialist (up to 2 years of experience)	595	306	432	562	741	941
Middle level specialist (3-5 years of experience)	720	377	523	665	863	1,084
Senior specialist (over 6 years of experience)	789	387	566	723	950	1,244

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Salaries by education

Region: Latvia | Working experience: Junior specialist (up to 2 years of experience)

	Average	1st decile	1st quartile	median	3rd quartile	9th decile
Primary education	548	285	388	533	735	943
Secondary education	559	292	413	528	701	916
university education	625	317	450	587	766	956

Salaries by company size

Region: Latvia | Working experience: Junior specialist (up to 2 years of experience)

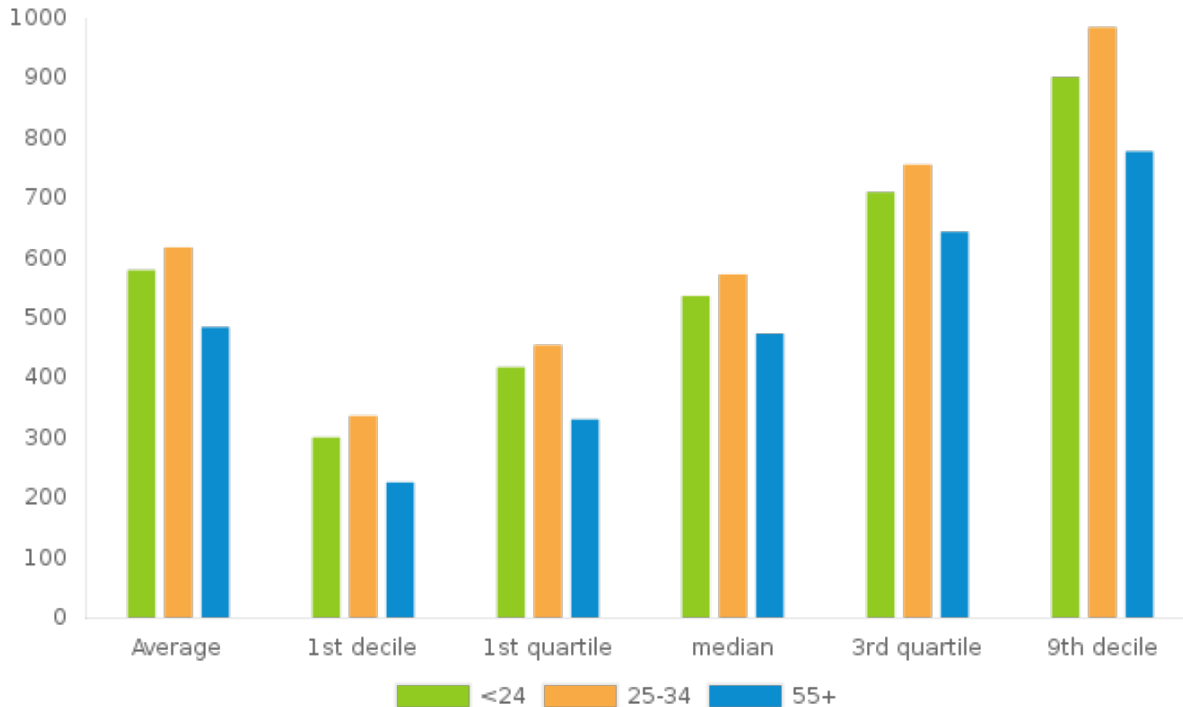|	Average	1st decile	1st quartile	median	3rd quartile	9th decile
large company	610	406	465	565	754	1,004
medium company	577	331	415	525	730	1,025
small company	521	270	341	453	693	1,007

Salaries by regions

Working experience: Junior specialist (up to 2 years of experience)

	Average	1st decile	1st quartile	median	3rd quartile	9th decile
Riga and Riga region	643	441	511	592	775	1,117
Jurmala	662	430	525	618	803	1,134
Daugavpils	426	315	331	378	518	860
Liepaja	473	307	346	418	598	964
Valmiera	481	381	384	415	583	922
Jelgava	593	326	458	556	741	1,102
Kurzeme	489	332	398	426	576	955
Vidzeme	538	344	384	466	669	1,016
Latgale	418	236	301	350	513	922
Zemgale	584	346	486	558	763	1,166

Salaries by age group

Region: Latvia | Working experience: Junior specialist (up to 2 years of experience)

	Average	1st decile	1st quartile	median	3rd quartile	9th decile
<24	579	300	417	536	709	901
25-34	617	336	454	572	755	984
55+	484	225	330	473	643	777

Methodology

Input data

By filling out a questionnaire on Algas.lv, people on the job market have the possibility to receive a comparison of their salary with other employees on the same position and in the same region. Every user who fills in their experience on the selected position and whose data undergo data cleansing (removing duplicate and extreme values) becomes a valid survey participant and will receive a free comparison of their salary with the reference sample. The latter is made up by other respondents according to the filled in position and region. Should the survey participant specify not working on the selected position, then they do not constitute a respondent.

Every respondent's data are valid for one year. All data in the salary survey are anonymous, unless the survey participant, of their own accord, fills out their e-mail address for receiving a salary survey in the future. The collection and processing of data

fully respects the GDPR regulation on the processing of personal data.

The Slovak salary survey collects data from respondents expressed by their gross monthly salary with full-time employment. The survey does not include data on the remuneration of sole traders or on other forms of employment.

Output data

Before carrying out the actual calculations, the sample of the data is being "cleansed". At first mistakes are filtered away, for example negative numbers, or extreme values as for example the salary 1 Eur/month or 10 mil.Eur/month. The second step in the cleansing of the database is detecting duplicate questionnaires and determining extremes. Extremes are determined specifically for concrete positions with consideration of the region (the region of Bratislava, the region outside of Bratislava). The method of detecting extreme data (trimming the data) is based on the rough estimate of the theoretic distribution of salaries on the position according to the region.

Regression model

The salary survey calculates total and basic salaries with quantile regression. It takes into account the relations between positions, regions, company sizes, education, length of work experience and age. This proven method makes it possible to estimate the salary level even with the low number of respondents in the desired sample. The regression model calculates salary positions at the position level if there are at least 20 respondents in the dataset. By default, the number of respondents in a position over the last 12 months is found, but if lower, the data for the last 24 and 36 months are also taken into account. The regression model outputs provide data according to company size:

> small (up to 50 employees),
> medium (51 - 249 employees),
> large (250+ employees).

For educational levels, the regression model distinguishes:

> below school-leaving certificate,
> Graduate or Advanced Education,
> university education.

Length of work experience in the position is judged by three levels:

> junior (up to 2 years of experience),
> middle (3-5 years of experience),
> senior (over 6 years of experience).

In which cases you can not see the results

Despite applying the regression model, it is possible that the salary information can not be displayed on that position. This is a situation where few respondents are on selected position and the regression model evaluates the salary estimate as unreliable.

Disclaimer

Contact

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