

Compensation of professionals in central government

Economists' and policy analysts' analytical skills are crucial for improving the government ability to take decisions based on evidence. Professionals do not have managerial responsibilities (beyond managing maximum three staff) and are above the ranks of administrative/secretarial staff (see Annex C for details). Data are presented for senior and junior professionals.

On average, senior professionals' compensation amounts to about USD 89 000 PPP, of which 17% each represents employers' contributions and working time adjustment. Junior professional compensation is almost USD 72 000 PPP (including employers' social contributions and working hours and holidays).

Senior professionals earn on average 24% more than junior professionals. The difference between the two levels is highest in Belgium, Chile and Denmark and lowest in Korea. D1 senior managers earn on average 2.6 times more than the senior professionals. The difference between D1 senior managers and senior professionals is highest in Italy and the United Kingdom and lowest in the Slovak Republic, Spain and Iceland. The survey suggests that the differences in the level of compensation between countries for these two professional groups across countries are less pronounced than for senior managers and middle managers.

Differences in compensation levels can result from various factors that are not controlled for. Relative to GDP per capita, professionals in Chile recorded the highest levels of compensation, while Greece, Estonia and Iceland experienced the lowest relative earnings in this occupational group. On average, when compared to the compensation of tertiary-educated workers, the category of junior professionals has almost the same levels of remuneration.

Methodology and definitions

Data refer to 2011 and were collected by the 2012 OECD Survey on the Compensation of Employees in Central/Federal Governments. Officials from central Ministries and Agencies responded to the survey through the OECD Network on Public Employment and Management.

Data are for six central government Ministries/Departments (Interior, Finance, Justice, Education, Health and Environment or their equivalents). The classification and the definition of the occupations are an adaptation of the International Standard Classification of Occupation (ISCO) developed by the International Labour Organization (ILO). Compensation levels are calculated by averaging the compensation of the staff in place.

Total compensation includes gross wages and salaries, and employers' social contributions, both funded and unfunded. Social contributions are restricted to health and pensions systems, in order to have consistent data across countries.

Compensation was converted to USD using PPPs for GDP from the *OECD National Accounts Statistics* (database). Working time adjustment compensates for differences in time worked, taking into account both the average number of working days/hours and the average number of holidays.

See Annex D for the full methodology.

Further reading

OECD (2012), *Public Sector Compensation in Times of Austerity*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264177758-en>.

Figure notes

Data for Australia, Canada, the Czech Republic, Hungary, Ireland, Japan, Luxembourg, Mexico, New Zealand, Norway, Switzerland and Turkey are not available.

Senior and junior professionals are mixed for Austria, Estonia, Greece, Iceland, Israel, Italy, Portugal, the Slovak Republic, Spain and the United States. **Belgium:** the Ministries of Education and Environment are not included because they do not belong to the federal authority. **Denmark:** the Ministry of Education is not included because many of its tasks have been moved to other ministries. **Estonia:** the Ministries of Education and of Environment are not available. **Germany:** the distinction between both categories is based on the different education levels and not on the grade of experience. **Greece:** only data on entry level and maximum level of compensation are available; the average is hence not the actual average but the mean between the entry level and the maximum level. **Italy:** the number of employees includes full-time and part-time employees. **Iceland:** the Ministry of Justice belongs to the Ministry of Interior. **The Slovak Republic:** only half of the employees in the Ministry of Justice are included for statistical reasons (consistency of ISCO codes). **Sweden:** the Ministry of Interior belongs to the prime minister's office and is not included in the data. **The United Kingdom:** data are for 2012 (using PPP 2012) and the average is the median rather than the arithmetic mean.

Please see Annex D for additional notes.

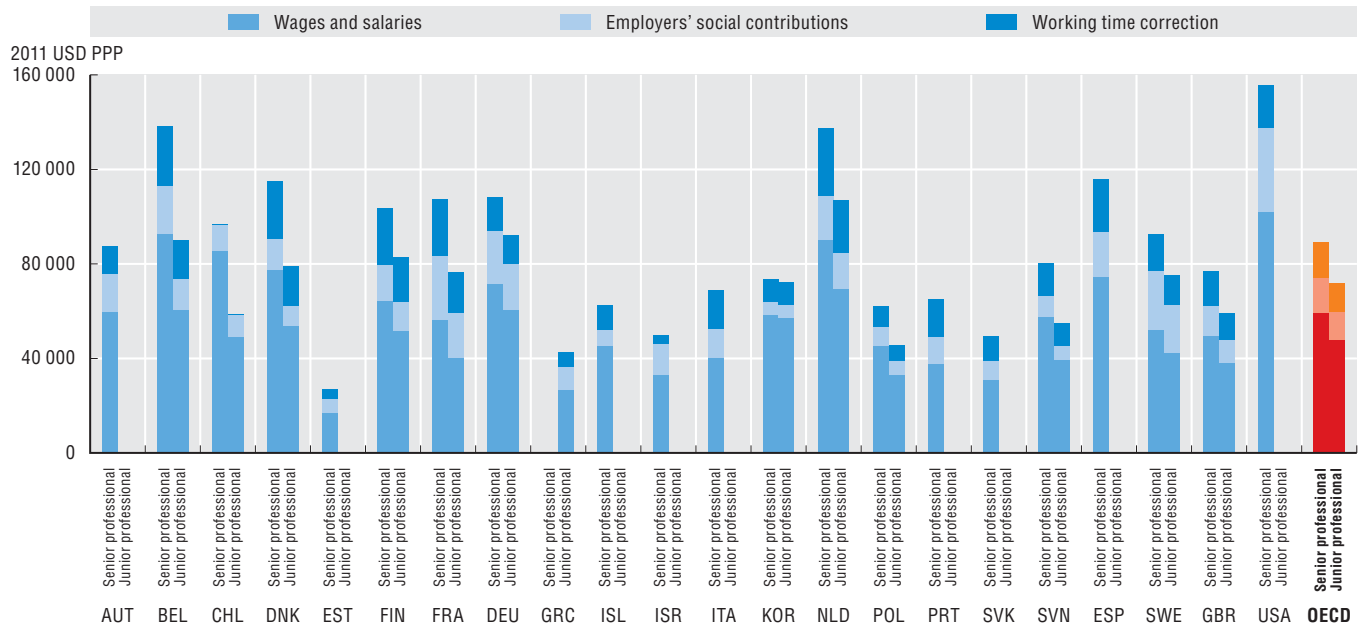
Information on data for Israel: <http://dx.doi.org/10.1787/888932315602>.

5. PUBLIC SECTOR EMPLOYMENT AND PAY

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5.9. Average annual compensation of senior and junior professionals in central government (2011)

Adjusted for differences in working hours and holidays

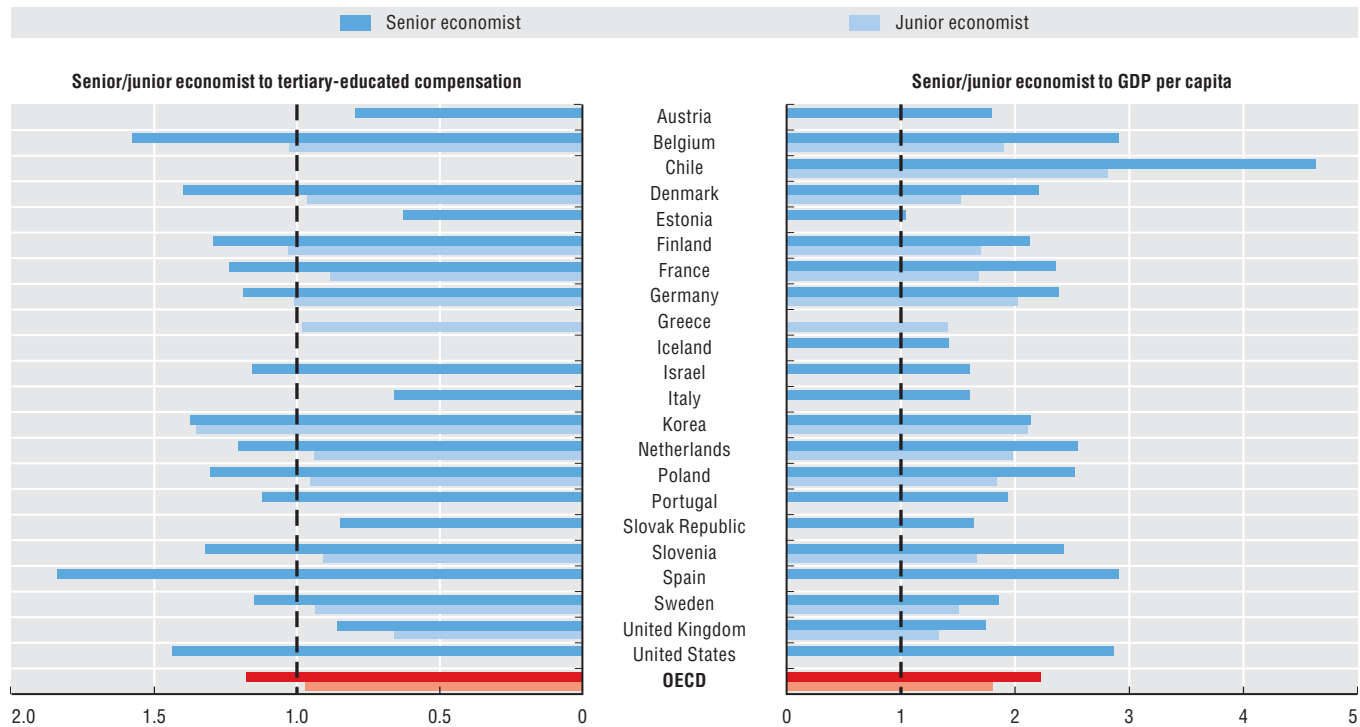


Sources: 2012 OECD Survey on Compensation of Employees in Central/Federal Governments; OECD STAN/National Accounts Statistics (database).

StatLink <http://dx.doi.org/10.1787/888932942393>

5.10. Average annual compensation of senior and junior professionals in central government relative to GDP per capita and to compensation of tertiary-educated workers

Ratio in 2011



Sources: 2012 OECD Survey on Compensation of Employees in Central/Federal Governments; OECD STAN/National Accounts Statistics (database); OECD (2013), Education at a Glance 2013: OECD Indicators, OECD Publishing, Paris, <http://dx.doi.org/10.1787/eag-2013-en>.

StatLink <http://dx.doi.org/10.1787/888932942412>



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