



Top Executive Salary Survey 2022

Brochure



About the survey

Hudson is currently conducting a biannual survey on the remunerations of executive jobs on the Belgian market. Through this survey, Hudson wants to help organisations by answering the following questions:

- What are the current salaries per executive job? Which parameters have an influence on the salary?
- What is the policy behind the variable remuneration? Which criteria are used?
- How does the salary package of self-employed persons relate to the one of executives with an employee status?

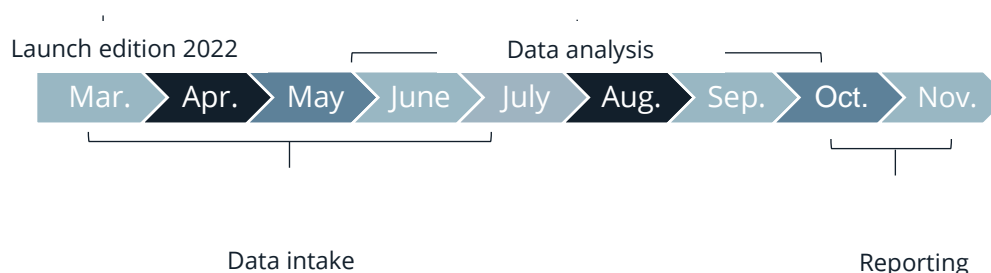
Hudson kindly invites all Belgian organisations to participate in the Top Executive Salary Survey. Participation is completely free of charge and, in return for the confidence shown and the efforts made, Hudson offers a Management Summary Report with an overview of the current practices and remunerations on the Belgian market.

In addition, participants get the opportunity to purchase a detailed tailor-made report. This report contains complete salary results about the executive job(s) within a reference market of their choice. The report focuses on the complete salary package including fixed salary, variable pay and extra-legal benefits.

[I PARTICIPATE](#)

Timing & process

We request the salary data from the 1st of April 2022. From then on, the Top Executive Salary Survey will follow the next course:





Methodology & confidentiality

The methodology we use for the realisation of our salary surveys sees to the **quality** and **reliability** of the results delivered.

All salary data are linked to one specific moment in time. The descriptions of the reference jobs will enable you to match the salary packages of your internal jobs to our salary survey. During this process, our consultants will contact you and assist you to share your data with us. Together, you are responsible for the **quality** of the data.

The salary data you provided us with, will be analysed by means of our own developed methods. Hudson guarantees that the gathered data will be processed by authorised employees only. **Other departments** or organisations **will not be able to access** these data. Hudson also guarantees that the reported data stays anonymous. Should the **anonymity** be at risk, Hudson will not report the information.

GDPR

- Since May 25th, 2018 the new requirements for processing personal data from the GDPR are applied.
- Hudson has taken several measures to protect your employees' personal data.
- Hudson provides a safe environment for submitting your confidential data.
- If you participate in the salary survey, you will be asked to register online. This registration form will contain our GDPR agreement with all necessary information.

Since it is important to ensure you can participate in the survey properly, Hudson will be at your disposal to answer your questions about GDPR.



Reference jobs

The Top Executive Salary Survey reports on 21 different reference jobs, which serve as a basis for the salary benchmarks:

- General Director
- Business Unit Director
- Purchasing & Logistics Director
- Audit Director
- Communication Director
- Corporate Social Responsibility
- (Digital &) IT Director
- (Digital &) Marketing Director
- Engineering Director
- Finance Director
- Human Resources Director
- Innovation Director
- Investments Director
- Legal Affairs Director
- Operations Director
- Manufacturing & Technique
- Sales Director
- Sales & Marketing Director
- Strategy Director
- Transformation Director
- Risk Director

All participating organisations receive an overview of the **job descriptions** drawn up by Hudson (Job Grading Guide). These job descriptions enable the participants to match their own jobs with one of these reference jobs.

In order to make the necessary **differentiations**, these are further examined by Hudson on the basis of the following differentiating factors.

Differentiating Factors				
MEMBER OF	ACTIVITY LEVEL	TURNOVER	PEOPLE MANAGEMENT	INTERNATIONAL
Board of Directors	Group level	Degree of responsibility with regard to the total turnover	Number of people who are hierarchically managed	Significant
Management Committee	Company			Sporadic
Management Team	Business Unit			National

The above-mentioned factors refer to the job's impact on the organisation and describe the position, autonomy and context in which the job is active. This methodology enables Hudson - after an in-depth analysis - to objectively compare executive jobs within a defined reference market.



Reporting

Free participant report

Participants in the survey receive the **Management Summary Report** free of charge. It provides insight into the current remuneration of executive jobs in Belgium and into the market trends and analyses. The report contains information on the market salary packages of the General Director and N-1 executives (without specialisation).

Complete report

The survey is for sale in the form of a **hardcopy** report. This report shows the market result for each reference job, including the positioning of the own employees, and this compared with a reference market of your choice. In addition, the underlying **salary policy** for management remuneration is also reported:

DIRECTOR		PERCENTILES							
N = 66	OWN VALUE	Rec.	Pct 10	Pct 25	Pct 50	C/R 50	Pct 75	C/R 75	Pct 90
BASE SALARY									
BASE SALARY	88.402		82.431	92.319	106.436	83%	132.781	67%	154.512
VARIABLE PAY									
PAID OUT BONUS	9.465	62%	1.586	7.275	16.401	58%	22.072	43%	36.093
TARGET BONUS (%)	15%		1%	4%	12%	125%	19%	79%	25%
TARGET BONUS (€)	€ 13.260	59%	1.642	3.875	12.500	106%	20.159	66%	30.000
ACHIEVED TOTAL CASH	97.867		88.087	100.237	116.067	84%	141.921	69%	177.507
TARGET TOTAL CASH	101.662		86.576	99.359	115.088	88%	140.189	73%	169.845
EXTRALEGAL BENEFITS									
REPRESENTATION ALLOWANCE	2.400	79%	1.620	1.920	2.400	100%	3.060	78%	3.600
MEAL VOUCHERS	6,88	88%	4,91	5,91	6,36	108%	6,91	100%	6,91
COMPANY CAR	VW Sharan	91%							AUDI - A6/ BMW - 5-SERIES//VOLVO – XC60

(*) The above table concerns sample data and does not reflect the market reality.



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