

Medtech Remuneration Survey 2022 – Product Description

What is the Medtech Remuneration Survey?

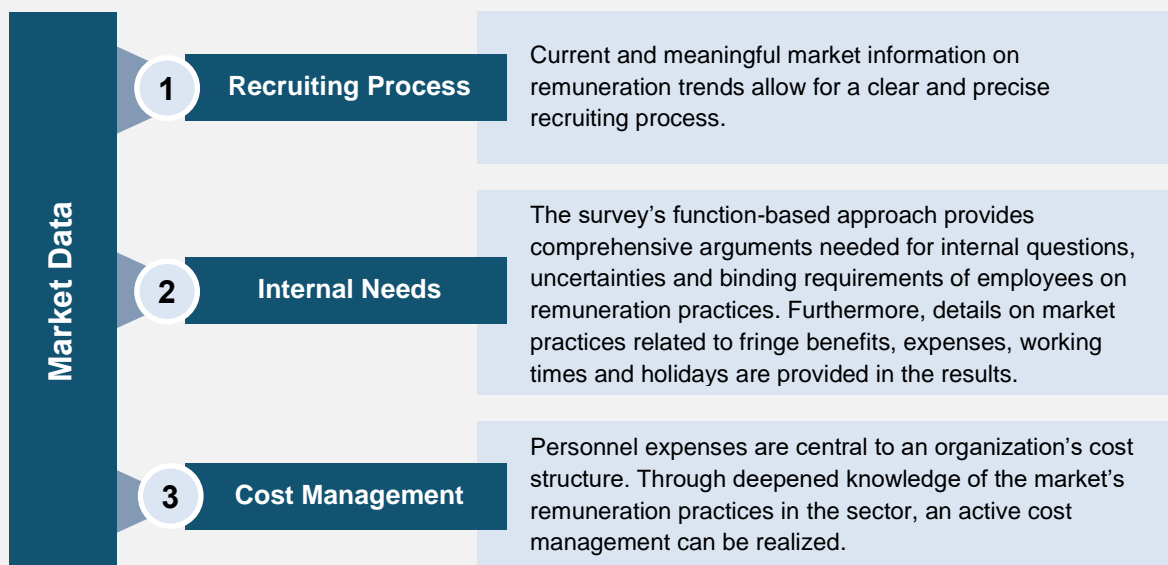
The Medtech Remuneration Survey represents one of the most important Swiss compensation surveys in the sector. Upon registering for the survey, you will assemble your internal remuneration data into a confidential file, whereupon a detailed and anonymous report on current market trends in the Swiss Medtech sector is constructed. Given the popularity for remuneration data in the Medtech sector, we are pleased to once again offer the remuneration survey for the fourth consecutive time. This year's edition will be launched nationally in two languages (German and English). Target groups are providers of medical technology solutions from both the Medtech and Pharma sectors.

Who is klingler consultants?

As a leading Swiss remuneration consultancy, we offer solutions to all questions related to companies' remuneration and performance management plans. We frequently perform sector-specific remuneration surveys that reflect a transparent, pragmatic and comprehensible approach to our service offering.

Benefits of participation

To achieve a high level of quality in our results, the remuneration survey follows a strict methodology. The comprehensive results allow participants to enjoy the following set of benefits:



A meaningful and effective use of the survey's results will support you in establishing an effective remuneration and incentive program, allowing you to attract and retain employees, motivate them and bind them to the company's strategies.

Medtech Remuneration Survey 2022 – List of Functions

General Management

- Chief Executive Officer (CEO)
- Divisional Manager / Business Unit Manager
- Executive Assistant
- Administrative Assistant

Research & Development

- Head of Research & Development
- Head of Project Management
- Head of Clinical Research
- Software Developer
- Senior Project Manager
- Constructor
- Senior Engineer
- Clinical Research Associate
- Clinical Research Specialist
- Project Manager
- Electrician
- Technical Writer
- Engineer
- Validation Engineer
- Test Engineer

Production, Manufacturing & Logistics

- Head of Manufacturing
- Head of Logistics
- Plant Manager
- Production Planning & Control Manager
- Occupational Health & Safety Manager
- Packaging Manager
- Shift Leader
- Warehouse Manager
- Production Lead
- Process Operator
- Production Planner
- Packaging Specialist
- Machine Operator
- Production Clerk AVOR/PPS/QS
- Warehouse Employee
- Production Operator
- Packaging & Controlling Employee

Technical Support & Maintenance

- Head of Technical Support
- Senior Technical Field Service Engineer
- Technical Field Service Engineer
- Service Technician

Regulatory Affairs

- Head of Regulatory Affairs
- Regulatory Affairs Associate
- Regulatory Affairs Officer
- Regulatory Affairs Assistant

Compliance & Quality Assurance

- Head of Quality Management
- Head of Quality Assurance
- Compliance Manager
- Quality Engineer
- Compliance Specialist
- Quality Technician

Medical Affairs

- Head of Medical Affairs
- Market Access Manager
- Medical Affairs Manager

Sales

- Head of Sales
- Head of Key Account Management
- Head of Sales Administration
- District Sales Manager
- Key Account Manager
- Hospital Representative / Product Specialist Medtech
- Sales Representative Medtech
- Value Channel Manager
- Product and Application Specialist
- Sales Administration Clerk

Marketing & Procurement

- Head of Marketing
- Head of Procurement
- Market & Business Development Manager
- Group Product Manager
- Senior Product Manager
- Supply Chain Manager
- Product Manager
- Purchaser
- Junior Product Manager
- Marketing Assistant

Human Resources

- Head of Human Resources
- HR Business Partner
- HR Specialist
- HR Assistant

Finance & Administration

- Head of Finance & Administration
- Accounting Manager
- Financial Controller
- Accountant
- Financial Analyst
- Accounting Clerk

Customer Service & IT

- Head of Customer Service
- Head of IT
- Customer Service Specialist
- IT Project Manager
- System Administrator
- IT Support (Help Desk)
- Customer Service Support

Medtech Remuneration Survey 2022 – Participation and Pricing

In order for companies of different sizes and orientations to have equal opportunities to participate, we offer a variety of registration possibilities:

Participation Type	Report on remuneration practices	Function-based analysis	Comparative analysis	Price in CHF*
Full participation (best suited for companies from 50 employees)	✓	✓ (all functions)	✓	3'200
Participation (best suited for companies with up to 50 employees)	✓	✓ (own functions)	✓	2'500
Participation Max10 (small companies; up to 15 employees)	✓	✓ (combined for own functions)		1'000

* All prices excl. Statutory VAT

“Full participation” best suited for companies from 50 employees: You will receive the report on remuneration practices, the central analysis of all functions of the remuneration survey (irrespective of whether the functions are part of your company or not), as well as the individual comparative analysis as an Excel file (listing your functions and your individual employees in comparison to the market).

“Participation” best suited for companies with up to 50 employees: You will receive the report on remuneration practices, the central function-based analysis for functions within your company as well as the individual comparative analysis as an Excel file.

“Participation Max10” for small companies with up to 15 employees: You can choose up to 10 functions from the list of functions (see document “Job List”) for which you will receive a combined function-based and comparative analysis as a PDF file. You will also receive the report on remuneration practices.

What effort is expected from you as a participant? You will be asked to allocate your employees onto more than 90 different functions of the remuneration survey. As a participant you will receive a job catalogue with generic job-descriptions for every function, as well as a basic data collection file for Excel. A manual will lead you through the process of matching your employees to the various functions. We can also support you in this process.

Your contact persons at klingler consultants

For all questions related to the survey procedure, time and effort as well as support we stay at your disposal. Please call or send us an email.

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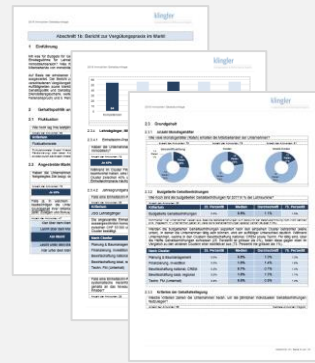
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Results of the Remuneration Survey

Introduction

Report on remuneration practices on the market

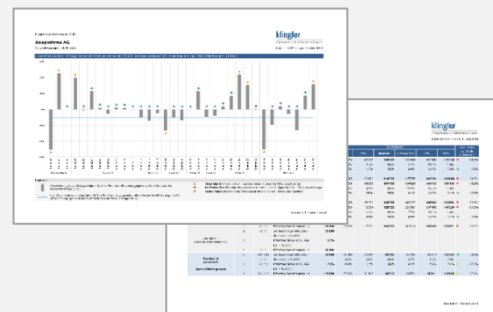
- Anonymous evaluation of the remuneration practices, split by orientation of participants
- Topics covered are, for example: Salary round, market position, variable remuneration, company car, seniority, working time & holidays and pensions benefits



Overview

Comparative analysis

- Individual comparative analysis with statistical evaluation per function across all participants, without own employees (position of your functions relative to other participants)
- Clearly presented overview of the functions



Details

Function-based analysis

- Presentation of functions from the remuneration survey in tables and graphical form
- Statistical evaluation of base salary, variable remuneration, commission and expenses
- Informative and understandable presentation of all relevant remuneration components
- Additional evaluations such as size, orientation and region of considered companies



Employees

Excel Instrument

- Freely applicable Excel sheets for a dynamic presentation of the survey results and for simulating changing remunerations
- Detailed evaluation of the positioning in the market on the level of individual functions
- Detailed evaluation of the positioning in the market on the level of individual employees

