



Making Sense of Earnings Data for Medico-legal Reports



analytico

In Alliance With



Introduction to **Analytico + 21st Century**

Analytico and 21st Century are collaborating to provide Industrial Psychologists and Legal Experts with the most in-depth earnings database in South Africa.

By leveraging two independent data platforms, we provide experts with demographic earnings data and structured audited payroll data.



Collaboration - Providing more salary research than ever!



Demographic and Labour Market Research for **Non-corporate** earnings research.

- Metrics Include earnings by:
 - Age
 - Education
 - Occupation
 - Sector
 - Province
 - Race
 - Gender

Corporate salary surveys with in-depth analysis of set salary structures and benefits.

- Metrics Include earnings by:
 - Company structure
 - Company size
 - Industry
 - Region
 - Basic package
 - Benefits
 - Total package

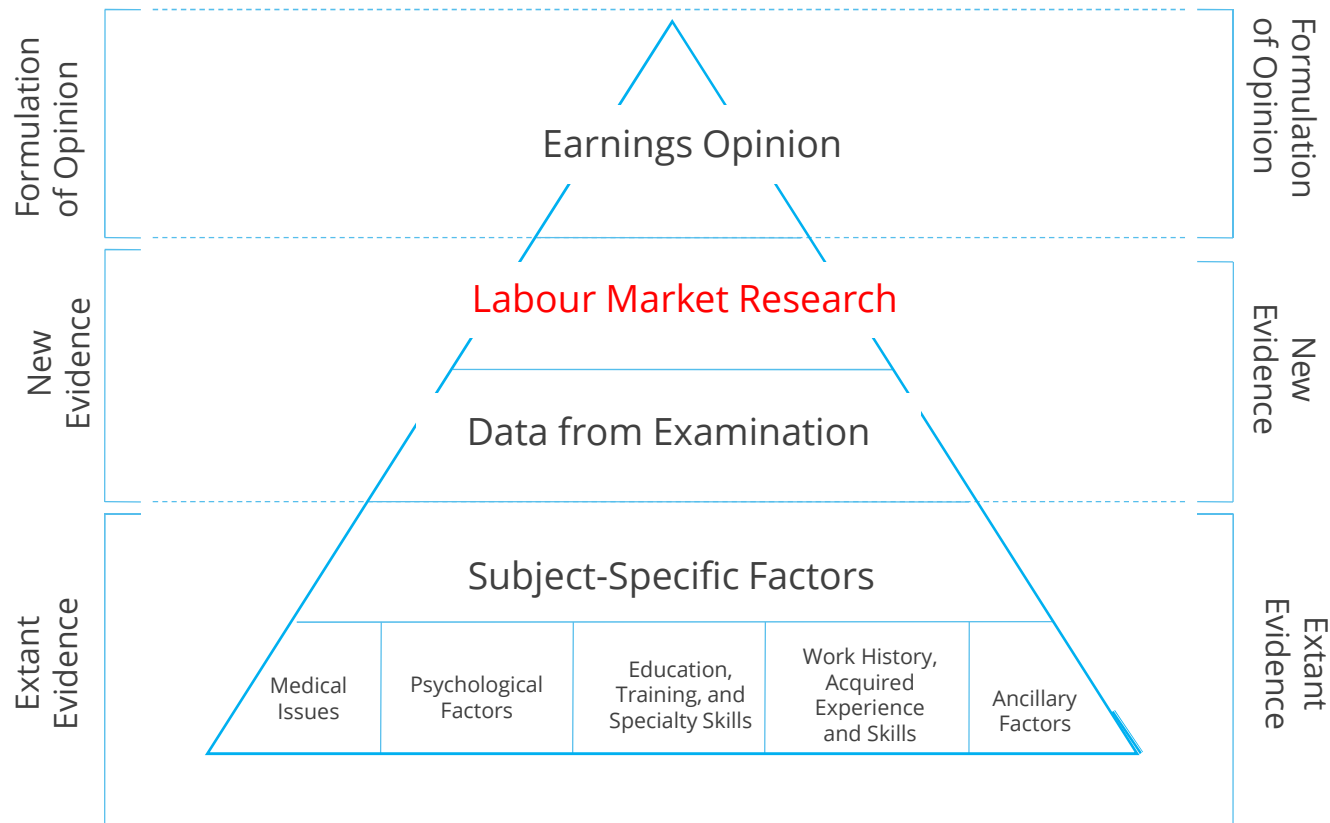
In-depth, web-based data analysis and benchmarking

Analytico and 21st Century provides earnings experts/Industrial Psychologists with a centralized source and access to millions of data points, providing experts with objectivity, in-depth insight and clarity about earnings projections.



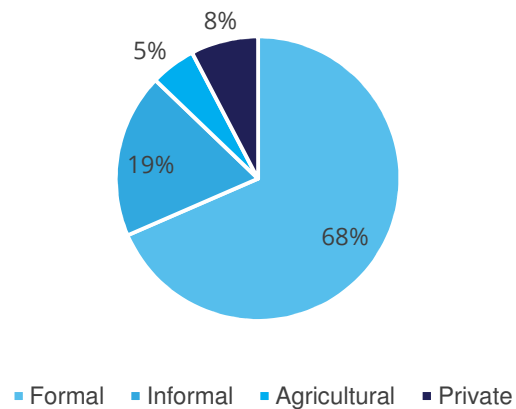
Where do we fit in?

Processes Involved in Conducting an Analysis of a Loss of Earnings Claim

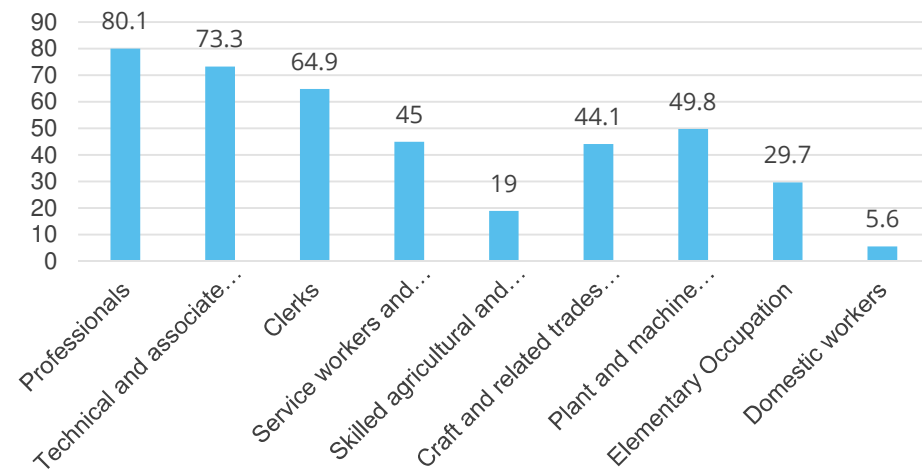


The SA Labour Market

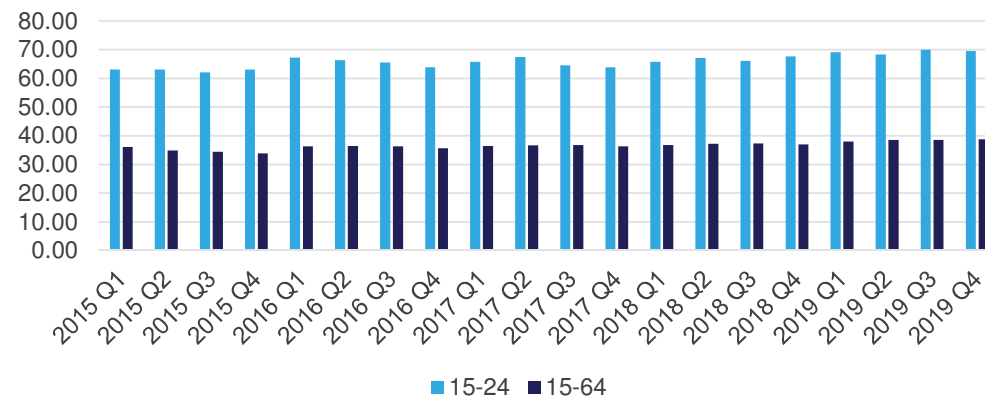
Employment by Sector



Employer Pension Contributions



Youth Unemployment



STATS SA Data for the Use of Earnings Postulations

We are of the opinion that the data provided by STATS SA is highly applicable for the use of earnings postulations and we would advocate that it is used due to the following reasons:

Why STATSSA Data?

Generally Accepted Usage	The data is utilised and accepted by researchers, academics, policymakers and insurers.
Key economic metrics	STATS SA data and research such as CPI, populations estimate, and the unemployment rate, is commonly referenced in the private and public sector and informs citizens on the state of the South African economy.
Valid and Reliable	The census data has been proven to be of good reliability and validity according to benchmarks provided by the United Nations.
Legislative diligence	Surveys conducted by STATS SA is governed by legislation.
Trained Enumerators	STATS SA enumerators are trained and orientated before conducting surveys ensuring information is captured diligently.

STATS SA Data for the Use of Earnings Postulations (cont)

Why STATSSA Data?

Independent PES	An independent post-enumerator survey was conducted after the census survey to ensure information was captured accurately and reliably.
Transparent	The research and data are publicly available and transparent.
Large data repository	Datasets are large allowing for intricate analysis. The census (10%) dataset consists of 4 418 594 million valid respondents.
Array of variables	An array of demographic and labour market-related variables is captured enabling users to consider several factors affecting earnings such as age, education, educational field, industry and sector.
ILO classification system	STATS SA captures occupational data using the International Standard Classification of Occupations codes. This provides standardised profiles for 7018 occupations.
Labour Market Perspective	The data is representative of all demographics, sectors and occupations. This includes corporate and non-corporate employees.

Data Overview (Analytico)

Analytico

Sample

•4.4 million rows

•97 variables

Survey

Census 2011 (Revised 2015) sample data

Respondents

South African Population

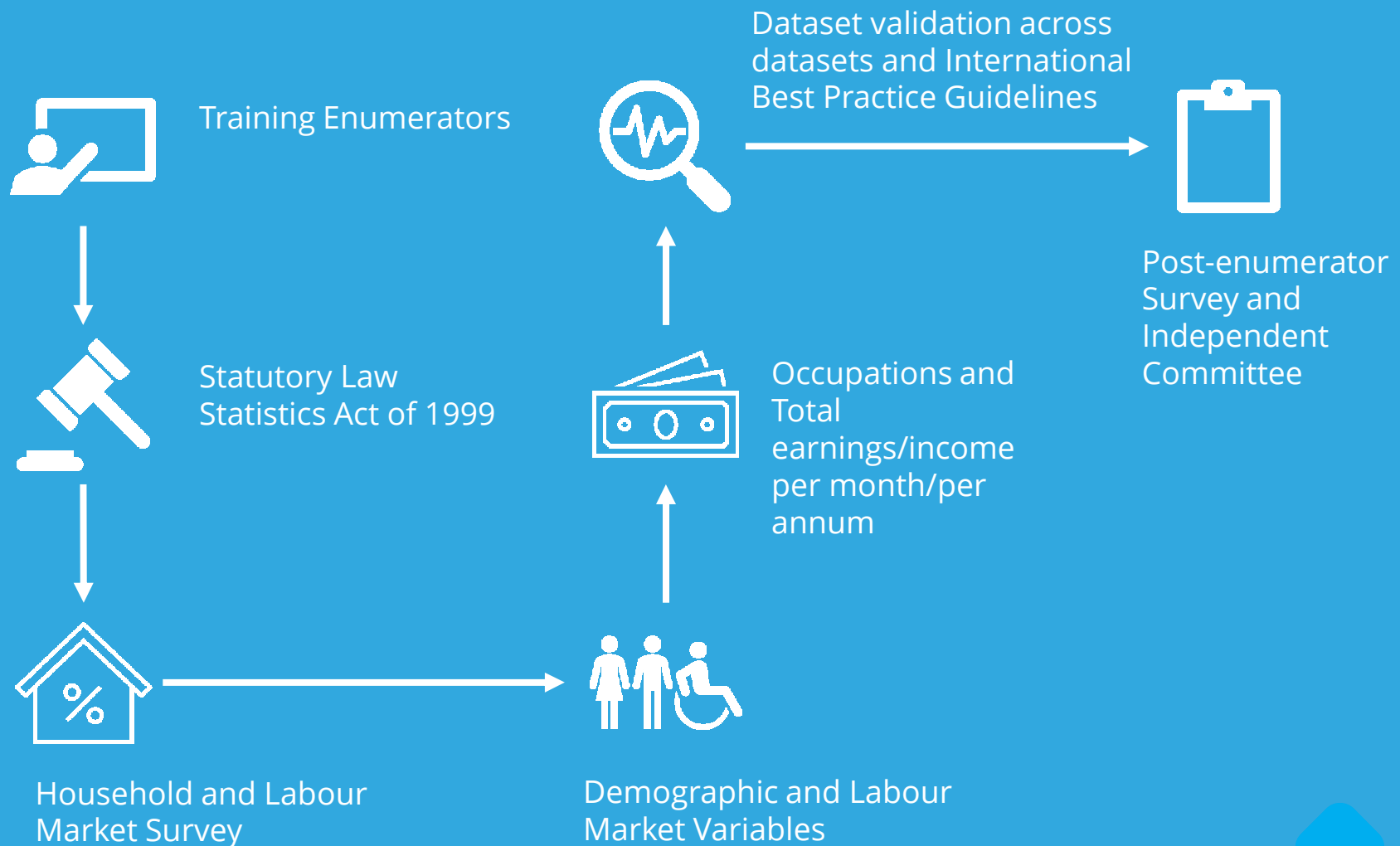
Data Quality

The United Nations score into the accuracy of reporting measures indicated that the data fell within a threshold of high quality data

Benefits

Realistic perspective of the South African labour market, including the informal sector.

Data Collection (Analytico)



Data Review (21st Century)

21st Century

Sample

350 000 rows of data
Audited for accuracy and process

Survey

All prevalent jobs – around 1000
All pay components

Respondents

Varied industries and sectors

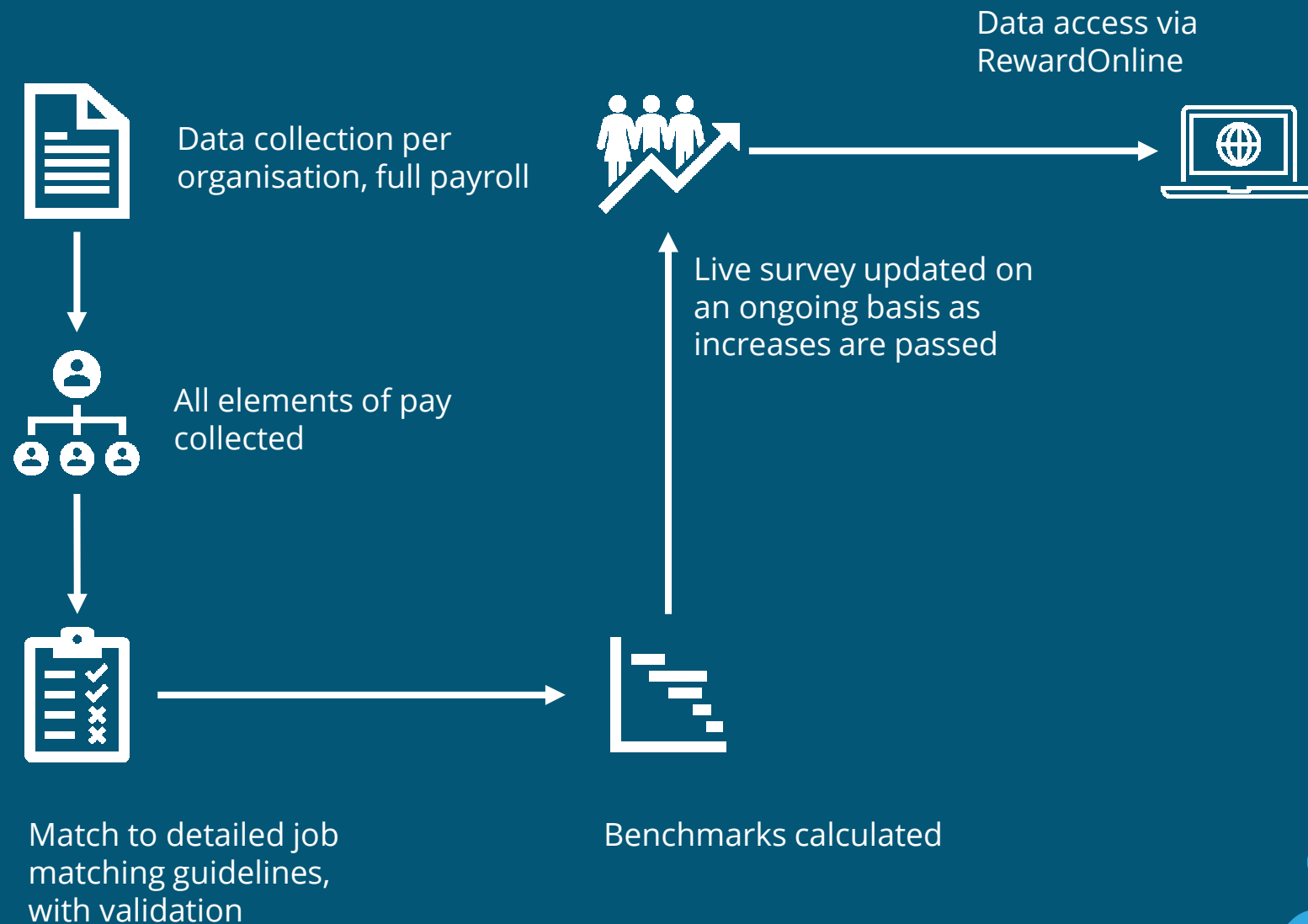
Data Quality

10 years of a clean audit
Validated matches
Live data

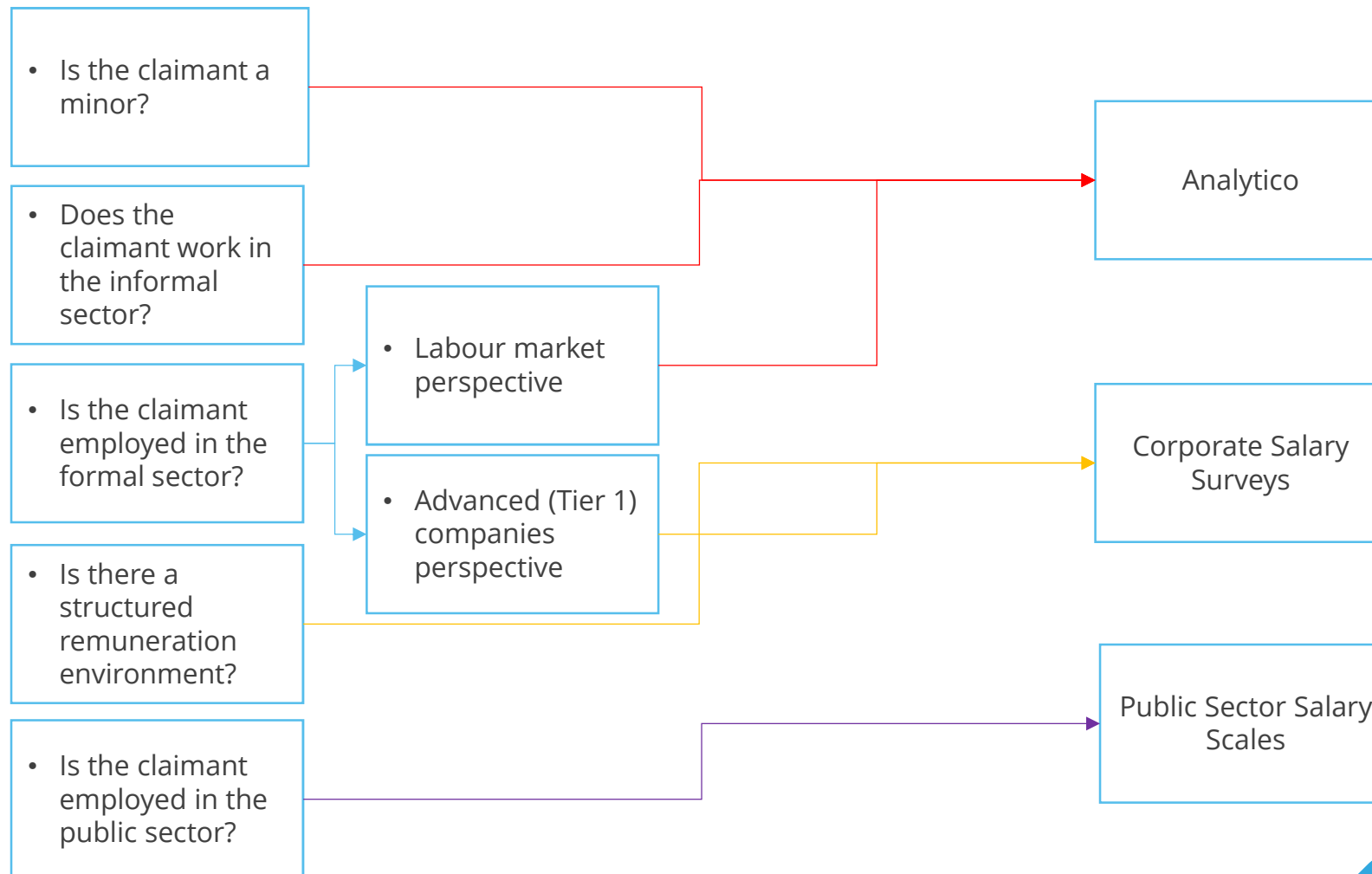
Benefits

Live database
Immediate result
User friendly
Cost effective

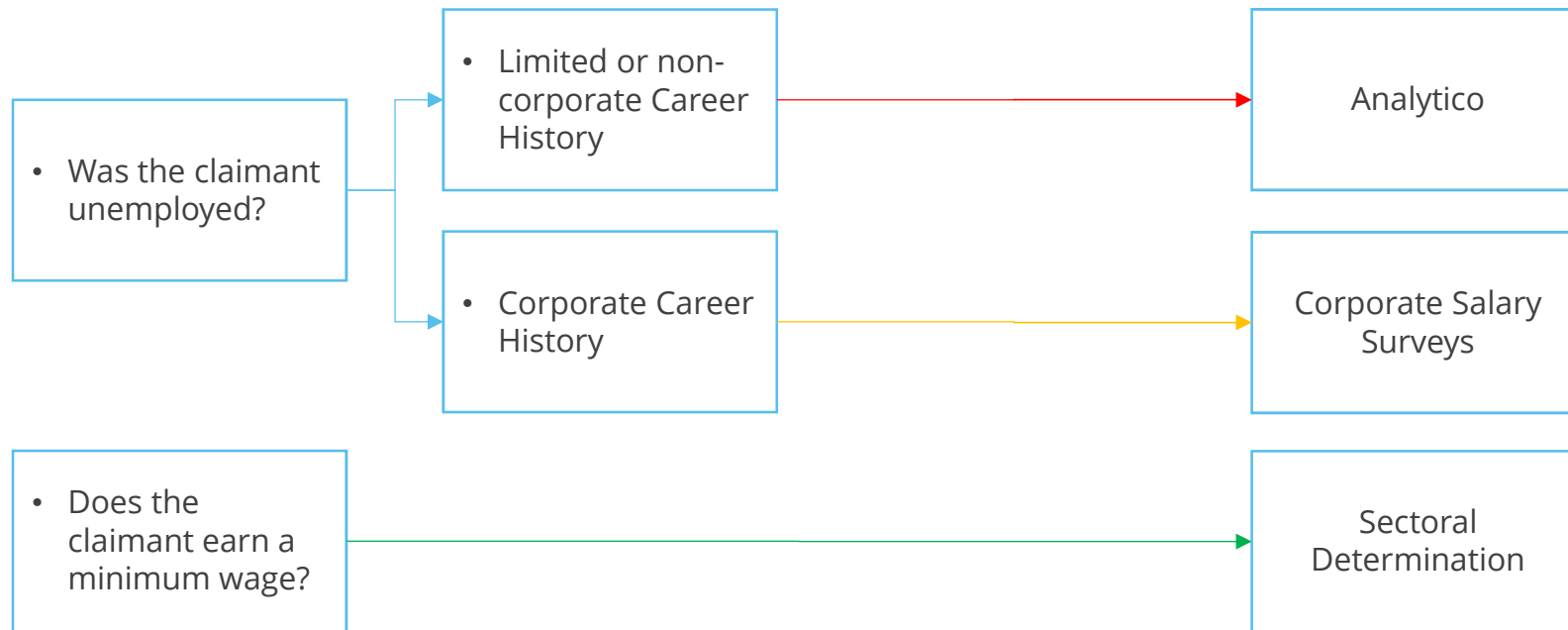
Data Collection (21st Century)



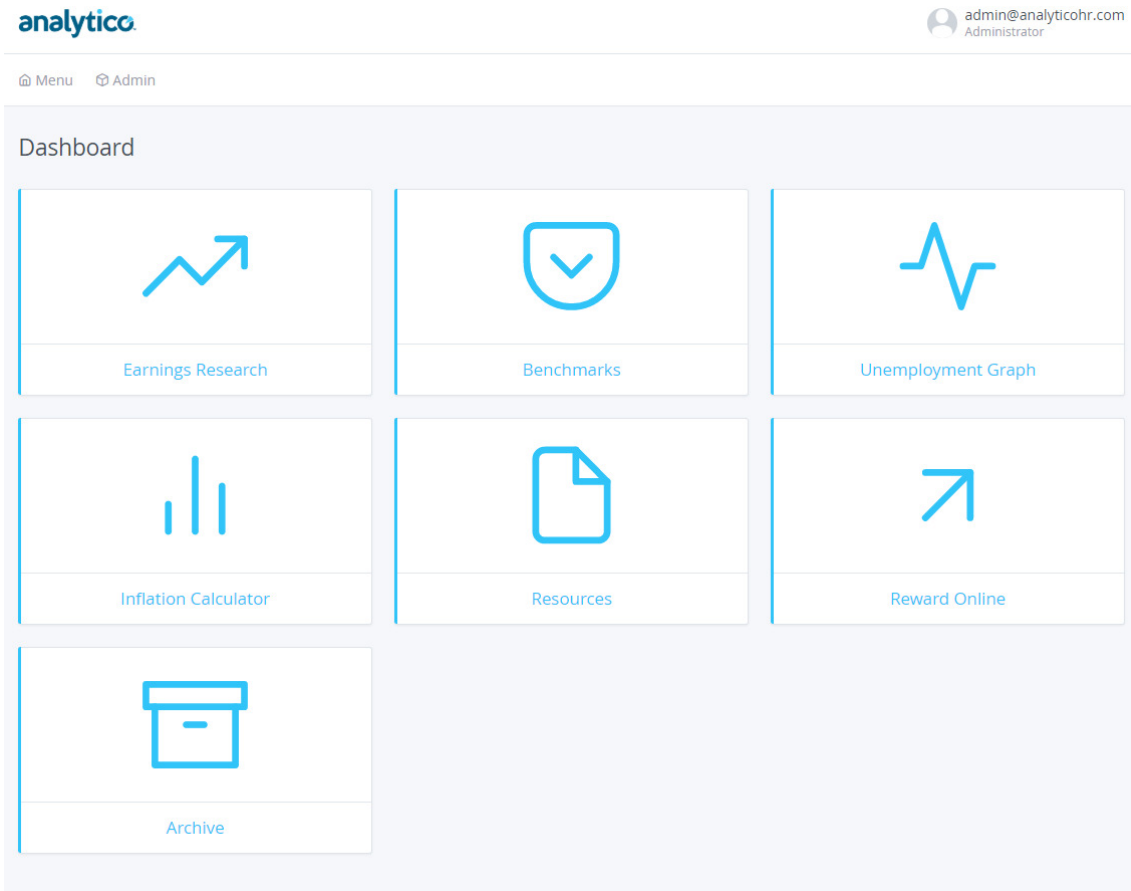
Selecting a Resource (Primary Consideration is Collateral)



Selecting a Resource (Primary Consideration is Collateral)



Demo

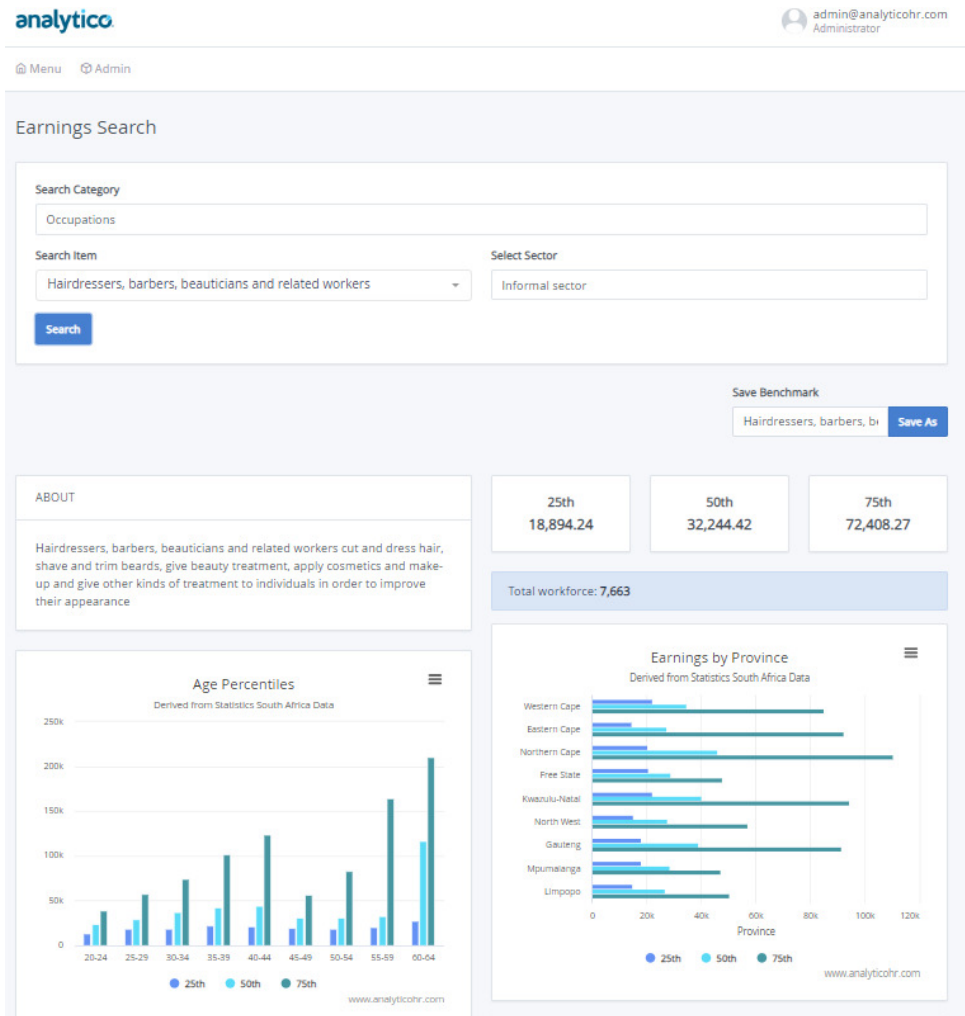


Analytico App Tools and Functions:

- Earnings Research
- Save benchmarks
- Unemployment statistics
- Inflation Calculator
- Resources
 - Government notches
 - SAPS
 - SANDF
- Access to RewardOnline



Demo

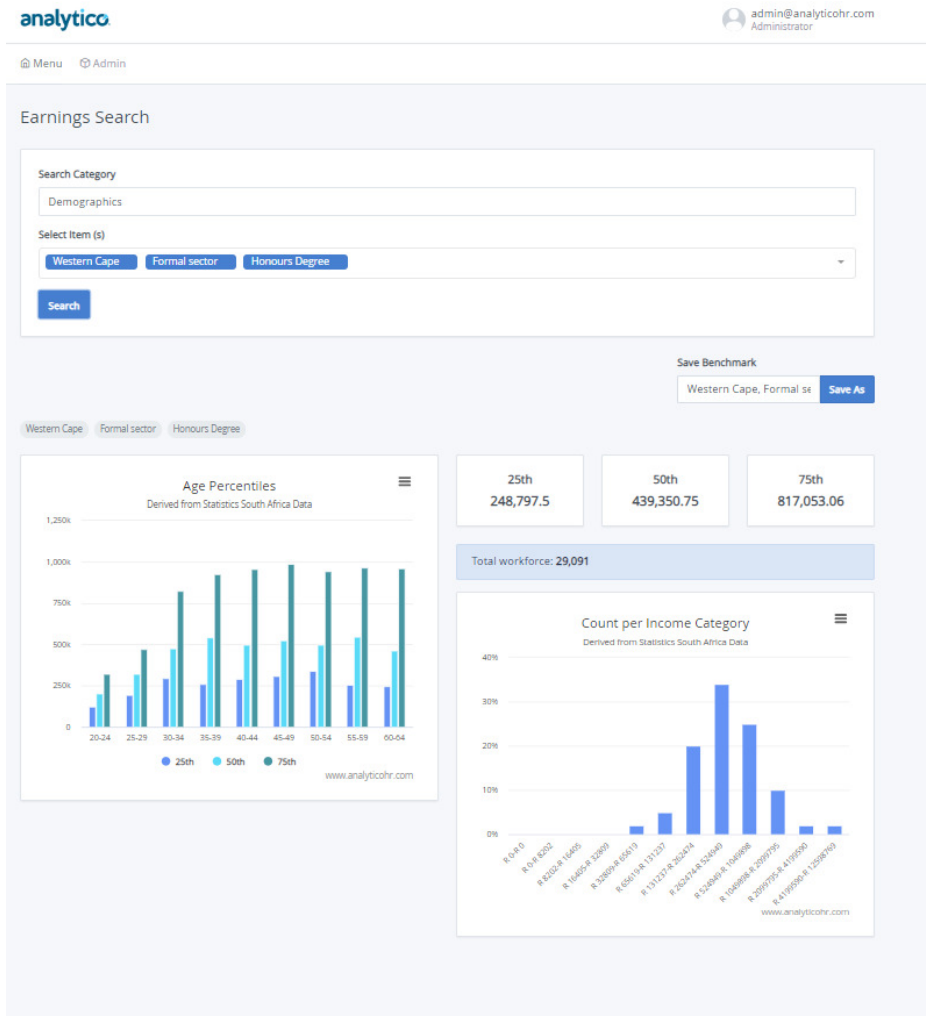


Occupation Specific Search

- Based on the International Labour Organisation classification system.
- Search through hundreds of occupations in the formal and informal sectors.



Demo



Demographic Search

- Search through variables that include:
 - Sector
 - Province
 - Gender
 - Race
 - Education
- Combine variables to form specific search parameters or more general research.



Analytico App Usage

Licensing:

- 12 month license.

Fees:

- Based on the number of user.

Onboarding:

- All clients receive a introductory onboarding session.

Ethics and Use:

- The IOP can motivate the applicability of the scales to the claimant however not make inferences regarding the data or its analysis.



21st Century's web-based application



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2020 Salary Data

Live data you can trust –
updated weekly.

[GET STARTED](#) ➔

21st Century's web-based application



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General staff jobs benchmark

Salary benchmarks for a given job role

Grading system

Paterson

Compare countries

Southern Africa

☐ Botswana

☐ Lesotho

☐ Mauritius

☐ Mozambique

☐ Namibia

☐ South African State Owned Enterprises

☐ eSwatini/Swaziland

☒ South Africa -- National benchmark

Job family filter

All Job Families

☐ Enable reference data

Search filter

accountant

Search by All

DU	Accountant - Managerial (Senior) MODAL		ADD+
D2	Accountant - Management Accountant MODAL		ADD+
D2	Accountant - Managerial		ADD+
D1	Accountant - Management Accountant		ADD+
D1	Accountant - Managerial MODAL		ADD+
CU	Accountant MODAL		ADD+
CU	Accountant - Management Accountant (Entry level to specialisation) MODAL		ADD+
C3	Accountant		ADD+
C2	Accountant - Entry Level MODAL		ADD+
C1	Accountant - Entry Level		ADD+



21st Century's web-based application

Remuneration/compensation table

Total Guaranteed Package (pie chart)

Remuneration/compensation element	10th ▼	25th ▼	50th ▼	75th ▼	90th ▼
Basic Salary	R 254,609	R 324,087	R 397,846	R 493,079	R 587,579
Fixed Bonus / 13th Cheque	R 24,564	R 27,324	R 32,088	R 37,715	R 42,318
Total Base Salary	R 262,112	R 335,504	R 417,147	R 502,043	R 594,626
Car Allowance	R 27,938	R 65,319	R 72,773	R 85,404	R 100,860
Housing Benefit	R 9,559	R 9,564	R 16,704	R 37,692	R 91,769
Professional Fees	R 1,185	R 1,847	R 6,479	R 22,800	R 22,800
Sundry Benefits	R 3,738	R 5,172	R 12,186	R 37,222	R 79,092
Pension / Provident Fund Contribution	R 21,478	R 31,510	R 45,015	R 59,296	R 70,005
Medical Contribution	R 16,704	R 21,969	R 34,674	R 47,307	R 57,741
Total Guaranteed Package	R 291,482	R 376,387	R 478,455	R 569,494	R 698,844
Short Term Incentive	R 17,650	R 28,400	R 45,916	R 72,440	R 104,564
Total Annual Remuneration	R 291,714	R 380,000	R 485,498	R 585,744	R 723,344



RewardOnline Usage

Licensing:

- Pay per benchmark.

Fees:

- Credits based system and can be purchased as bundles.

Onboarding:

- All clients receive a introductory onboarding session.

Ethics and Use:

- The IOP can motivate the applicability of the scales to the claimant however not make inferences regarding the data or its analysis.



Quantum Yearbook: Mapping of Labour Market Research to Job Complexity

Derived Paterson Grade	Level of Work	Job Titles linked to the Paterson Grades	Occupational Description	Task and Duties	Educational Requirements
A 1	Unskilled	Example: Cleaner, Street Sweeper and <i>Related Occupations</i>	Domestic cleaners and helpers sweep, vacuum clean, wash and polish, take care of household linen, purchase household supplies, prepare food, serve meals and perform various other domestic duties.	• sweeping, vacuum-cleaning, polishing and washing floors and furniture, or washing windows and other fixtures; • washing, ironing and mending linen and other textiles; • washing dishes; • helping with preparation, cooking and serving of meals and refreshments; • purchasing food and various other household supplies; • cleaning, disinfecting and deodorising kitchens, bathrooms and toilets; • cleaning windows and other glass surfaces.	NQF Level 1-2



Questions

With the focus on mediation and settlement in the joint minute process, IOPs want to know which model to use to predict likely earnings. What are the benefits and limitations of using your model in the quantification of damages, and in what circumstances is it the most appropriate to use your data?

Analytico: STATSSA

1. How are these figures collected (e.g. self-reported from individuals or validated) and can they be misrepresented? **(Slide 10)**
2. Can respondents abstain from providing information, and if so can it be considered that specific types of earners are not included accurately (e.g. high earners). **(Slide 10)**
3. What is specifically included in “gross” figures? **(Slide 10)**
4. How was census data linked to Paterson levels? Were the specific categorical questions asked based on the Paterson model? **(Slide 23)**
5. In your opinion should the Paterson level of education table only be used for minors that are not in the labour market yet? **(Role of the IOP to determine)**



Analytico

Who we are?

Analytico's statistical modelling, underpinned by economic and career related factors, provides expert reporting and testimony on loss of earnings and loss of support claims. Our aim is to create clarity about projected earnings for each unique claimant.



Analytico

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