

VR Wage Survey, February 2023

	Base salary (ISK in thousands) Salary distribution				Total salary (ISK in thousands) Salary distribution				
	Median	Mean	25th percentile	75th percentile	Median	Mean	25th percentile	75th percentile	Number
All salaries	759	821	628	934	768	832	638	945	14,582
Managers / Executives	897	986	730	1131	908	1005	743	1162	3856
Departmental Managers	928	936	771	1087	935	949	775	1100	340
Finance Managers	1131	1181	901	1365	1149	1202	915	1372	218
Director	1237	1317	1065	1474	1281	1347	1100	1491	190
General Managers /Senior Managerial Roles	1072	1223	800	1404	1103	1253	817	1440	639
Quality Managers	895	964	779	1087	904	978	792	1103	76
Collection Managers	765	794	723	818	765	799	725	818	18
Purchasing Managers	917	975	812	1057	917	989	815	1067	135
Marketing Managers	934	965	800	1074	947	979	808	1086	220
Directors of Operations	872	907	716	1082	907	928	732	1100	194
Office Managers	828	854	690	965	828	860	693	976	211
Human Resources Managers	1012	1086	806	1326	1054	1110	809	1365	104
Heads of Departments	1096	1090	828	1273	1163	1113	833	1286	62
Regional Managers	714	785	631	887	739	809	651	895	70
Sales Managers	895	960	754	1083	909	975	756	1100	373
Foremenn	751	788	650	914	767	811	664	935	157
Shop Managers	753	790	645	886	763	808	662	907	401
Service Managers	780	808	694	906	788	820	694	911	198
Other Managerial Positions	792	847	657	947	800	863	665	954	250
Specialists	888	932	746	1050	897	942	750	1062	1571
Auditors	1218	1251	984	1500	1251	1284	1020	1500	71
Travel / Tourism Agents (University degree)	706	768	609	801	709	773	613	801	108
Economist / Business Studies	917	970	789	1106	931	984	796	1114	185
University-trained specialists	902	921	753	1024	907	929	756	1031	427
Research specialists (University-trained)	819	792	712	906	842	800	716	911	16
Systems Analysts (University-trained)	979	1017	858	1220	979	1021	858	1227	18
System Managers (University-trained)	757	870	742	834	763	871	742	834	7
Lawyers	998	1058	799	1174	1007	1078	820	1201	92
Advisors/Consultants (University degree)	875	901	725	1019	888	909	745	1030	211
Public Relations / Mass Communications	1066	1001	765	1183	1066	1010	765	1209	11
Engineers, Applied Engineers, Architects	898	928	750	1055	898	933	750	1061	93
Project Managers (University degree)	850	886	748	1014	850	896	750	1020	205
Account Managers (University degree)	859	882	756	990	859	888	761	1031	70
Product Manager (University Degree)	961	954	881	1050	961	959	881	1056	57

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All salaries	759	821	628	934	768	832	638	945	14,582
Specialized staff	775	817	663	926	782	824	667	934	5232
Chief Accountants	860	896	755	988	860	903	758	988	167
Accountants (Diploma)	757	780	684	851	757	783	691	851	148
Bookkeeping Assistants	711	717	628	779	715	719	630	782	377
Travel/Tourism Agents (IATA)	696	735	619	814	700	739	619	830	92
Financial Officers	750	776	688	832	751	782	694	832	58
Fleet Managers	868	920	787	987	899	963	865	1025	10
Programmers	860	883	725	1012	860	887	732	1012	150
Service Representatives	689	714	610	771	690	721	613	790	133
Claims Collection Officers	680	729	621	799	680	730	621	799	50
Purchasing Officers	752	778	675	860	757	787	683	860	132
System Analysts	1051	1051	893	1208	1052	1060	910	1213	103
System Managers	852	872	720	985	858	879	721	988	152
Pay Roll Officers	799	815	732	877	802	824	747	882	104
Instructors	565	590	494	656	576	595	498	656	25
Pharmacy Technicians	681	713	609	788	681	717	617	788	43
Marketing Officials	750	777	651	850	752	784	651	854	186
Chefs	712	721	628	853	712	723	628	853	14
Researchers	675	734	652	766	676	750	662	779	27
Insurance Specialists / Insurance Advisors	873	889	773	965	882	891	774	965	52
Specialized Positions (other)	761	790	650	901	767	799	654	908	766
Claims Representatives	860	924	797	1031	860	929	797	1031	34
Draftsmen	695	720	619	797	696	724	620	822	70
Computer Scientists	1000	1029	850	1186	1004	1034	850	1197	549
Layout Designers	801	811	682	907	801	816	682	907	127
Office Supervisors	694	709	606	782	694	720	609	782	19
Webmaster	835	872	783	965	849	877	790	965	36
Web Designers	886	897	751	1062	886	903	754	1062	62
Project Manager	832	871	706	974	843	881	712	991	427
Account Manager	850	863	738	940	850	869	747	949	215
Certified Accountant	759	776	689	837	759	778	689	843	159
Brand Manager	861	858	784	918	861	863	795	942	43
Product Manager	884	895	756	959	895	906	766	986	114
Coaches	637	644	543	700	641	647	543	700	45
Service Officers	640	657	565	725	649	666	569	731	543

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All salaries	759	821	628	934	768	832	638	945	14,582
Office workers	672	696	588	768	678	703	593	775	1074
Sectreatries	635	677	580	733	635	683	580	739	35
Guest reception	704	715	616	793	732	725	637	793	115
Cashiers / Claims Collection	747	734	668	813	747	738	668	816	95
Receptionists	627	655	556	713	634	660	560	723	225
Office Work (Shop)	637	656	562	724	640	665	573	728	158
Specialized secretaries (e.g medical)	666	664	598	726	667	666	603	726	20
Customs Brokers	668	673	599	721	668	677	613	721	64
General Office Work	700	731	606	816	700	737	613	823	362
Sales- and retail workers	660	692	565	779	671	704	575	797	1961
Assistant Shop Manager	693	699	605	812	700	716	609	837	77
Cashiers	565	589	495	640	576	602	503	656	109
Selling Food	579	610	496	674	584	632	523	730	47
Selling Specialized Items	588	617	530	670	590	632	532	691	98
General Sales Work	587	612	516	676	602	626	530	693	350
Car Sales	792	823	708	915	827	839	720	919	68
Specialized Sales	733	753	603	836	739	765	609	849	210
Travel Agents (Sales)	682	707	593	771	682	713	598	776	119
Telephone Sales / Call Centre	713	722	617	867	713	722	617	867	6
Sales Officer	704	730	606	815	714	740	615	827	786
Copmputer Sales	663	715	482	924	663	717	482	943	13
Shift Foremen	631	647	570	701	642	660	588	720	78
Custodial, warehouse and production roles	627	664	545	743	639	677	556	751	888
Production / Packaging	626	665	541	748	629	677	548	756	93
Janitors	659	671	610	744	680	683	623	758	40
Warehouse work	619	662	545	737	634	675	555	746	592
Food preparation	574	611	500	699	578	617	500	699	37
Delivery	656	684	552	766	663	706	566	795	126

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