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# Nordic BTA Travel Manager Salary Survey 2023

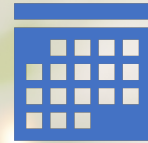




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6th time this  
survey is  
conducted

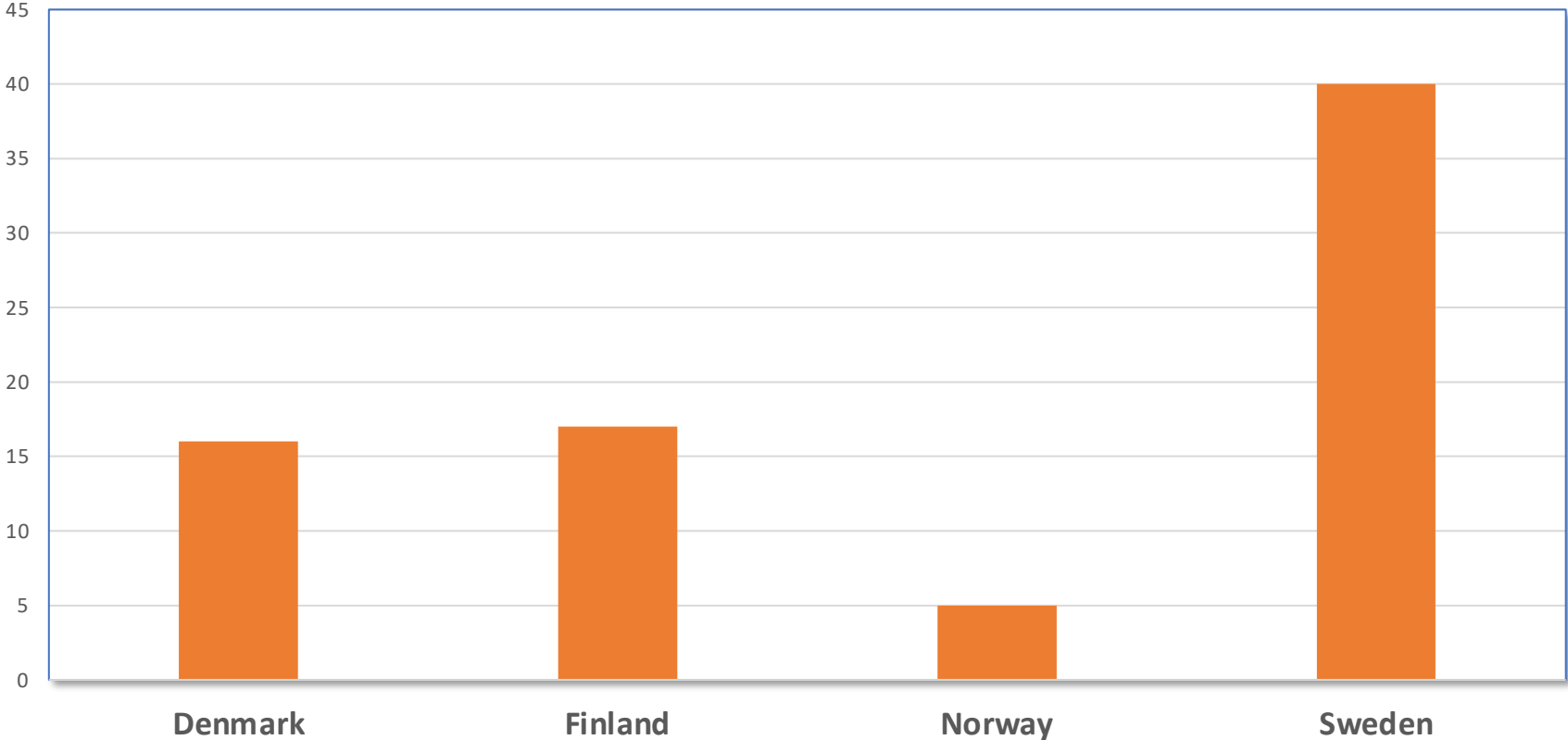


Survey was done  
in June 2023



Response rate 28  
% of Nordic BTAs  
Buyer Members

# From which Nordic country are you?



DBTA Denmark



FBTA Finland



NBTA Norway

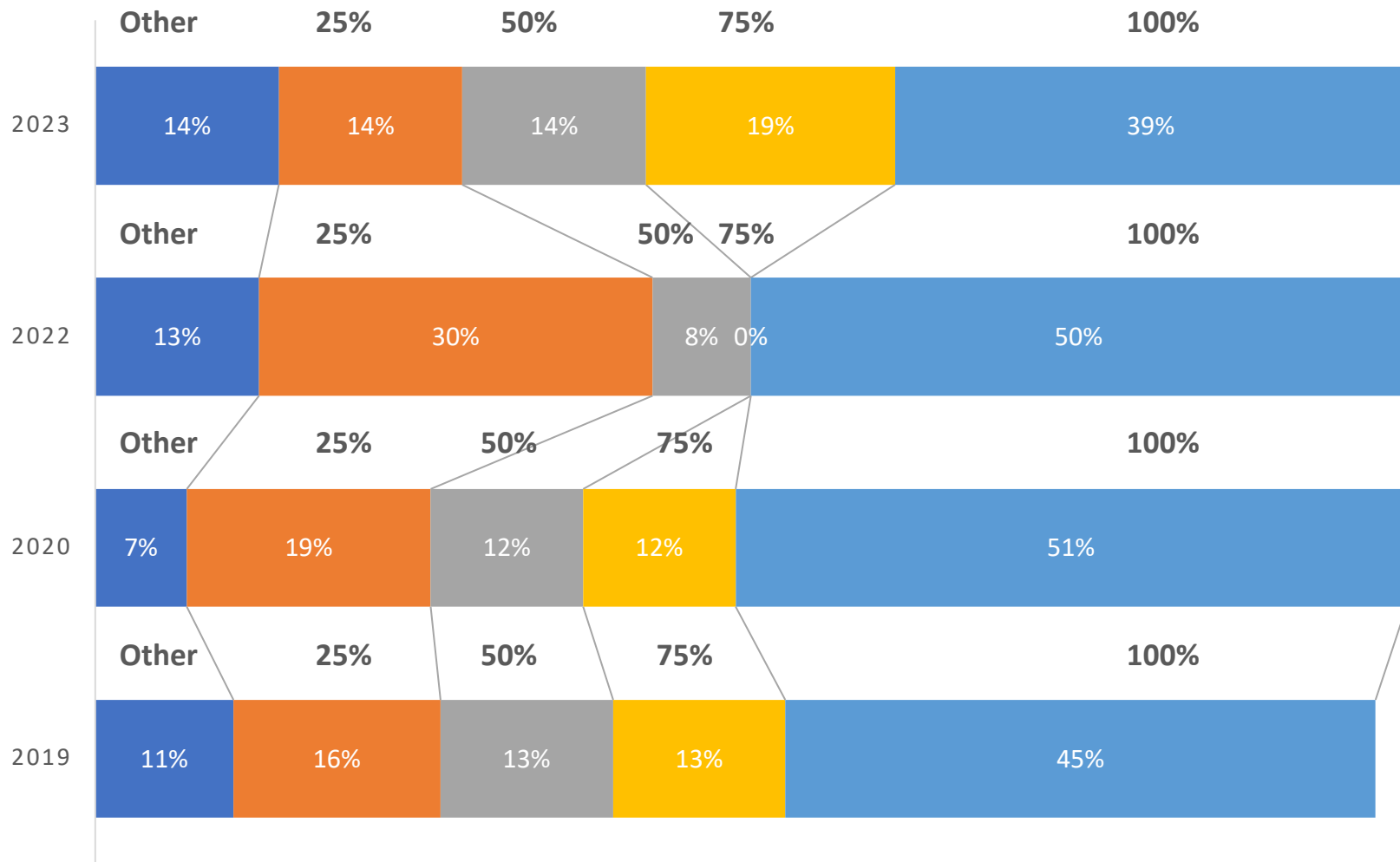


SBTA Sweden

❖ Response rate 28 % of Nordic BTA Buyer Members

# How much time is allocated to managing travel/meetings?

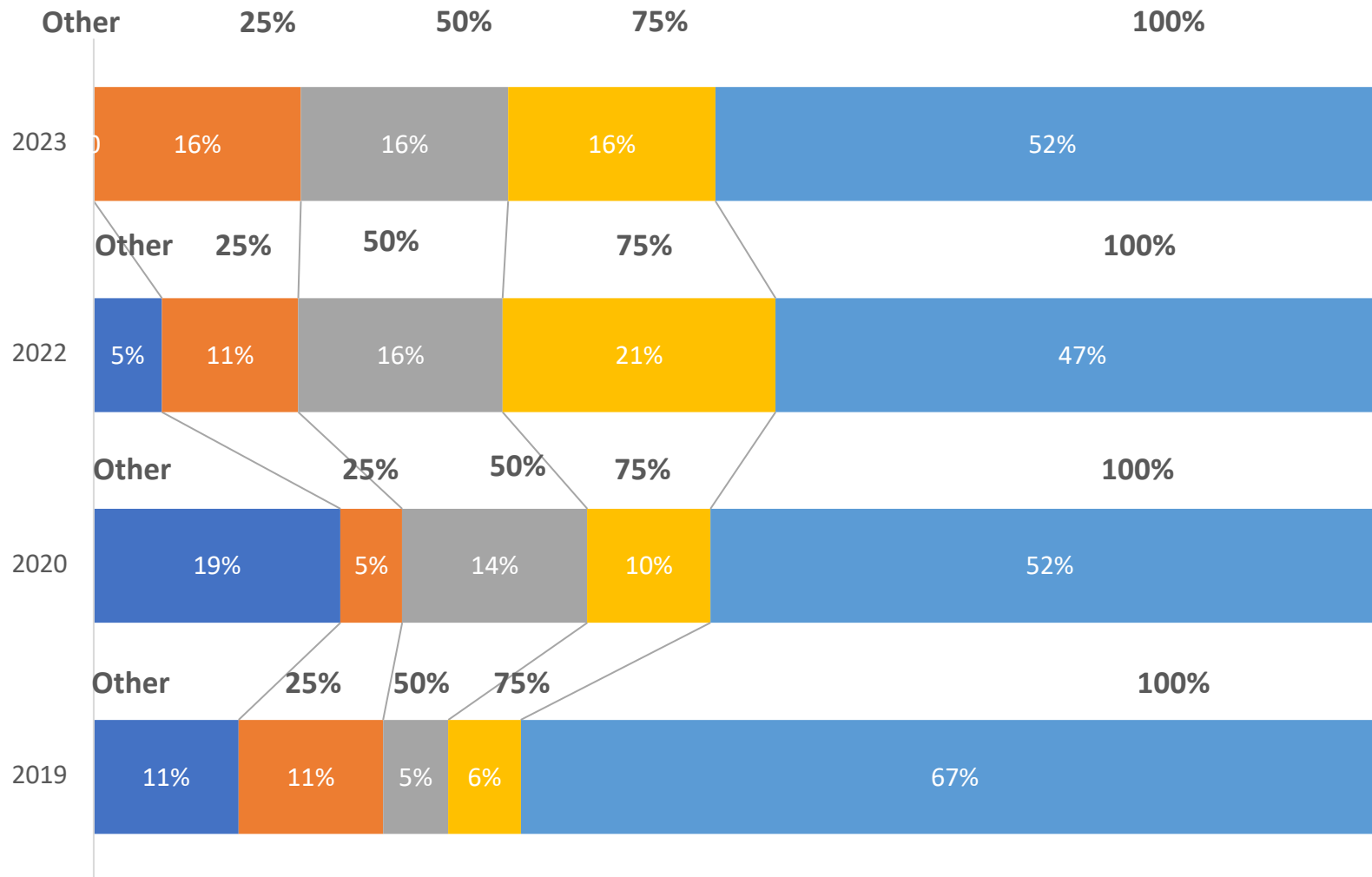
Nordic – Private sector



**71 %**  
of those working in the private sector also responded to 2022's survey.

# How much time is allocated to managing travel/meetings?

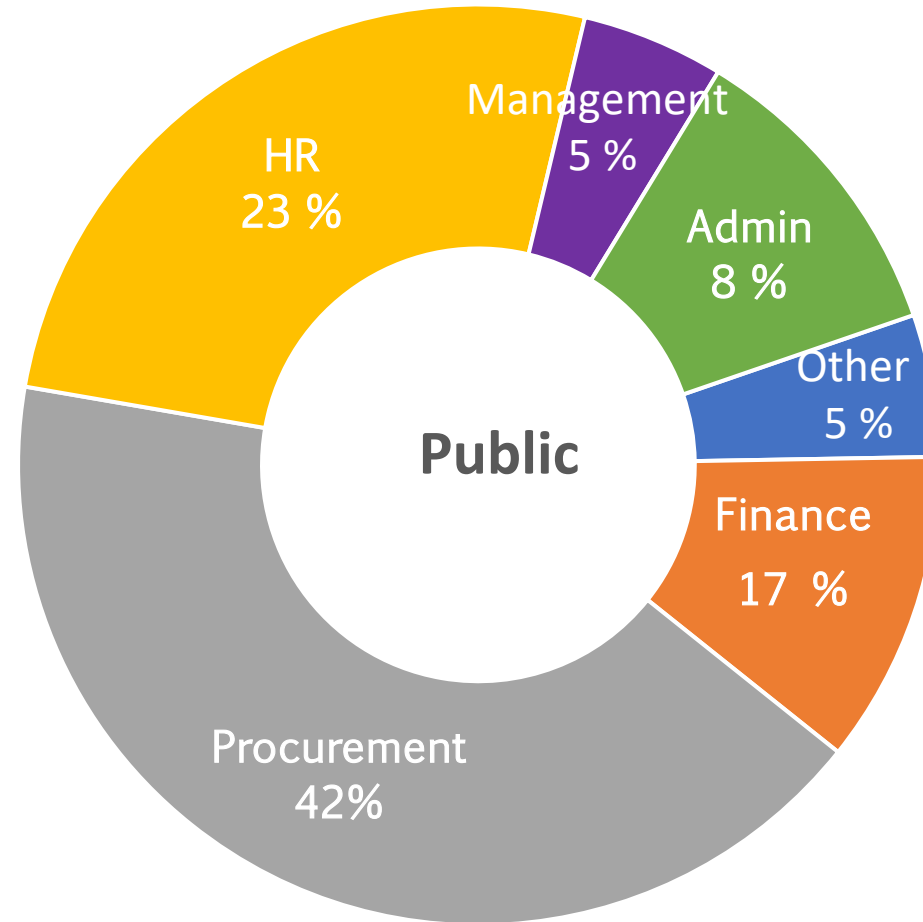
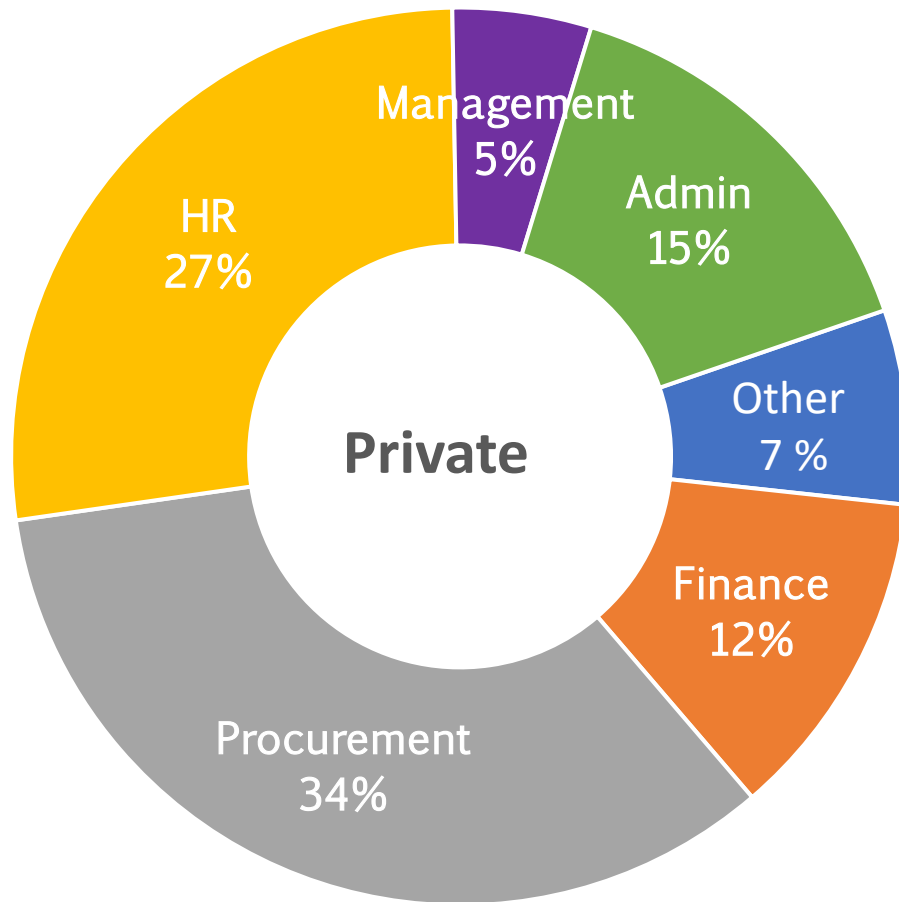
## Nordic – Public sector



**63 %**  
of those working in  
the public sector  
also responded to  
2022's survey.

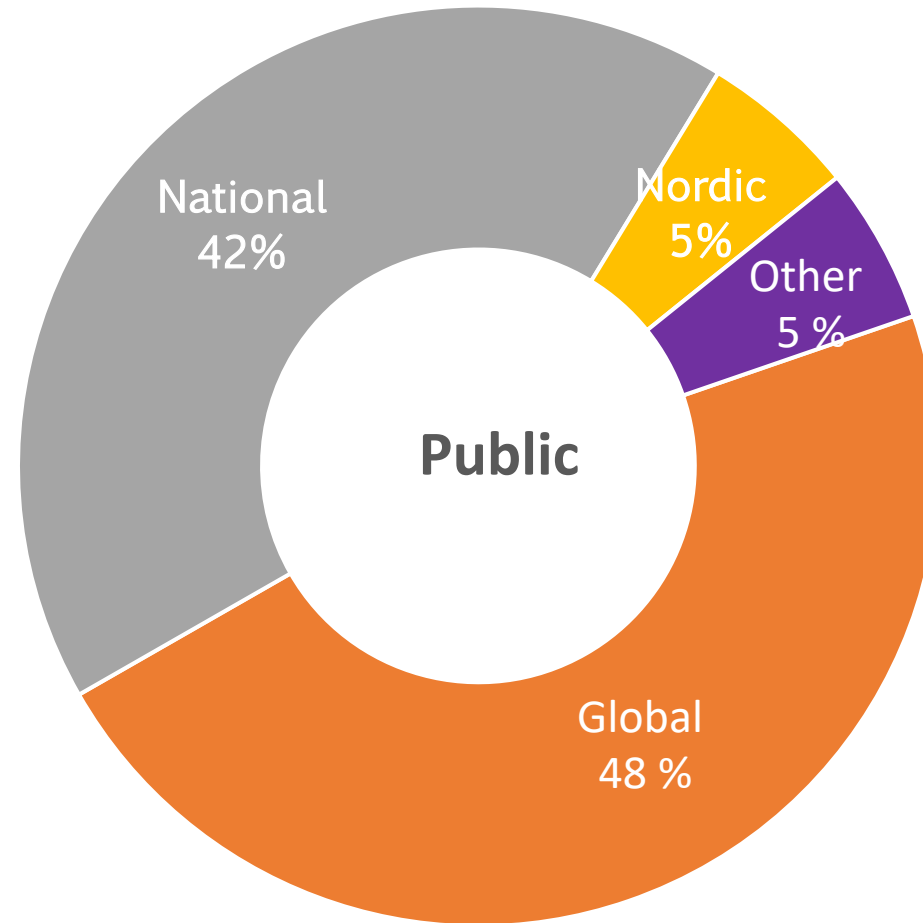
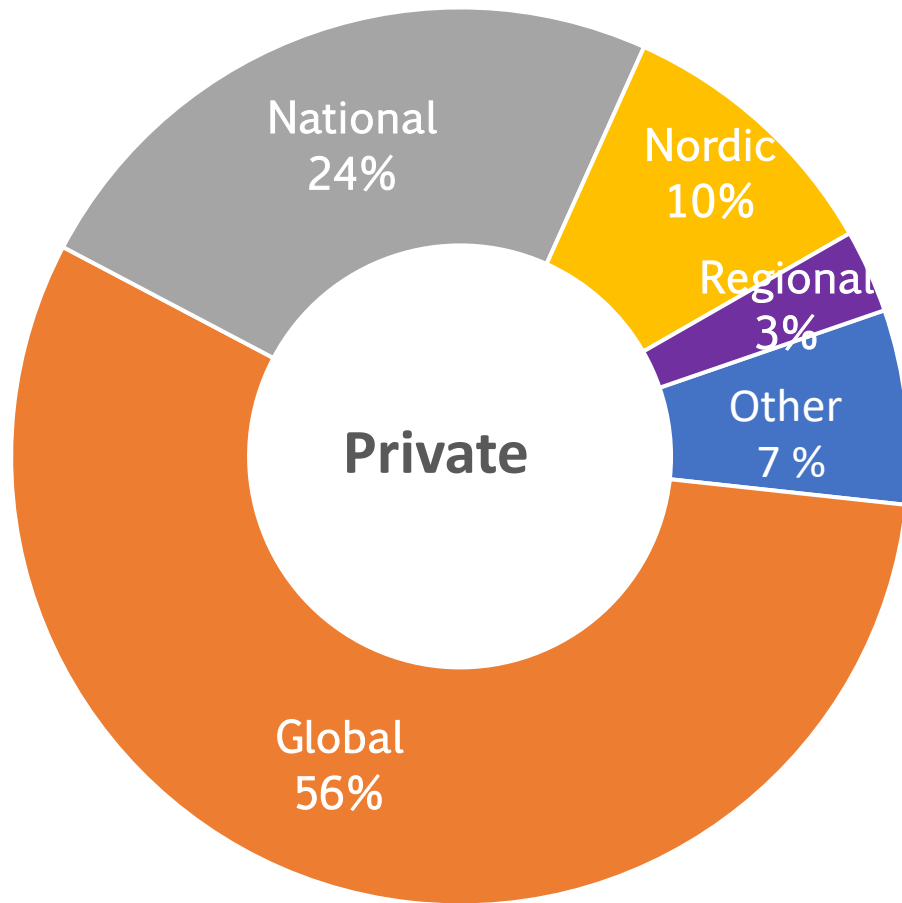
# Where do you belong in the organization?

- Nordic



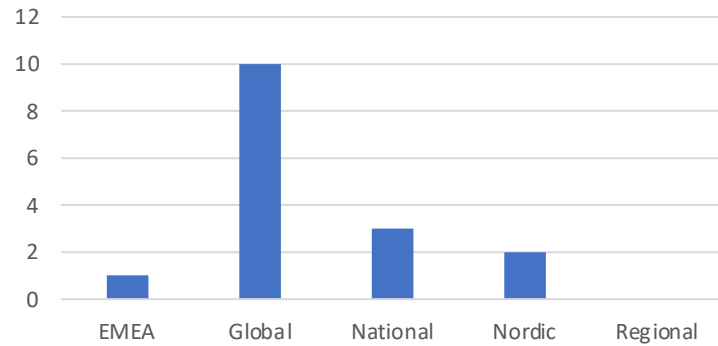
# Extent of the travel program you are responsible for

- Nordic

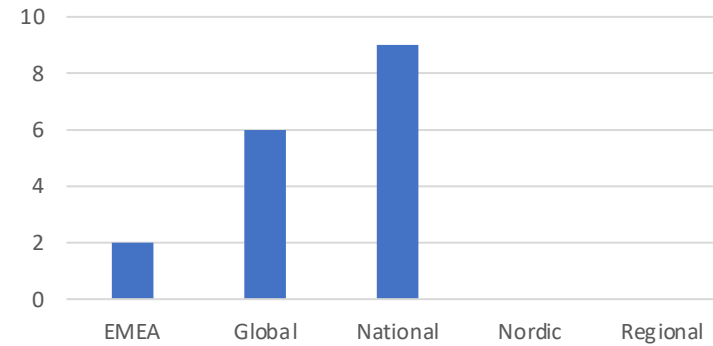


# Extent of the travel program you are responsible for

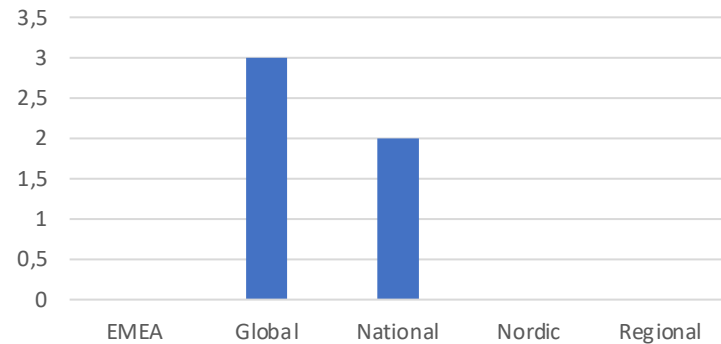
Denmark



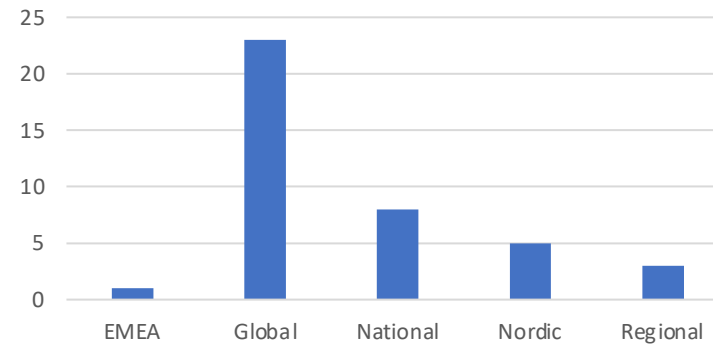
Finland



Norway



Sweden





# What is your monthly salary?

## - Nordic

Sweden	Median 2023	Lowest	Highest	Median 2022
Private	60 000 SEK	50 200 SEK	107 250 SEK	57 000 SEK
Public	48 500 SEK	34 050 SEK	95 000 SEK	46 300 SEK

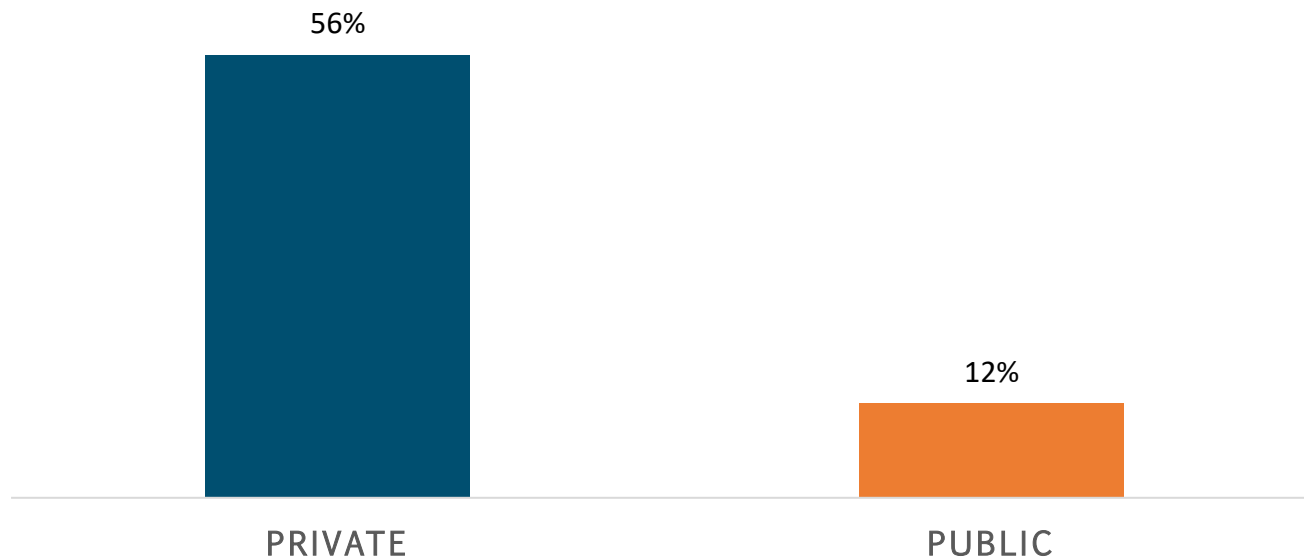
Finland	Median 2023	Lowest	Highest	Median 2022
Private	4 590 EUR	3 000 EUR	5 700 EUR	4 500 EUR
Public	3 700 EUR	3 000 EUR	5 000 EUR	3 950 EUR

Denmark	Median 2023	Lowest	Highest	Median 2022
Private	55 000 DKK	43 000 DKK	66 800 DKK	47 150 DKK
Public No data	0 DKK	0 DKK	0 DKK	0 DKK

Norway	Median 2023	Lowest	Highest	Median 2022
Private	69 250 NOK	64 000 NOK	79 000 NOK	60 000 NOK
Public	59 123 NOK	54 000 NOK	64 247 NOK	58 500 NOK

# Do you have any benefits in addition to your salary?

- *Slide shows: Yes - replies*



❖ Response rate 28 % of Nordic BTA Buyer Members

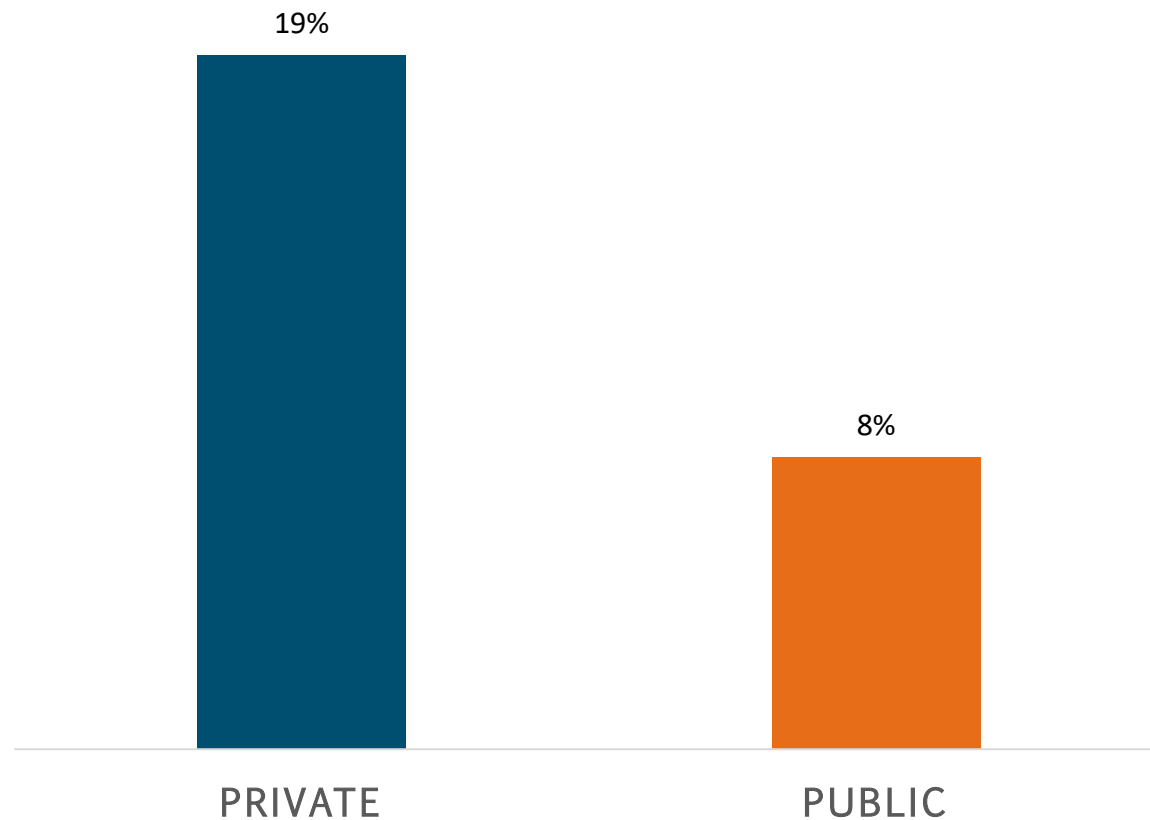


## Mentioned benefits

Phone  
(Where private use is ok)  
Bonus  
Additional Health care  
Internet at home  
Massage  
Car

# Is your salary linked to a personal target?

- *Slide shows: Yes - replies*

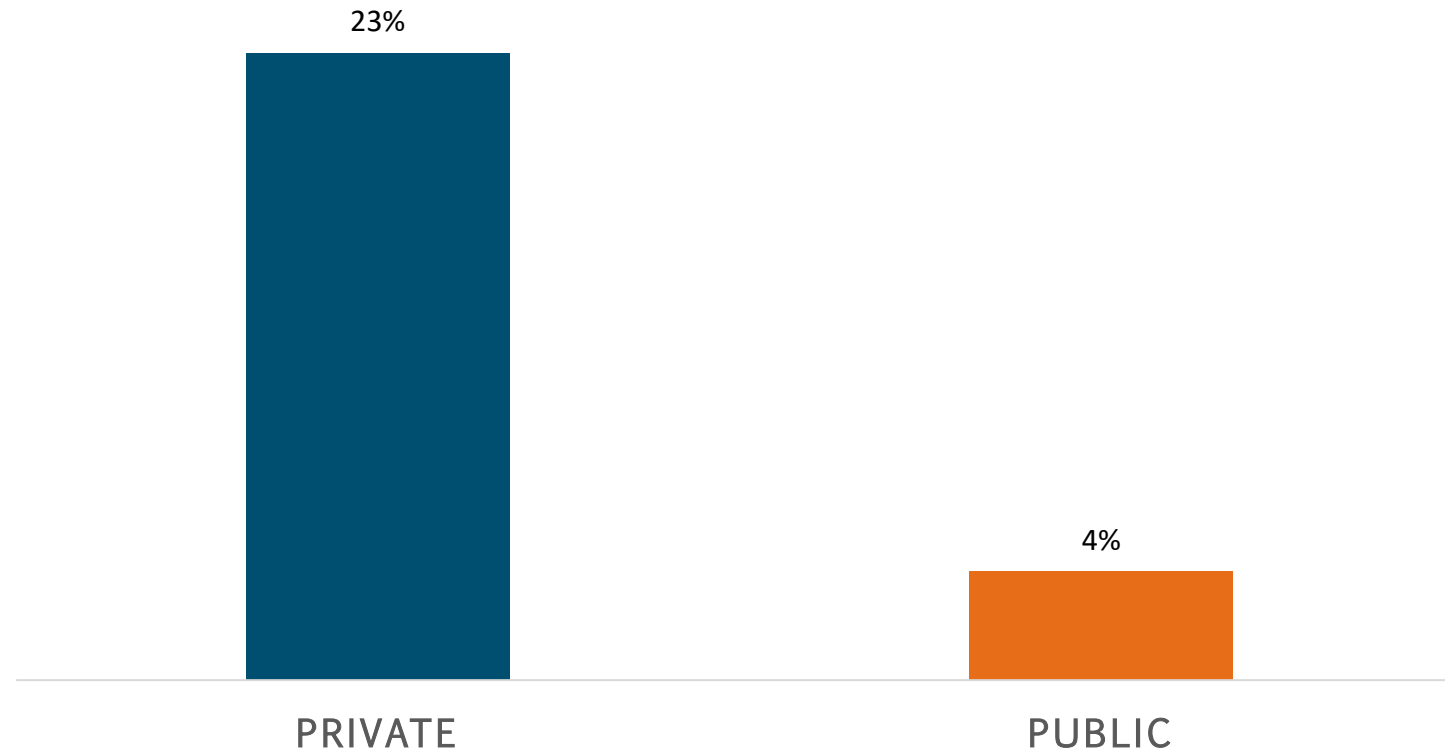


If Yes,  
what targets are you  
measured on?

Savings  
Traveler satisfaction  
Personal performance  
Compliance

Have you negotiated a pension scheme on top of the legally required pension plans?

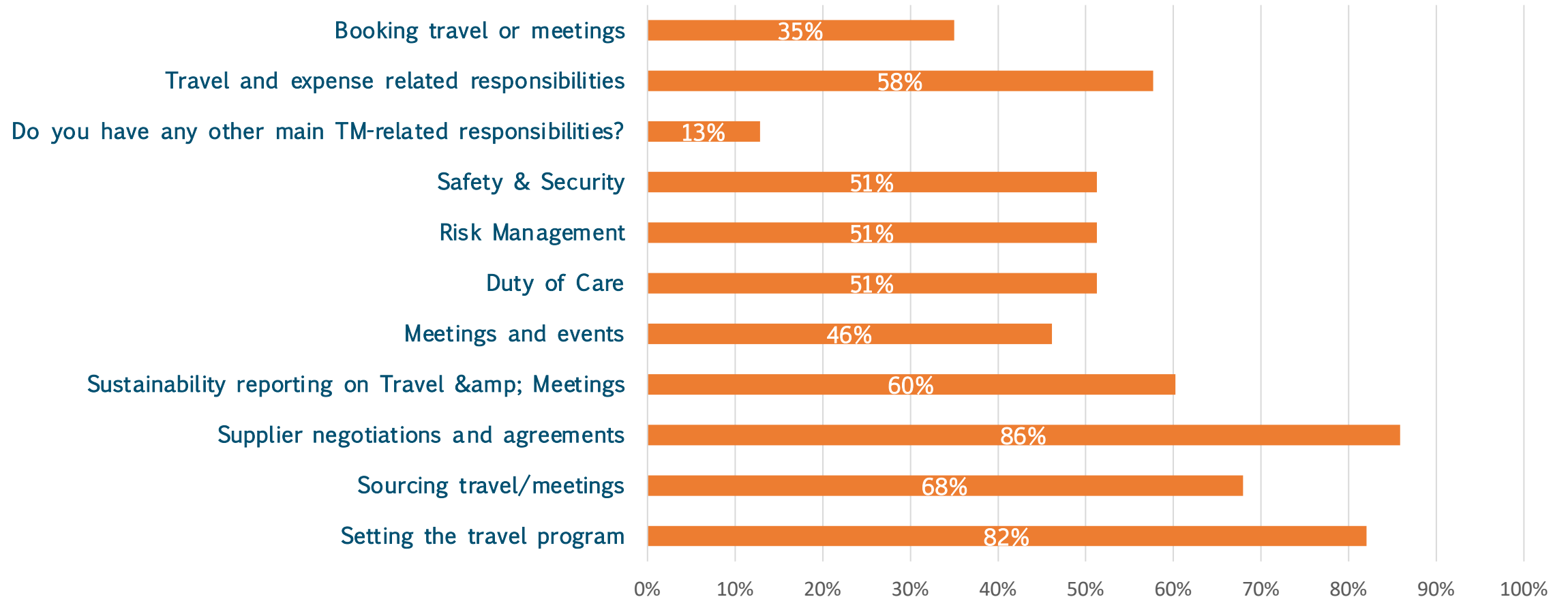
- *Slide shows: Yes - replies*



Most "Yes-replies"  
from private sector.

# What are your travel/meetings related responsibilities?

## Nordic



# What are your other travel/meetings related responsibilities?

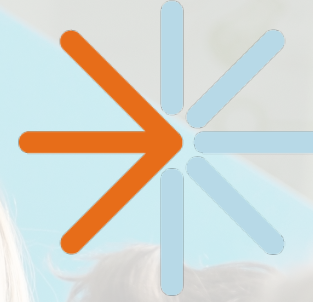
- Nordics



1. Setting the travel program
2. Sourcing travel/meetings
3. Supplier negotiations and agreements
4. Sustainability reporting on Travel & Meetings
5. Meetings and events
6. Duty of Care
7. Risk Management
8. Safety & Security
9. Booking travel or meetings



# In 2023 - Which areas now fall or will fall within your remit (responsibility).



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Nordic

Other 1%

Digital transformation

45%

New social/lifestyle/health expectations  
from travellers

23%

Meetings & Events/Virtual & Hybrid events

33%

Payment channels

50%

Sustainability strategies

53%

0% 10% 20% 30% 40% 50% 60%





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