

HEALTH WEALTH CAREER

BENEFITS PREVALENCE REPORT CLIENT NAME

MONTH 1, 2018

PREPARED BY:

PEER-REVIEW BY:

SAMPLE



POLICY AND PRACTICE REPORTS

This report is prepared for Company A and contains benefits information for a peer group of organisations. Please refer to chapter 2 for the list of organisations.

The data used in this report has been extracted from Mercer's 2017 United Kingdom Total Remuneration Survey. The effective date of the data is 1 April 2017. Please refer to chapter 3 for an explanation of the effective date of the data.

1. BENEFITS

There were X organisations providing benefits information for this survey. Prevalence percentages are based on those respondents indicating that they provide the various benefits. All subsequent statistics pertaining to that particular benefit are expressed as a percentage of only those respondents providing it. There is an agreed minimum number of 4 responses required in order to compute median values. Where there has been insufficient data for analysis, this has been indicated with "--". All figures are given as median, unless otherwise indicated.

1.1. Flexible Benefits

Do organisations provide flexible benefit plans?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Core benefits included in flexible benefits plans

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Pension	X%	X%	X%
Life Assurance	X%	X%	X%
Holiday	X%	X%	X%
Long-term Disability Cover/ Income Protection	X%	X%	X%
Company Cars	X%	X%	X%
Private Medical Insurance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

1.2. Retirement

1.2.1. Pension – Defined Benefit Schemes

Do organisations provide defined benefit pension schemes in addition to statutory benefits?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Which employee groups are defined benefit schemes provided to?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

E.g., of the X responses for the executive plan/policy, X% of organisations offer defined benefit schemes.

Are defined benefit schemes open to new entrants?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If defined benefit schemes are not open to new entrants, are they open for future service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are eligibility conditions stipulated?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Eligibility conditions which are stipulated

Minimum Length of Service (in Months)	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Based on non-zero responses.

E.g., of the X responses for the executive plan/policy, the average minimum length of service in months is X.

Minimum Age	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Maximum Age	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Normal retirement age for scheme members

	60 Years	65 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

What does the definition of pensionable salary/earnings include?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Deduction made from pay to calculate contributions

Multiple of Lower Earnings Limit (LEL)	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Percentage of Multiple of Lower Earnings Limit (LEL)	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Multiple of Basic State Pension (BSP)	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Percentage of Multiple of Basic State Pension (BSP)	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Other	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Is there an upper limit for pensionable salaries/earnings which is different to the statutory amount?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Upper limit for pensionable salary/earnings which is different from the statutory amount, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are earnings capped for pension accrual for post 1989 members?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Will earnings be capped for pension accrual post 6 April 2006?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Earnings capped for pension accrual post 6 April 2006, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Pensionable pay averaging period

	None	Last	Best	Career Average	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

If the averaging period is based on last years, how many years are taken into account?

	6 Years	5 Years	3 Years	1 Year	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

If the averaging period is based on best years, how many years are taken into account?

	5 Years	3 Years	2 Years	1 Year	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

If the averaging period is based on best years, from which period are best years taken?

	10 Years	5 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Is there a different definition for salary on which contributions are based?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Contributions paid by organisations and employees (as a percentage of base salary)

Organisation	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Note: There was X organisation stating no organisation contribution.

Employee	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Note: There were X organisations stating no employee contribution.

Benefits available to employees upon retirement

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Pension Only	X%	X%	X%
Pension or Lump Sum	X%	X%	X%
Pension and Lump Sum	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: The total does not equal 100% due to rounding.

Accrual rate for calculating the pension at retirement

	1/80 th	1/60 th	1/50 th	1/45 th	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X

Are there any guaranteed increases in pensions after retirement?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Guaranteed increase rate

	RPI	RPI Up to 2.5%	RPI Up to 5%	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Minimum early retirement age (other than statutory)

Without Reduction in Benefit	50 Years	55 Years	60 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

With Reduction in Benefit	50 Years	55 Years	60 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Minimum early retirement age (if other than above)

	62 Years	62.5 Years	65 Years	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

If a member retires early, what is the reduction factor?

At Age 50	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

At Age 55	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

At Age 60	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

At Age 62	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

At Age 64	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

What does a surviving spouse receive on the death of a member after retirement?

	Pension	Lump Sum	Choice of Pension or Lump Sum	Pension and Lump Sum	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Is there a guarantee period up to which the pension benefit is payable for?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If a surviving spouse receives a pension, over what period is the pension guaranteed?

	5 Year Guarantee	10 Year Guarantee	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

If a surviving spouse receives a pension, what is the proportion of member's pension?

	X%	X%	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

If a surviving spouse receives a lump sum, what is the maximum number of monthly pensions or lump sum amount (multiple of salary) provided?

Number of Monthly Payments	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Lump Sum as a Multiple of Salary	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

What do surviving children receive on the death of a member after retirement?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Pension	X%	X%	X%
Lump Sum	X%	X%	X%
Choice of Pension or Lump Sum	X%	X%	X%
Pension and Lump Sum	X%	X%	X%
No Benefit	X%	X%	X%
No. of Responses	X	X	X

If final pensionable earnings are defined as a career average, what is the rate of revaluation provided for active members?

	RPI	RPI Up to 2.5%	RPI Up to 5%	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X%	X

1.2.2. Pension – Defined Contribution Scheme

Do organisations offer defined contribution pension schemes in addition to statutory benefits?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Occupational Defined Contribution Plan**Do organisations offer occupational defined contribution plans in addition to statutory retirement benefits?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Occupational defined contribution plan eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are occupational defined contribution plans open to new entrants?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If occupational defined contribution plans are not open to new entrants, are they open for future service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are eligibility conditions stipulated?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Eligibility conditions which are stipulated

Minimum Length of Service (in Months)	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Based on non-zero responses.

Minimum Age	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Maximum Age	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Normal retirement age for scheme members

	60 Years	65 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

What does the definition of pensionable salary/earnings include?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Deductions from the pay made to calculate contributions

Multiple of Lower Earnings Limit (LEL)	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Percentage of Multiple of Lower Earnings Limit (LEL)	X%	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Multiple of Basic State Pension (BSP)	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Other	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are contributions capped for post 1989 members?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Have contributions remained capped post 6 April 2006?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Notional salary cap, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Types of contributions

	Fixed	Variable	No. of Responses
Executive Plan/Policy	X%	X%	X
Management Plan/Policy	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X

If contributions are defined as a fixed percentage, what are the contributions paid by organisations and employees (as a percentage of base salary)?

Organisation	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X%	X

Employee	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Percentage of organisations where no employee contribution is required

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If contributions are a variable percentage, do they vary with the length of service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Average contribution rate (length of service)

Executive Plan/Policy	0–5 Years	6–9 Years	10–15 Years	Over 16 Years	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

Management Plan/Policy	0–5 Years	6–9 Years	10–15 Years	Over 16 Years	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

Professional/ Para-Professional Plan/Policy	0–5 Years	6–9 Years	10–15 Years	Over 16 Years	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

If contributions are a variable percentage, do they vary with the age of an employee?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Average contribution rate (age bands)

Executive Plan/Policy	20–29	30–39	40–49	Over 50	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

Management Plan/Policy	20–29	30–39	40–49	Over 50	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

Professional/ Para-Professional Plan/Policy	20–29	30–39	40–49	Over 50	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

Are organisation's contributions dependent upon employee's contributions?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If organisation's contributions are dependent upon employee's contributions, what are the minimum contributions?

Executive Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Management Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Professional/ Para-Professional Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

If organisation's contributions are dependent upon employee's contributions, what are the maximum contributions?

Executive Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Management Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Professional/Para-Professional Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Items paid in addition to the fixed and/or variable contributions

	Executive Plan/Policy	Management Plan/Policy	Professional/Para-Professional Plan/Policy
Contracting Out National Insurance Rebates	X%	X%	X%
Investment Management Charges	X%	X%	X%
Consultants Charge	X%	X%	X%
Risk Benefit Premiums	X%	X%	X%
Administration Charges	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Are employees allowed to contribute on a salary sacrifice basis?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If employees are allowed to contribute on a salary sacrifice basis, do organisations apply a notional cap?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Notional cap, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are any organisation's national insurance savings passed back to employees?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

If organisation's national insurance savings are passed back to employees, what percentage of the 12.8% do organisations pass back to employees?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
X%	X%	X%	X%
X%	X%	X%	X%
X%	X%	X%	X%
X%	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Group Personal Pension Plans**Do organisations offer group personal pension plans in addition to statutory benefits?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Group personal pension plan eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are group personal pension plans open to new entrants?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are eligibility conditions stipulated?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Eligibility conditions which are stipulated

Minimum Length of Service (in Months)	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Based on non-zero responses

Minimum Age	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Maximum Age	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Normal retirement age for scheme members

	65 Years	67 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

What does the definition of pensionable salary/earnings include?

	Executive Plan/Policy	Management Plan/Policy	Professional/Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Deductions from the pay made to calculate contributions

Multiple of Lower Earnings Limit (LEL)	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Multiple of Basic State Pension (BSP)	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Other	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are contributions capped for post 1989 members?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Have contributions remained capped post 6 April 2006?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Types of contributions

	Fixed	Variable	No. of Responses
Executive Plan/Policy	X%	X%	X
Management Plan/Policy	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X

If contributions are defined as a fixed percentage, what are the contributions paid by organisations and employees (as a percentage of base salary)?

Organisation	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Employee	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Percentage of organisations where no employee contribution is required

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If contributions are a variable percentage, do they vary with the length of service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Average contribution rate (length of service)

Executive Plan/Policy	0–5 Years	6–9 Years	10–15 Years	Over 16 Years	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Management Plan/Policy	0–5 Years	6–9 Years	10–15 Years	Over 16 Years	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

Professional/ Para-Professional Plan/Policy	0–5 Years	6–9 Years	10–15 Years	Over 16 Years	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Based on non-zero responses

If contributions are a variable percentage, do they vary with the age of an employee?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Average contribution rate (age bands)

Executive Plan/Policy	20–29	30–39	40–49	Over 50	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Management Plan/Policy	20–29	30–39	40–49	Over 50	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Professional/ Para-Professional Plan/Policy	20–29	30–39	40–49	Over 50	No. of Responses
Organisation Contribution	X%	X%	X%	X%	X
Employee Contribution	X%	X%	X%	X%	X

Are organisation's contributions dependent upon employee's contributions?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If organisation's contributions are dependent upon employee's contributions, what are the minimum contributions?

Executive Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Management Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

Professional/ Para-Professional Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Based on non-zero responses

If organisation's contributions are dependent upon employee's contributions, what are the maximum contributions?

Executive Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Management Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Professional/ Para-Professional Plan/Policy	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Organisation Rate	X%	X%	X%	X%	X
Employee Rate	X%	X%	X%	X%	X

Items paid in addition to the fixed and/or variable contributions

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Contracting Out of National Insurance Rebates	X%	X%	X%
Investment Management Charges	X%	X%	X%
Consultants Charge	X%	X%	X%
Risk Benefit Premiums	X%	X%	X%
Administration Charges	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Are employees allowed to contribute on a salary sacrifice basis whilst being members of GPP?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If employees are allowed to contribute on a salary sacrifice basis whilst being members of GPP, do organisations apply a notional cap?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Notional salary cap, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are any organisation's national insurance savings passed back to employees?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

If organisation's national insurance savings are passed back to employees, what percentage of the 12.8% do organisations pass back to employees?

	X%	X%	X%	X%	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Stakeholder Pension Plan

Do organisations offer stakeholder pension plans in addition to statutory benefits?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Stakeholder pension plan eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are stakeholder pension plans open to new entrants?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Are stakeholder pension plans open for future service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Normal retirement age for scheme members

	65 Years	66 Years	No. of Responses
Executive Plan/Policy	X%	X%	X
Management Plan/Policy	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X

What does the definition of pensionable salary/earnings include?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Contributions paid by organisations and employees (as a percentage of base salary)

Organisation	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Employee	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Note: There were two organisations stating no employee contribution.

1.3. High Earners Pension**Do organisations make provisions for earnings in excess of the earnings cap?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

High earners pension eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Pension plans provided

	Occupational (Trust Based) Defined Benefit	Occupational (Trust Based) Defined Contribution	Contract Based Defined Contribution	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Notional cap, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are benefit accruals from April 2006 still restricted to a notional earnings cap?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

In defined benefit plans, what is the accrual rate above the notional cap?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

In defined contribution plans, what is the organisation contribution rate as a percentage of pensionable salary on any earning above the notional cap?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

What is the required level of member contributions under the pension arrangement?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

What benefits are available outside of the registered pension provisions, if the value of member's benefit rights is close to the lifetime allowance (LTA)?

	Cash	EFRBS	None	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

What value of benefit rights is the condition for accessing the alternative benefit plans at any time at the option of an employee?

	60–80% of LTA	60–90% of LTA	60–100% of LTA	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

If defined benefit pension provisions are available under the registered plan and members opt out for alternative benefits available, will there be continued salary linking for past service benefits?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If members opt out for alternative provisions available, can they re-enter the registered plan on a later occasion?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If a cash supplement is provided in lieu of registered pension if the member opts out, what percentage of salary is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

What is the relationship of cash available to alternative DC pension contribution?

	The Same	The Same, Less Organisation NI Contributions	No Relationship/ Not Applicable	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

E.g., of the X responses for the executive plan/policy, X% of organisations stated that there is no relationship of cash available to alternative DC pension contribution.

If an EFRBS is provided, does it have the same accrual rate as the corresponding registered pension?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Form in which benefits in excess of the LTA from a registered plan will be available

	Cash	Pension	Either Cash or Pension	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Are all life assurance benefits provided now through the registered scheme (up to the LTA)?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Will financial support be provided to Executives to assist them to make appropriate decisions about pension provisions?

	Yes, but Only Provided Close to April 2006	Yes and Will Continue to Be Provided From Time to Time	Not Provided	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

1.4. Life Assurance**Do organisations provide life assurance benefits in addition to statutory benefits?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Life assurance eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Salary definition for death benefits payments

	Executive Plan/Policy	Management Plan/Policy	Professional/Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Do organisations provide a lump sum to a surviving spouse on the death of an employee in service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Amount covered as a multiple of monthly salary

	36 Months (3 Years)	48 Months (4 Years)	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

If other, what is the number of months?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/Para-Professional Plan/Policy	X	X	X	X	X

Is there a maximum benefit amount (upper cash limit)?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Maximum benefit amount, in GBP (upper cash limit)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are caps provided to life assurance benefits?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

What are cappings based on?

	Based on Notional Earnings Cap	In Line with Old Inland Revenue Limits	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Do organisations provide pensions to a surviving spouse on the death of a member in service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Pension eligibility

	DB Plan	DC Plan	Both DC and DB Plan	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

What are pensions based on?

	Member's Annual Base Salary	Member's Pensionable Salary	Member's Retirement Pension	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

What is the percentage of base value?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

If the surviving spouse's pension is based on a percentage of member's retirement pension, what is the surviving spouse's pension based on?

	Member's Salary	Member's Accrued Pension (DB Only)	Member's Projected Pension to NRA (DB Only)	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

1.5. Sick Pay**Do organisations provide sickness entitlements in excess of the statutory minimum?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

What does the definition of salary include?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

How is the level of sick pay determined?

	All Plans
The Same For All Employees	X%
Variable by Length of Service	X%
Variable by Level	X%
Other	X%

Based on responses from X organisations

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

If short-term sickness entitlement is the same for all employees, what is the level of entitlement, in weeks?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Full Pay Base Salary	X	X	X	X	X
½ Pay Base Salary	X	X	X	X	X
Other	X	X	X	X	X

Based on non-zero responses

If sickness entitlement is variable by length of service, what is the average level of entitlement, in weeks?

	Full Pay Base Salary	1/2 Pay Base Salary	Other	No. of Responses
0–6 Months	X	X	X	X
6 Months – 1 Year	X	X	X	X
1–2 Years	X	X	X	X
2–3 Years	X	X	X	X
3–4 Years	X	X	X	X
4–5 Years	X	X	X	X
5–6 Years	X	X	X	X
6–7 Years	X	X	X	X
7–8 Years	X	X	X	X
8–9 Years	X	X	X	X
9–10 Years	X	X	X	X
More than 10 Years	X	X	X	X

If sickness entitlement is variable by employee level, what is the average level of entitlement, in weeks?

	Full Pay Base Salary	1/2 Pay Base Salary	No. of Responses
Head of Organisation	X	X	X
Executives	X	X	X
Management	X	X	X
Professional Non-Sales	X	X	X
Professional Sales	X	X	X
Para-Professional – “White Collar”	X	X	X
Para-Professional – “Blue Collar”	X	X	X

1.6. Long-term Disability Benefits

Do organisations provide long-term disability benefits in addition to statutory requirements?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Long-term disability benefit eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

How are long-term disability benefits provided?

	Insured Scheme: Income Protection	Provided Through the Pension Plan	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

1.6.1. Insured Scheme: Income Protection

What is included in the definition of salary?

	Executive Plan/Policy	Management Plan/Policy	Professional/ Para-Professional Plan/Policy
Basic Annual Salary	X%	X%	X%
Bonus	X%	X%	X%
Commission	X%	X%	X%
Overtime	X%	X%	X%
Other Fixed Allowances	X%	X%	X%
Shift Allowance	X%	X%	X%
Other	X%	X%	X%
No. of Responses	X	X	X

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Benefit level as a percentage of salary

	X%	X%	X%	X%	X%	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

If other, what is the percentage?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Are state benefits deducted from the benefit?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Do organisations deduct single person's allowance (SLTIB) from the benefit?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

After how many weeks of sickness do benefit payments commence?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Over how many weeks is the benefit payable?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Until what age is the benefit payable?

	60 Years	65 Years	67 Years	70 Years	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Are there any guaranteed increases in payments?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Guaranteed percentage increase

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

1.6.2. Benefit Provided Through the Pension Plan

What is the percentage of member's pension?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

What is the pension based on?

	Service to Date of Disability	Notional Service to Normal Retirement Age	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

1.7. Private Medical Benefits

Do organisations provide private medical benefits?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Private medical benefits eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Who is covered by private medical plans?

	Employee Only	Employee and Spouse	Employee, Spouse and All Dependents	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Is there any employee contribution required?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Percentage of the premium for the standard level of cover contributed by employees

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on all responses, including zeros

Do employees pay an excess/franchise?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Excess/franchise amount, in GBP

Per Year	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Per Claim	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Types of private medical plans

	Fully Insured	Self-Administered	Combination of Fully Insured and Self-Administered	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

How is dental cover provided?

	Provided Under Private Medical Scheme	Provided as a Separate Benefit	Not Provided	No. of Responses
Executive Plan/Policy	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

If dental cover is provided as a separate benefit, what is the amount of the premium paid by organisations and employees, in GBP?

Organisation	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Based on non-zero responses

Note: There were X organisations stating no premium paid by organisations.

Employee	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Based on non-zero responses

Note: There were X organisations stating no premium paid by employees.

1.8. Holiday Entitlement**Do organisations provide holiday entitlement in addition to statutory requirements?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Basic holiday entitlement excluding public holidays

	20 Days	23 Days	25 Days	26 Days	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X

Do organisations provide additional days for service?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

Maximum number of additional holiday days allowed

After 2 Years	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

After 5 Years	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

After 10 Years	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

After 15 Years	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

After 20 Years	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

After 25 Years	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Can unused holiday days be carried over?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

If unused holiday days can be carried over, how many days can be carried over to the following holiday year?

	2 Days	3 Days	5 Days	6 Days	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X%	X
Professional/Para-Professional Plan/Policy	X%	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Are employees allowed to buy or sell holidays?

	Yes	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

How many days can employees buy or sell?

Buy	3 days	5 days	10 days	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Sell	2 days	3 days	5 days	Other	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

1.9. Share Purchase Plans

Do organisations provide share purchase plans?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Share purchase plan eligibility

	Percentage of Organisations	No. of Responses
Executive Plan/Policy	X%	X
Management Plan/Policy	X%	X
Professional/Para-Professional Plan/Policy	X%	X

1.9.1. One-Year Plans

Maximum percentage of base salary which can be used to purchase shares

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Is there an overall maximum amount which can be used to purchase shares?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Maximum amount which can be used to purchase shares, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are interests added to the savings?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

When shares are purchased, what is the discount on market value provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Note: X organisations provide no discount on market value.

Is the plan approved by the Inland Revenue?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

1.9.2. Three- or Five-Year Plans

Maximum percentage of base salary which can be used to purchase shares

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Is there an overall maximum amount which can be used to purchase shares?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Maximum amount which can be used to purchase shares, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Are interests added to the savings?

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

When shares are purchased, what is the discount on market value provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Based on non-zero responses Para-Professional Plan/Policy	X%	X%	X%	X%	X

Note: X organisations provide no discount on market value.

1.10. Loans**Do organisations provide loans to employees?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Do organisations provide loans to employees?

	Percentage of Organisations
Car Loan	X%
Season Tickets	X%
Other	X%

Based on responses from X organisations

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

1.11. Club Subscriptions**Do organisations pay for employees' subscriptions to professional societies?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Do organisations pay for employees' subscriptions to social/sports clubs?

	Percentage of Organisations
Partly	X%
Wholly	X%

Based on responses from X organisations

1.12. Meals**Percentage of canteen meals subsidised by organisations**

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Meal allowance and/or vouchers amount paid per month, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X	X	X	X	X
Management Plan/Policy	X	X	X	X	X
Professional/ Para-Professional Plan/Policy	X	X	X	X	X

Based on non-zero responses

1.13. Discount for Organisations' Products**Do organisations' activities allow for the granting of product discounts?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Percentage discount on organisations' products

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Executive Plan/Policy	X%	X%	X%	X%	X
Management Plan/Policy	X%	X%	X%	X%	X
Professional/ Para-Professional Plan/Policy	X%	X%	X%	X%	X

1.14. Paid Leave**Do organisations have one global leave policy that covers maternity and paternity, applied consistently across all countries?**

	Percentage of Organisations
Yes, Maternity Leave Included	X%
Yes, Paternity Leave Included	X%
No, But Considering Implementing One	X%
No	X%

Based on responses from X organisations

Note: Some organisations indicated more than one option; therefore the total exceeds 100%.

Do organisations provide paid maternity leave benefits above statutory requirements?

	Percentage of Organisations
No, Solely According to Statutory Requirement	X%
Yes, Above Statutory Requirement	X%

Based on responses from X organisations

Number of weeks of maternity leave offered by organisations

	26 Weeks	39 Weeks	52 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Number of fully paid weeks provided in total

	6 Weeks	12 Weeks	26 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Number of partially paid weeks provided in total

	6 Weeks	13 Weeks	39 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Average rate of pay provided for partially paid weeks

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Number of unpaid weeks provided in total

	12 Weeks	13 Weeks	26 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Minimum weeks of employment before employee is eligible

	12 Weeks	26 Weeks	52 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Do organisations provide paid paternity leave benefits above statutory requirements?

	Percentage of Organisations
No, Solely According to Statutory Requirement	X%
Yes, Above Statutory Requirement	X%

Based on responses from X organisations

Number of weeks of paternity leave offered by organisations

	1 Week	2 Weeks	4 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Number of fully paid weeks provided in total

	0 Weeks	1 Week	2 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Number of partially paid weeks provided in total

	0 Weeks	1 Week	2 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Average rate of pay provided for partially paid weeks

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Based on non-zero responses

Number of unpaid weeks provided in total

	0 Weeks	1 Week	2 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Minimum weeks of employment before employee is eligible

	0 Weeks	26 Weeks	52 Weeks	Other	No. of Responses
Main Plan/Policy	X%	X%	X%	X%	X

Do organisations provide parental leave benefits above statutory requirements?

	Percentage of Organisations
No, Solely According to Statutory Requirement	X%
Yes, Above Statutory Requirement	X%

Based on responses from X organisations

1.15. Company Car Benefits**Do organisations provide company car benefits as part of compensation package to any employees?**

	Percentage of Organisations
Yes	X%
No	X%

Based on responses from X organisations

Company car benefits eligibility

	Percentage of Organisations	No. of Responses
Head of Organisation	X%	X
Executives	X%	X
Management	X%	X
Professional Sales	X%	X
Professional Non-Sales	X%	X
Para-Professional – “White Collar”	X%	X
Para-Professional – “Blue Collar”	X%	X

1.15.1. Provision of Company Owned/Leased Car

Criteria used for determining the provision of company cars

	Status/Seniority	Business Need	No. of Responses
Head of Organisation	X%	X%	X
Executives	X%	X%	X
Management	X%	X%	X
Professional Sales	X%	X%	X
Professional Non-Sales	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X

Types of company car benefits provided by organisations

	Company Owned Car	Company Leased Car	Cash Allowance in Lieu	Choice Between Either Company Owned/Leased Car or Cash Allowance in Lieu	Combination of Company Owned/Leased Car and Cash Allowance in Lieu	No. of Responses
Head of Organisation	X%	X%	X%	X%	X%	X
Executives	X%	X%	X%	X%	X%	X
Management	X%	X%	X%	X%	X%	X
Professional Sales	X%	X%	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Primary criteria for car selection

	Free Choice Within a Maximum Cost	Choice of a Range of Models	One Model Only	Maximum Engine Size	No. of Responses
Head of Organisation	X%	X%	X%	X%	X
Executives	X%	X%	X%	X%	X
Management	X%	X%	X%	X%	X
Professional Sales	X%	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Maximum engine size

Cubic Centimetres (CC)	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Limits on the private use of the car

	Car Is For Business Use Only	No Limits: Full Business and Private Use of the Car	Car Is Available to the Employees During the Week But Not on Weekends	Some Other Limits on Private Use	No. of Responses
Head of Organisation	X%	X%	X%	X%	X
Executives	X%	X%	X%	X%	X
Management	X%	X%	X%	X%	X
Professional Sales	X%	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Maximum budget (taxes included), in GBP

Purchase Price	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Monthly Lease Fee	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Most typical benchmark vehicle

	Make and Model
Head of Organisation	X
Executives	X
Management	X
Professional Sales	X
Professional Non-Sales	X
Para-Professional – “White Collar”	X
Para-Professional – “Blue Collar”	X

Replacement policy

Distance in Miles	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Term in Months	36 Months	42 Months	48 Months	Other	No. of Responses
Head of Organisation	X%	X%	X%	X%	X
Executives	X%	X%	X%	X%	X
Management	X%	X%	X%	X%	X
Professional Sales	X%	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Types of fuel usage financed by organisations

	Business and All Private Fuel	Business Fuel Only	Business and Part of Private Fuel	Not Financed by the Organisation	No. of Responses
Head of Organisation	X%	X%	X%	X%	X
Executives	X%	X%	X%	X%	X
Management	X%	X%	X%	X%	X
Professional Sales	X%	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Percentage of expenses covered by car policy

Maintenance	X%	X%	Other	No. of Responses
Head of Organisation	X%	X%	X%	X
Executives	X%	X%	X%	X
Management	X%	X%	X%	X
Professional Sales	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Tax	X%	X%	Other	No. of Responses
Head of Organisation	X%	X%	X%	X
Executives	X%	X%	X%	X
Management	X%	X%	X%	X
Professional Sales	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Insurance	X%	X%	Other	No. of Responses
Head of Organisation	X%	X%	X%	X
Executives	X%	X%	X%	X
Management	X%	X%	X%	X
Professional Sales	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Contribution the employee pays to the company for use of the company car (other than tax)

	None	Employee Monthly Contribution to Company Car Cost	Employee Pays Full Car Cost by Salary Sacrifice	No. of Responses
Head of Organisation	X%	X%	X%	X
Executives	X%	X%	X%	X
Management	X%	X%	X%	X
Professional Sales	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Monthly contribution to the company of part of costs, in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Organisations which provide personal driver for employees provided with a company car

	Percentage of Organisations	No. of Responses
Head of Organisation	X%	X
Executives	X%	X
Management	X%	X

Organisations which allow employee to purchase the car at the end of its period as a company car

	Percentage of Organisations	No. of Responses
Head of Organisation	X%	X
Executives	X%	X
Management	X%	X
Professional Sales	X%	X
Professional Non-Sales	X%	X
Para-Professional – “White Collar”	X%	X
Para-Professional – “Blue Collar”	X%	X

Percentage of organisations where no discount on the car’s market value is provided

	Percentage of Organisations	No. of Responses
Head of Organisation	X%	X
Executives	X%	X
Management	X%	X
Professional Sales	X%	X
Professional Non-Sales	X%	X
Para-Professional – “White Collar”	X%	X
Para-Professional – “Blue Collar”	X%	X

Percentage of organisations in which employees pay any excess/franchise in the case of an accident where the employee is at fault

	Percentage of Organisations	No. of Responses
Head of Organisation	X%	X
Executives	X%	X
Management	X%	X
Professional Sales	X%	X
Professional Non-Sales	X%	X
Para-Professional – “White Collar”	X%	X
Para-Professional – “Blue Collar”	X%	X

Percentage of organisations providing incentives for alternative fuel/green cars

	Percentage of Organisations	No. of Responses
Head of Organisation	X%	X
Executives	X%	X
Management	X%	X
Professional Sales	X%	X
Professional Non-Sales	X%	X
Para-Professional – “White Collar”	X%	X
Para-Professional – “Blue Collar”	X%	X

1.15.2. Provision of Car Allowance in Lieu

How is the allowance in lieu of a company car calculated?

	As a Percentage of Salary	As a Fixed Amount for Level of the Role	As a Fixed Amount for All Employees	Other	No. of Responses
Head of Organisation	X%	X%	X%	X%	X
Executives	X%	X%	X%	X%	X
Management	X%	X%	X%	X%	X
Professional Sales	X%	X%	X%	X%	X
Professional Non-Sales	X%	X%	X%	X%	X
Para-Professional – “White Collar”	X%	X%	X%	X%	X
Para-Professional – “Blue Collar”	X%	X%	X%	X%	X

Note: The total does not equal 100% due to rounding.

Maximum annual cash allowance

Fixed Amount, in GBP	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Percentage of Salary	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X%	X%	X	X
Executives	X%	X%	X%	X%	X
Management	X	X	X%	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

Mileage allowance paid by organisations for employees not provided with company car benefits (per mile), in GBP

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses
Head of Organisation	X	X	X	X	X
Executives	X	X	X	X	X
Management	X	X	X	X	X
Professional Sales	X	X	X	X	X
Professional Non-Sales	X	X	X	X	X
Para-Professional – “White Collar”	X	X	X	X	X
Para-Professional – “Blue Collar”	X	X	X	X	X

E.g., of the X responses for Management, the average mileage allowance provided by organisations to employees without company car benefits is GBP X.X per mile.

3. METHODOLOGY STANDARDS AND MARKET STATISTICS

3.1. Data and Confidentiality Standards

Mercer uses a number of market data masking rules in this report to guarantee client data confidentiality and to ensure the market data is as meaningful and useful as possible.

3.1.1. Market Data Masking Criteria

A minimum number of organisations is required to display statistics. If the minimums are not met, market data is suppressed (“masked”) to protect client confidentiality.

Minimum counts to display statistics

Statistic	Number of Organisations
Mean (Average) and Frequency Percents	X
50th Percentile (Median)	X
25 th and 75 th Percentile	X

Note: Masked data is indicated in this report with a double hyphen, i.e.: “--”.

3.1.2. Treatment of Zeros

Throughout the reports, zeros have not been used in the calculations unless otherwise specified.

3.1.3. Data Effective Date

Date of which survey data is valid.

3.2. Descriptive Statistics

25th Percentile (25th %ile) – The data point that is higher than 25% of all other data in the sample when ranked from low to high, also known as the first quartile.

Median – The data point that is higher than 50% of all other data in the sample when ranked from low to high. Also known as the 50th percentile.

75th Percentile (75th %ile) – The data point that is higher than 75% of all other data in the sample when ranked from low to high, also known as the third quartile.

Average – The sum of all data divided by the total number of observations in the sample, also known as mean.

No. of Responses – The number of organisations providing information on the benefit item. Each item is analysed individually using the data reported for that item only. If an organisation did not provide a piece of data for a benefit item, this organisation’s information is not included in the calculation of the statistics. Therefore the number of responses may differ by item.

SAMPLE

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