



# Pay and benefits

in specialist industries



# Our customers...

Paydata has conducted Pay and Benefits Surveys for over 15 years, many in specialist industry sectors, including:

- Building and Civil Engineering
- Facilities Management
- House building
- Call Centres
- Professional Associations and Institutes
- Residential Care

# Market practice

In a challenging marketplace, effective and competitive remuneration is a key focus.

Employers need to ensure their reward policies and practices are both practical and relevant. Therefore, having access to robust and up-to-date market practice in the industry in which you operate is essential.

Paydata has helped many UK employers benchmark their terms and conditions to the external market in a robust, confidential and legal manner.

Each of our industry surveys is developed in close co-operation with the participating organisations, and often with an existing salary club / group.

Each survey is specifically designed to help participants understand pay and benefits trends for key sector positions and enables participants to compare their pay and benefits with comparable organisations - who they recruit from and lose people to.

### Positions covered

Our systems analyse between 1,000 and 30,000 employees per survey, often across hundreds of UK locations. Most include between 20 and 100 positions, from Administrators to Senior Executives, in a variety of different job categories, many of which are unique to the particular sector.

Each survey's methodology is underpinned by Paydata's own robust job evaluation system, which may be compared to other common systems (Hay, etc.).

### Geographical regions covered

Our systems are highly customised; enabling pay to be analysed nationally, regionally and even locally. For example:

- Inner London
- Outer London and South East
- South West and Wales
- Midlands
- North
- Scotland

## Information collected

Surveys often collect the following information:

- Base salary
- Bonuses
- Allowances
- Working hours
- Holiday entitlement
- Pension
- Private medical
- Company car provision

## Personalised reports

In exchange for contributing, participants receive an individually-produced personalised survey report that is simple to interpret and enables them to easily compare their reward practices to the market.

Our customers tell us their survey reports are an invaluable source of market data, and a key input into making informed pay decisions.

## Flexible data collection

Our data collection processes are very flexible in order to minimise participants' time/resources. Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download.

## Fees

Our systems, skills and experience mean that we can offer a highly tailored service to our customers at great value.

Based on a minimum of eight participating organisations, most surveys cost between just £700 and £800 + VAT per participant annually, depending on the complexity of the survey. This fee covers:

- Survey design and set-up
- Data collection
- Data auditing and analysis
- Production of participants' survey reports throughout the year
- Attendance at a group meeting to present year-on-year pay trends and review the survey

## Legal reports

Anti-trust legislation requires any exchange of pay and conditions information within a particular industry sector to be conducted through an independent third party; and not directly between participating organisations.

All information provided to Paydata by participants is subject to strict confidentiality. Paydata's reports have been reviewed by lawyers and meet all known anti-trust requirements. All results are reported in an aggregated format making it impossible to identify individual contributors.

Paydata is registered with the Data Protection Act and no confidential information is released to any organisation.

**If you would like additional information  
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