Paydata Salary Benchmarking Club Surveys



Pay and benefits

in the Mechanical and Electrical Industry





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 up-to-date market practice in the industry in which you operate is essential.

Paydata's Mechanical and Electrical Survey of Pay and Benefits is designed to help you understand pay and benefits trends for key positions in the sector. Customised for sector employers, it enables you to compare your pay and benefits with comparable organisations - who you recruit from and lose people to.

We are the leading provider of salary and benefits benchmarking data to the construction industry. Since 2002 we have helped many of the UK's construction companies benchmark their terms and conditions to the external market in a robust, confidential and legal manner.

Positions covered

Covering over 2,500 employees, employed across the UK, the survey encompasses over 40 different industry specific roles across eight different levels from Operations Director to CAD Engineer.

Job categories covered include:

- Operations
- Commercial
- Estimating
- Quantity Surveying
- Supply Chain / Procurement
- Business Development
- Planning
- Design
- Graduate Programme

Geographical regions covered

The survey covers national and regional pay trends:

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

Information collected

Other information collected includes:

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

Personalised reports

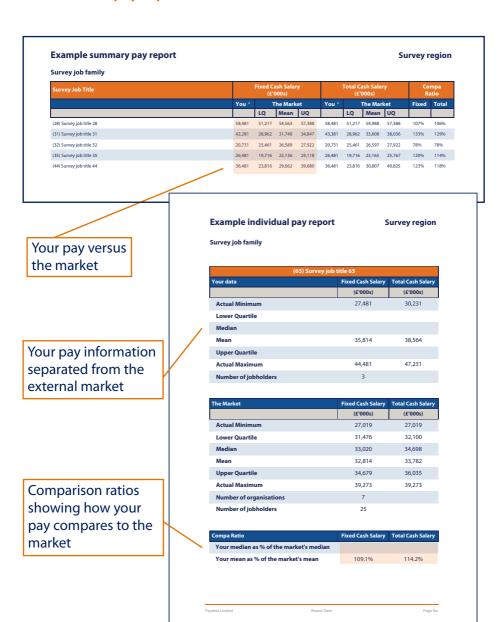
Participants receive an individually produced personalised report that is simple to interpret and enables them to easily compare their reward practices to the market.

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

Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download, along with any relevant structure/organisation charts.

Personalised pay reports



Timely reports

Post pay review salaries are collected from participants so that our survey database can be kept up-to-date all year round.

Participants can draw down updated reports, available in Adobe PDF and Excel formats, at any time during the year. For example, organisations with January pay reviews often request an updated report in September, to inform their decisions.

Fees

The annual subscription for this highly customised solution is £850 +VAT. Additional reports available (additional charges apply):

- Comparator Report option to select your own comparator group (subject to a mininum number of comparators); and
- Employee Market Report providing a full breakdown of your employees, showing how their pay compares to the market on both a national and regional basis.

Mechanical and Electrical HR Forum

We also run a combined HR Group for the Mechanical and Electrical and Facilities Management sectors. Meeting twice annually, it offers group members to opportunity to meet with like-minded HR professionals and exchange advice and common experiences. Please enquire for further details.

If you would like to participate or require additional information please contact Tim Kellett on +44 (0)1733 391 377 or via email to timk@paydata.co.uk



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