



# **Pay and Benefits**

in Housing Associations



We've always received  
a great service from  
Paydata - always a positive  
experience."

**RESPONDENT**

Paydata Customer Satisfaction  
Questionnaire



## 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.

Paydata's Pay and Benefits Survey for Housing Associations provides sector employers with invaluable market intelligence. It has been specifically designed in partnership with Housing Associations to fill the gaps in benchmarking data, particularly in relation to specialist roles, which exist in current sector survey sources.

This provides employers with valuable, accurate and specific external market information to inform reward decision and enables employers to compare their pay and benefits with comparable

organisations - those who they recruit from and lose people to.

As the leading provider of salary and benefits benchmarking data, Paydata have been helping employers benchmark their terms and conditions to the external market since 1998.

To find out how we can help you, please call us on

**+44 (0)1733 391 377**  
**info@paydata.co.uk**

## Member Benefits

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With Housing Association Salary Survey membership you benefit from:



### BEST MARKET PRACTICE

Determine market practice on pay and benefits for housing association roles across the UK.



### COMPARE RELEVANT EMPLOYERS

Compare your organisation's approach with other relevant employers that operate within the sector, many of whom only contribute to Paydata's survey.



### LATEST MARKET INTELLIGENCE

Receive up-to-date and accurate market data whenever you need it over a 12 month period.



### GUIDE DECISION-MAKING

Inform your internal decisions in a highly competitive labour market and support your recruitment and retention strategy.



### NETWORKING WITH YOUR PEERS

Access to like-minded HR professionals within the sector and the opportunity to exchange advice and common experiences at our HR Forum for Housing Association employers.



### ONGOING SUPPORT

Full support, as we help you to understand the latest industry trends based on our leading reward experience within the sector.

## Survey Overview

Covering over 8,000 individuals, employed across the UK, the survey encompasses more than 70 different industry specific roles across 14 levels.

### JOB CATEGORIES COVERED



- Community and Housing
- Development
- Asset Management / Property services
- Customer / Tenant Services
- Direct Maintenance
- Facilities
- IT
- Human Resources
- Finance

### GEOGRAPHICAL REGIONS COVERED



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

### INFORMATION COLLECTED



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

## Data Collection

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We make submitting your data easy with our flexible data collection options.

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

## Your Survey Report

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

### PERSONALISED PAY 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.

### 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 then draw down updated reports at any time during the year. For example, organisations with January pay reviews often request an updated report in September, to inform their decisions.

## Example Report

### Example summary pay report

Survey region

Survey job family

Survey Job Title	Fixed Cash Salary (£'000s)				Total Cash Salary (£'000s)				Compa Ratio	
	You *	The Market			You *	The Market			Fixed	Total
		LQ	Mean	UQ		LQ	Mean	UQ		
(28) Survey job title 28	58,481	51,217	54,563	57,388	58,481	51,217	54,988	57,388	107%	106%
(31) Survey job title 31	42,281	28,962	31,748	34,847	43,381	28,962	33,608	38,036	133%	129%
(32) Survey job title 32	20,731	25,461	26,589	27,922	20,731	25,461	26,597	27,922	78%	78%
(35) Survey job title 35	26,481	19,716	22,136	24,118	26,481	19,716	23,165	25,767	120%	114%
(44) Survey job title 44	36,481	23,816	29,662	39,680	36,481	23,816	30,807	40,825	123%	118%

### Example individual pay report

Survey region

Survey job family

(65) Survey job title 65		
Your data	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,481	30,231
Lower Quartile		
Median		
Mean	35,814	38,564
Upper Quartile		
Actual Maximum	44,481	47,231
Number of jobholders	3	
The Market	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,019	27,019
Lower Quartile	31,476	32,100
Median	33,020	34,698
Mean	32,814	33,782
Upper Quartile	34,679	36,035
Actual Maximum	39,273	39,273
Number of organisations	7	
Number of jobholders	25	
Compa Ratio	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Your median as % of the market's median		
Your mean as % of the market's mean	109.1%	114.2%

## PERSONALISED PAY REPORTS



Your pay versus the market

Your pay information separated from the external market

Comparison ratios showing how your pay compares to the market

## Fees

### ANNUAL SUBSCRIPTION

#### Salary Survey membership

£850 +VAT for a 12 month subscription to the survey.

#### HR Workshop membership

Free to participating survey members, with two meetings per year.

### ADDITIONAL OPTIONS

Additional reporting options are also available\*:

#### Comparator Report

Filter the results to a chosen comparator group (subject to minimum sample populations);

#### Diversity Report

Covering market statistics on gender, service and age; and

#### Employee Market Report

A full breakdown of your employees, providing a market rate for each matched jobholder.

\* additional charges apply

## EXISTING SURVEY PARTICIPANTS



Existing survey participants include many of the major employers in the Housing Associations sector:

- A2Dominion Group
- Cross Keys Homes
- Guinness Trust Group
- Hanover Housing Group
- Home Group
- Housing & Care 21
- Hyde Housing
- Midland Heart
- Optivo
- Radian Group
- Raven Housing Trust
- Red Kite Community Housing
- Sanctuary Housing
- Sovereign Housing Association
- Vivid Housing Association





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