

UK Reward Management Survey

Spring 2019 - Key Findings

The latest edition of the Paydata UK Reward Management Survey gives an insight into what is happening, and what is going to happen, in the world of reward.

The full report showing the overall analysis of the responses is distributed to all those who took part. Here we present an overview of the key findings from the report.

REGISTER NOW
The autumn edition of the UK Reward Management Survey will launch in September 2019.

Business Activity

Spring 2018

60% 

of organisations expect revenues to increase

Autumn 2018

54% 

of organisations expect revenues to increase

Spring 2019

57% 

of organisations expect revenues to increase

Pay Reviews

35%



expect their pay reviews to be carried out in April

April



is the most popular month which marks the beginning of the new financial year

61%



target pay actions based on external relationships

Pay Awards

UP TO 3%



most common predicted pay budget for **2018** and **2019**

The two most quoted drivers for pay increases are **external relationships** and **internal relationships**





The majority of pay outlooks are **conservative** and potentially supplemented with **out of cycle pay increases**

Out of cycle pay increases



Out of cycle pay increases are most commonly expected to account for **up to 1%** of annual pay bills, in line with the results from 2018

81%

used out of cycle pay increases **2018**, whilst only **48%** anticipated using these types of increase in our autumn report

83%

anticipate using out of cycle pay increases in **2019**

Key Drivers

52%

cite **market pressures** as a key driver



42%

cite **internal pay alignment** as a key driver



Bonuses

Bonus levels remain stable, with more people expected to receive bonuses



41%

expect the size of bonus payments to remain consistent



Long-term incentive plans (LTIPs)

Fewer organisations are using this type of incentive:

Spring 2018

43%



Spring 2019

31%



Gender pay gap

Incremental progress:

71%



measure the gap

Autumn 2018

17.1%

with an interquartile range of **10.8%** and **26.2%**

Spring 2019

16.3%

with an interquartile range of **8.8%** and **24.7%**

The reporting deadline has driven the number of respondents publishing data externally to **69%**, compared to **3%** in 2016



What next?

46%

are conducting additional analysis to identify the drivers behind their figures

ONLY 5%

intend to carry out an equal pay audit



One third are taking no further action

Equality in the workplace

58%

are looking to examine their ethnicity pay gap data

42%

intend to investigate demographic employee data based on age

44%

will focus on the support they provide to disabled employees

Diversity and equality initiatives

The top diversity and equality initiatives include:

1

Networking groups – dedicated support groups to connect and promote progression for women, parents, Black Organisation of Leadership & Development, Lesbian, Gay, Bisexual and Transgender, Disability and wellbeing, and carers who can all share their experiences.



2

Dedicated working groups to champion equality across the organisation – these differ from networking opportunities because they are open to all staff to discuss ideas to improve pay for under-represented groups of employees.



3

Mentoring, coaching and sponsorship programmes – initiatives designed to provide dedicated training and support to individuals wishing to progress.



Recruitment and Retention

Employee turnover has increased in the last year but the outlook remains steady.



62%

expect **retention issues** to persist in the next 12 months (as opposed to **40%** in spring 2018)

66%

anticipate **recruitment difficulties** in the next 12 months



Two thirds of organisations have had to offer new recruits salaries that conflict with those paid to existing employees

Human Resources Budgets

Limited HR budgets remains a key challenge for teams.

Top agenda items for 2019 include:

78%



Pay benchmarking

76%



Employee
opinion surveys

69%



Review of pay
review process

The next edition of the Paydata UK Reward Management Survey will be launched in September 2019. All participants receive a comprehensive free report covering the results of the survey. To be kept up-to-date when the survey is launched, please [register here](#).

To discuss these results, or to see how we can help with your needs,
please contact us on **+44 (0)1733 391 377** or via **info@paydata.co.uk**