

Third Sector Reward Trends

UK Reward Management Survey Spring 2019

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autumn 2019 edition
and receive your copy
of the comprehensive
trends report.

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. This additional report shows some of the variations specific to the third sector.

Participants

48



Third Sector employers completed the survey.

Together they employ over **73,000** people.

42% have between 20 and 249 employees, whilst 15% have more than 2,500 employees.

Pay Awards

2018

UP TO **2%**



The most common pay budget for **2018**

2019

UP TO **3%**



The most common predicted pay budget for **2019**



74% of third sector employers tell us that their pay increase is driven by external relativities, whilst 50% say that the pay increase is driven by internal relativities.

Bonuses

The size of bonuses will stay the same for **55%** of employers. **55%** of respondents also expect the number of people receiving bonus payments to stay the same, whilst 9% expect it to increase.



Out of Cycle Pay Increases

UP TO **2%**

Out of cycle pay increases account for up to 2% of the annual pay bill for 42% of respondents.



64%

of respondents quote the key driver of out of cycle pay increases for 2019 as **market pressures** (significantly up from 45% in 2018).



Recruitment and Retention



Amongst respondents, average employee turnover for the last 12 months was **20%**, with 71% expecting this to remain unchanged for next year.

60%



of employers have experienced difficulties retaining people.

65%



of employers have experienced recruitment difficulties.



Half of respondents have had to offer new recruits salaries which conflict with those paid to existing employees. **85% of respondents** had offered **up to 10% more**, whilst 10% had offered up 20% more.

Recruitment and Retention Strategies



When it came to tackling recruitment and retention challenges, respondents were addressing issues in different ways. Common strategies included:

- 1 Talent/Career development
- 2 Use of new recruitment channels
- 3 Review of total reward package
- 4 Employee referral and engagement

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**