

## Procurement Survey Results

**Andrew Daley**

Director

t: 0161 776 4603

m: 07711 715258

e: andrew@edburydaley.com



### Comments from the Salary Survey

Thank you to all those who took part in our first survey. It is greatly appreciated that over 500 of you from a variety of industry sectors, categories and levels of seniority took time to contribute. We expect these numbers to grow as more and more people find out about this service, and of course, the more who contribute the more valuable the data.

This quarter's work on Salaries has produced some very interesting information about the size and frequency of pay reviews and their relationship with the amount of time served at an organisation.

The results are quite interesting and have prompted more questions, so with that in mind, we intend to address this further in our Q2 "Career Development" survey. We will be asking questions about how best to advance your career covering issues like:

- How to best position yourself for internal promotion?
- What's the optimum time to stay in one role/company?
- How have you positioned yourself to be considered for the best opportunities internally and externally?
- Have you ever accepted a counter offer?
- With the benefit of hindsight, was it the right decision to accept a counter offer?

## Procurement Survey Results

**Andrew Daley**  
Director  
t: 0161 776 4603  
m: 07711 715258  
e: [andrew@edburydaley.com](mailto:andrew@edburydaley.com)



We are working on finalising the questions for this particular survey, but would encourage any input from people with a particular interest in this research. If you have any suggestions or particular issues that you would like to see discussed, please email Andrew Daley [andrew@edburydaley.com](mailto:andrew@edburydaley.com)

## Procurement Survey Results

Andrew Daley  
 Director  
 t: 0161 776 4603  
 m: 07711 715258  
 e: andrew@edburydaley.com

### Please indicate your purchasing experience



### Please indicate your gross basic salary (£)

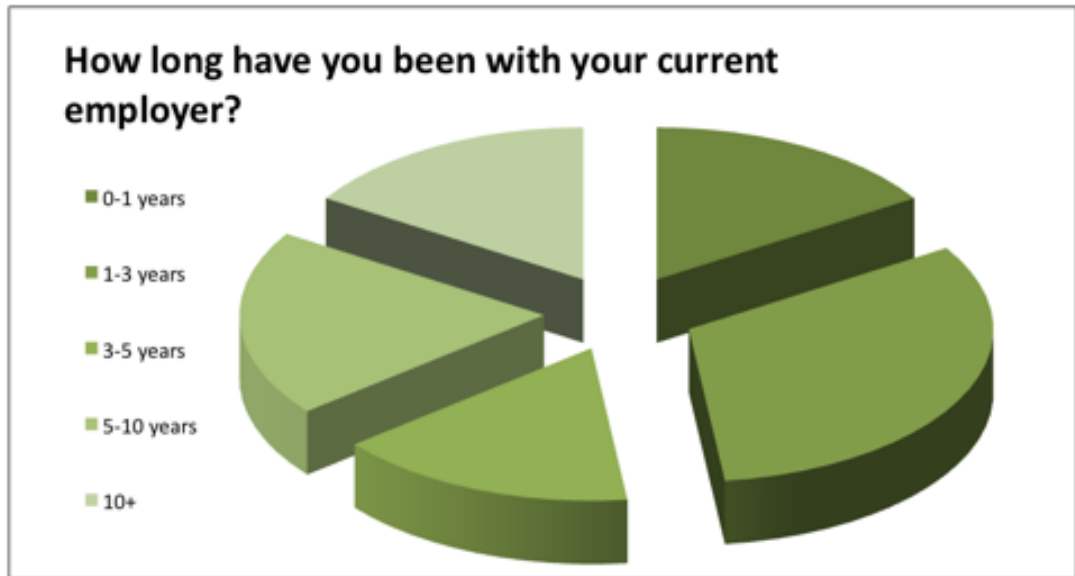


### Basic Salary

Nearly 60% of all respondees indicated their basic salary is at least £65k yet 50% of the people involved had less than 15 years experience.

## Procurement Survey Results

Andrew Daley  
Director  
t: 0161 776 4603  
m: 07711 715258  
e: andrew@edburydaley.com



### Time Served

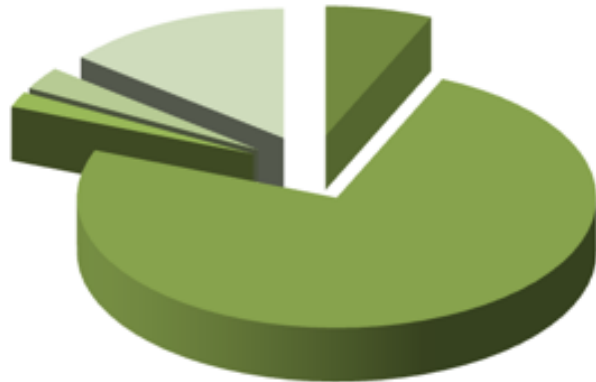
Over 60% of those that did respond had been with their current employer for at least 5 years. Perhaps these people were those who most wanted to benchmark their salaries with the external market.

## Procurement Survey Results

Andrew Daley  
Director  
t: 0161 776 4603  
m: 07711 715258  
e: andrew@edburydaley.com

### When was the last time you had a basic salary increase?

- 6 monthly performance appraisal
- Annual pay review
- Company index linked increase
- Resignation/counter offer
- New position (Majority was 'Job Move')



### Salary Increases

Surprisingly there were no consistent trends on when people had their last salary increase although a significant percentage do have a fixed review period whether it be annual, bi-annual etc.

## Procurement Survey Results

Andrew Daley  
 Director  
 t: 0161 776 4603  
 m: 07711 715258  
 e: andrew@edburydaley.com

### How long have you been with your current employer?



### How large was your last salary review as a percentage of your basic salary?

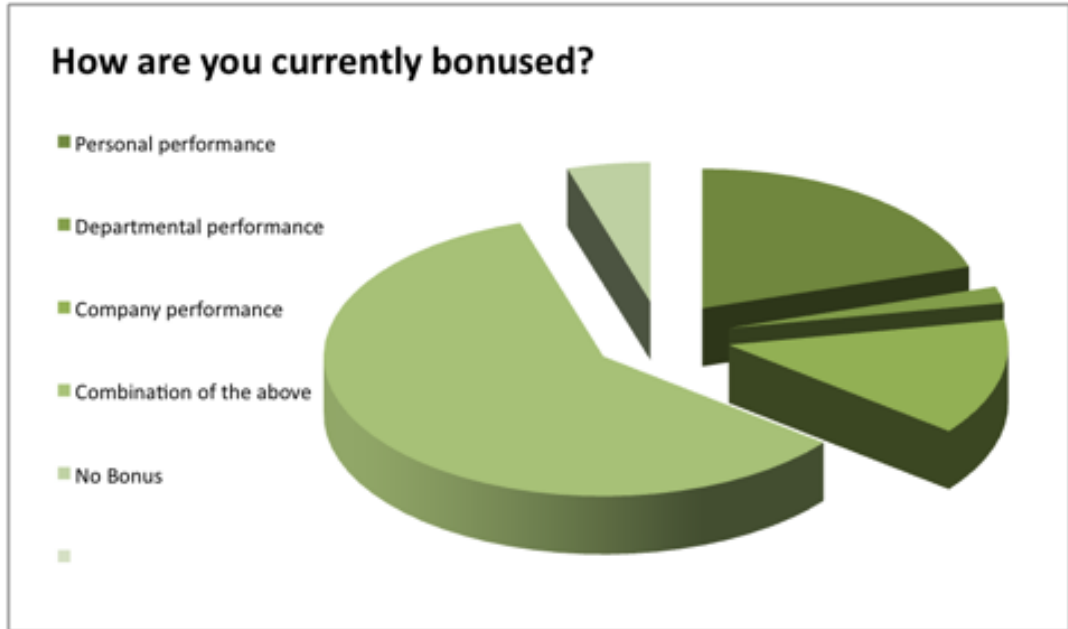


Nearly 50% of those surveyed last basic salary increase was less than 1%. This is particularly interesting when combined with the stats on how long people had been with their current employers. Are organisations taking people’s loyalty for granted?

Another view would be that c.4% seems to be the average pay rise but approx 25% of you had pay rises of 10-15%.

## Procurement Survey Results

Andrew Daley  
 Director  
 t: 0161 776 4603  
 m: 07711 715258  
 e: andrew@edburydaley.com



### Bonuses

**If you would like further information about any of the info contained in this report OR would like to comment on the findings then please contact us via [info@edburydaley.com](mailto:info@edburydaley.com)**

A surprisingly large number of people (c. 60%) did not receive any bonus. We must admit that this is very much contradictory to the day to day conversations we have with procurement people where we frequently discuss performance related bonus schemes. This used to be most commonplace in the banking sector but our experience suggests that such arrangements are now common across all the major private sector industries. Not surprisingly the size of bonuses vary greatly although over half got no more than 15% of basic salary last year. However significant numbers of you earned bonuses in each defined range from 20% through to 40% plus. The data didn't completely confirm our expectation that the most common performance related bonus systems are based on a combination of departmental and personal performance, however it did back up the theory that very few are purely about personal performance as there is usually some element of departmental or corporate performance taken into account when establishing the size of annual bonuses.

## Procurement Survey Results

**Andrew Daley**  
Director  
t: 0161 776 4603  
m: 07711 715258  
e: [andrew@edburydaley.com](mailto:andrew@edburydaley.com)



**Footnote:**

If you would like further information about any of the info contained in this report OR would like to comment on the findings then please contact us via [info@edburydaley.com](mailto:info@edburydaley.com)