

The RICS and Macdonald & Company UK & Europe Rewards & Attitudes Survey 2014



Take part to
be in with a
chance to win
the new iPad
mini.



All participants will receive a
personal copy of the Executive
Summary 2014 once the results
have been announced.

Report Summary - 20th October 2014

Survey: The 2014 RICS and Macdonald & Company UK Rewards and Attitudes Survey

Status: **Launched**

Total Responses: 8209

Created Time/Date: 16:01 3rd Apr 2014

Filtered Responses: 80

Modified Time/Date: 11:57 6th Jun 2014

Responses Excluded: 8129

Question 1: Which one of the following best describes your main professional activity? Please select your main professional activity from the appropriate sectors below. Please tick ONE.

Answers: Responses:

Academic 0 / 0%

Architect/Design 0 / 0%

Building Control 0 / 0%

Building Surveying 0 / 0%

Business Development
Management 0 / 0%

Construction Management 0 / 0%

Corporate Property Consultancy 0 / 0%

Development Commercial 0 / 0%

Energy/Renewables 0 / 0%

Environmental/Sustainability 0 / 0%

Estates Surveyor (In House) 0 / 0%

Financial/Real Estate Analyst 0 / 0%

FM Commercial Management 0 / 0%

FM Operations - Hard 0 / 0%

FM Operations - Soft 0 / 0%

FM Operations - Total FM 0 / 0%

Fund Management 0 / 0%

General Practice 0 / 0%

Health & Safety 0 / 0%

Industrial Agent/Leasing 0 / 0%

Investment Brokerage/Agency 0 / 0%

Landlord & Tenant 0 / 0%

Office Agent/Leasing 0 / 0%

Planner 0 / 0%

Property Manager 0 / 0%

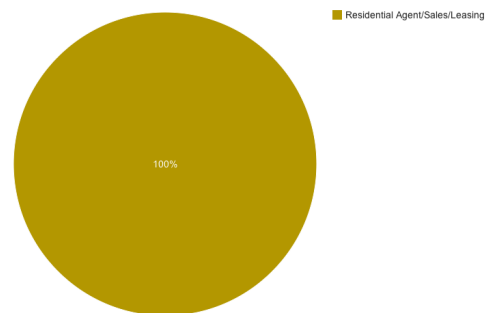
Project Management 0 / 0%

Property Asset Management 0 / 0%

Property Finance 0 / 0%

Quantity Surveying 0 / 0%

Rating 0 / 0%



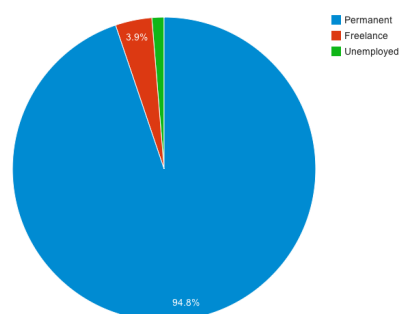
Regeneration	0 / 0%
Residential Agent/Sales/Leasing	80 / 100%
Residential Development	0 / 0%
Residential Survey & Valuation	0 / 0%
Research	0 / 0%
Retail Agent/Leasing	0 / 0%
Rural Practice	0 / 0%
Valuation	0 / 0%
Other	0 / 0%
TOTAL CLICKS	80
TOTAL RESPONSES	80

Question 2: Which one of the following best describes your main professional activity? Please tick ONE.

Answers:	Responses:
Arts & Antiques	0 / 0%
Claims & Dispute Resolution	0 / 0%
FM Bidding	0 / 0%
FM Business Development	0 / 0%
FM Consultant	0 / 0%
FM Mobilisation/Project Management	0 / 0%
FM Procurement	0 / 0%
Geomatics	0 / 0%
Interior Design	0 / 0%
Landscape Architect	0 / 0%
Minerals	0 / 0%
Urban Design	0 / 0%
Other (please specify)	0 / 0%
TOTAL CLICKS	0
TOTAL RESPONSES	0

Question 3: On what basis are you currently employed? Please tick ONE.

Answers:	Responses:
Permanent	73 / 94.8%
Freelance	3 / 3.9%
Temporary	0 / 0%
Unemployed	1 / 1.3%
TOTAL CLICKS	77
TOTAL RESPONSES	77



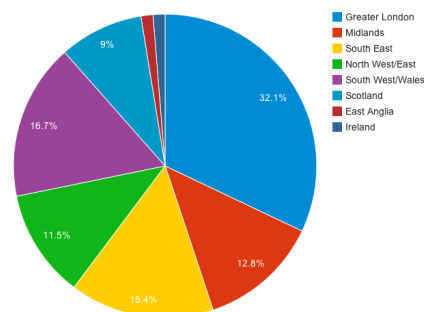
Question 4: Where do you mainly work? Please tick ONE.

Answers: Responses:

UK	79 / 100%
Europe	0 / 0%
TOTAL CLICKS	79
TOTAL RESPONSES	79

Question 5: Where in the UK do you mainly work? Please tick ONE.

Answers:	Responses:
Greater London	25 / 32.1%
Midlands	10 / 12.8%
South East	12 / 15.4%
North West/East	9 / 11.5%
South West/Wales	13 / 16.7%
Scotland	7 / 9%
East Anglia	1 / 1.3%
Ireland	1 / 1.3%
Other	0 / 0%
TOTAL CLICKS	78
TOTAL RESPONSES	78

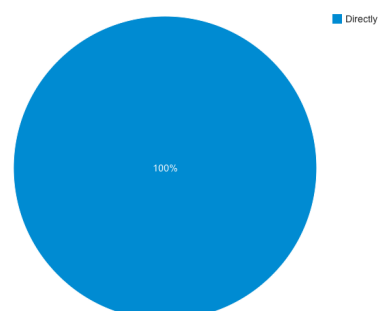


Question 6: Where in Europe do you mainly work? Please tick ONE.

Answers:	Responses:
Baltics	0 / 0%
Germany/Austria/Switzerland	0 / 0%
Benelux	0 / 0%
Russia	0 / 0%
Central & Eastern Europe	0 / 0%
Scandinavia	0 / 0%
France	0 / 0%
Southern Europe	0 / 0%
Other	0 / 0%
TOTAL CLICKS	0
TOTAL RESPONSES	0

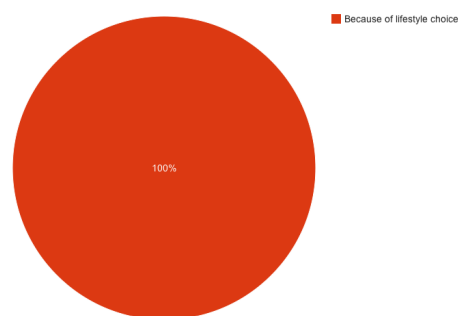
Question 7: Do you work...? Please tick ONE.

Answers:	Responses:
Directly	3 / 100%
Through an agency	0 / 0%
TOTAL CLICKS	3
TOTAL RESPONSES	3



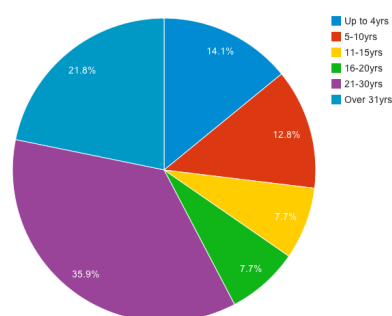
Question 8: Do you work on a freelance/temporary basis...? Please tick ONE.

Answers:	Responses:
Because of redundancy/necessity	0 / 0%
Because of lifestyle choice	3 / 100%
Because of financial benefit	0 / 0%
Other	0 / 0%
TOTAL CLICKS	3
TOTAL RESPONSES	3



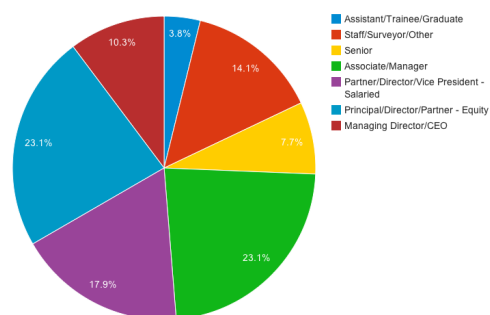
Question 9: How many year's experience do you have in your discipline? Please select ONE.

Answers:	Responses:
Up to 4yrs	11 / 14.1%
5-10yrs	10 / 12.8%
11-15yrs	6 / 7.7%
16-20yrs	6 / 7.7%
21-30yrs	28 / 35.9%
Over 31yrs	17 / 21.8%
TOTAL CLICKS	78
TOTAL RESPONSES	78



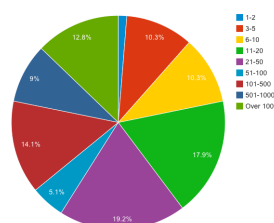
Question 10: What is your level of responsibility within the organisation for which you work? Please select ONE.

Answers:	Responses:
Assistant/Trainee/Graduate	3 / 3.8%
Staff/Surveyor/Other	11 / 14.1%
Senior	6 / 7.7%
Associate/Manager	18 / 23.1%
Partner/Director/Vice President - Salaried	14 / 17.9%
Principal/Director/Partner - Equity	18 / 23.1%
Managing Director/CEO	8 / 10.3%
TOTAL CLICKS	78
TOTAL RESPONSES	78



Question 11: How many people are employed in total by the organisation for which you work? Please select ONE

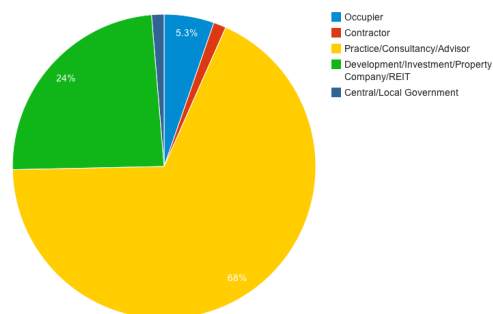
Answers:	Responses:
1-2	1 / 1.3%
3-5	8 / 10.3%
6-10	8 / 10.3%
11-20	14 / 17.9%



21-50	15 / 19.2%
51-100	4 / 5.1%
101-500	11 / 14.1%
501-1000	7 / 9%
Over 1000	10 / 12.8%
TOTAL CLICKS	78
TOTAL RESPONSES	78

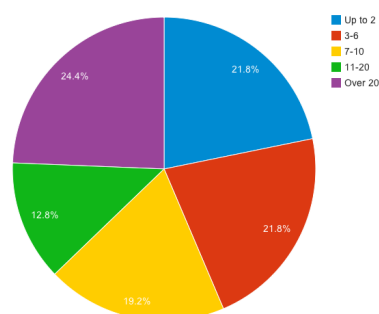
Question 12: What is the main activity of the organisation? Please select ONE.

Answers:	Responses:
Occupier	4 / 5.3%
Contractor	1 / 1.3%
Practice/Consultancy/Advisor	51 / 68%
Development/Investment/Property Company/REIT	18 / 24%
Engineering	0 / 0%
Financial institution/Fund	0 / 0%
FM Service Provider	0 / 0%
Central/Local Government	1 / 1.3%
Sovereign Wealth Fund	0 / 0%
Education	0 / 0%
Non-profit making organisation	0 / 0%
Utilities/Power	0 / 0%
TOTAL CLICKS	75
TOTAL RESPONSES	75



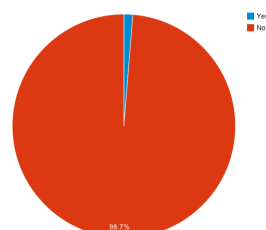
Question 13: Approximately how many years have you been with your present employer? Please select ONE.

Answers:	Responses:
Up to 2	17 / 21.8%
3-6	17 / 21.8%
7-10	15 / 19.2%
11-20	10 / 12.8%
Over 20	19 / 24.4%
TOTAL CLICKS	78
TOTAL RESPONSES	78



Question 14: Are you an expatriate worker? Please select ONE.

Answers:	Responses:
Yes	1 / 1.3%
No	77 / 98.7%
TOTAL CLICKS	78
TOTAL RESPONSES	78



Question 15: What is your current ANNUAL BASE SALARY? (Exclude all benefits such as bonuses, car etc.)
NOTE: If not employed on a permanent basis please annualise your salary assuming a 35 hour week and 48 working weeks per year. Please give your annual base salary in £ sterling (please use the format for example 40000, to indicate £40,000. PLEASE DO NOT USE the £ sign or comma).

TOTAL RESPONSES

64

Question 16: What was the approximate value of your ANNUAL BONUS (or bonuses) over the last 12 months? Please give amount in £ sterling. Please give your additional bonus in £ sterling (please use the format for example 10000, to indicate £10,000. PLEASE DO NOT USE the £ sign or comma).

TOTAL RESPONSES

44

Question 17: If you receive ADDITIONAL REMUNERATION that is directly related to your performance (e.g. commission & performance related pay) please give approximate value over the last 12 months in £ sterling. Please give your additional remuneration in £ sterling (please use the format for example 5000, to indicate £5,000. PLEASE DO NOT USE the £ sign or comma).

TOTAL RESPONSES

20

Question 18: Is your bonus awarded on?

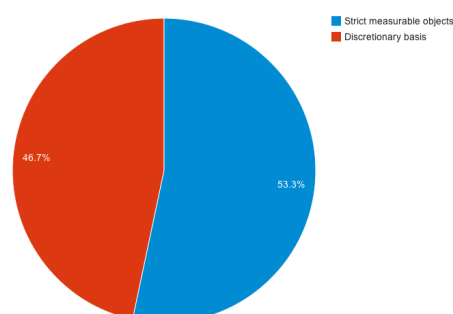
Answers: Responses:

Strict measurable objects 32 / 53.3%

Discretionary basis 28 / 46.7%

TOTAL CLICKS 60

TOTAL RESPONSES 60



Question 19: What change (if any) was made to your ANNUAL BASE SALARY at your last pay review? Please tick ONE.

Answers: Responses:

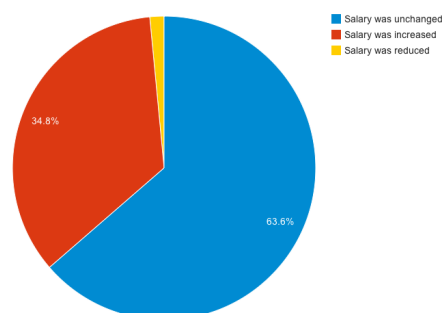
Salary was unchanged 42 / 63.6%

Salary was increased 23 / 34.8%

Salary was reduced 1 / 1.5%

TOTAL CLICKS 66

TOTAL RESPONSES 66



Question 20: If your salary was increased please indicate % INCREASE. Please use the format for example 15 to indicate 15% PLEASE DO NOT USE the % sign or comma.

TOTAL RESPONSES

21

Question 21: Was the salary increase as a result of (Please tick ONE):

Answers: Responses:

Annual pay review 15 / 68.2%

Promotion 2 / 9.1%

Organisational restructure by employer 2 / 9.1%

Counter offer by existing employer following attempted resignation 0 / 0%

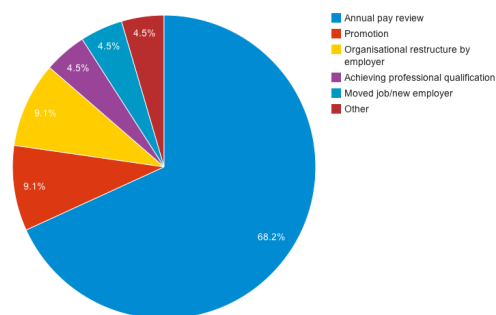
Achieving professional qualification 1 / 4.5%

Moved job/new employer 1 / 4.5%

Other 1 / 4.5%

TOTAL CLICKS 22

TOTAL RESPONSES 22



Question 22: If your salary was reduced please indicate % DECREASE. Please use the format for example 10 to indicate a 10% decrease PLEASE DO NOT USE the % or - signs, or comma.

TOTAL RESPONSES

1

Question 23: Was the salary decrease as a result of (Please tick ONE):

Answers: Responses:

Annual pay review 0 / 0%

Change in role 0 / 0%

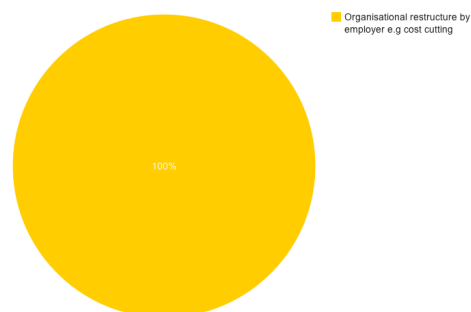
Organisational restructure by employer e.g cost cutting 1 / 100%

Economic climate 0 / 0%

Other 0 / 0%

TOTAL CLICKS 1

TOTAL RESPONSES 1



Question 24: Which of the following additional benefits are included in your CURRENT PACKAGE? Please tick ALL that apply.

Answers: Responses:

Club membership 3 / 1.3%

Health insurance 28 / 12%

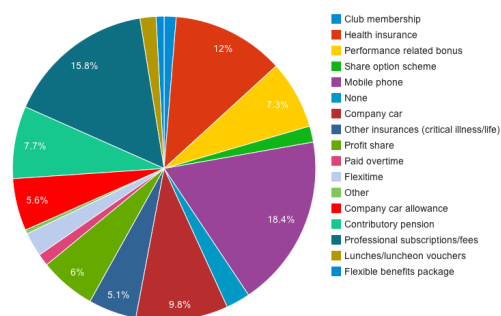
Performance related bonus 17 / 7.3%

Share option scheme 4 / 1.7%

Mobile phone 43 / 18.4%

None 6 / 2.6%

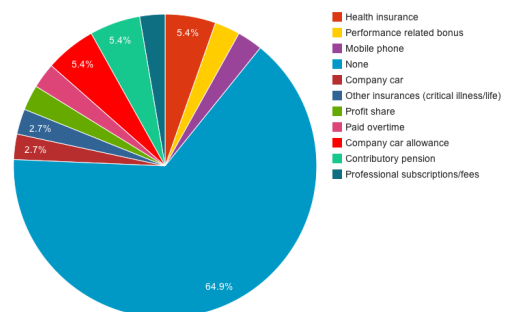
Company car 23 / 9.8%



Other insurances (critical illness/life)	12 / 5.1%
Profit share	14 / 6%
Paid overtime	3 / 1.3%
Flexitime	6 / 2.6%
Other	1 / 0.4%
Company car allowance	13 / 5.6%
Contributory pension	18 / 7.7%
Professional subscriptions/fees	37 / 15.8%
Lunches/luncheon vouchers	4 / 1.7%
Flexible benefits package	2 / 0.9%
TOTAL CLICKS	234
TOTAL RESPONSES	234

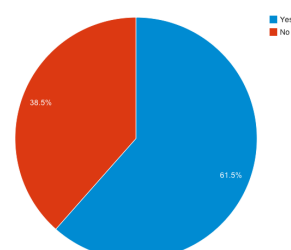
Question 25: Which of the following additional benefits have you received as NEW BENEFITS within the last year? Please tick ALL that apply.

Answers:	Responses:
Club membership	0 / 0%
Health insurance	2 / 5.4%
Performance related bonus	1 / 2.7%
Share option scheme	0 / 0%
Mobile phone	1 / 2.7%
None	24 / 64.9%
Company car	1 / 2.7%
Other insurances (critical illness/life)	1 / 2.7%
Profit share	1 / 2.7%
Paid overtime	1 / 2.7%
Flexitime	0 / 0%
Other	0 / 0%
Company car allowance	2 / 5.4%
Contributory pension	2 / 5.4%
Professional subscriptions/fees	1 / 2.7%
Lunches/luncheon vouchers	0 / 0%
Flexible benefits package	0 / 0%
TOTAL CLICKS	37
TOTAL RESPONSES	37



Question 26: Do you utilise your full annual holiday entitlement? Please tick ONE.

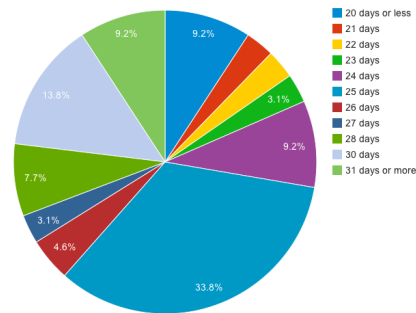
Answers:	Responses:
Yes	40 / 61.5%
No	25 / 38.5%
TOTAL CLICKS	65
TOTAL RESPONSES	65



Question 27: What is your ANNUAL HOLIDAY ENTITLEMENT excluding public holidays? Please select ONE.

Answers: Responses:

20 days or less	6 / 9.2%
21 days	2 / 3.1%
22 days	2 / 3.1%
23 days	2 / 3.1%
24 days	6 / 9.2%
25 days	22 / 33.8%
26 days	3 / 4.6%
27 days	2 / 3.1%
28 days	5 / 7.7%
29 days	0 / 0%
30 days	9 / 13.8%
31 days or more	6 / 9.2%
TOTAL CLICKS	65
TOTAL RESPONSES	65



Question 28: How important are each of the following to you in your job? Please tick ALL that apply.

	Not at all important	Not important	Important	Very Important	Most Important	Total Responses	Not Answered
Salary	1 / 2%	2 / 3%	17 / 27%	32 / 50%	12 / 19%	64	0
Career progression	3 / 5%	9 / 14%	15 / 23%	32 / 50%	5 / 8%	64	0
Management style	0 / 0%	3 / 5%	18 / 30%	33 / 54%	7 / 11%	61	0
Range of clients	0 / 0%	8 / 13%	27 / 44%	22 / 35%	5 / 8%	62	0
Range of interesting work	0 / 0%	2 / 3%	16 / 25%	37 / 58%	9 / 14%	64	0
Latest technology	5 / 8%	18 / 28%	24 / 38%	13 / 20%	4 / 6%	64	0
Location	2 / 3%	9 / 14%	23 / 35%	23 / 35%	8 / 12%	65	0
Working environment	1 / 2%	2 / 3%	25 / 38%	32 / 49%	5 / 8%	65	0
Responsibility	0 / 0%	7 / 11%	16 / 25%	35 / 54%	7 / 11%	65	0
Job security	0 / 0%	3 / 5%	23 / 36%	19 / 30%	19 / 30%	64	0
Training/development	3 / 5%	12 / 19%	30 / 48%	17 / 27%	1 / 2%	63	0
Travel opportunities	23 / 36%	31 / 48%	8 / 12%	2 / 3%	0 / 0%	64	0

Question 29: If you were to leave your present employer, what would your main (important) reasons be? Please tick ALL that apply.

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Better benefits package	3 / 5%	10 / 18%	14 / 25%	21 / 37%	9 / 16%	57	0
Career progression	1 / 2%	6 / 11%	12 / 21%	21 / 38%	16 / 29%	56	0
Change of career	9 / 16%	18 / 33%	16 / 29%	9 / 16%	3 / 5%	55	0
Job security	4 / 8%	9 / 17%	19 / 36%	11 / 21%	10 / 19%	53	0
Latest technology	13 / 26%	19 / 38%	11 / 22%	5 / 10%	2 / 4%	50	0

Location	3 / 5%	7 / 13%	18 / 33%	15 / 27%	12 / 22%	55	0
Management style	1 / 2%	3 / 6%	17 / 33%	25 / 49%	5 / 10%	51	0
Range of clients	1 / 2%	10 / 20%	20 / 41%	16 / 33%	2 / 4%	49	0
Range of interesting work	0 / 0%	4 / 8%	12 / 24%	26 / 53%	7 / 14%	49	0
Redundancy	12 / 27%	11 / 24%	10 / 22%	3 / 7%	9 / 20%	45	0
Responsibility	2 / 4%	6 / 13%	16 / 34%	21 / 45%	2 / 4%	47	0
Retirement	17 / 37%	4 / 9%	16 / 35%	2 / 4%	7 / 15%	46	0
Salary	0 / 0%	5 / 9%	11 / 20%	22 / 41%	16 / 30%	54	0
To start your own business	15 / 30%	8 / 16%	10 / 20%	8 / 16%	9 / 18%	50	0
Training/personal development	5 / 10%	14 / 29%	21 / 44%	5 / 10%	3 / 6%	48	0
Travel opportunities	21 / 45%	16 / 34%	8 / 17%	2 / 4%	0 / 0%	47	0
Work in a different country	25 / 52%	11 / 23%	6 / 12%	6 / 12%	0 / 0%	48	0
Working environment	4 / 9%	5 / 11%	15 / 32%	21 / 45%	2 / 4%	47	0

Question 30: Do you consider your current employer an employer of choice? Please tick ONE.

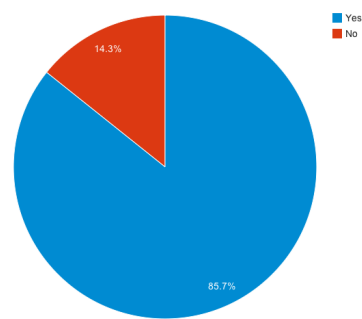
Answers: Responses:

Yes 54 / 85.7%

No 9 / 14.3%

TOTAL CLICKS 63

TOTAL RESPONSES 63



Question 31: How important are the following factors in making your current employer an employer of choice? Please tick ALL that apply.

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Business vision & future potential	1 / 2%	0 / 0%	10 / 20%	28 / 57%	10 / 20%	49	0
Brand values	2 / 4%	0 / 0%	12 / 24%	29 / 57%	8 / 16%	51	0
Company values/ethics	1 / 2%	0 / 0%	9 / 18%	31 / 61%	10 / 20%	51	0
Leadership/management style	0 / 0%	0 / 0%	14 / 29%	26 / 54%	8 / 17%	48	0
Colleagues/Social dimension	2 / 5%	8 / 18%	12 / 27%	21 / 48%	1 / 2%	44	0
Personal development culture	3 / 7%	5 / 11%	17 / 38%	18 / 40%	2 / 4%	45	0
Relocation possibilities	15 / 34%	20 / 45%	7 / 16%	2 / 5%	0 / 0%	44	0
Work life balance	1 / 2%	5 / 11%	20 / 43%	16 / 34%	5 / 11%	47	0
Promotional opportunities	1 / 2%	10 / 22%	15 / 33%	18 / 40%	1 / 2%	45	0
Reward & recognition	0 / 0%	2 / 4%	13 / 28%	25 / 53%	7 / 15%	47	0
Internal communication	3 / 7%	12 / 28%	16 / 37%	11 / 26%	1 / 2%	43	0
Support in gaining your qualifications	11 / 26%	12 / 28%	8 / 19%	8 / 19%	4 / 9%	43	0
C.S.R policy (Corporate Social Responsibility)	8 / 19%	15 / 35%	15 / 35%	5 / 12%	0 / 0%	43	0

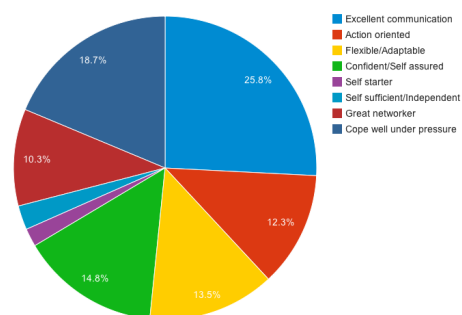
Question 32: At a senior level, what key skills do you believe people often lack? Please tick ALL that apply.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Not Answered
Commercial acumen	1 / 2%	8 / 17%	16 / 34%	18 / 38%	4 / 9%	47	0
Communication skills	0 / 0%	8 / 16%	11 / 22%	24 / 48%	7 / 14%	50	0
Right attitude/personality	1 / 2%	7 / 15%	11 / 23%	20 / 42%	9 / 19%	48	0
Relevant industry knowledge and experience	3 / 6%	18 / 38%	11 / 23%	12 / 26%	3 / 6%	47	0
Professional manner	3 / 6%	13 / 27%	13 / 27%	12 / 24%	8 / 16%	49	0
Literacy and numeracy skills	4 / 9%	13 / 28%	18 / 38%	7 / 15%	5 / 11%	47	0
Professional/Industry qualifications	5 / 10%	9 / 18%	20 / 41%	11 / 22%	4 / 8%	49	0

Question 33: At a senior and board level, what do you think are the three most important qualities to be successful? Please tick THREE that apply.

Answers: Responses:

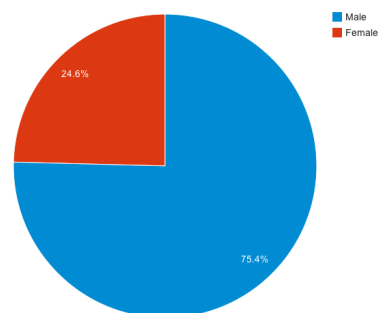
Excellent communication	40 / 25.8%
Action oriented	19 / 12.3%
Flexible/Adaptable	21 / 13.5%
Confident/Self assured	23 / 14.8%
Self starter	3 / 1.9%
Self sufficient/Independent	4 / 2.6%
Great networker	16 / 10.3%
Cope well under pressure	29 / 18.7%
TOTAL CLICKS	155
TOTAL RESPONSES	155



Question 34: Are you...Please tick ONE.

Answers: Responses:

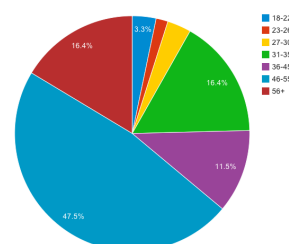
Male	46 / 75.4%
Female	15 / 24.6%
TOTAL CLICKS	61
TOTAL RESPONSES	61



Question 35: Are you aged...Please select ONE.

Answers: Responses:

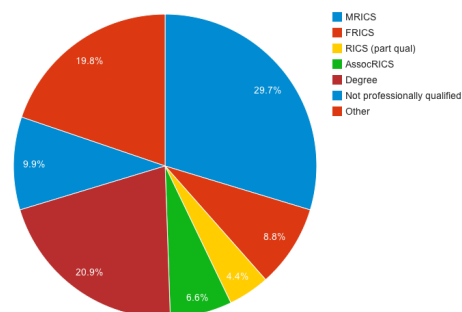
18-22	2 / 3.3%
23-26	1 / 1.6%
27-30	2 / 3.3%
31-35	10 / 16.4%
36-45	7 / 11.5%



46-55	29 / 47.5%
56+	10 / 16.4%
TOTAL CLICKS	61
TOTAL RESPONSES	61

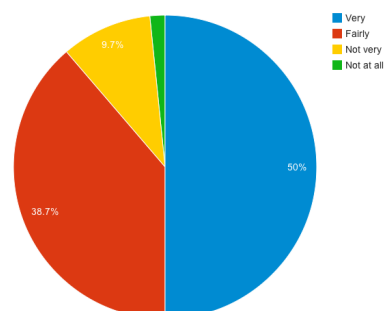
Question 36: Which qualifications do you have? Please tick ALL that apply.

Answers:	Responses:
MRICS	27 / 29.7%
FRICS	8 / 8.8%
RICS (part qual)	4 / 4.4%
AssocRICS	6 / 6.6%
RIBA	0 / 0%
MRTPI/FRTPI	0 / 0%
Degree	19 / 20.9%
BIFM	0 / 0%
MBA	0 / 0%
NEBOSH	0 / 0%
MCIQB	0 / 0%
APM	0 / 0%
CIPS	0 / 0%
IEMA	0 / 0%
CIWEM	0 / 0%
CEnv	0 / 0%
Not professionally qualified	9 / 9.9%
Other	18 / 19.8%
TOTAL CLICKS	91
TOTAL RESPONSES	91



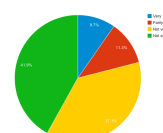
Question 37: How satisfied overall are you with your current job? Please select ONE.

Answers:	Responses:
Very	31 / 50%
Fairly	24 / 38.7%
Not very	6 / 9.7%
Not at all	1 / 1.6%
TOTAL CLICKS	62
TOTAL RESPONSES	62



Question 38: How likely are you to change employer in the next 12 months? Please select ONE.

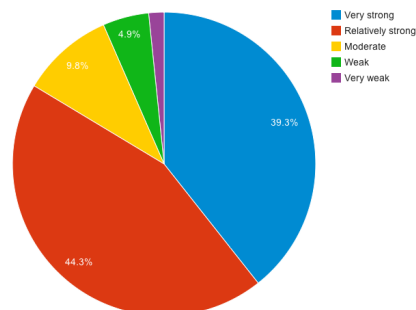
Answers:	Responses:
Very	6 / 9.7%
Fairly	7 / 11.3%



Not very	23 / 37.1%
Not at all	26 / 41.9%
TOTAL CLICKS	62
TOTAL RESPONSES	62

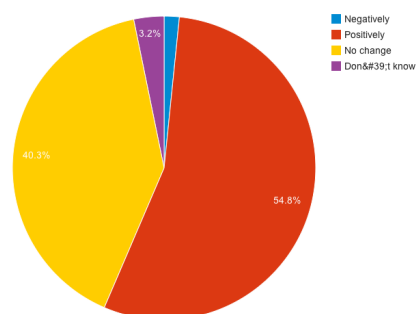
Question 39: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	24 / 39.3%
Relatively strong	27 / 44.3%
Moderate	6 / 9.8%
Weak	3 / 4.9%
Very weak	1 / 1.6%
TOTAL CLICKS	61
TOTAL RESPONSES	61



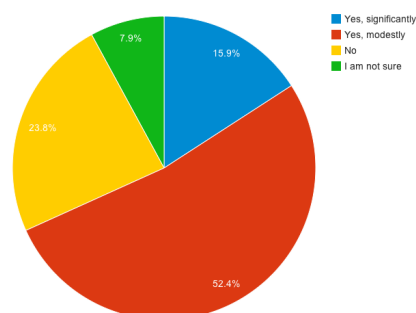
Question 40: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please select ONE.

Answers:	Responses:
Negatively	1 / 1.6%
Positively	34 / 54.8%
No change	25 / 40.3%
Likely to leave profession	0 / 0%
Don't know	2 / 3.2%
TOTAL CLICKS	62
TOTAL RESPONSES	62



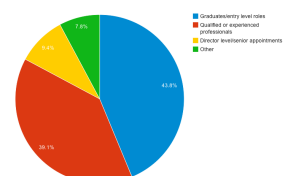
Question 41: Do you expect your organisation to increase headcount in 2014?

Answers:	Responses:
Yes, significantly	10 / 15.9%
Yes, modestly	33 / 52.4%
No	15 / 23.8%
I am not sure	5 / 7.9%
TOTAL CLICKS	63
TOTAL RESPONSES	63



Question 42: At what level/role do you expect your company to hire this year?

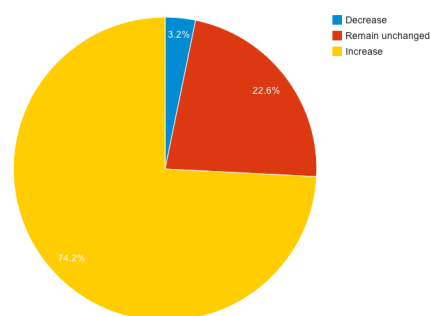
Answers:	Responses:
Graduates/entry level roles	28 / 43.8%
Qualified or experienced professionals	25 / 39.1%
Director level/senior appointments	6 / 9.4%



Other	5 / 7.8%
TOTAL CLICKS	64
TOTAL RESPONSES	64

Question 43: In your chosen professional activity, do you anticipate economic activity in the next 12 months to: Please tick ONE.

Answers:	Responses:
Decrease	2 / 3.2%
Remain unchanged	14 / 22.6%
Increase	46 / 74.2%
TOTAL CLICKS	62
TOTAL RESPONSES	62



Question 44: For entry into our free prize draw and a chance to win the new iPad mini, please enter your details below. We will also email you a copy of the executive summary as soon as it is released. Please note Macdonald & Company respects your privacy and will not share your data with any third parties.