

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



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the new iPad
mini.



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

Respondent details:

Fully completed? No
Date completed/last update: 19:00 31st Dec 1969
RID 58

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	
Architect/Design	<input checked="" type="checkbox"/>
Building Control	
Building Surveying	
Business Development Management	
Construction Management	
Corporate Property Consultancy	
Development Commercial	
Energy/Renewables	
Environmental/Sustainability	
Estates Surveyor (In House)	
Financial/Real Estate Analyst	
FM Commercial Management	
FM Operations - Hard	
FM Operations - Soft	
FM Operations - Total FM	
Fund Management	
General Practice	
Health & Safety	
Industrial Agent/Leasing	
Investment Brokerage/Agency	
Landlord & Tenant	
Office Agent/Leasing	
Planner	
Property Manager	
Project Management	
Property Asset Management	
Property Finance	

Quantity Surveying	
Rating	
Regeneration	
Residential Agent/Sales/Leasing	
Residential Development	
Residential Survey & Valuation	
Research	
Retail Agent/Leasing	
Rural Practice	
Valuation	
Other	

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

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

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

Answers:	Responses:
Permanent	<input checked="" type="checkbox"/>
Freelance	
Temporary	
Unemployed	

Where do you mainly work? Please tick ONE.

Answers:	Responses:
UK	
Europe	<input checked="" type="checkbox"/>

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

Answers:	Responses:
Greater London	
Midlands	
South East	
North West/East	
South West/Wales	
Scotland	
East Anglia	
Ireland	
Other	

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

Answers:	Responses:
Baltics	
Germany/Austria/Switzerland	
Benelux	
Russia	
Central & Eastern Europe	
Scandinavia	
France	
Southern Europe	
Other	

Do you work...? Please tick ONE.

Answers:	Responses:
Directly	
Through an agency	

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

Answers:	Responses:
Because of redundancy/necessity	
Because of lifestyle choice	
Because of financial benefit	
Other	

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

Answers:	Responses:
Up to 4yrs	
5-10yrs	
11-15yrs	
16-20yrs	
21-30yrs	

Over 31yrs	
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What is your level of responsibility within the organisation for which you work? Please select ONE.

Answers:	Responses:
Assistant/Trainee/Graduate	
Staff/Surveyor/Other	
Senior	
Associate/Manager	
Partner/Director/Vice President - Salaried	
Principal/Director/Partner - Equity	
Managing Director/CEO	

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

Answers:	Responses:
1-2	
3-5	
6-10	
11-20	
21-50	
51-100	
101-500	
501-1000	
Over 1000	

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

Answers:	Responses:
Occupier	
Contractor	
Practice/Consultancy/Advisor	
Development/Investment/Property Company/REIT	
Engineering	
Financial institution/Fund	
FM Service Provider	
Central/Local Government	
Sovereign Wealth Fund	
Education	
Non-profit making organisation	
Utilities/Power	

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

Answers:	Responses:
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Up to 2	
3-6	
7-10	
11-20	
Over 20	

Are you an expatriate worker? Please select ONE.

Answers:	Responses:
Yes	
No	

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).

Answer:
N/A

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).

Answer:
N/A

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).

Answer:
N/A

Is your bonus awarded on?

Answers:	Responses:
Strict measurable objects	
Discretionary basis	

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

Answers:	Responses:
Salary was unchanged	
Salary was increased	
Salary was reduced	

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.

Answer:
N/A

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

Answers:	Responses:
Annual pay review	
Promotion	
Organisational restructure by employer	
Counter offer by existing employer following attempted resignation	
Achieving professional qualification	
Moved job/new employer	
Other	

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.

Answer:
N/A

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

Answers:	Responses:
Annual pay review	
Change in role	
Organisational restructure by employer e.g cost cutting	
Economic climate	
Other	

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

Answers:	Responses:
Club membership	
Health insurance	
Performance related bonus	
Share option scheme	
Mobile phone	
None	
Company car	
Other insurances (critical illness/life)	
Profit share	
Paid overtime	
Flexitime	
Other	
Company car allowance	

Contributory pension	
Professional subscriptions/fees	
Lunches/luncheon vouchers	
Flexible benefits package	

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	
Health insurance	
Performance related bonus	
Share option scheme	
Mobile phone	
None	
Company car	
Other insurances (critical illness/life)	
Profit share	
Paid overtime	
Flexitime	
Other	
Company car allowance	
Contributory pension	
Professional subscriptions/fees	
Lunches/luncheon vouchers	
Flexible benefits package	

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

Answers:	Responses:
Yes	
No	

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

Answers:	Responses:
20 days or less	
21 days	
22 days	
23 days	
24 days	
25 days	
26 days	
27 days	
28 days	

29 days	
30 days	
31 days or more	

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
Salary					
Career progression					
Management style					
Range of clients					
Range of interesting work					
Latest technology					
Location					
Working environment					
Responsibility					
Job security					
Training/development					
Travel opportunities					

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
Better benefits package					
Career progression					
Change of career					
Job security					
Latest technology					
Location					
Management style					
Range of clients					
Range of interesting work					
Redundancy					
Responsibility					
Retirement					
Salary					
To start your own business					
Training/personal development					
Travel opportunities					
Work in a different country					
Working environment					

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

Answers:	Responses:
Yes	
No	

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
Business vision & future potential					
Brand values					
Company values/ethics					
Leadership/management style					
Colleagues/Social dimension					
Personal development culture					
Relocation possibilities					
Work life balance					
Promotional opportunities					
Reward & recognition					
Internal communication					
Support in gaining your qualifications					
C.S.R policy (Corporate Social Responsibility)					

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
Commercial acumen					
Communication skills					
Right attitude/personality					
Relevant industry knowledge and experience					
Professional manner					
Literacy and numeracy skills					
Professional/Industry qualifications					

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	
Action oriented	
Flexible/Adaptable	
Confident/Self assured	
Self starter	
Self sufficient/Independent	

Great networker	
Cope well under pressure	

Are you...Please tick ONE.

Answers:	Responses:
Male	
Female	

Are you aged...Please select ONE.

Answers:	Responses:
18-22	
23-26	
27-30	
31-35	
36-45	
46-55	
56+	

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

Answers:	Responses:
MRICS	
FRICS	
RICS (part qual)	
AssocRICS	
RIBA	
MRTPI/FRTPI	
Degree	
BIFM	
MBA	
NEBOSH	
MCIQB	
APM	
CIPS	
IEMA	
CIWEM	
CEnv	
Not professionally qualified	
Other	

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

Answers:	Responses:
Very	

Fairly	
Not very	
Not at all	

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

Answers:	Responses:
Very	
Fairly	
Not very	
Not at all	

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

Answers:	Responses:
Very strong	
Relatively strong	
Moderate	
Weak	
Very weak	

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	
Positively	
No change	
Likely to leave profession	
Don't know	

Do you expect your organisation to increase headcount in 2014?

Answers:	Responses:
Yes, significantly	
Yes, modestly	
No	
I am not sure	

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

Answers:	Responses:
Graduates/entry level roles	
Qualified or experienced professionals	
Director level/senior appointments	
Other	

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

Answers:	Responses:
Decrease	
Remain unchanged	
Increase	

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Answer:
Answer not supplied