

The RICS and Macdonald & Company UK & Europe Rewards & Attitudes Survey 2015



Take part for a chance to win dinner for two with an overnight stay at Sloane Square Hotel, provided by RICS and Macdonald & Company

All participants will receive a personal copy of the Executive Summary 2015 once the results have been announced.



Report Summary - 27th January 2015

Survey: The 2015 RICS and Macdonald & Company UK Rewards and Attitudes Survey

Status: **Launched**

Total Responses: 6781

Created Time/Date: 06:06 29th Oct 2014

Filtered Responses: 0

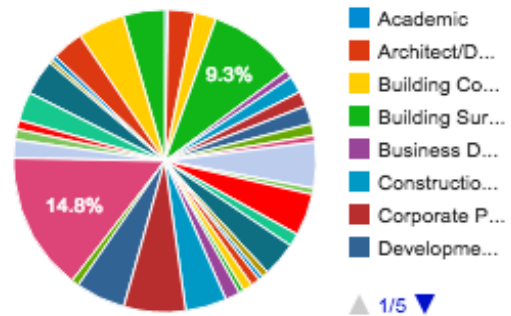
Modified Time/Date: 07:22 2nd Dec 2014

Responses Excluded: 0

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:

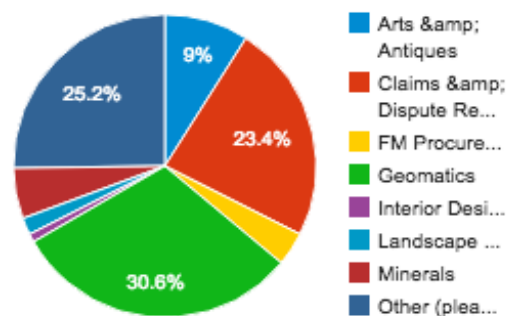
Academic	23 / 0.3%
Architect/Design	191 / 2.8%
Building Control	156 / 2.3%
Building Surveying	625 / 9.3%
Business Development Management	56 / 0.8%
Construction Management	120 / 1.8%
Corporate Property Consultancy	108 / 1.6%
Development Commercial	132 / 2%
Energy/Renewables	84 / 1.3%
Environmental/Sustainability	48 / 0.7%
Estates Surveyor (In House)	327 / 4.9%
Financial/Real Estate Analyst	45 / 0.7%
Facilities Management	302 / 4.5%
Fund Management	92 / 1.4%
General Practice	248 / 3.7%
Health & Safety	49 / 0.7%
Industrial Agent/Leasing	31 / 0.5%
Investment Brokerage/Agency	64 / 1%
Landlord & Tenant	68 / 1%
Office Agent/Leasing	35 / 0.5%
Planner	106 / 1.6%
Property Manager	295 / 4.4%
Project Management	442 / 6.6%
Property Asset Management	357 / 5.3%
Property Finance	54 / 0.8%
Quantity Surveying	993 / 14.8%
Rating	129 / 1.9%
Regeneration	76 / 1.1%
Residential Agent/Sales/Leasing	66 / 1%
Residential Development	206 / 3.1%



Residential Survey & Valuation	255 / 3.8%
Research	27 / 0.4%
Retail Agent/Leasing	36 / 0.5%
Rural Practice	225 / 3.4%
Valuation	338 / 5%
Other	298 / 4.4%
TOTAL CLICKS	6707
TOTAL RESPONSES	6707

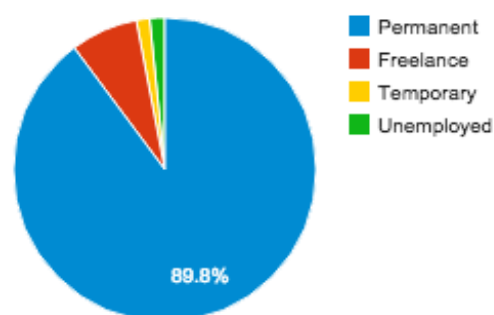
Question 2: Which one of the following best describes your main professional activity? Please tick ONE.

Answers:	Responses:
Arts & Antiques	10 / 9%
Claims & Dispute Resolution	26 / 23.4%
FM Procurement	4 / 3.6%
Geomatics	34 / 30.6%
Interior Design	1 / 0.9%
Landscape Architect	2 / 1.8%
Minerals	6 / 5.4%
Other (please specify)	28 / 25.2%
TOTAL CLICKS	111
TOTAL RESPONSES	111



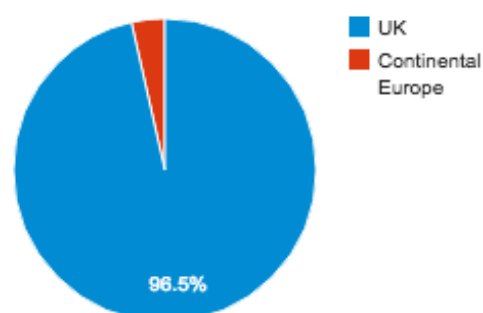
Question 3: On what basis are you currently employed? Please tick ONE.

Answers:	Responses:
Permanent	5846 / 89.8%
Freelance	468 / 7.2%
Temporary	92 / 1.4%
Unemployed	105 / 1.6%
TOTAL CLICKS	6511
TOTAL RESPONSES	6511



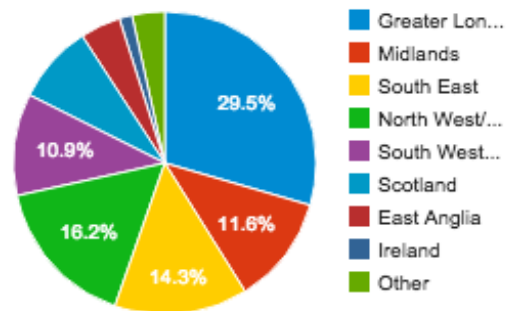
Question 4: Where do you mainly work? Please tick ONE.

Answers:	Responses:
UK	6304 / 96.5%
Continental Europe	232 / 3.5%
TOTAL CLICKS	6536
TOTAL RESPONSES	6536



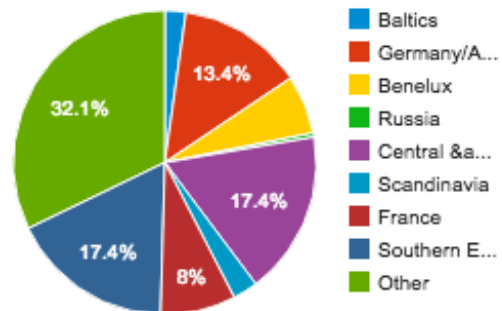
Question 5: Where in the UK do you mainly work? Please tick ONE.

Answers:	Responses:
Greater London	1834 / 29.5%
Midlands	721 / 11.6%
South East	886 / 14.3%
North West/East	1006 / 16.2%
South West/Wales	676 / 10.9%
Scotland	523 / 8.4%
East Anglia	269 / 4.3%
Ireland	85 / 1.4%
Other	217 / 3.5%
TOTAL CLICKS	6217
TOTAL RESPONSES	6217



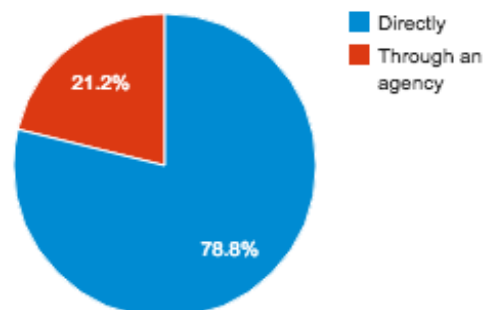
Question 6: Where in Europe do you mainly work? Please tick ONE.

Answers:	Responses:
Baltics	5 / 2.2%
Germany/Austria/Switzerland	30 / 13.4%
Benelux	14 / 6.2%
Russia	1 / 0.4%
Central & Eastern Europe	39 / 17.4%
Scandinavia	6 / 2.7%
France	18 / 8%
Southern Europe	39 / 17.4%
Other	72 / 32.1%
TOTAL CLICKS	224
TOTAL RESPONSES	224



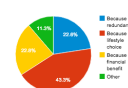
Question 7: Do you work...? Please tick ONE.

Answers:	Responses:
Directly	428 / 78.8%
Through an agency	115 / 21.2%
TOTAL CLICKS	543
TOTAL RESPONSES	543



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

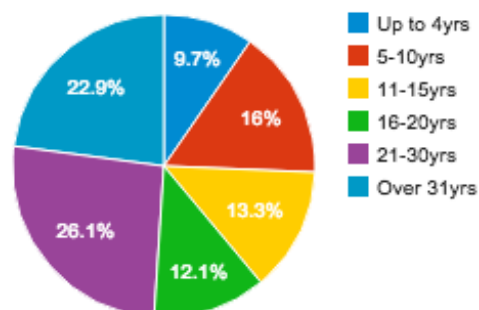
Answers:	Responses:
Because of redundancy/necessity	122 / 22.6%



Because of lifestyle choice	234 / 43.3%
Because of financial benefit	123 / 22.8%
Other	61 / 11.3%
TOTAL CLICKS	540
TOTAL RESPONSES	540

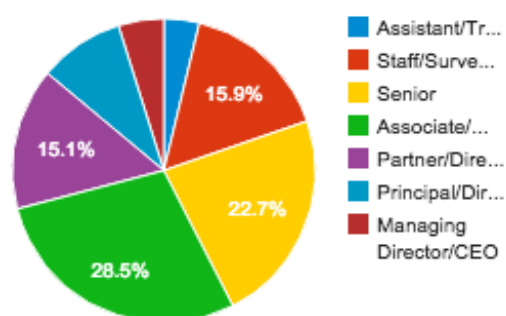
Question 9: How many year's experience do you have in your discipline? Please select ONE.

Answers:	Responses:
Up to 4yrs	603 / 9.7%
5-10yrs	1000 / 16%
11-15yrs	829 / 13.3%
16-20yrs	756 / 12.1%
21-30yrs	1629 / 26.1%
Over 31yrs	1431 / 22.9%
TOTAL CLICKS	6248
TOTAL RESPONSES	6248



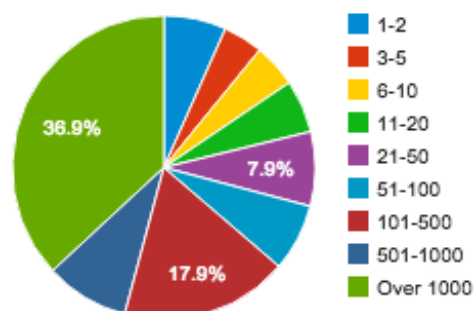
Question 10: What is your level of responsibility within the organisation for which you work? Please select ONE.

Answers:	Responses:
Assistant/Trainee/Graduate	237 / 3.8%
Staff/Surveyor/Other	999 / 15.9%
Senior	1424 / 22.7%
Associate/Manager	1783 / 28.5%
Partner/Director/Vice President - Salaried	947 / 15.1%
Principal/Director/Partner - Equity	570 / 9.1%
Managing Director/CEO	304 / 4.9%
TOTAL CLICKS	6264
TOTAL RESPONSES	6264



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

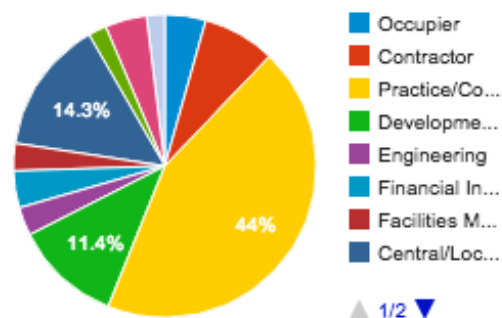
Answers:	Responses:
1-2	416 / 6.7%
3-5	265 / 4.2%
6-10	289 / 4.6%
11-20	352 / 5.6%
21-50	493 / 7.9%
51-100	447 / 7.2%
101-500	1116 / 17.9%
501-1000	558 / 8.9%
Over 1000	2300 / 36.9%
TOTAL CLICKS	6236



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

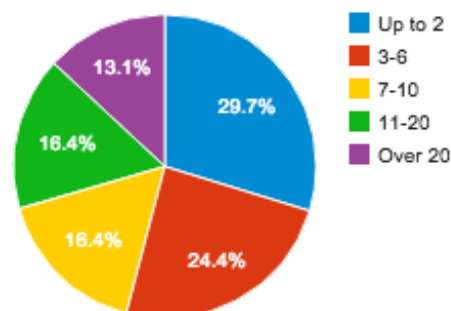
Answers: Responses:

Occupier	271 / 4.4%
Contractor	481 / 7.8%
Practice/Consultancy/Advisor	2724 / 44%
Development/Investment/Property Company/REIT	707 / 11.4%
Engineering	188 / 3%
Financial Institution/Fund	244 / 3.9%
Facilities Management	181 / 2.9%
Central/Local Government	883 / 14.3%
Education	121 / 2%
Non-profit making organisation	276 / 4.5%
Utilities/Power	120 / 1.9%
TOTAL CLICKS	6196
TOTAL RESPONSES	6196

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

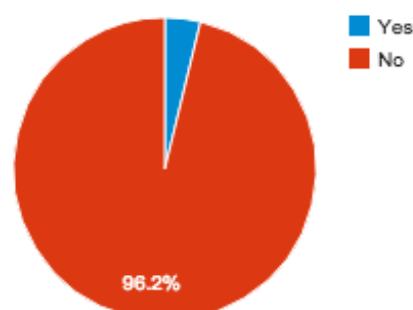
Answers: Responses:

Up to 2	1854 / 29.7%
3-6	1521 / 24.4%
7-10	1025 / 16.4%
11-20	1021 / 16.4%
Over 20	818 / 13.1%
TOTAL CLICKS	6239
TOTAL RESPONSES	6239

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

Answers: Responses:

Yes	237 / 3.8%
No	6015 / 96.2%
TOTAL CLICKS	6252
TOTAL RESPONSES	6252



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

5690

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

5356

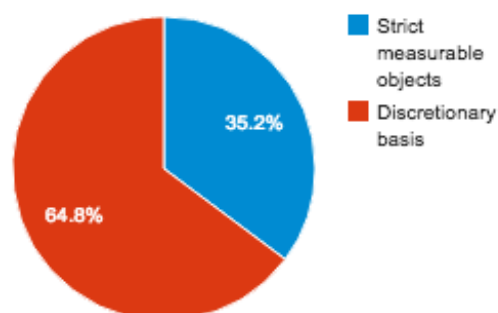
Question 17: If you receive ADDITIONAL REMUNERATION that is directly related to your performance (e.g. commission & performance related pay) please give approximate value over the last 12 months in £ sterling. Please give your additional remuneration in £ sterling (please use the format for example 5000,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

TOTAL RESPONSES

3560

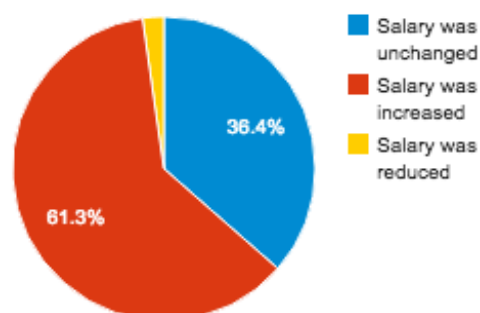
Question 18: Is your bonus awarded on?

Answers:	Responses:
Strict measurable objects	1424 / 35.2%
Discretionary basis	2622 / 64.8%
TOTAL CLICKS	4046
TOTAL RESPONSES	4046



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	2033 / 36.4%
Salary was increased	3421 / 61.3%
Salary was reduced	126 / 2.3%
TOTAL CLICKS	5580
TOTAL RESPONSES	5580



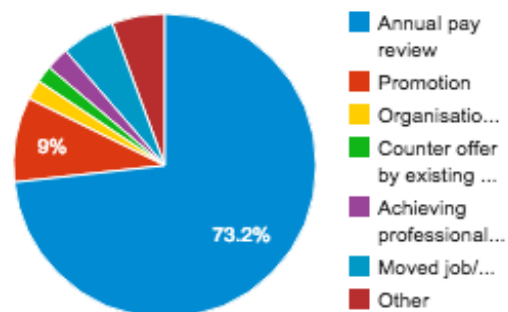
Question 20: If your salary was increased please indicate % INCREASE. Please use the format for example 15 to indicate 15% PLEASE DO NOT USE the % sign or comma.

TOTAL RESPONSES

3334

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

Answers:	Responses:
Annual pay review	2466 / 73.2%
Promotion	304 / 9%
Organisational restructure by employer	70 / 2.1%
Counter offer by existing employer following attempted resignation	61 / 1.8%
Achieving professional qualification	83 / 2.5%
Moved job/new employer	192 / 5.7%
Other	191 / 5.7%
TOTAL CLICKS	3367
TOTAL RESPONSES	3367



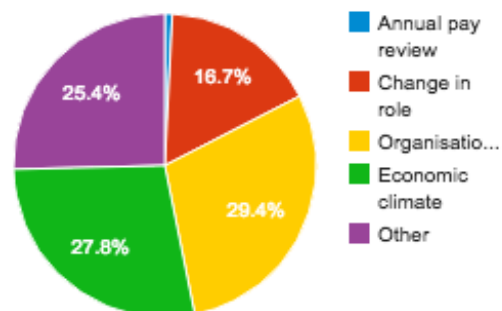
Question 22: If your salary was reduced please indicate % DECREASE. Please use the format for example 10 to indicate a 10% decrease PLEASE DO NOT USE the % or - signs, or comma.

TOTAL RESPONSES

122

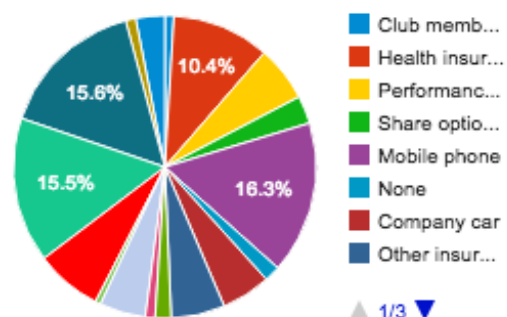
Question 23: Was the salary decrease as a result of (Please tick ONE):

Answers:	Responses:
Annual pay review	1 / 0.8%
Change in role	21 / 16.7%
Organisational restructure by employer e.g cost cutting	37 / 29.4%
Economic climate	35 / 27.8%
Other	32 / 25.4%
TOTAL CLICKS	126
TOTAL RESPONSES	126



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

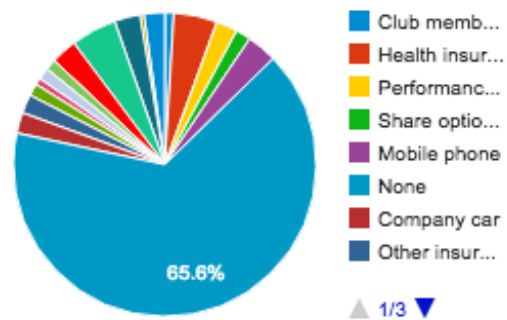
Answers:	Responses:
Club membership	221 / 1%
Health insurance	2403 / 10.4%
Performance related bonus	1366 / 5.9%
Share option scheme	687 / 3%
Mobile phone	3748 / 16.3%
None	392 / 1.7%
Company car	1214 / 5.3%
Other insurances (critical illness/life)	1324 / 5.8%
Profit share	389 / 1.7%
Paid overtime	239 / 1%
Flexitime	1134 / 4.9%
Other	136 / 0.6%



Company car allowance	1639 / 7.1%
Contributory pension	3568 / 15.5%
Professional subscriptions/fees	3599 / 15.6%
Lunches/luncheon vouchers	247 / 1.1%
Flexible benefits package	713 / 3.1%
TOTAL CLICKS	23019
TOTAL RESPONSES	23019

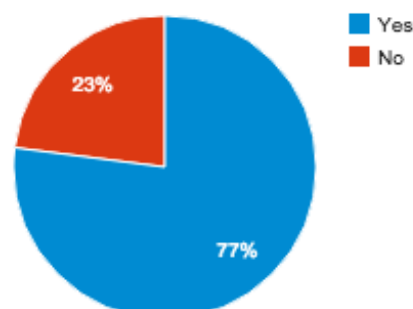
Question 25: Which of the following additional benefits have you received as NEW BENEFITS within the last year? Please tick ALL that apply.

Answers:	Responses:
Club membership	36 / 1%
Health insurance	176 / 4.6%
Performance related bonus	86 / 2.3%
Share option scheme	61 / 1.6%
Mobile phone	122 / 3.2%
None	2484 / 65.6%
Company car	84 / 2.2%
Other insurances (critical illness/life)	76 / 2%
Profit share	49 / 1.3%
Paid overtime	27 / 0.7%
Flexitime	48 / 1.3%
Other	44 / 1.2%
Company car allowance	105 / 2.8%
Contributory pension	184 / 4.9%
Professional subscriptions/fees	104 / 2.7%
Lunches/luncheon vouchers	16 / 0.4%
Flexible benefits package	84 / 2.2%
TOTAL CLICKS	3786
TOTAL RESPONSES	3786



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

Answers:	Responses:
Yes	4310 / 77%
No	1285 / 23%
TOTAL CLICKS	5595
TOTAL RESPONSES	5595



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

Answers:	Responses:
20 days or less	405 / 7.2%
21 days	127 / 2.3%
22 days	133 / 2.4%
23 days	158 / 2.8%
24 days	170 / 3%
25 days	1796 / 32.1%
26 days	329 / 5.9%
27 days	330 / 5.9%
28 days	519 / 9.3%
29 days	147 / 2.6%
30 days	807 / 14.4%
31 days or more	682 / 12.2%
TOTAL CLICKS	5603
TOTAL RESPONSES	5603

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	29 / 1%	91 / 2%	1671 / 31%	2557 / 47%	1105 / 20%	5453	0
Career progression	254 / 5%	931 / 17%	1603 / 30%	1863 / 35%	718 / 13%	5369	0
Management style	68 / 1%	202 / 4%	1656 / 31%	2817 / 52%	629 / 12%	5372	0
Range of clients	304 / 6%	1197 / 23%	2249 / 42%	1338 / 25%	216 / 4%	5304	0
Range of interesting work	21 / 0%	142 / 3%	1525 / 28%	2697 / 50%	1015 / 19%	5400	0
Latest technology	246 / 5%	1574 / 30%	2518 / 47%	883 / 17%	107 / 2%	5328	0
Location	50 / 1%	441 / 8%	2027 / 37%	2148 / 40%	751 / 14%	5417	0
Working environment	32 / 1%	320 / 6%	2135 / 40%	2330 / 43%	586 / 11%	5403	0
Responsibility	64 / 1%	446 / 8%	2023 / 38%	2391 / 44%	465 / 9%	5389	0
Job security	105 / 2%	418 / 8%	1803 / 33%	2129 / 40%	929 / 17%	5384	0
Training/development	170 / 3%	828 / 15%	2459 / 46%	1595 / 30%	304 / 6%	5356	0
Travel opportunities	1389 / 26%	2467 / 46%	1032 / 19%	363 / 7%	79 / 1%	5330	0

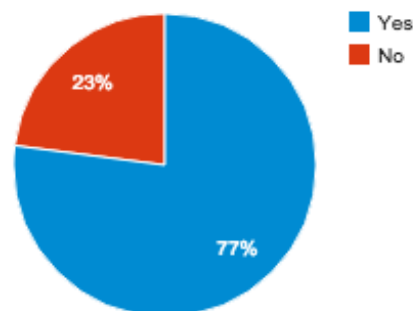
Question 29: If you were to leave your present employer, what would your main (important) reasons be? Please tick ALL that apply.

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Better benefits package	200 / 4%	577 / 12%	1449 / 31%	1538 / 33%	900 / 19%	4664	0
Career progression	255 / 5%	618 / 13%	1098 / 24%	1625 / 35%	1054 / 23%	4650	0
Change of career	873 / 20%	1493 / 35%	1006 / 24%	644 / 15%	259 / 6%	4275	0
Job security	273 / 6%	662 / 15%	1569 / 36%	1242 / 28%	627 / 14%	4373	0
Latest technology	769 / 19%	1778 / 44%	1158 / 28%	300 / 7%	61 / 2%	4066	0
Location	182 / 4%	464 / 10%	1603 / 36%	1542 / 34%	714 / 16%	4505	0
Management style	141 / 3%	372 / 9%	1632 / 37%	1708 / 39%	507 / 12%	4360	0
Range of clients	330 / 8%	1014 / 25%	1663 / 40%	930 / 22%	197 / 5%	4134	0
Range of interesting work	112 / 3%	272 / 6%	1498 / 34%	1829 / 42%	664 / 15%	4375	0

Redundancy	846 / 22%	929 / 24%	1122 / 29%	559 / 14%	428 / 11%	3884	0
Responsibility	193 / 5%	528 / 13%	1618 / 40%	1391 / 35%	284 / 7%	4014	0
Retirement	1330 / 33%	842 / 21%	842 / 21%	541 / 14%	441 / 11%	3996	0
Salary	87 / 2%	138 / 3%	1035 / 22%	1954 / 42%	1470 / 31%	4684	0
To start your own business	1267 / 33%	1093 / 28%	734 / 19%	457 / 12%	299 / 8%	3850	0
Training/personal development	498 / 13%	909 / 24%	1513 / 39%	753 / 20%	185 / 5%	3858	0
Travel opportunities	1261 / 33%	1402 / 36%	726 / 19%	357 / 9%	103 / 3%	3849	0
Work in a different country	1756 / 45%	1088 / 28%	504 / 13%	343 / 9%	172 / 4%	3863	0
Working environment	252 / 6%	504 / 13%	1721 / 43%	1186 / 30%	353 / 9%	4016	0

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

Answers:	Responses:
Yes	4172 / 77%
No	1243 / 23%
TOTAL CLICKS	5415
TOTAL RESPONSES	5415

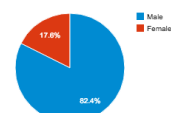


Question 31: How important are the following factors in making your current employer an employer of choice? Please tick ALL that apply.

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Business vision & future potential	60 / 2%	195 / 5%	1288 / 35%	1654 / 44%	520 / 14%	3717	0
Brand values	129 / 4%	438 / 12%	1357 / 38%	1353 / 38%	317 / 9%	3594	0
Company values/ethics	41 / 1%	193 / 5%	1294 / 35%	1685 / 45%	526 / 14%	3739	0
Leadership/management style	37 / 1%	186 / 5%	1279 / 34%	1705 / 46%	516 / 14%	3723	0
Colleagues/Social dimension	106 / 3%	545 / 15%	1517 / 42%	1202 / 33%	268 / 7%	3638	0
Personal development culture	103 / 3%	473 / 13%	1556 / 44%	1173 / 33%	238 / 7%	3543	0
Relocation possibilities	1034 / 31%	1397 / 42%	588 / 17%	279 / 8%	65 / 2%	3363	0
Work life balance	59 / 2%	268 / 7%	1265 / 33%	1396 / 37%	808 / 21%	3796	0
Promotional opportunities	251 / 7%	679 / 20%	1189 / 34%	1057 / 30%	304 / 9%	3480	0
Reward & recognition	78 / 2%	232 / 6%	1219 / 33%	1588 / 43%	548 / 15%	3665	0
Internal communication	140 / 4%	580 / 17%	1669 / 49%	861 / 25%	138 / 4%	3388	0
Support in gaining your qualifications	881 / 26%	746 / 22%	849 / 25%	635 / 19%	241 / 7%	3352	0
C.S.R policy (Corporate Social Responsibility)	502 / 15%	830 / 25%	1342 / 40%	569 / 17%	132 / 4%	3375	0

Question 32: Are you...Please tick ONE.

Answers:	Responses:
Male	4299 / 82.4%

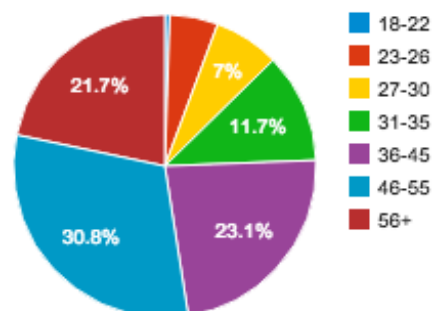


Female	918 / 17.6%
TOTAL CLICKS	5217
TOTAL RESPONSES	5217

Question 33: Are you aged...Please select ONE.

Answers: Responses:

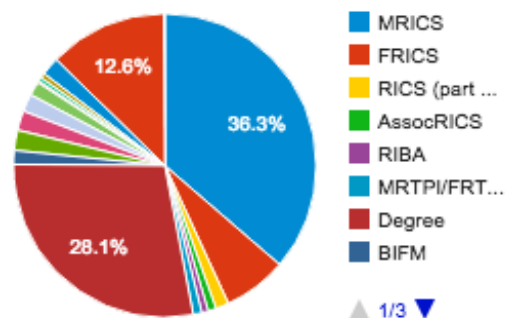
18-22	28 / 0.5%
23-26	272 / 5.2%
27-30	369 / 7%
31-35	618 / 11.7%
36-45	1220 / 23.1%
46-55	1624 / 30.8%
56+	1145 / 21.7%
TOTAL CLICKS	5276
TOTAL RESPONSES	5276



Question 34: Which qualifications do you have? Please tick ALL that apply.

Answers: Responses:

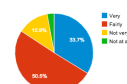
MRICS	3429 / 36.3%
FRICS	643 / 6.8%
RICS (part qual)	132 / 1.4%
AssocRICS	81 / 0.9%
RIBA	66 / 0.7%
MRTPI/FRTPI	87 / 0.9%
Degree	2656 / 28.1%
BIFM	140 / 1.5%
MBA	203 / 2.1%
NEBOSH	197 / 2.1%
MCIOSH	176 / 1.9%
APM	142 / 1.5%
CIPS	16 / 0.2%
IEMA	41 / 0.4%
CIWEM	10 / 0.1%
CEnv	50 / 0.5%
Not professionally qualified	184 / 1.9%
Other	1192 / 12.6%
TOTAL CLICKS	9445
TOTAL RESPONSES	9445



Question 35: How satisfied overall are you with your current job? Please select ONE.

Answers: Responses:

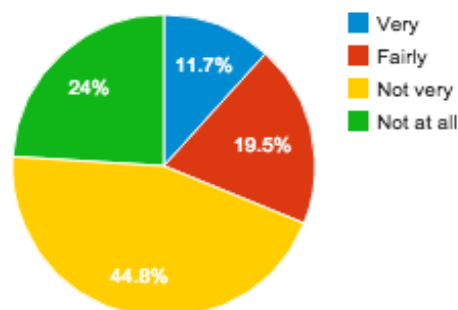
Very 1789 / 33.7%



Fairly	2676 / 50.5%
Not very	684 / 12.9%
Not at all	154 / 2.9%
TOTAL CLICKS	5303
TOTAL RESPONSES	5303

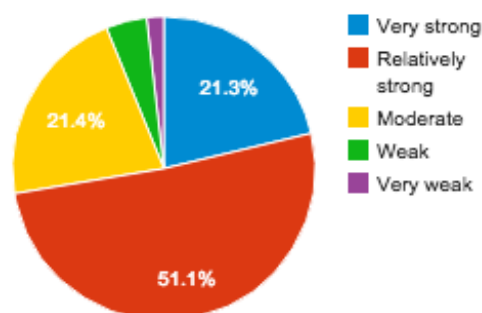
Question 36: How likely are you to change employer in the next 12 months? Please select ONE.

Answers:	Responses:
Very	620 / 11.7%
Fairly	1030 / 19.5%
Not very	2371 / 44.8%
Not at all	1271 / 24%
TOTAL CLICKS	5292
TOTAL RESPONSES	5292



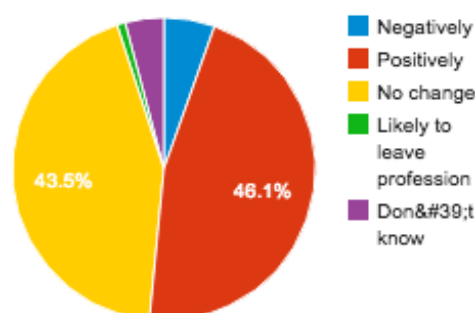
Question 37: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	1130 / 21.3%
Relatively strong	2713 / 51.1%
Moderate	1139 / 21.4%
Weak	232 / 4.4%
Very weak	97 / 1.8%
TOTAL CLICKS	5311
TOTAL RESPONSES	5311



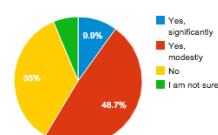
Question 38: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please select ONE.

Answers:	Responses:
Negatively	289 / 5.4%
Positively	2448 / 46.1%
No change	2310 / 43.5%
Likely to leave profession	47 / 0.9%
Don't know	219 / 4.1%
TOTAL CLICKS	5313
TOTAL RESPONSES	5313



Question 39: Do you expect your organisation to increase headcount in 2015?

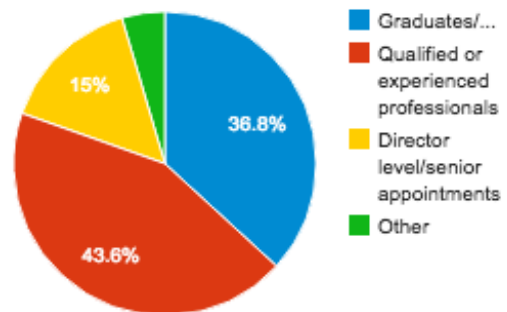
Answers:	Responses:
Yes, significantly	529 / 9.9%
Yes, modestly	2594 / 48.7%



No	1865 / 35%
I am not sure	337 / 6.3%
TOTAL CLICKS	5325
TOTAL RESPONSES	5325

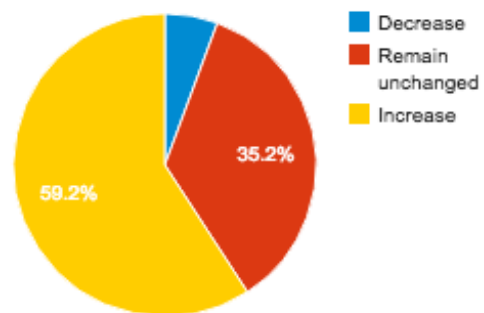
Question 40: At what level/role do you expect your company to hire this year?

Answers:	Responses:
Graduates/entry level roles	2084 / 36.8%
Qualified or experienced professionals	2468 / 43.6%
Director level/senior appointments	852 / 15%
Other	260 / 4.6%
TOTAL CLICKS	5664
TOTAL RESPONSES	5664



Question 41: In your chosen professional activity, do you anticipate economic activity in the next 12 months to: Please tick ONE.

Answers:	Responses:
Decrease	300 / 5.6%
Remain unchanged	1869 / 35.2%
Increase	3145 / 59.2%
TOTAL CLICKS	5314
TOTAL RESPONSES	5314



Question 42: For entry into our free prize draw and a chance to win dinner for two with an overnight stay at Sloane Square Hotel in London*, please enter your details below. We will also email you a copy of the executive summary as soon as it is released.*Terms & Conditions ApplyPlease note Macdonald & Company respects your privacy and will not share your data with any third parties.