

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 - 15th December 2014

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

Status: **Closed**

Total Responses: 695

Created Time/Date: 13:10 11th Feb 2014

Filtered Responses: 0

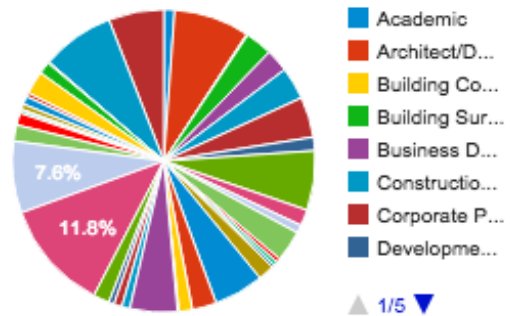
Modified Time/Date: 12:16 17th Feb 2014

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:

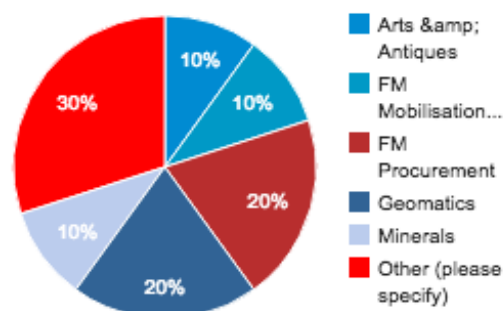
Academic	8 / 1.2%
Architect/Design	56 / 8.1%
Building Control	1 / 0.1%
Building Surveying	20 / 2.9%
Business Development Management	17 / 2.4%
Construction Management	24 / 3.5%
Corporate Property Consultancy	30 / 4.3%
Development Commercial	10 / 1.4%
Energy/Renewables	44 / 6.3%
Environmental/Sustainability	12 / 1.7%
Estates Surveyor (In House)	6 / 0.9%
Financial/Real Estate Analyst	23 / 3.3%
FM Commercial Management	3 / 0.4%
FM Operations - Hard	3 / 0.4%
FM Operations - Soft	2 / 0.3%
FM Operations - Total FM	12 / 1.7%
Fund Management	37 / 5.3%
General Practice	18 / 2.6%
Health & Safety	10 / 1.4%
Industrial Agent/Leasing	1 / 0.1%
Investment Brokerage/Agency	35 / 5%
Landlord & Tenant	6 / 0.9%
Office Agent/Leasing	6 / 0.9%
Planner	4 / 0.6%
Property Manager	12 / 1.7%
Project Management	82 / 11.8%
Property Asset Management	53 / 7.6%
Property Finance	12 / 1.7%
Quantity Surveying	9 / 1.3%
Rating	2 / 0.3%



Regeneration	1 / 0.1%
Residential Agent/Sales/Leasing	4 / 0.6%
Residential Development	6 / 0.9%
Residential Survey & Valuation	3 / 0.4%
Research	17 / 2.4%
Retail Agent/Leasing	9 / 1.3%
Rural Practice	1 / 0.1%
Valuation	54 / 7.8%
Other	41 / 5.9%
TOTAL CLICKS	694
TOTAL RESPONSES	694

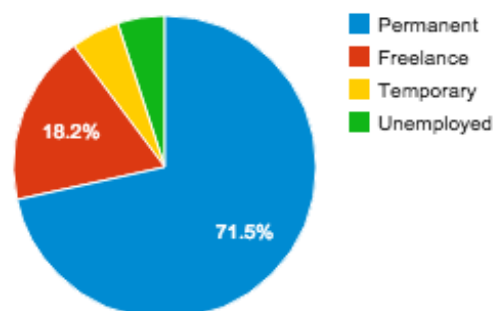
Question 2: Which one of the following best describes your main professional activity? Please tick ONE.

Answers:	Responses:
Arts & Antiques	1 / 10%
Claims & Dispute Resolution	0 / 0%
FM Bidding	0 / 0%
FM Business Development	0 / 0%
FM Consultant	0 / 0%
FM Mobilisation/Project Management	1 / 10%
FM Procurement	2 / 20%
Geomatics	2 / 20%
Interior Design	0 / 0%
Landscape Architect	0 / 0%
Minerals	1 / 10%
Urban Design	0 / 0%
Other (please specify)	3 / 30%
TOTAL CLICKS	10
TOTAL RESPONSES	10



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

Answers:	Responses:
Permanent	495 / 71.5%
Freelance	126 / 18.2%
Temporary	36 / 5.2%
Unemployed	35 / 5.1%
TOTAL CLICKS	692
TOTAL RESPONSES	692



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

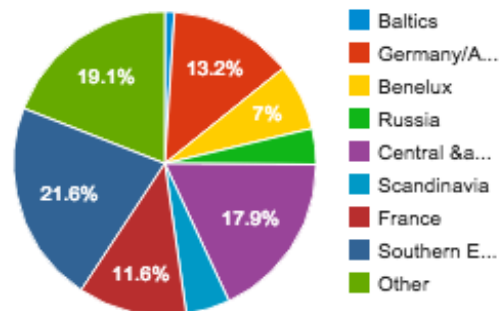
Answers:	Responses:
UK	0 / 0%
Europe	695 / 100%
TOTAL CLICKS	695
TOTAL RESPONSES	695

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

Answers:	Responses:
Greater London	0 / 0%
Midlands	0 / 0%
South East	0 / 0%
North West/East	0 / 0%
South West/Wales	0 / 0%
Scotland	0 / 0%
East Anglia	0 / 0%
Ireland	0 / 0%
Other	0 / 0%
TOTAL CLICKS	0
TOTAL RESPONSES	0

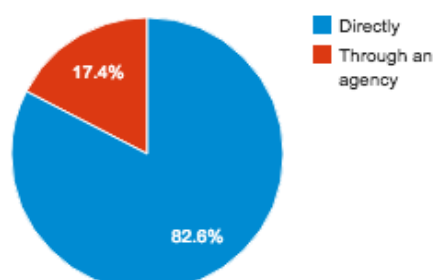
Question 6: Where in Europe do you mainly work? Please tick ONE.

Answers:	Responses:
Baltics	7 / 1%
Germany/Austria/Switzerland	90 / 13.2%
Benelux	48 / 7%
Russia	26 / 3.8%
Central & Eastern Europe	122 / 17.9%
Scandinavia	32 / 4.7%
France	79 / 11.6%
Southern Europe	147 / 21.6%
Other	130 / 19.1%
TOTAL CLICKS	681
TOTAL RESPONSES	681



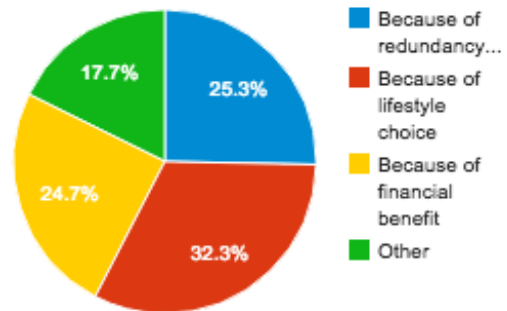
Question 7: Do you work...? Please tick ONE.

Answers:	Responses:
Directly	128 / 82.6%
Through an agency	27 / 17.4%
TOTAL CLICKS	155
TOTAL RESPONSES	155



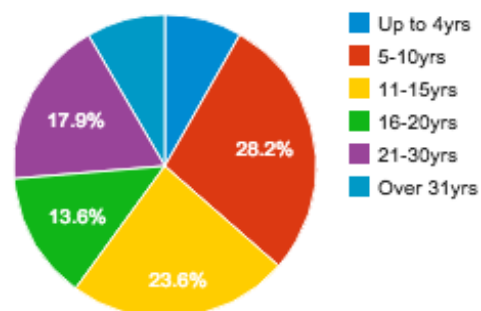
Question 8: Do you work on a freelance/temporary basis...? Please tick ONE.

Answers:	Responses:
Because of redundancy/necessity	40 / 25.3%
Because of lifestyle choice	51 / 32.3%
Because of financial benefit	39 / 24.7%
Other	28 / 17.7%
TOTAL CLICKS	158
TOTAL RESPONSES	158



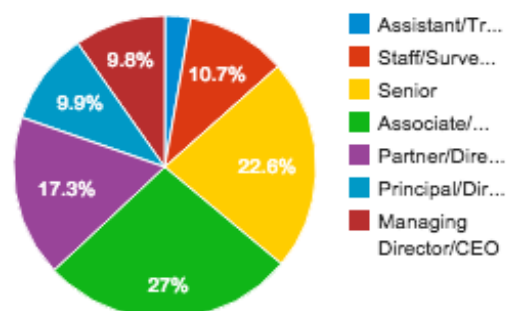
Question 9: How many year's experience do you have in your discipline? Please select ONE.

Answers:	Responses:
Up to 4yrs	54 / 8.3%
5-10yrs	184 / 28.2%
11-15yrs	154 / 23.6%
16-20yrs	89 / 13.6%
21-30yrs	117 / 17.9%
Over 31yrs	55 / 8.4%
TOTAL CLICKS	653
TOTAL RESPONSES	653



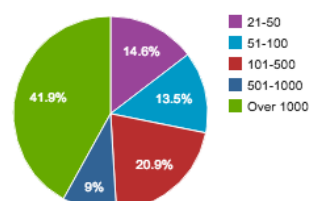
Question 10: What is your level of responsibility within the organisation for which you work? Please select ONE.

Answers:	Responses:
Assistant/Trainee/Graduate	18 / 2.7%
Staff/Surveyor/Other	70 / 10.7%
Senior	148 / 22.6%
Associate/Manager	177 / 27%
Partner/Director/Vice President - Salaried	113 / 17.3%
Principal/Director/Partner - Equity	65 / 9.9%
Managing Director/CEO	64 / 9.8%
TOTAL CLICKS	655
TOTAL RESPONSES	655



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

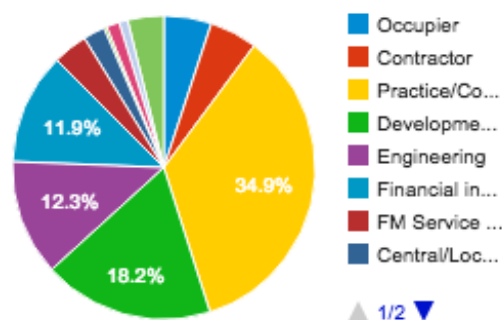
Answers:	Responses:
1-2	0 / 0%
3-5	0 / 0%
6-10	0 / 0%
11-20	0 / 0%



21-50	68 / 14.6%
51-100	63 / 13.5%
101-500	97 / 20.9%
501-1000	42 / 9%
Over 1000	195 / 41.9%
TOTAL CLICKS	465
TOTAL RESPONSES	465

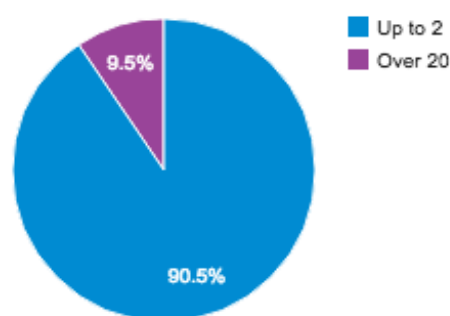
Question 12: What is the main activity of the organisation? Please select ONE.

Answers:	Responses:
Occupier	33 / 5.1%
Contractor	33 / 5.1%
Practice/Consultancy/Advisor	226 / 34.9%
Development/Investment/Property Company/REIT	118 / 18.2%
Engineering	80 / 12.3%
Financial institution/Fund	77 / 11.9%
FM Service Provider	24 / 3.7%
Central/Local Government	15 / 2.3%
Sovereign Wealth Fund	2 / 0.3%
Education	9 / 1.4%
Non-profit making organisation	6 / 0.9%
Utilities/Power	25 / 3.9%
TOTAL CLICKS	648
TOTAL RESPONSES	648



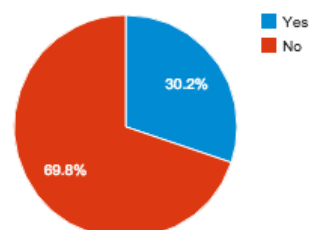
Question 13: Approximately how many years have you been with your present employer? Please select ONE.

Answers:	Responses:
Up to 2	238 / 90.5%
3-6	0 / 0%
7-10	0 / 0%
11-20	0 / 0%
Over 20	25 / 9.5%
TOTAL CLICKS	263
TOTAL RESPONSES	263



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

Answers:	Responses:
Yes	198 / 30.2%
No	458 / 69.8%
TOTAL CLICKS	656
TOTAL RESPONSES	656



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).

MEAN	65,957.32
TOTAL CLICKS	535
TOTAL RESPONSES	535

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).

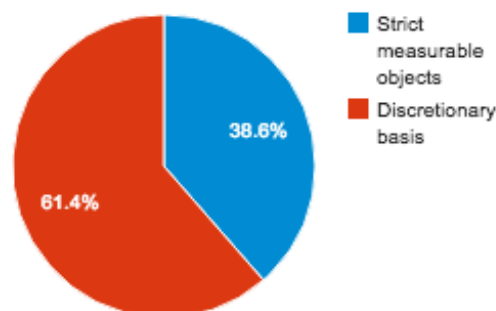
MEAN	21,107.10
TOTAL CLICKS	343
TOTAL RESPONSES	343

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).

MEAN	14,211.76
TOTAL CLICKS	118
TOTAL RESPONSES	118

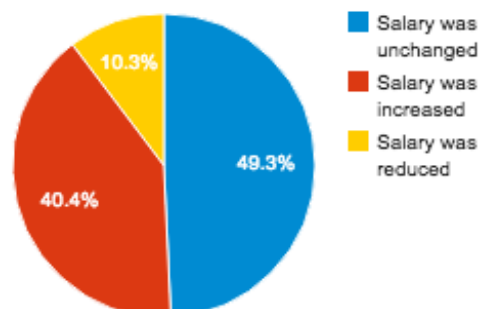
Question 18: Is your bonus awarded on?

Answers:	Responses:
Strict measurable objects	189 / 38.6%
Discretionary basis	301 / 61.4%
TOTAL CLICKS	490
TOTAL RESPONSES	490



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	267 / 49.3%
Salary was increased	219 / 40.4%
Salary was reduced	56 / 10.3%
TOTAL CLICKS	542
TOTAL RESPONSES	542

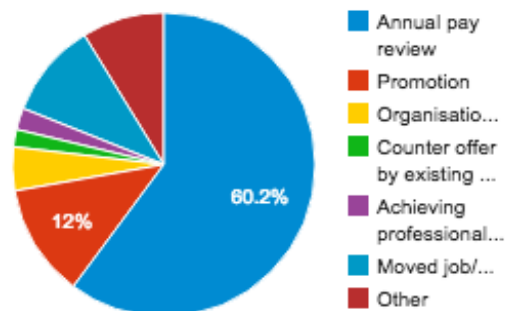


Question 20: If your salary was increased please indicate % INCREASE. Please use the format for example 15 to indicate 15% PLEASE DO NOT USE the % sign or comma.

MEAN	9.32
TOTAL CLICKS	211
TOTAL RESPONSES	211

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

Answers:	Responses:
Annual pay review	130 / 60.2%
Promotion	26 / 12%
Organisational restructure by employer	10 / 4.6%
Counter offer by existing employer following attempted resignation	4 / 1.9%
Achieving professional qualification	5 / 2.3%
Moved job/new employer	22 / 10.2%
Other	19 / 8.8%
TOTAL CLICKS	216
TOTAL RESPONSES	216

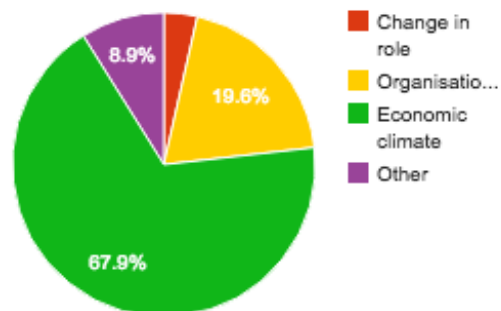


Question 22: If your salary was reduced please indicate % DECREASE. Please use the format for example 10 to indicate a 10% decrease PLEASE DO NOT USE the % or - signs, or comma.

MEAN	22.10
TOTAL CLICKS	54
TOTAL RESPONSES	54

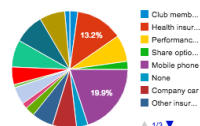
Question 23: Was the salary decrease as a result of (Please tick ONE):

Answers:	Responses:
Annual pay review	0 / 0%
Change in role	2 / 3.6%
Organisational restructure by employer e.g cost cutting	11 / 19.6%
Economic climate	38 / 67.9%
Other	5 / 8.9%
TOTAL CLICKS	56
TOTAL RESPONSES	56



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

Answers:	Responses:
Club membership	44 / 2.2%
Health insurance	260 / 13.2%

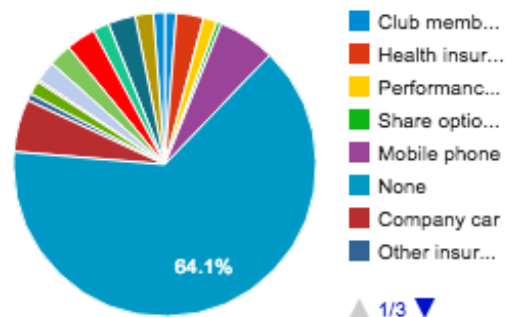


Performance related bonus	146 / 7.4%
Share option scheme	45 / 2.3%
Mobile phone	393 / 19.9%
None	63 / 3.2%
Company car	132 / 6.7%
Other insurances (critical illness/life)	118 / 6%
Profit share	53 / 2.7%
Paid overtime	31 / 1.6%
Flexitime	96 / 4.9%
Other	17 / 0.9%
Company car allowance	97 / 4.9%
Contributory pension	149 / 7.5%
Professional subscriptions/fees	164 / 8.3%
Lunches/luncheon vouchers	140 / 7.1%
Flexible benefits package	28 / 1.4%
TOTAL CLICKS	1976
TOTAL RESPONSES	1976

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	5 / 1.2%
Health insurance	12 / 2.9%
Performance related bonus	6 / 1.5%
Share option scheme	2 / 0.5%
Mobile phone	25 / 6.1%
None	263 / 64.1%
Company car	23 / 5.6%
Other insurances (critical illness/life)	3 / 0.7%
Profit share	6 / 1.5%
Paid overtime	1 / 0.2%
Flexitime	9 / 2.2%
Other	10 / 2.4%
Company car allowance	13 / 3.2%
Contributory pension	7 / 1.7%
Professional subscriptions/fees	12 / 2.9%
Lunches/luncheon vouchers	8 / 2%
Flexible benefits package	5 / 1.2%
TOTAL CLICKS	410
TOTAL RESPONSES	410



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

Answers: Responses:

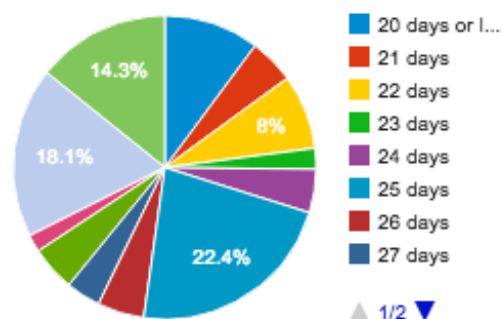


Yes	369 / 68.3%
No	171 / 31.7%
TOTAL CLICKS	540
TOTAL RESPONSES	540

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

Answers: Responses:

20 days or less	55 / 10.2%
21 days	26 / 4.8%
22 days	43 / 8%
23 days	12 / 2.2%
24 days	25 / 4.6%
25 days	121 / 22.4%
26 days	27 / 5%
27 days	20 / 3.7%
28 days	26 / 4.8%
29 days	10 / 1.9%
30 days	98 / 18.1%
31 days or more	77 / 14.3%
TOTAL CLICKS	540
TOTAL RESPONSES	540



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	7 / 1%	10 / 2%	150 / 28%	253 / 48%	107 / 20%	527	0
Career progression	18 / 3%	37 / 7%	140 / 27%	208 / 40%	116 / 22%	519	0
Management style	9 / 2%	21 / 4%	136 / 26%	248 / 48%	102 / 20%	516	0
Range of clients	24 / 5%	87 / 17%	208 / 41%	154 / 30%	36 / 7%	509	0
Range of interesting work	8 / 2%	6 / 1%	117 / 23%	224 / 43%	163 / 31%	518	0
Latest technology	22 / 4%	134 / 26%	223 / 43%	109 / 21%	25 / 5%	513	0
Location	16 / 3%	87 / 17%	210 / 41%	154 / 30%	50 / 10%	517	0
Working environment	8 / 2%	24 / 5%	185 / 36%	216 / 42%	84 / 16%	517	0
Responsibility	11 / 2%	31 / 6%	139 / 27%	254 / 49%	88 / 17%	523	0
Job security	36 / 7%	86 / 17%	201 / 39%	137 / 27%	54 / 11%	514	0
Training/development	21 / 4%	86 / 17%	200 / 39%	161 / 31%	47 / 9%	515	0
Travel opportunities	56 / 11%	155 / 30%	161 / 31%	111 / 22%	32 / 6%	515	0

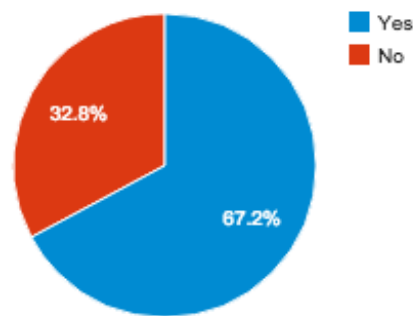
Question 29: If you were to leave your present employer, what would your main (important) reasons be? Please tick ALL that apply.

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Better benefits package	17 / 3%	68 / 14%	157 / 32%	141 / 29%	108 / 22%	491	0
Career progression	16 / 3%	34 / 7%	125 / 25%	172 / 35%	147 / 30%	494	0

Change of career	73 / 16%	129 / 28%	130 / 28%	82 / 18%	52 / 11%	466	0
Job security	46 / 10%	116 / 25%	162 / 35%	91 / 20%	46 / 10%	461	0
Latest technology	89 / 19%	191 / 42%	120 / 26%	47 / 10%	13 / 3%	460	0
Location	36 / 8%	92 / 19%	177 / 38%	118 / 25%	49 / 10%	472	0
Management style	19 / 4%	52 / 11%	142 / 30%	180 / 38%	83 / 17%	476	0
Range of clients	33 / 7%	105 / 23%	177 / 39%	112 / 24%	31 / 7%	458	0
Range of interesting work	15 / 3%	35 / 7%	121 / 26%	168 / 36%	133 / 28%	472	0
Redundancy	73 / 17%	135 / 31%	143 / 33%	57 / 13%	27 / 6%	435	0
Responsibility	24 / 5%	45 / 10%	161 / 35%	168 / 37%	56 / 12%	454	0
Retirement	136 / 31%	115 / 26%	116 / 26%	46 / 10%	27 / 6%	440	0
Salary	15 / 3%	26 / 5%	120 / 25%	175 / 36%	149 / 31%	485	0
To start your own business	110 / 24%	123 / 27%	98 / 22%	57 / 13%	61 / 14%	449	0
Training/personal development	52 / 11%	101 / 22%	163 / 36%	107 / 24%	30 / 7%	453	0
Travel opportunities	78 / 17%	132 / 29%	131 / 29%	87 / 19%	30 / 7%	458	0
Work in a different country	81 / 17%	119 / 26%	100 / 22%	105 / 23%	60 / 13%	465	0
Working environment	22 / 5%	45 / 10%	167 / 36%	165 / 35%	68 / 15%	467	0

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

Answers:	Responses:
Yes	350 / 67.2%
No	171 / 32.8%
TOTAL CLICKS	521
TOTAL RESPONSES	521



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	3 / 1%	14 / 4%	113 / 36%	129 / 41%	53 / 17%	312	0
Brand values	12 / 4%	53 / 17%	126 / 41%	92 / 30%	26 / 8%	309	0
Company values/ethics	5 / 2%	22 / 7%	128 / 41%	123 / 39%	38 / 12%	316	0
Leadership/management style	7 / 2%	23 / 7%	111 / 36%	117 / 38%	52 / 17%	310	0
Colleagues/Social dimension	12 / 4%	50 / 16%	125 / 41%	90 / 29%	31 / 10%	308	0
Personal development culture	8 / 3%	51 / 17%	116 / 39%	103 / 34%	23 / 8%	301	0
Relocation possibilities	41 / 14%	98 / 33%	98 / 33%	44 / 15%	20 / 7%	301	0
Work life balance	11 / 3%	35 / 11%	122 / 39%	103 / 33%	45 / 14%	316	0
Promotional opportunities	17 / 6%	64 / 21%	120 / 39%	86 / 28%	19 / 6%	306	0
Reward & recognition	13 / 4%	35 / 12%	114 / 38%	106 / 35%	35 / 12%	303	0
Internal communication	18 / 6%	59 / 20%	135 / 45%	68 / 23%	18 / 6%	298	0
Support in gaining your qualifications	43 / 14%	74 / 25%	107 / 36%	59 / 20%	16 / 5%	299	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	9 / 2%	73 / 17%	145 / 34%	164 / 38%	37 / 9%	428	0
Communication skills	6 / 1%	42 / 10%	85 / 19%	204 / 47%	101 / 23%	438	0
Right attitude/personality	3 / 1%	45 / 10%	121 / 28%	184 / 42%	84 / 19%	437	0
Relevant industry knowledge and experience	19 / 4%	104 / 24%	131 / 31%	115 / 27%	57 / 13%	426	0
Professional manner	16 / 4%	83 / 19%	140 / 32%	137 / 32%	55 / 13%	431	0
Literacy and numeracy skills	34 / 8%	95 / 23%	150 / 36%	114 / 27%	28 / 7%	421	0
Professional/Industry qualifications	25 / 6%	89 / 21%	155 / 36%	115 / 27%	42 / 10%	426	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 339 / 25.9%

Action oriented 202 / 15.4%

Flexible/Adaptable 183 / 14%

Confident/Self assured 146 / 11.1%

Self starter 42 / 3.2%

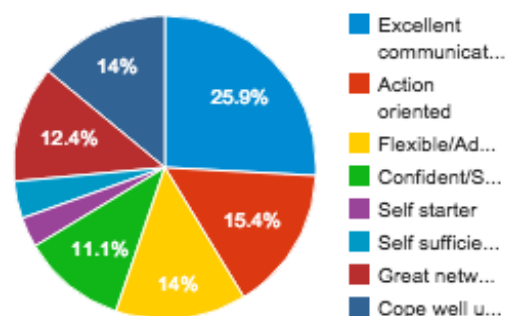
Self sufficient/Independent 52 / 4%

Great networker 163 / 12.4%

Cope well under pressure 184 / 14%

TOTAL CLICKS 1311

TOTAL RESPONSES 1311



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

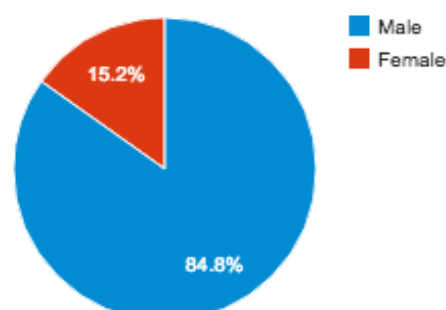
Answers: Responses:

Male 419 / 84.8%

Female 75 / 15.2%

TOTAL CLICKS 494

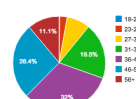
TOTAL RESPONSES 494



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

Answers: Responses:

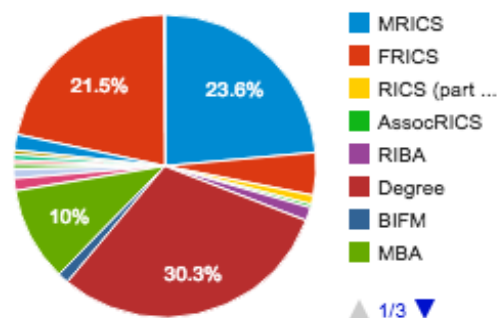
18-22 1 / 0.2%



23-26	13 / 2.6%
27-30	41 / 8.2%
31-35	98 / 19.5%
36-45	161 / 32%
46-55	133 / 26.4%
56+	56 / 11.1%
TOTAL CLICKS	503
TOTAL RESPONSES	503

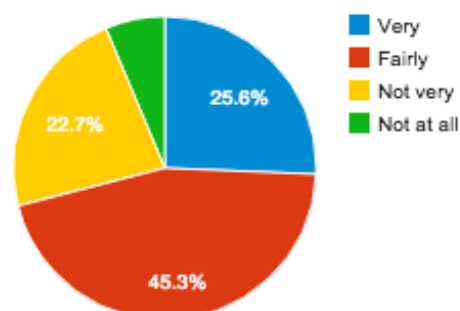
Question 36: Which qualifications do you have? Please tick ALL that apply.

Answers:	Responses:
MRICS	197 / 23.6%
FRICS	38 / 4.5%
RICS (part qual)	8 / 1%
AssocRICS	3 / 0.4%
RIBA	12 / 1.4%
MRTPI/FRTPI	1 / 0.1%
Degree	253 / 30.3%
BIFM	10 / 1.2%
MBA	84 / 10%
NEBOSH	11 / 1.3%
MCIQB	8 / 1%
APM	5 / 0.6%
CIPS	3 / 0.4%
IEMA	5 / 0.6%
CIWEM	0 / 0%
CEnv	4 / 0.5%
Not professionally qualified	14 / 1.7%
Other	180 / 21.5%
TOTAL CLICKS	836
TOTAL RESPONSES	836



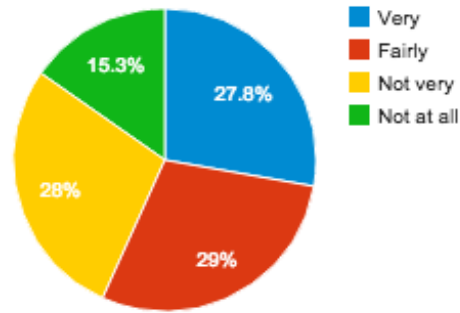
Question 37: How satisfied overall are you with your current job? Please select ONE.

Answers:	Responses:
Very	129 / 25.6%
Fairly	228 / 45.3%
Not very	114 / 22.7%
Not at all	32 / 6.4%
TOTAL CLICKS	503
TOTAL RESPONSES	503



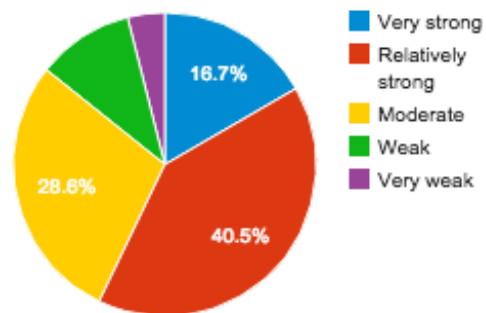
Question 38: How likely are you to change employer in the next 12 months? Please select ONE.

Answers:	Responses:
Very	140 / 27.8%
Fairly	146 / 29%
Not very	141 / 28%
Not at all	77 / 15.3%
TOTAL CLICKS	504
TOTAL RESPONSES	504



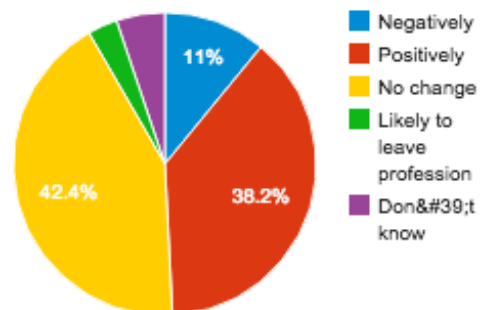
Question 39: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	84 / 16.7%
Relatively strong	204 / 40.5%
Moderate	144 / 28.6%
Weak	52 / 10.3%
Very weak	20 / 4%
TOTAL CLICKS	504
TOTAL RESPONSES	504



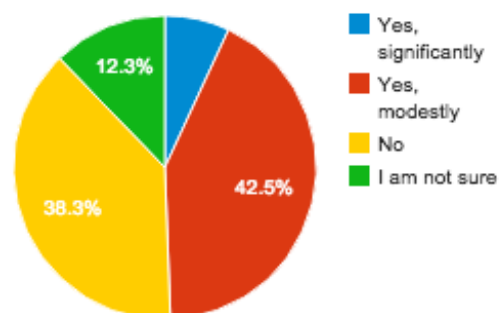
Question 40: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please select ONE.

Answers:	Responses:
Negatively	55 / 11%
Positively	192 / 38.2%
No change	213 / 42.4%
Likely to leave profession	16 / 3.2%
Don't know	26 / 5.2%
TOTAL CLICKS	502
TOTAL RESPONSES	502



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

Answers:	Responses:
Yes, significantly	35 / 6.9%
Yes, modestly	215 / 42.5%
No	194 / 38.3%
I am not sure	62 / 12.3%
TOTAL CLICKS	506
TOTAL RESPONSES	506



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

Answers: Responses:

Graduates/entry level roles 128 / 33.7%

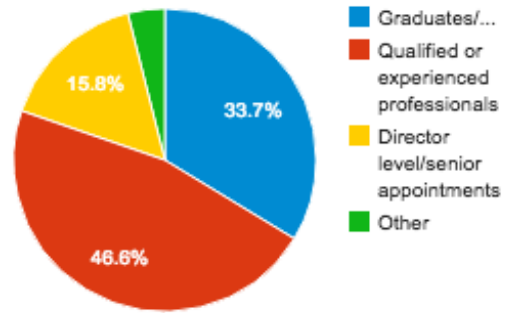
Qualified or experienced professionals 177 / 46.6%

Director level/senior appointments 60 / 15.8%

Other 15 / 3.9%

TOTAL CLICKS 380

TOTAL RESPONSES 380



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

Answers: Responses:

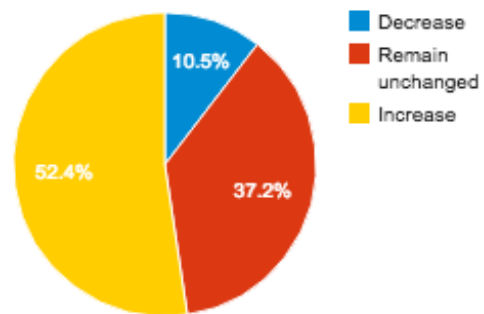
Decrease 53 / 10.5%

Remain unchanged 188 / 37.2%

Increase 265 / 52.4%

TOTAL CLICKS 506

TOTAL RESPONSES 506



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.