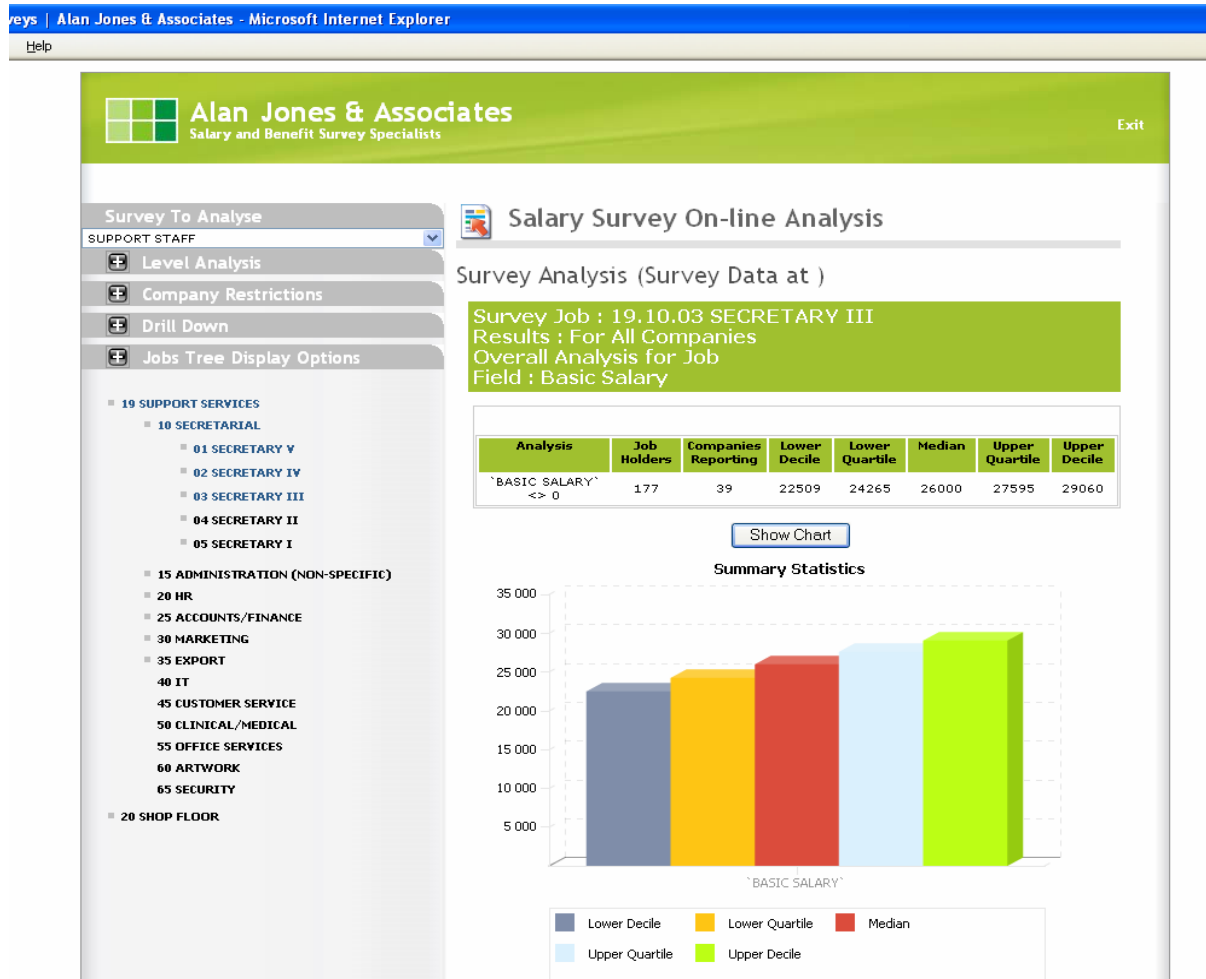
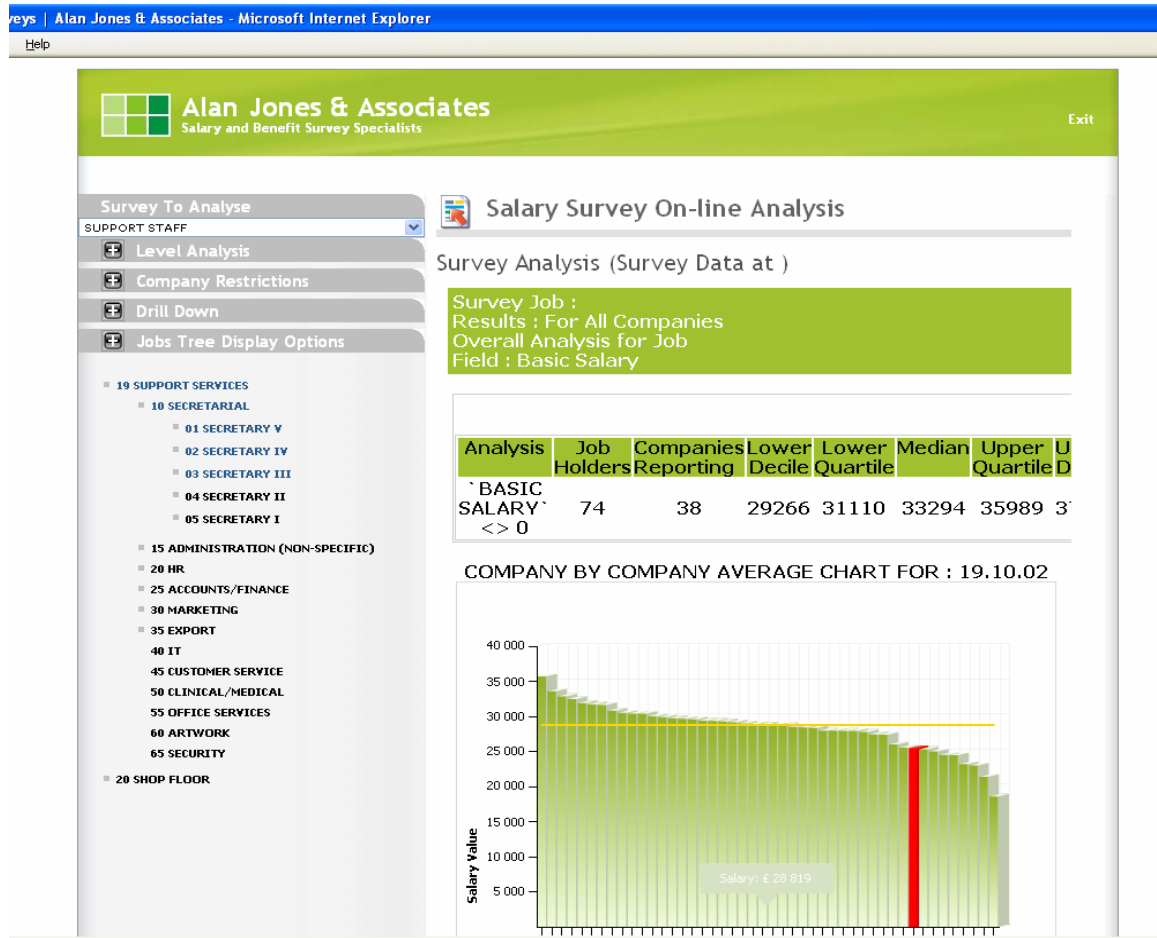


Salary Survey Sample

The online feedback gives information job by job with overall analysis for incumbents (job holders) and also showing company position - see next sample chart.



This view shows averaged company data enabling survey participants to see how they compare with the group and the median (your company average for that job is shown in red)



This sample is of the hard copy/excel output. The summary makes it easy to compare information across job groups.

SUMMARY OF DATA

JOB CODE & TITLE		Basic Salary						Total Salary			
		Companies Reporting	Job Holders	Lower Quartile	Median	Upper Quartile	Your Median	Lower Quartile	Median	Upper Quartile	Your Median
10	IT										
10.01	Analyst Programmer - Entry	15	30	22000	23000	24000	23500	22100	23500	25000	24000
10.02	Analyst Programmer - Dev	15	32	30000	33500	39000	27000	32000	33500	39000	27500
10.03	Analyst Programmer - Estd	10	16	33000	37500	45000		34000	37500	45000	
10.04	Project Team Leader	7	15	37000	45000	47000	39000	38000	45000	47000	40500
10.05	IT Team Leader	5	7	45000	49000	51000	48000	47000	51000	53000	50000
etc.											
									Basic	Total	
									IT Function Survey Movement: 6 months	1.7%	1.9%
									IT Function Survey Movement: 12 months	3.8%	4.1%

BONUS SUMMARY

The summary has an analysis of bonus job match data.

JOB CODE & TITLE		% of Job Holders Reporting Bonus	Bonus Paid		On-target Bonus%		
			Overall Median	Your Median	Overall Median	Your Median	
10	IT						
10.01	Analyst Programmer - Entry	25%	23000	500	23500	5%	
10.02	Analyst Programmer - Dev	40%	33500	500	33500	5%	
10.03	Analyst Programmer - Estd	45%	37500		37500		
10.04	Project Team Leader	60%	45000	1500	45000	10%	
10.05	IT Team Leader	75%	49000	2000	51000	10%	

COMPANY CAR ANALYSIS

The summary has an analysis of job match data for company cars, allowances and fuel.

JOB CODE & TITLE			Company Car Data		Car Allowance		Fuel Provision		
			% of Job Holders With Company Car	Average List Price	Your Avg List Price	Average Allow- ance	Your Avg Allow.	All	Part
10	IT								
10.01	Analyst Programmer - Entry	0%					0%	0%	0%
10.02	Analyst Programmer - Dev	0%					0%	0%	0%
10.03	Analyst Programmer - Estd	10%	15000		4500		10%	0%	90%
10.04	Project Team Leader	23%	17500	18000	5000	4250	10%	0%	90%
10.05	IT Team Leader	58%	25000	24500	6000	5250	10%	0%	90%

For each job there are job pages showing the survey results (incumbent analysis) in full. The location analysis will vary depending on the local area.

10.01 Analyst Programmer - Entry

Basic Salary	Overall Analysis	Your Co's Analysis	Local Area	Region	UK	Etc.
Upper Decile	25000		23000	25000	26000	
Upper Quartile	24000		22000	22500	25000	
Median	23000	23500	22000	22900	24000	
Lower Quartile	22000		21000	21500	23000	
Lower Decile	20000		19500	20000	21000	
Average	22985		22100	22500	24600	
Job Holders	30	3	10	10	10	
Companies Reporting	15	1	10	10	10	

Total Salary	Overall Analysis	Your Co's Analysis	Local Area	Region	UK
Upper Decile	26000		24750	25250	27000
Upper Quartile	25000		23500	23750	25750
Median	23500	24000	23000	23450	24500
Lower Quartile	22100		21500	22000	23750
Lower Decile	21400		19500	20000	21100
Average	23450		22900	23200	24900

This page enables survey participants to see how their job match compares with the group.

10.01 Analyst Programmer - Entry

BASIC PAY

	Basic Overall Number	Basic Overall Analysis	Basic Your Data
29000			
28500	1		
28000	1		
27500	1		
27000			
26500	1		
26000			1
25500	2		
25000	4	UD	
24500	3		
24000	2	UQ	
23500	1		1*
23000	4	MED	
22500	2		
22000	1	LQ	
21500	1		1
21000	1		
20500	1		
20000	2	LD	
19500			
19000	1		
18500			
18000	1		
	30		3

TOTAL PAY

	Total Overall Number	Total Overall Analysis	Total Your Data
29000			
28500	1		
28000	1		
27500			
27000			
26500	1		1
26000	1	UD	
25500	2		
25000	3	UQ	
24500	2		
24000	3		1*
23500	3	MED	
23000	4		
22500	3		
22000	1	LQ	1
21500	2		
21000	1	LD	
20500			
20000	2		
19500			
19000	1		
18500			
18000	1		

* = your median