

REC – Salary and Benefits Survey 2015

METHODOLOGY NOTE

ComRes interviewed 750 REC IRP members online between 12th June and 6th July 2015. ComRes is a member of the British Polling Council and abides by its rules.

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Base: All respondents	

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Q2. Are you a...

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SEVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
Manager	358 48%	358 100%	- -	173 49%	185 47%	50 17%	179 62%	127 82%	118 35%	118 52%	118 69%	163 51%	109 63%	81 32%
Consultant	392 52%	- -	392 100%	181 51%	211 53%	249 83%	111 38%	28 18%	221 65%	110 48%	52 31%	154 49%	64 37%	173 68%

REC Membership Survey 2015

Q2. Are you a...

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Manager	358 48%	198 51%	84 47%	75 42%	128 44%	111 52%	119 48%	63 57%	201 45%	58 48%	65 47%	77 56%	86 35%	58 64%	72 52%
Consultant	392 52%	187 49%	96 53%	102 58%	160 56%	102 48%	130 52%	48 43%	248 55%	63 52%	74 53%	61 44%	157 65%	33 36%	67 48%

REC Membership Survey 2015

Q3. Are you...

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
Male	354 47%	173 48%	181 46%	354 100%	-	142 47%	141 49%	68 44%	162 48%	113 50%	75 44%	154 49%	75 43%	124 49%
Female	396 53%	185 52%	211 54%	-	396 100%	157 53%	149 51%	87 56%	177 52%	115 50%	95 56%	163 51%	98 57%	130 51%

REC Membership Survey 2015

Q3. Are you...

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Male	354 47%	174 45%	93 52%	84 47%	112 39%	112 53%	130 52%	44 40%	205 46%	70 58%	31 22%	76 55%	156 64%	32 35%	59 42%
Female	396 53%	211 55%	87 48%	93 53%	176 61%	101 47%	119 48%	67 60%	244 54%	51 42%	108 78%	62 45%	87 36%	59 65%	80 58%

REC Membership Survey 2015

Q4. How long have you worked in recruitment?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
1-2 year	123 16%	9 3%	114 29%	63 18%	60 15%	123 41%	- -	- -	117 35%	- -	1 1%	46 15%	21 12%	56 22%
3-5 years	176 23%	41 11%	135 34%	79 22%	97 24%	176 59%	- -	- -	90 27%	84 37%	1 1%	62 20%	33 19%	78 31%
6-10 years	154 21%	79 22%	75 19%	80 23%	74 19%	- -	154 53%	- -	55 16%	53 23%	45 26%	76 24%	27 16%	50 20%
11-15 years	136 18%	100 28%	36 9%	61 17%	75 19%	- -	136 47%	- -	33 10%	47 21%	53 31%	66 21%	36 21%	34 13%
16-20 years	103 14%	82 23%	21 5%	48 14%	55 14%	- -	- -	103 66%	28 8%	28 12%	47 28%	46 15%	35 20%	21 8%
21+ years	52 7%	45 13%	7 2%	20 6%	32 8%	- -	- -	52 34%	15 4%	15 7%	22 13%	21 7%	19 11%	12 5%
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	6 1%	2 1%	4 1%	3 1%	3 1%	- -	- -	- -	1 *	1 *	1 1%	- -	2 1%	3 1%

REC Membership Survey 2015

Q4. How long have you worked in recruitment?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
NETS														
Net: 5 years or fewer	299 40%	50 14%	249 64%	142 40%	157 40%	299 100%	- -	- -	207 61%	84 37%	2 1%	108 34%	54 31%	134 53%
Net: 6-15 years	290 39%	179 50%	111 28%	141 40%	149 38%	- -	290 100%	- -	88 26%	100 44%	98 58%	142 45%	63 36%	84 33%
Net: 16+ years	155 21%	127 35%	28 7%	68 19%	87 22%	- -	- -	155 100%	43 13%	43 19%	69 41%	67 21%	54 31%	33 13%
Median	8	13	4	8	8	3	10	20	4	9	14	9	11	5
Mean score	9.56	13.31	6.11	9.18	9.89	2.99	10.53	20.39	6.77	10.17	14.48	9.86	11.59	7.81
Standard deviation	7.07	6.67	5.52	6.66	7.42	1.36	2.81	4.40	6.49	6.67	5.83	6.78	7.52	6.73
Standard error	.26	.35	.28	.36	.37	.08	.17	.35	.35	.44	.45	.38	.58	.43

REC Membership Survey 2015

Q4. How long have you worked in recruitment?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
1-2 year	123 16%	64 17%	23 13%	34 19%	43 15%	33 15%	47 19%	10 9%	78 17%	22 18%	17 12%	19 14%	56 23%	11 12%	20 14%
3-5 years	176 23%	83 22%	48 27%	43 24%	68 24%	45 21%	63 25%	20 18%	108 24%	28 23%	32 23%	28 20%	57 23%	26 29%	33 24%
6-10 years	154 21%	81 21%	30 17%	40 23%	64 22%	44 21%	46 18%	20 18%	96 21%	25 21%	28 20%	28 20%	51 21%	21 23%	26 19%
11-15 years	136 18%	76 20%	31 17%	29 16%	54 19%	33 15%	49 20%	28 25%	69 15%	27 22%	29 21%	29 21%	38 16%	15 16%	25 18%
16-20 years	103 14%	52 14%	36 20%	15 8%	38 13%	35 16%	30 12%	21 19%	60 13%	13 11%	23 17%	19 14%	29 12%	14 15%	18 13%
21+ years	52 7%	27 7%	8 4%	16 9%	17 6%	21 10%	14 6%	11 10%	33 7%	6 5%	10 7%	13 9%	11 5%	4 4%	14 10%
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	6 1%	2 1%	4 2%	- -	4 1%	2 1%	- -	1 1%	5 1%	- -	- -	2 1%	1 *	- -	3 2%

REC Membership Survey 2015

Q4. How long have you worked in recruitment?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
NETS															
Net: 5 years or fewer	299 40%	147 38%	71 39%	77 44%	111 39%	78 37%	110 44%	30 27%	186 41%	50 41%	49 35%	47 34%	113 47%	37 41%	53 38%
Net: 6-15 years	290 39%	157 41%	61 34%	69 39%	118 41%	77 36%	95 38%	48 43%	165 37%	52 43%	57 41%	57 41%	89 37%	36 40%	51 37%
Net: 16+ years	155 21%	79 21%	44 24%	31 18%	55 19%	56 26%	44 18%	32 29%	93 21%	19 16%	33 24%	32 23%	40 16%	18 20%	32 23%
Median	8	8	9	8	9	9	7	11	8	8	10	9	7	8	9
Mean score	9.56	9.64	9.73	9.29	9.48	10.43	8.91	11.67	9.41	8.89	10.51	10.46	8.29	9.26	10.12
Standard deviation	7.07	6.96	6.85	7.53	6.78	7.87	6.64	7.30	7.18	6.50	7.37	7.52	6.43	6.48	7.52
Standard error	.26	.36	.52	.57	.40	.54	.42	.70	.34	.59	.62	.64	.41	.68	.65

REC Membership Survey 2015

Q5. How long have you been in your current role?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
1 year or less	159 21%	58 16%	101 26%	74 21%	85 21%	97 32%	37 13%	24 15%	159 47%	- -	- -	62 20%	32 18%	62 24%
2 years	180 24%	60 17%	120 31%	88 25%	92 23%	110 37%	51 18%	19 12%	180 53%	- -	- -	77 24%	34 20%	69 27%
3 years	96 13%	53 15%	43 11%	53 15%	43 11%	39 13%	39 13%	17 11%	- -	96 42%	- -	34 11%	23 13%	38 15%
4 years	75 10%	33 9%	42 11%	37 10%	38 10%	31 10%	31 11%	13 8%	- -	75 33%	- -	33 10%	16 9%	26 10%
5 years	57 8%	32 9%	25 6%	23 6%	34 9%	14 5%	30 10%	13 8%	- -	57 25%	- -	26 8%	14 8%	17 7%
6-10 years	108 14%	74 21%	34 9%	54 15%	54 14%	2 1%	73 25%	32 21%	- -	- -	108 64%	51 16%	27 16%	29 11%
11+ years	62 8%	44 12%	18 5%	21 6%	41 10%	- -	25 9%	37 24%	- -	- -	62 36%	29 9%	22 13%	10 4%
Don't know	1 *	- -	1 *	- -	1 *	1 *	- -	- -	- -	- -	- -	1 *	- -	- -
Prefer not to say	12 2%	4 1%	8 2%	4 1%	8 2%	5 2%	4 1%	- -	- -	- -	- -	4 1%	5 3%	3 1%

REC Membership Survey 2015

Q5. How long have you been in your current role?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
NETS														
Net: 2 years or fewer	339 45%	118 33%	221 56%	162 46%	177 45%	207 69%	88 30%	43 28%	339 100%	- -	- -	139 44%	66 38%	131 52%
Net: 3-5 years	228 30%	118 33%	110 28%	113 32%	115 29%	84 28%	100 34%	43 28%	- -	228 100%	- -	93 29%	53 31%	81 32%
Net: 6+ years	170 23%	118 33%	52 13%	75 21%	95 24%	2 1%	98 34%	69 45%	- -	- -	170 100%	80 25%	49 28%	39 15%
Median	3	4	2	3	3	2	4	5	2	4	9	3	3	2
Mean score	4.17	5.11	3.30	3.87	4.45	2.18	4.87	6.62	1.50	3.83	9.95	4.36	4.83	3.46
Standard deviation	3.77	4.20	3.09	3.32	4.13	1.27	3.41	5.36	.55	.80	3.55	3.88	4.09	3.17
Standard error	.14	.22	.16	.18	.21	.07	.20	.43	.03	.05	.27	.22	.32	.20

REC Membership Survey 2015

Q5. How long have you been in your current role?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
1 year or less	159 21%	87 23%	37 21%	33 19%	56 19%	48 23%	55 22%	13 12%	103 23%	27 22%	28 20%	29 21%	57 23%	19 21%	26 19%
2 years	180 24%	78 20%	48 27%	51 29%	74 26%	39 18%	67 27%	23 21%	106 24%	37 31%	31 22%	29 21%	66 27%	23 25%	31 22%
3 years	96 13%	51 13%	20 11%	25 14%	31 11%	32 15%	33 13%	12 11%	60 13%	14 12%	18 13%	19 14%	31 13%	13 14%	15 11%
4 years	75 10%	39 10%	23 13%	12 7%	31 11%	23 11%	21 8%	11 10%	51 11%	7 6%	14 10%	11 8%	22 9%	10 11%	18 13%
5 years	57 8%	29 8%	12 7%	16 9%	20 7%	19 9%	18 7%	11 10%	33 7%	10 8%	12 9%	9 7%	16 7%	7 8%	13 9%
6-10 years	108 14%	55 14%	22 12%	30 17%	42 15%	33 15%	33 13%	23 21%	60 13%	15 12%	20 14%	22 16%	33 14%	12 13%	21 15%
11+ years	62 8%	40 10%	13 7%	9 5%	26 9%	18 8%	18 7%	16 14%	31 7%	9 7%	14 10%	15 11%	14 6%	5 5%	14 10%
Don't know	1 *	- -	1 1%	- -	1 *	- -	- -	- -	- -	1 1%	- -	1 1%	- -	- -	- -
Prefer not to say	12 2%	6 2%	4 2%	1 1%	7 2%	1 *	4 2%	2 2%	5 1%	1 1%	2 1%	3 2%	4 2%	2 2%	1 1%

REC Membership Survey 2015

Q5. How long have you been in your current role?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
NETS															
Net: 2 years or fewer	339 45%	165 43%	85 47%	84 47%	130 45%	87 41%	122 49%	36 32%	209 47%	64 53%	59 42%	58 42%	123 51%	42 46%	57 41%
Net: 3-5 years	228 30%	119 31%	55 31%	53 30%	82 28%	74 35%	72 29%	34 31%	144 32%	31 26%	44 32%	39 28%	69 28%	30 33%	46 33%
Net: 6+ years	170 23%	95 25%	35 19%	39 22%	68 24%	51 24%	51 20%	39 35%	91 20%	24 20%	34 24%	37 27%	47 19%	17 19%	35 25%
Median	3	3	3	3	3	3	3	4	3	2	3	3	2	3	3
Mean score	4.17	4.39	4.04	3.89	4.46	4.14	3.87	5.55	3.98	3.68	4.49	4.60	3.66	3.67	4.64
Standard deviation	3.77	4.01	3.87	3.13	4.25	3.47	3.43	4.63	3.62	3.20	4.12	4.34	3.11	3.05	4.19
Standard error	.14	.21	.29	.24	.25	.24	.22	.44	.17	.29	.35	.37	.20	.32	.36

REC Membership Survey 2015

Q6. Roughly how does the work you do break down between temporary and permanent contracts?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
5 = Only temporary contracts	126 17%	61 17%	65 17%	50 14%	76 19%	48 16%	51 18%	27 17%	57 17%	36 16%	32 19%	126 40%	- -	- -
4	70 9%	33 9%	37 9%	40 11%	30 8%	25 8%	36 12%	9 6%	37 11%	18 8%	15 9%	70 22%	- -	- -
3	71 9%	42 12%	29 7%	40 11%	31 8%	23 8%	29 10%	19 12%	28 8%	22 10%	18 11%	71 22%	- -	- -
2	50 7%	27 8%	23 6%	24 7%	26 7%	12 4%	26 9%	12 8%	17 5%	17 7%	15 9%	50 16%	- -	- -
1	26 3%	18 5%	8 2%	11 3%	15 4%	6 2%	11 4%	9 6%	7 2%	8 4%	10 6%	- -	26 15%	- -
0 = Roughly even between temporary and permanent contracts	130 17%	83 23%	47 12%	57 16%	73 18%	39 13%	48 17%	41 26%	52 15%	41 18%	33 19%	- -	130 75%	- -
1	17 2%	8 2%	9 2%	7 2%	10 3%	9 3%	4 1%	4 3%	7 2%	4 2%	6 4%	- -	17 10%	- -
2	37 5%	16 4%	21 5%	13 4%	24 6%	16 5%	12 4%	9 6%	16 5%	14 6%	5 3%	- -	- -	37 15%
3	40 5%	16 4%	24 6%	21 6%	19 5%	18 6%	13 4%	8 5%	18 5%	15 7%	7 4%	- -	- -	40 16%
4	55 7%	16 4%	39 10%	29 8%	26 7%	30 10%	22 8%	3 2%	32 9%	14 6%	9 5%	- -	- -	55 22%
5 = Only permanent contracts	122 16%	33 9%	89 23%	61 17%	61 15%	70 23%	37 13%	13 8%	65 19%	38 17%	18 11%	- -	- -	122 48%
Don't know	6 1%	5 1%	1 *	1 *	5 1%	3 1%	1 *	1 1%	3 1%	1 *	2 1%	- -	- -	- -
NETS														
Net: Mainly temporary contracts (2-5)	317 42%	163 46%	154 39%	154 44%	163 41%	108 36%	142 49%	67 43%	139 41%	93 41%	80 47%	317 100%	- -	- -
Net: Mixture of both (1-1)	173 23%	109 30%	64 16%	75 21%	98 25%	54 18%	63 22%	54 35%	66 19%	53 23%	49 29%	- -	173 100%	- -

REC Membership Survey 2015

Q6. Roughly how does the work you do break down between temporary and permanent contracts?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Mainly permanent contracts (2-5)	254	81	173	124	130	134	84	33	131	81	39	-	-	254
	34%	23%	44%	35%	33%	45%	29%	21%	39%	36%	23%	-	-	100%

REC Membership Survey 2015

Q6. Roughly how does the work you do break down between temporary and permanent contracts?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
5 = Only temporary contracts	126 17%	62 16%	29 16%	34 19%	47 16%	26 12%	53 21%	17 15%	69 15%	30 25%	12 9%	36 26%	38 16%	23 25%	17 12%
4	70 9%	36 9%	18 10%	15 8%	26 9%	22 10%	22 9%	7 6%	46 10%	9 7%	8 6%	22 16%	20 8%	15 16%	5 4%
3	71 9%	40 10%	17 9%	14 8%	26 9%	21 10%	24 10%	10 9%	43 10%	11 9%	4 3%	24 17%	28 12%	7 8%	8 6%
2	50 7%	25 6%	10 6%	14 8%	22 8%	16 8%	12 5%	9 8%	36 8%	3 2%	9 6%	17 12%	13 5%	3 3%	8 6%
1	26 3%	13 3%	6 3%	6 3%	12 4%	7 3%	7 3%	3 3%	17 4%	3 2%	5 4%	3 2%	11 5%	3 3%	4 3%
0 = Roughly even between temporary and permanent contracts	130 17%	63 16%	30 17%	34 19%	56 19%	44 21%	30 12%	27 24%	72 16%	19 16%	33 24%	17 12%	37 15%	12 13%	31 22%
1	17 2%	7 2%	4 2%	6 3%	8 3%	4 2%	5 2%	1 1%	11 2%	4 3%	2 1%	-	8 3%	4 4%	3 2%
2	37 5%	21 5%	9 5%	6 3%	14 5%	14 7%	9 4%	5 5%	27 6%	4 3%	14 10%	1 1%	15 6%	1 1%	6 4%
3	40 5%	19 5%	10 6%	11 6%	17 6%	14 7%	9 4%	8 7%	26 6%	6 5%	15 11%	3 2%	10 4%	2 2%	10 7%
4	55 7%	26 7%	17 9%	12 7%	17 6%	17 8%	21 8%	7 6%	32 7%	7 6%	9 6%	5 4%	17 7%	6 7%	18 13%
5 = Only permanent contracts	122 16%	70 18%	28 16%	24 14%	41 14%	26 12%	55 22%	15 14%	69 15%	24 20%	28 20%	10 7%	46 19%	14 15%	24 17%
Don't know	6 1%	3 1%	2 1%	1 1%	2 1%	2 1%	2 1%	2 2%	1 *	1 1%	-	-	-	1 1%	5 4%
NETS															
Net: Mainly temporary contracts (2-5)	317 42%	163 42%	74 41%	77 44%	121 42%	85 40%	111 45%	43 39%	194 43%	53 44%	33 24%	99 72%	99 41%	48 53%	38 27%

REC Membership Survey 2015

Q6. Roughly how does the work you do break down between temporary and permanent contracts?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Net: Mixture of both (1-1)	173 23%	83 22%	40 22%	46 26%	76 26%	55 26%	42 17%	31 28%	100 22%	26 21%	40 29%	20 14%	56 23%	19 21%	38 27%
Net: Mainly permanent contracts (2-5)	254 34%	136 35%	64 36%	53 30%	89 31%	71 33%	94 38%	35 32%	154 34%	41 34%	66 47%	19 14%	88 36%	23 25%	58 42%

REC Membership Survey 2015

Q7. How much was your basic annual salary between April 2014 and April 2015, before tax and national insurance, and excluding any commission, bonus or overtime?

Base: All respondents

	Total	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN		
		Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
Up to £20,000 (15.0)	96 13%	5 1%	91 23%	47 13%	49 12%	82 27%	6 2%	6 4%	69 20%	14 6%	6 4%	49 15%	17 10%	30 12%
£20,001 - £25,000 (22.5)	181 24%	21 6%	160 41%	80 23%	101 26%	122 41%	53 18%	6 4%	104 31%	52 23%	24 14%	78 25%	30 17%	72 28%
£25,001 - £30,000 (27.5)	156 21%	81 23%	75 19%	70 20%	86 22%	56 19%	73 25%	25 16%	57 17%	60 26%	38 22%	54 17%	34 20%	67 26%
£30,001 - £40,000 (35.0)	155 21%	118 33%	37 9%	77 22%	78 20%	25 8%	89 31%	41 26%	55 16%	56 25%	41 24%	66 21%	39 23%	49 19%
£40,001 - £50,000 (45.0)	74 10%	64 18%	10 3%	33 9%	41 10%	4 1%	31 11%	39 25%	19 6%	20 9%	35 21%	35 11%	20 12%	19 7%
£50,001 - £60,000 (55.0)	27 4%	25 7%	2 1%	13 4%	14 4%	- -	10 3%	17 11%	12 4%	6 3%	9 5%	11 3%	13 8%	3 1%
£60,001 - £80,000 (70.0)	21 3%	20 6%	1 *	13 4%	8 2%	1 *	11 4%	9 6%	9 3%	9 4%	3 2%	10 3%	7 4%	4 2%
£80,001 - £100,000 (90.0)	3 *	3 1%	- -	2 1%	1 *	- -	- -	3 2%	- -	- -	3 2%	1 *	2 1%	- -
£100,001+ (110.0)	3 *	3 1%	- -	3 1%	- -	- -	2 1%	1 1%	2 1%	- -	1 1%	1 *	1 1%	1 *
Prefer not to say	34 5%	18 5%	16 4%	16 5%	18 5%	9 3%	15 5%	8 5%	12 4%	11 5%	10 6%	12 4%	10 6%	9 4%
NETS														
Net: Up to £25,000	277 37%	26 7%	251 64%	127 36%	150 38%	204 68%	59 20%	12 8%	173 51%	66 29%	30 18%	127 40%	47 27%	102 40%
Net: £25,001-£40,000	311 41%	199 56%	112 29%	147 42%	164 41%	81 27%	162 56%	66 43%	112 33%	116 51%	79 46%	120 38%	73 42%	116 46%

REC Membership Survey 2015

Q7. How much was your basic annual salary between April 2014 and April 2015, before tax and national insurance, and excluding any commission, bonus or overtime?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Total	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
Net: £40,001+	128 17%	115 32%	13 3%	64 18%	64 16%	5 2%	54 19%	69 45%	42 12%	35 15%	51 30%	58 18%	43 25%	27 11%
Median	28	35	23	28	28	23	35	35	23	28	35	28	35	28
Mean in thousands	30.88	38.71	23.81	31.79	30.07	22.90	33.96	41.14	28.23	31.57	36.06	30.70	34.51	28.72
Standard deviation	13.65	14.58	7.58	15.32	11.92	7.00	13.00	15.62	13.69	11.78	14.53	13.81	15.87	11.27
Standard error	.51	.79	.39	.83	.61	.41	.78	1.29	.76	.80	1.15	.79	1.24	.72

REC Membership Survey 2015

Q7. How much was your basic annual salary between April 2014 and April 2015, before tax and national insurance, and excluding any commission, bonus or overtime?

Base: All respondents

	Total	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR				
		Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Up to £20,000 (15.0)	96 13%	33 9%	27 15%	33 19%	41 14%	19 9%	36 14%	11 10%	53 12%	22 18%	10 7%	23 17%	40 16%	11 12%	12 9%
£20,001 - £25,000 (22.5)	181 24%	83 22%	42 23%	54 31%	78 27%	45 21%	58 23%	19 17%	121 27%	26 21%	41 29%	35 25%	59 24%	16 18%	30 22%
£25,001 - £30,000 (27.5)	156 21%	77 20%	44 24%	35 20%	61 21%	44 21%	51 20%	23 21%	97 22%	19 16%	26 19%	23 17%	50 21%	23 25%	34 24%
£30,001 - £40,000 (35.0)	155 21%	85 22%	39 22%	30 17%	59 20%	52 24%	44 18%	28 25%	90 20%	27 22%	35 25%	22 16%	44 18%	22 24%	32 23%
£40,001 - £50,000 (45.0)	74 10%	46 12%	13 7%	15 8%	16 6%	28 13%	30 12%	10 9%	45 10%	12 10%	15 11%	22 16%	15 6%	7 8%	15 11%
£50,001 - £60,000 (55.0)	27 4%	17 4%	5 3%	5 3%	6 2%	9 4%	12 5%	3 3%	14 3%	8 7%	2 1%	4 3%	13 5%	4 4%	4 3%
£60,001 - £80,000 (70.0)	21 3%	18 5%	2 1%	1 1%	6 2%	7 3%	8 3%	3 3%	13 3%	5 4%	5 4%	4 3%	7 3%	4 4%	1 1%
£80,001 - £100,000 (90.0)	3 *	2 1%	- -	1 1%	- -	3 1%	- -	- -	2 *	1 1%	1 1%	- -	1 *	- -	1 1%
£100,001+ (110.0)	3 *	2 1%	1 1%	- -	1 *	- -	2 1%	1 1%	2 *	- -	1 1%	- -	1 *	1 1%	- -
Prefer not to say	34 5%	22 6%	7 4%	3 2%	20 7%	6 3%	8 3%	13 12%	12 3%	1 1%	3 2%	5 4%	13 5%	3 3%	10 7%
NETS															
Net: Up to £25,000	277 37%	116 30%	69 38%	87 49%	119 41%	64 30%	94 38%	30 27%	174 39%	48 40%	51 37%	58 42%	99 41%	27 30%	42 30%

REC Membership Survey 2015

Q7. How much was your basic annual salary between April 2014 and April 2015, before tax and national insurance, and excluding any commission, bonus or overtime?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
Total	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Net: £25,001-£40,000	311 41%	162 42%	83 46%	65 37%	120 42%	96 45%	95 38%	51 46%	187 42%	46 38%	61 44%	45 33%	94 39%	45 49%	66 47%
Net: £40,001+	128 17%	85 22%	21 12%	22 12%	29 10%	47 22%	52 21%	17 15%	76 17%	26 21%	24 17%	30 22%	37 15%	16 18%	21 15%
Median	28	28	28	25	28	28	28	28	28	28	28	28	28	28	28
Mean in thousands	30.88	33.39	29.10	27.77	28.70	33.06	31.44	32.04	30.76	31.69	31.97	30.26	30.10	32.41	30.74
Standard deviation	13.65	14.89	12.10	11.35	11.99	14.00	14.74	14.11	13.63	14.83	14.32	12.82	14.24	15.32	11.32
Standard error	.51	.78	.92	.86	.73	.97	.95	1.43	.65	1.35	1.23	1.11	.94	1.63	1.00

REC Membership Survey 2015

Q8_SUM. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - SUMMARY TABLE

Base: All respondents

	LEVEL PAID AT				TYPE		BASED ON			FREQUENCY				Do not receive any additional income	
	Total	Personal	Team	Company/ branch	Other	Commission	Bonus	Total billings	Gross profit	Don't know	Annually	Quarterly	Monthly		Other
	3750	617	183	104	13	531	386	507	343	67	117	242	524	34	2833
	100%	16%	5%	3%	*	14%	10%	14%	9%	2%	3%	6%	14%	1%	76%
Additional income 1	750	492	65	64	3	441	183	354	227	43	51	121	430	22	126
	100%	66%	9%	9%	*	59%	24%	47%	30%	6%	7%	16%	57%	3%	17%
Additional income 2	750	95	94	28	6	70	153	118	87	18	45	102	67	9	527
	100%	13%	13%	4%	1%	9%	20%	16%	12%	2%	6%	14%	9%	1%	70%
Additional income 3	750	25	21	9	3	13	45	30	25	3	18	17	20	3	692
	100%	3%	3%	1%	*	2%	6%	4%	3%	*	2%	2%	3%	*	92%
Additional income 4	750	3	2	3	1	5	4	3	3	3	2	2	5	-	741
	100%	*	*	*	*	1%	1%	*	*	*	*	*	1%	-	99%
Additional income 5	750	2	1	-	-	2	1	2	1	-	1	-	2	-	747
	100%	*	*	-	-	*	*	*	*	-	*	-	*	-	100%
Total respondent level	750	518	165	100	12	456	298	382	268	59	109	209	440	32	125
	100%	69%	22%	13%	2%	61%	40%	51%	36%	8%	15%	28%	59%	4%	17%

REC Membership Survey 2015

Q8i. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - LEVEL PAID AT SUMMARY

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personal	518	226	292	262	256	220	194	103	253	160	99	204	111	203
	69%	63%	74%	74%	65%	74%	67%	66%	75%	70%	58%	64%	64%	80%
Team	165	101	64	99	66	52	71	41	73	58	31	80	35	50
	22%	28%	16%	28%	17%	17%	24%	26%	22%	25%	18%	25%	20%	20%
Company / branch	100	71	29	46	54	30	35	35	48	28	24	54	31	15
	13%	20%	7%	13%	14%	10%	12%	23%	14%	12%	14%	17%	18%	6%
Other	12	8	4	7	5	2	10	-	5	5	2	8	1	3
	2%	2%	1%	2%	1%	1%	3%	-	1%	2%	1%	3%	1%	1%
Do not receive any additional income	125	67	58	46	79	45	55	21	48	34	38	55	27	37
	17%	19%	15%	13%	20%	15%	19%	14%	14%	15%	22%	17%	16%	15%

REC Membership Survey 2015

Q8i. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - LEVEL PAID AT SUMMARY

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personal	518	273	125	116	176	164	178	62	320	96	104	87	191	57	79
	69%	71%	69%	66%	61%	77%	71%	56%	71%	79%	75%	63%	79%	63%	57%
Team	165	92	37	35	50	48	67	22	87	35	30	25	66	21	23
	22%	24%	21%	20%	17%	23%	27%	20%	19%	29%	22%	18%	27%	23%	17%
Company / branch	100	48	28	24	46	31	23	13	77	6	17	28	22	12	21
	13%	12%	16%	14%	16%	15%	9%	12%	17%	5%	12%	20%	9%	13%	15%
Other	12	6	5	1	5	1	6	1	5	3	2	2	5	2	1
	2%	2%	3%	1%	2%	*	2%	1%	1%	2%	1%	1%	2%	2%	1%
Do not receive any additional income	125	60	30	32	61	24	40	28	62	15	21	23	24	19	38
	17%	16%	17%	18%	21%	11%	16%	25%	14%	12%	15%	17%	10%	21%	27%

REC Membership Survey 2015

Q8ii. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - TYPE SUMMARY

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Commission	456	183	273	239	217	206	163	86	235	128	88	182	97	177
	61%	51%	70%	68%	55%	69%	56%	55%	69%	56%	52%	57%	56%	70%
Bonus	298	182	116	136	162	95	126	76	128	99	67	146	76	76
	40%	51%	30%	38%	41%	32%	43%	49%	38%	43%	39%	46%	44%	30%
Do not receive any additional income	125	67	58	46	79	45	55	21	48	34	38	55	27	37
	17%	19%	15%	13%	20%	15%	19%	14%	14%	15%	22%	17%	16%	15%

REC Membership Survey 2015

Q8ii. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - TYPE SUMMARY

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Commission	456	244	105	105	152	137	167	44	286	84	84	76	189	48	59
	61%	63%	58%	59%	53%	64%	67%	40%	64%	69%	60%	55%	78%	53%	42%
Bonus	298	157	78	60	113	95	90	47	179	49	63	61	80	38	56
	40%	41%	43%	34%	39%	45%	36%	42%	40%	40%	45%	44%	33%	42%	40%
Do not receive any additional income	125	60	30	32	61	24	40	28	62	15	21	23	24	19	38
	17%	16%	17%	18%	21%	11%	16%	25%	14%	12%	15%	17%	10%	21%	27%

REC Membership Survey 2015

Q8iii. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - BASED ON SUMMARY

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total billings	382	138	244	201	181	190	130	61	202	112	64	122	85	175
	51%	39%	62%	57%	46%	64%	45%	39%	60%	49%	38%	38%	49%	69%
Gross profit	268	180	88	130	138	67	117	83	106	86	74	154	77	37
	36%	50%	22%	37%	35%	22%	40%	54%	31%	38%	44%	49%	45%	15%
Don't know	59	27	32	22	37	24	24	11	27	22	8	28	12	19
	8%	8%	8%	6%	9%	8%	8%	7%	8%	10%	5%	9%	7%	7%
Do not receive any additional income	125	67	58	46	79	45	55	21	48	34	38	55	27	37
	17%	19%	15%	13%	20%	15%	19%	14%	14%	15%	22%	17%	16%	15%

REC Membership Survey 2015

Q8iii. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - BASED ON SUMMARY

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total billings	382	214	88	79	124	112	146	45	227	73	81	46	159	40	56
	51%	56%	49%	45%	43%	53%	59%	41%	51%	60%	58%	33%	65%	44%	40%
Gross profit	268	135	68	63	113	88	67	33	187	35	51	75	67	36	39
	36%	35%	38%	36%	39%	41%	27%	30%	42%	29%	37%	54%	28%	40%	28%
Don't know	59	22	17	18	20	18	21	12	26	14	6	10	21	7	15
	8%	6%	9%	10%	7%	8%	8%	11%	6%	12%	4%	7%	9%	8%	11%
Do not receive any additional income	125	60	30	32	61	24	40	28	62	15	21	23	24	19	38
	17%	16%	17%	18%	21%	11%	16%	25%	14%	12%	15%	17%	10%	21%	27%

REC Membership Survey 2015

Q8iv. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - FREQUENCY SUMMARY

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
Annually	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
Quarterly	109 15%	71 20%	38 10%	48 14%	61 15%	29 10%	50 17%	30 19%	44 13%	39 17%	25 15%	42 13%	32 18%	35 14%
Monthly	209 28%	116 32%	93 24%	101 29%	108 27%	78 26%	80 28%	51 33%	104 31%	57 25%	46 27%	94 30%	46 27%	69 27%
Other	440 59%	185 52%	255 65%	233 66%	207 52%	190 64%	164 57%	84 54%	209 62%	132 58%	93 55%	195 62%	100 58%	145 57%
Do not receive any additional income	32 4%	17 5%	15 4%	14 4%	18 5%	13 4%	9 3%	10 6%	16 5%	13 6%	3 2%	9 3%	9 5%	14 6%
	125 17%	67 19%	58 15%	46 13%	79 20%	45 15%	55 19%	21 14%	48 14%	34 15%	38 22%	55 17%	27 16%	37 15%

REC Membership Survey 2015

Q8iv. Some people receive extra pay through commission or bonuses in addition to their basic salary. If you receive any kind of commission or bonuses, please fill in the details for each in the rows below. - FREQUENCY SUMMARY

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Annually	109	58	29	22	35	43	31	14	72	19	28	15	29	11	26
	15%	15%	16%	12%	12%	20%	12%	13%	16%	16%	20%	11%	12%	12%	19%
Quarterly	209	116	55	37	68	67	74	27	128	39	44	33	73	21	38
	28%	30%	31%	21%	24%	31%	30%	24%	29%	32%	32%	24%	30%	23%	27%
Monthly	440	224	105	107	166	128	146	49	276	74	75	88	171	50	56
	59%	58%	58%	60%	58%	60%	59%	44%	61%	61%	54%	64%	70%	55%	40%
Other	32	19	5	8	9	12	11	3	21	5	5	5	9	5	8
	4%	5%	3%	5%	3%	6%	4%	3%	5%	4%	4%	4%	4%	5%	6%
Do not receive any additional income	125	60	30	32	61	24	40	28	62	15	21	23	24	19	38
	17%	16%	17%	18%	21%	11%	16%	25%	14%	12%	15%	17%	10%	21%	27%

REC Membership Survey 2015

Q9. Approximately how much do you receive as a bonus (excluding commission) per month? If your bonus is not paid monthly, please estimate how much it would be if it were paid monthly.

Base: All who receive a bonus

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	298	182	116	136	162	95	126	76	128	99	67	146	76	76
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Up to £1,000 (0.5)	167	85	82	74	93	63	76	27	83	52	28	92	33	42
	56%	47%	71%	54%	57%	66%	60%	36%	65%	53%	42%	63%	43%	55%
£1,001 - £2,000 (1.5)	55	41	14	26	29	10	21	24	21	13	21	23	22	10
	18%	23%	12%	19%	18%	11%	17%	32%	16%	13%	31%	16%	29%	13%
£2,001 - £5,000 (3.5)	43	34	9	25	18	12	20	11	13	20	10	14	12	17
	14%	19%	8%	18%	11%	13%	16%	14%	10%	20%	15%	10%	16%	22%
£5,001 - £10,000 (7.5)	12	10	2	2	10	3	3	6	3	4	5	6	5	1
	4%	5%	2%	1%	6%	3%	2%	8%	2%	4%	7%	4%	7%	1%
£10,001+ (10.5)	2	2	-	2	-	-	1	1	-	2	-	2	-	-
	1%	1%	-	1%	-	-	1%	1%	-	2%	-	1%	-	-
Prefer not to say	19	10	9	7	12	7	5	7	8	8	3	9	4	6
	6%	5%	8%	5%	7%	7%	4%	9%	6%	8%	4%	6%	5%	8%
NETS														
Net: More than £1,000	112	87	25	55	57	25	45	42	37	39	36	45	39	28
	38%	48%	22%	40%	35%	26%	36%	55%	29%	39%	54%	31%	51%	37%
Median	1	2	1	1	1	1	1	2	1	1	2	1	2	1
Mean in thousands	1.53	1.85	1.01	1.55	1.52	1.26	1.43	2.08	1.18	1.83	1.84	1.43	1.79	1.47
Standard deviation	1.83	2.05	1.25	1.78	1.88	1.57	1.69	2.25	1.39	2.18	1.95	1.97	1.89	1.45
Standard error	.11	.16	.12	.16	.15	.17	.15	.27	.13	.23	.24	.17	.22	.17

REC Membership Survey 2015

Q9. Approximately how much do you receive as a bonus (excluding commission) per month? If your bonus is not paid monthly, please estimate how much it would be if it were paid monthly.

Base: All who receive a bonus

		SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
		Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
		298	157	78	60	113	95	90	47	179	49	63	61	80	38	56
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Up to £1,000	(0.5)	167	78	46	41	61	48	58	25	95	32	27	37	52	21	30
		56%	50%	59%	68%	54%	51%	64%	53%	53%	65%	43%	61%	65%	55%	54%
£1,001 - £2,000	(1.5)	55	32	16	7	26	17	12	6	40	7	18	9	10	7	11
		18%	20%	21%	12%	23%	18%	13%	13%	22%	14%	29%	15%	13%	18%	20%
£2,001 - £5,000	(3.5)	43	27	9	7	13	20	10	8	27	5	12	8	7	7	9
		14%	17%	12%	12%	12%	21%	11%	17%	15%	10%	19%	13%	9%	18%	16%
£5,001 - £10,000	(7.5)	12	11	1	-	6	4	2	4	5	2	3	2	3	3	1
		4%	7%	1%	-	5%	4%	2%	9%	3%	4%	5%	3%	4%	8%	2%
£10,001+	(10.5)	2	2	-	-	-	1	1	-	1	1	-	1	1	-	-
		1%	1%	-	-	-	1%	1%	-	1%	2%	-	2%	1%	-	-
Prefer not to say		19	7	6	5	7	5	7	4	11	2	3	4	7	-	5
		6%	4%	8%	8%	6%	5%	8%	9%	6%	4%	5%	7%	9%	-	9%
NETS																
Net: More than £1,000		112	72	26	14	45	42	25	18	73	15	33	20	21	17	21
		38%	46%	33%	23%	40%	44%	28%	38%	41%	31%	52%	33%	26%	45%	38%
Median		1	1	1	1	1	1	1	1	1	1	2	1	1	1	1
Mean in thousands		1.53	1.90	1.19	1.01	1.51	1.78	1.30	1.85	1.49	1.48	1.75	1.50	1.35	1.79	1.38
Standard deviation		1.83	2.20	1.25	1.02	1.77	1.97	1.74	2.16	1.67	2.11	1.74	1.99	1.93	2.04	1.42
Standard error		.11	.18	.15	.14	.17	.21	.19	.33	.13	.31	.23	.26	.23	.33	.20

REC Membership Survey 2015

Q10. Approximately how much did you earn in total between April 2014 and April 2015, before tax and national insurance and including commission, bonuses and overtime?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Up to £20,000 (15.0)	72	12	60	28	44	46	13	12	43	12	11	34	16	22
	10%	3%	15%	8%	11%	15%	4%	8%	13%	5%	6%	11%	9%	9%
£20,001 - £25,000 (22.5)	75	7	68	36	39	57	17	-	49	18	6	40	12	22
	10%	2%	17%	10%	10%	19%	6%	-	14%	8%	4%	13%	7%	9%
£25,001 - £30,000 (27.5)	100	32	68	37	63	61	28	10	53	29	18	34	24	42
	13%	9%	17%	10%	16%	20%	10%	6%	16%	13%	11%	11%	14%	17%
£30,001 - £40,000 (35.0)	154	62	92	69	85	56	69	28	62	55	34	62	35	55
	21%	17%	23%	19%	21%	19%	24%	18%	18%	24%	20%	20%	20%	22%
£40,001 - £50,000 (45.0)	107	73	34	54	53	33	50	24	39	32	36	45	23	39
	14%	20%	9%	15%	13%	11%	17%	15%	12%	14%	21%	14%	13%	15%
£50,001 - £60,000 (55.0)	87	60	27	47	40	22	37	28	34	36	17	32	19	36
	12%	17%	7%	13%	10%	7%	13%	18%	10%	16%	10%	10%	11%	14%
£60,001 - £80,000 (70.0)	73	56	17	48	25	7	42	24	27	22	24	35	19	19
	10%	16%	4%	14%	6%	2%	14%	15%	8%	10%	14%	11%	11%	7%
£80,001 - £100,000 (90.0)	19	17	2	9	10	-	9	10	4	9	6	9	6	4
	3%	5%	1%	3%	3%	-	3%	6%	1%	4%	4%	3%	3%	2%
£100,001+ (110.0)	14	12	2	9	5	1	6	7	3	3	7	9	4	1
	2%	3%	1%	3%	1%	*	2%	5%	1%	1%	4%	3%	2%	*
Prefer not to say	49	27	22	17	32	16	19	12	25	12	11	17	15	14
	7%	8%	6%	5%	8%	5%	7%	8%	7%	5%	6%	5%	9%	6%
NETS														
Net: Up to £25,000	147	19	128	64	83	103	30	12	92	30	17	74	28	44
	20%	5%	33%	18%	21%	34%	10%	8%	27%	13%	10%	23%	16%	17%
Net: £25,001-£40,000	254	94	160	106	148	117	97	38	115	84	52	96	59	97
	34%	26%	41%	30%	37%	39%	33%	25%	34%	37%	31%	30%	34%	38%

REC Membership Survey 2015

Q10. Approximately how much did you earn in total between April 2014 and April 2015, before tax and national insurance and including commission, bonuses and overtime?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: £40,001+	300	218	82	167	133	63	144	93	107	102	90	130	71	99
	40%	61%	21%	47%	34%	21%	50%	60%	32%	45%	53%	41%	41%	39%
Median	35	45	28	35	35	28	45	45	35	35	45	35	35	35
Mean in thousands	41.18	50.58	32.77	44.03	38.54	31.47	45.97	51.78	36.88	43.55	47.36	41.83	42.94	39.33
Standard deviation	20.37	21.05	15.52	21.29	19.14	13.77	20.10	23.39	18.43	19.54	22.42	22.08	21.63	17.04
Standard error	.77	1.16	.81	1.16	1.00	.82	1.22	1.96	1.04	1.33	1.78	1.27	1.72	1.10

REC Membership Survey 2015

Q10. Approximately how much did you earn in total between April 2014 and April 2015, before tax and national insurance and including commission, bonuses and overtime?

Base: All respondents

		SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
		Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
		750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Up to £20,000	(15.0)	72	33	11	24	34	21	17	13	45	6	10	21	21	7	13
		10%	9%	6%	14%	12%	10%	7%	12%	10%	5%	7%	15%	9%	8%	9%
£20,001 - £25,000	(22.5)	75	22	21	31	36	13	26	5	48	12	14	16	23	9	13
		10%	6%	12%	18%	13%	6%	10%	5%	11%	10%	10%	12%	9%	10%	9%
£25,001 - £30,000	(27.5)	100	39	28	33	43	24	33	13	64	18	17	13	33	11	26
		13%	10%	16%	19%	15%	11%	13%	12%	14%	15%	12%	9%	14%	12%	19%
£30,001 - £40,000	(35.0)	154	72	49	32	70	45	39	28	100	15	28	30	43	23	30
		21%	19%	27%	18%	24%	21%	16%	25%	22%	12%	20%	22%	18%	25%	22%
£40,001 - £50,000	(45.0)	107	61	25	21	37	29	41	17	60	22	23	27	30	11	16
		14%	16%	14%	12%	13%	14%	16%	15%	13%	18%	17%	20%	12%	12%	12%
£50,001 - £60,000	(55.0)	87	54	16	17	20	31	36	9	51	21	15	11	28	13	20
		12%	14%	9%	10%	7%	15%	14%	8%	11%	17%	11%	8%	12%	14%	14%
£60,001 - £80,000	(70.0)	73	52	15	6	16	23	34	9	37	20	14	12	33	8	6
		10%	14%	8%	3%	6%	11%	14%	8%	8%	17%	10%	9%	14%	9%	4%
£80,001 - £100,000	(90.0)	19	12	3	4	1	11	7	-	14	2	6	2	7	1	3
		3%	3%	2%	2%	*	5%	3%	-	3%	2%	4%	1%	3%	1%	2%
£100,001+	(110.0)	14	12	1	1	3	4	7	1	7	3	3	-	8	2	1
		2%	3%	1%	1%	1%	2%	3%	1%	2%	2%	2%	-	3%	2%	1%
Prefer not to say		49	28	11	8	28	12	9	16	23	2	9	6	17	6	11
		7%	7%	6%	5%	10%	6%	4%	14%	5%	2%	6%	4%	7%	7%	8%
NETS																
Net: Up to £25,000		147	55	32	55	70	34	43	18	93	18	24	37	44	16	26
		20%	14%	18%	31%	24%	16%	17%	16%	21%	15%	17%	27%	18%	18%	19%

REC Membership Survey 2015

Q10. Approximately how much did you earn in total between April 2014 and April 2015, before tax and national insurance and including commission, bonuses and overtime?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: £25,001-£40,000	254	111	77	65	113	69	72	41	164	33	45	43	76	34	56
	34%	29%	43%	37%	39%	32%	29%	37%	37%	27%	32%	31%	31%	37%	40%
Net: £40,001+	300	191	60	49	77	98	125	36	169	68	61	52	106	35	46
	40%	50%	33%	28%	27%	46%	50%	32%	38%	56%	44%	38%	44%	38%	33%
Median	35	45	35	28	35	35	45	35	35	45	35	35	35	35	35
Mean in thousands	41.18	45.76	38.80	34.64	35.61	44.24	44.66	38.37	40.23	45.67	43.25	37.29	44.05	41.12	38.07
Standard deviation	20.37	22.02	17.04	17.30	16.76	21.66	21.55	17.13	20.05	20.53	21.34	17.21	22.72	19.52	17.56
Standard error	.77	1.17	1.31	1.33	1.04	1.53	1.39	1.76	.97	1.88	1.87	1.50	1.51	2.12	1.55

REC Membership Survey 2015

Q11_SUM. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - SUMMARY TABLE

Base: All respondents

	April 2014 - 2015	April 2013 - 2014	April 2012 - 2013
	750 100%	750 100%	750 100%
Decrease of 31-40%	- -	- -	1 *
Decrease of 11-20%	1 *	- -	- -
Decrease of 1-10%	- -	2 *	- -
No change	197 26%	225 30%	251 33%
Increase of 1-10%	318 42%	248 33%	199 27%
Increase of 11-20%	47 6%	33 4%	25 3%
Increase of 21-30%	15 2%	4 1%	4 1%
Increase of 31-40%	4 1%	8 1%	3 *

REC Membership Survey 2015

Q11_SUM. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - SUMMARY TABLE

Base: All respondents

	April 2014 - 2015	April 2013 - 2014	April 2012 - 2013
	750 100%	750 100%	750 100%
Increase of 41-50%	4 1%	1 *	1 *
Increase of 51-70%	1 *	- -	- -
Prefer not to say	163 22%	229 31%	266 35%
NETS			
Net: Decreased	1 *	2 *	1 *
Net: No change	197 26%	225 30%	251 33%
Net: Increased	389 52%	294 39%	232 31%
Net: Increased from 1% to 10%	318 42%	248 33%	199 27%
Net: Increased 11% or more	71 9%	46 6%	33 4%
Mean	4.93	3.72	2.90
Standard deviation	7.94	6.79	6.08
Standard error	.33	.30	.28

REC Membership Survey 2015

Q11_1. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2014 - 2015

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Decrease of 11-20%	1	-	1	-	1	-	1	-	-	1	-	1	-	-
	*	-	*	-	*	-	*	-	-	*	-	*	-	-
No change	197	103	94	90	107	61	84	52	86	66	40	81	44	72
	26%	29%	24%	25%	27%	20%	29%	34%	25%	29%	24%	26%	25%	28%
Increase of 1-10%	318	169	149	162	156	108	136	71	113	108	94	135	81	100
	42%	47%	38%	46%	39%	36%	47%	46%	33%	47%	55%	43%	47%	39%
Increase of 11-20%	47	17	30	28	19	33	12	2	32	8	6	19	4	24
	6%	5%	8%	8%	5%	11%	4%	1%	9%	4%	4%	6%	2%	9%
Increase of 21-30%	15	5	10	8	7	6	6	3	9	5	1	8	3	4
	2%	1%	3%	2%	2%	2%	2%	2%	3%	2%	1%	3%	2%	2%
Increase of 31-40%	4	1	3	-	4	4	-	-	2	2	-	-	-	4
	1%	*	1%	-	1%	1%	-	-	1%	1%	-	-	-	2%

REC Membership Survey 2015

Q11_1. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2014 - 2015

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase of 41-50%	4	2	2	3	1	1	2	2	1	1	1	1	1	2
	1%	1%	1%	1%	*	*	*	1%	1%	*	1%	*	1%	1%
Increase of 51-70%	1	-	1	1	-	1	-	-	-	1	-	-	-	1
	*	-	*	*	-	*	-	-	-	*	-	-	-	*
Prefer not to say	163	61	102	62	101	85	50	25	95	36	28	72	40	47
	22%	17%	26%	18%	26%	28%	17%	16%	28%	16%	16%	23%	23%	19%
NETS														
Net: Decreased	1	-	1	-	1	-	1	-	-	1	-	1	-	-
	*	-	*	-	*	-	*	-	-	*	-	*	-	-
Net: No change	197	103	94	90	107	61	84	52	86	66	40	81	44	72
	26%	29%	24%	25%	27%	20%	29%	34%	25%	29%	24%	26%	25%	28%
Net: Increased	389	194	195	202	187	153	155	78	158	125	102	163	89	135
	52%	54%	50%	57%	47%	51%	53%	50%	47%	55%	60%	51%	51%	53%
Net: Increased from 1% to 10%	318	169	149	162	156	108	136	71	113	108	94	135	81	100
	42%	47%	38%	46%	39%	36%	47%	46%	33%	47%	55%	43%	47%	39%
Net: Increased 11% or more	71	25	46	40	31	45	19	7	45	17	8	28	8	35
	9%	7%	12%	11%	8%	15%	7%	5%	13%	7%	5%	9%	5%	14%
Median	2	2	2	2	2	3	2	2	2	2	2	2	2	2
Mean	4.93	4.14	5.74	5.29	4.58	6.71	4.00	3.75	5.96	4.57	3.70	4.68	3.92	5.90
Standard deviation	7.94	6.56	9.08	8.29	7.57	9.55	6.34	7.27	8.56	8.63	5.34	6.89	6.54	9.69
Standard error	.33	.38	.53	.49	.44	.65	.41	.64	.55	.62	.45	.44	.57	.67

REC Membership Survey 2015

Q11_1. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2014 - 2015

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Decrease of 11-20%	1	1	-	-	-	1	-	-	1	-	-	-	-	-	1
	*	*	-	-	-	*	-	-	*	-	-	-	-	-	1%
No change	197	78	44	73	82	60	55	34	117	37	34	39	61	19	44
	26%	20%	24%	41%	28%	28%	22%	31%	26%	31%	24%	28%	25%	21%	32%
Increase of 1-10%	318	181	72	63	104	87	127	45	178	54	64	56	102	43	53
	42%	47%	40%	36%	36%	41%	51%	41%	40%	45%	46%	41%	42%	47%	38%
Increase of 11-20%	47	30	7	10	18	18	11	2	36	8	7	6	20	9	5
	6%	8%	4%	6%	6%	8%	4%	2%	8%	7%	5%	4%	8%	10%	4%
Increase of 21-30%	15	12	2	1	6	5	4	2	7	5	3	2	8	1	1
	2%	3%	1%	1%	2%	2%	2%	2%	2%	4%	2%	1%	3%	1%	1%
Increase of 31-40%	4	3	1	-	1	1	2	-	3	1	-	1	1	-	2
	1%	1%	1%	-	*	*	1%	-	1%	1%	-	1%	*	-	1%

REC Membership Survey 2015

Q11_1. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2014 - 2015

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Increase of 41-50%	4 1%	2 1%	2 1%	- -	2 1%	1 *	1 *	2 2%	1 *	1 1%	- -	1 1%	3 1%	- -	- -
Increase of 51-70%	1 *	1 *	- -	- -	- -	- -	1 *	- -	1 *	- -	- -	- -	- -	- -	1 1%
Prefer not to say	163 22%	77 20%	52 29%	30 17%	75 26%	40 19%	48 19%	26 23%	105 23%	15 12%	31 22%	33 24%	48 20%	19 21%	32 23%
NETS															
Net: Decreased	1 *	1 *	- -	- -	- -	1 *	- -	- -	1 *	- -	- -	- -	- -	- -	1 1%
Net: No change	197 26%	78 20%	44 24%	73 41%	82 28%	60 28%	55 22%	34 31%	117 26%	37 31%	34 24%	39 28%	61 25%	19 21%	44 32%
Net: Increased	389 52%	229 59%	84 47%	74 42%	131 45%	112 53%	146 59%	51 46%	226 50%	69 57%	74 53%	66 48%	134 55%	53 58%	62 45%
Net: Increased from 1% to 10%	318 42%	181 47%	72 40%	63 36%	104 36%	87 41%	127 51%	45 41%	178 40%	54 45%	64 46%	56 41%	102 42%	43 47%	53 38%
Net: Increased 11% or more	71 9%	48 12%	12 7%	11 6%	27 9%	25 12%	19 8%	6 5%	48 11%	15 12%	10 7%	10 7%	32 13%	10 11%	9 6%
Median	2	3	2	1	2	3	2	2	2	2	3	2	3	3	1
Mean	4.93	6.11	4.47	2.90	4.71	5.62	4.58	4.66	5.12	5.14	4.44	4.56	5.93	4.93	3.97
Standard deviation	7.94	8.99	7.79	4.76	7.67	7.93	8.22	8.72	8.03	8.27	5.97	7.49	8.85	5.89	9.35
Standard error	.33	.51	.69	.39	.53	.60	.58	.95	.43	.80	.57	.73	.63	.69	.90

REC Membership Survey 2015

Q11_2. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2013 - 2014

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Decrease of 1-10%	2	1	1	-	2	-	1	1	1	1	-	1	-	1
	*	*	*	-	1%	-	*	1%	*	*	-	*	-	*
No change	225	124	101	104	121	63	98	63	84	70	67	87	51	86
	30%	35%	26%	29%	31%	21%	34%	41%	25%	31%	39%	27%	29%	34%
Increase of 1-10%	248	131	117	137	111	79	117	51	77	99	70	107	65	75
	33%	37%	30%	39%	28%	26%	40%	33%	23%	43%	41%	34%	38%	30%
Increase of 11-20%	33	12	21	16	17	21	9	3	18	11	3	15	3	15
	4%	3%	5%	5%	4%	7%	3%	2%	5%	5%	2%	5%	2%	6%
Increase of 21-30%	4	2	2	1	3	3	1	-	1	2	1	2	-	2
	1%	1%	1%	*	1%	1%	*	-	*	1%	1%	1%	-	1%
Increase of 31-40%	8	2	6	3	5	5	1	2	7	1	-	4	1	3
	1%	1%	2%	1%	1%	2%	*	1%	2%	*	-	1%	1%	1%

REC Membership Survey 2015

Q11_2. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2013 - 2014

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase of 41-50%	1	-	1	1	-	-	1	-	-	1	-	-	-	1
	*	-	*	*	-	-	*	-	-	*	-	-	-	*
Prefer not to say	229	86	143	92	137	128	62	35	151	43	29	101	53	71
	31%	24%	36%	26%	35%	43%	21%	23%	45%	19%	17%	32%	31%	28%
NETS														
Net: Decreased	2	1	1	-	2	-	1	1	1	1	-	1	-	1
	*	*	*	-	1%	-	*	1%	*	*	-	*	-	*
Net: No change	225	124	101	104	121	63	98	63	84	70	67	87	51	86
	30%	35%	26%	29%	31%	21%	34%	41%	25%	31%	39%	27%	29%	34%
Net: Increased	294	147	147	158	136	108	129	56	103	114	74	128	69	96
	39%	41%	38%	45%	34%	36%	44%	36%	30%	50%	44%	40%	40%	38%
Net: Increased from 1% to 10%	248	131	117	137	111	79	117	51	77	99	70	107	65	75
	33%	37%	30%	39%	28%	26%	40%	33%	23%	43%	41%	34%	38%	30%
Net: Increased 11% or more	46	16	30	21	25	29	12	5	26	15	4	21	4	21
	6%	4%	8%	6%	6%	10%	4%	3%	8%	7%	2%	7%	2%	8%
Median	1	1	2	2	1	2	2	0	1	2	1	2	1	1
Mean	3.72	2.90	4.61	3.75	3.69	5.54	3.09	2.38	4.89	3.69	2.18	3.90	2.58	4.28
Standard deviation	6.79	5.29	8.04	6.50	7.09	8.56	5.68	5.28	8.62	6.24	3.88	6.88	4.73	7.75
Standard error	.30	.32	.51	.40	.44	.65	.38	.48	.63	.46	.33	.47	.43	.57

REC Membership Survey 2015

Q11_2. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2013 - 2014

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Decrease of 1-10%	2	1	-	1	1	1	-	-	2	-	-	-	-	-	2
	*	*	-	1%	*	*	-	-	*	-	-	-	-	-	1%
No change	225	92	57	73	88	76	61	44	131	37	50	42	61	23	49
	30%	24%	32%	41%	31%	36%	24%	40%	29%	31%	36%	30%	25%	25%	35%
Increase of 1-10%	248	145	52	50	78	61	109	30	139	47	39	42	96	31	40
	33%	38%	29%	28%	27%	29%	44%	27%	31%	39%	28%	30%	40%	34%	29%
Increase of 11-20%	33	24	2	7	13	10	10	3	21	8	9	3	13	3	5
	4%	6%	1%	4%	5%	5%	4%	3%	5%	7%	6%	2%	5%	3%	4%
Increase of 21-30%	4	4	-	-	2	1	1	1	3	-	1	1	1	-	1
	1%	1%	-	-	1%	*	*	1%	1%	-	1%	1%	*	-	1%
Increase of 31-40%	8	4	2	2	3	5	-	-	6	2	2	1	4	-	1
	1%	1%	1%	1%	1%	2%	-	-	1%	2%	1%	1%	2%	-	1%

REC Membership Survey 2015

Q11_2. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2013 - 2014

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR						
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other	
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase of 41-50%	1	1	-	-	-	1	-	-	1	-	-	-	1	-	-	
	*	*	-	-	-	*	-	-	*	-	-	-	*	-	-	
Prefer not to say	229	114	67	44	103	58	68	33	146	27	38	49	67	34	41	
	31%	30%	37%	25%	36%	27%	27%	30%	33%	22%	27%	36%	28%	37%	29%	
NETS																
Net: Decreased	2	1	-	1	1	1	-	-	2	-	-	-	-	-	2	
	*	*	-	1%	*	*	-	-	*	-	-	-	-	-	1%	
Net: No change	225	92	57	73	88	76	61	44	131	37	50	42	61	23	49	
	30%	24%	32%	41%	31%	36%	24%	40%	29%	31%	36%	30%	25%	25%	35%	
Net: Increased	294	178	56	59	96	78	120	34	170	57	51	47	115	34	47	
	39%	46%	31%	33%	33%	37%	48%	31%	38%	47%	37%	34%	47%	37%	34%	
Net: Increased from 1% to 10%	248	145	52	50	78	61	109	30	139	47	39	42	96	31	40	
	33%	38%	29%	28%	27%	29%	44%	27%	31%	39%	28%	30%	40%	34%	29%	
Net: Increased 11% or more	46	33	4	9	18	17	11	4	31	10	12	5	19	3	7	
	6%	9%	2%	5%	6%	8%	4%	4%	7%	8%	9%	4%	8%	3%	5%	
Median	1	2	0	0	1	1	2	0	2	2	1	1	3	2	0	
Mean	3.72	4.64	2.56	2.87	3.68	4.34	3.23	2.60	4.08	4.02	3.76	2.98	4.66	3.35	2.88	
Standard deviation	6.79	7.37	5.81	6.14	6.87	8.73	4.39	4.81	7.53	6.96	7.30	5.71	7.82	4.51	6.14	
Standard error	.30	.45	.55	.53	.51	.70	.33	.55	.43	.72	.73	.61	.59	.60	.62	

REC Membership Survey 2015

Q11_3. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2012 - 2013

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Decrease of 31-40%	1	-	1	1	-	-	-	-	1	-	-	-	-	1
	*	-	*	*	-	-	*	-	*	-	-	-	-	*
No change	251	136	115	116	135	74	110	66	95	82	71	106	56	88
	33%	38%	29%	33%	34%	25%	38%	43%	28%	36%	42%	33%	32%	35%
Increase of 1-10%	199	116	83	109	90	57	98	43	51	82	62	85	54	59
	27%	32%	21%	31%	23%	19%	34%	28%	15%	36%	36%	27%	31%	23%
Increase of 11-20%	25	8	17	16	9	16	6	3	13	10	2	8	4	13
	3%	2%	4%	5%	2%	5%	2%	2%	4%	4%	1%	3%	2%	5%
Increase of 21-30%	4	1	3	2	2	2	2	-	1	3	-	1	-	3
	1%	*	1%	1%	1%	1%	1%	-	*	1%	-	*	-	1%
Increase of 31-40%	3	-	3	1	2	1	2	-	2	1	-	1	-	2
	*	-	1%	*	1%	*	1%	-	1%	*	-	*	-	1%

REC Membership Survey 2015

Q11_3. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2012 - 2013

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase of 41-50%	1	-	1	1	-	-	1	-	-	1	-	-	-	1
	*	-	*	*	-	-	*	-	-	*	-	-	-	*
Prefer not to say	266	97	169	108	158	149	70	43	176	49	35	116	59	87
	35%	27%	43%	31%	40%	50%	24%	28%	52%	21%	21%	37%	34%	34%
NETS														
Net: Decreased	1	-	1	1	-	-	1	-	1	-	-	-	-	1
	*	-	*	*	-	-	*	-	*	-	-	-	-	*
Net: No change	251	136	115	116	135	74	110	66	95	82	71	106	56	88
	33%	38%	29%	33%	34%	25%	38%	43%	28%	36%	42%	33%	32%	35%
Net: Increased	232	125	107	129	103	76	109	46	67	97	64	95	58	78
	31%	35%	27%	36%	26%	25%	38%	30%	20%	43%	38%	30%	34%	31%
Net: Increased from 1% to 10%	199	116	83	109	90	57	98	43	51	82	62	85	54	59
	27%	32%	21%	31%	23%	19%	34%	28%	15%	36%	36%	27%	31%	23%
Net: Increased 11% or more	33	9	24	20	13	19	11	3	16	15	2	10	4	19
	4%	3%	6%	6%	3%	6%	4%	2%	5%	7%	1%	3%	2%	7%
Median	0	0	0	1	0	1	0	0	0	1	0	0	1	0
Mean	2.90	2.21	3.72	3.38	2.41	4.06	2.75	1.69	3.08	3.66	1.70	2.61	2.39	3.62
Standard deviation	6.08	3.81	7.89	6.81	5.20	6.65	6.68	3.20	7.26	6.67	2.79	5.01	3.65	8.22
Standard error	.28	.24	.53	.43	.34	.54	.45	.30	.57	.50	.24	.35	.34	.64

REC Membership Survey 2015

Q11_3. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2012 - 2013

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Decrease of 31-40%	1	-	-	1	-	-	1	-	1	-	-	-	-	-	1
	*	-	-	1%	-	-	*	-	*	-	-	-	-	-	1%
No change	251	101	66	81	98	88	65	45	151	43	62	49	61	26	53
	33%	26%	37%	46%	34%	41%	26%	41%	34%	36%	45%	36%	25%	29%	38%
Increase of 1-10%	199	130	34	34	61	48	90	25	104	40	25	33	85	24	32
	27%	34%	19%	19%	21%	23%	36%	23%	23%	33%	18%	24%	35%	26%	23%
Increase of 11-20%	25	18	3	4	10	6	9	3	15	7	6	2	11	2	4
	3%	5%	2%	2%	3%	3%	4%	3%	3%	6%	4%	1%	5%	2%	3%
Increase of 21-30%	4	2	1	1	1	2	1	-	4	-	2	-	1	-	1
	1%	1%	1%	1%	*	1%	*	-	1%	-	1%	-	*	-	1%
Increase of 31-40%	3	2	1	-	-	3	-	-	3	-	-	1	1	-	1
	*	1%	1%	-	-	1%	-	-	1%	-	-	1%	*	-	1%

REC Membership Survey 2015

Q11_3. How much, if anything, was your pay rise as a percentage of your salary in each of the following years? - April 2012 - 2013

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR						
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other	
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase of 41-50%	1	1	-	-	-	1	-	-	1	-	-	-	1	-	-	
	*	*	-	-	-	*	-	-	*	-	-	-	*	-	-	
Prefer not to say	266	131	75	56	118	65	83	38	170	31	44	53	83	39	47	
	35%	34%	42%	32%	41%	31%	33%	34%	38%	26%	32%	38%	34%	43%	34%	
NETS																
Net: Decreased	1	-	-	1	-	-	1	-	1	-	-	-	-	-	1	
	*	-	-	1%	-	-	*	-	*	-	-	-	-	-	1%	
Net: No change	251	101	66	81	98	88	65	45	151	43	62	49	61	26	53	
	33%	26%	37%	46%	34%	41%	26%	41%	34%	36%	45%	36%	25%	29%	38%	
Net: Increased	232	153	39	39	72	60	100	28	127	47	33	36	99	26	38	
	31%	40%	22%	22%	25%	28%	40%	25%	28%	39%	24%	26%	41%	29%	27%	
Net: Increased from 1% to 10%	199	130	34	34	61	48	90	25	104	40	25	33	85	24	32	
	27%	34%	19%	19%	21%	23%	36%	23%	23%	33%	18%	24%	35%	26%	23%	
Net: Increased 11% or more	33	23	5	5	11	12	10	3	23	7	8	3	14	2	6	
	4%	6%	3%	3%	4%	6%	4%	3%	5%	6%	6%	2%	6%	2%	4%	
Median	0	2	0	0	0	0	2	0	0	1	0	0	2	1	0	
Mean	2.90	3.87	2.16	1.52	2.47	3.62	2.70	1.75	3.27	2.79	2.56	2.04	3.89	2.79	2.40	
Standard deviation	6.08	6.54	5.43	5.30	4.75	7.78	5.53	3.27	7.20	4.96	5.34	4.86	6.66	4.66	7.25	
Standard error	.28	.41	.53	.48	.36	.64	.43	.38	.43	.52	.55	.53	.53	.65	.76	

REC Membership Survey 2015

Q12_SUM. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - SUMMARY TABLE

Base: All respondents

	Entitled to	Used in last 12 months
	750 100%	750 100%
Company car, personal contract plan (PCP) or car allowance	321 43%	293 39%
Contributions to either a company or private pension scheme	528 70%	424 57%
Private Medical Insurance (e.g. BUPA) and / or long term illness protection	365 49%	161 21%
Life Assurance	294 39%	93 12%
Full or subsidised health club membership	139 19%	33 4%
Maternity or paternity leave beyond the statutory minimum	187 25%	28 4%
Childcare assistance	162 22%	47 6%
Relocation assistance	23 3%	3 *
Training schemes or training days	358 48%	257 34%
Overtime pay	31 4%	14 2%
Additional or flexible holiday entitlement - where you can buy or sell holiday to your employer	232 31%	110 15%

REC Membership Survey 2015

Q12_SUM. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - SUMMARY TABLE

Base: All respondents

	Entitled to	Used in last 12 months
	750	750
	100%	100%
Laptop supplied by employer	289	240
	39%	32%
Mobile phone supplied by employer	390	336
	52%	45%
Home telephone or mobile telephone bills paid	70	56
	9%	7%
Personal incentives, i.e. meals, holidays, sporting events	269	215
	36%	29%
Team drinks & social functions, weekends away, etc.	457	407
	61%	54%
Share option schemes or other ways to receive shares in the business	153	100
	20%	13%
Flexible working / hours	254	204
	34%	27%
None of the above	30	56
	4%	7%

REC Membership Survey 2015

Q12_1. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Entitled to

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Contributions to either a company or private pension scheme	528	275	253	263	265	180	222	123	217	170	132	245	117	161
	70%	77%	65%	74%	67%	60%	77%	79%	64%	75%	78%	77%	68%	63%
Team drinks & social functions, weekends away, etc.	457	204	253	238	219	204	161	90	228	135	88	191	102	163
	61%	57%	65%	67%	55%	68%	56%	58%	67%	59%	52%	60%	59%	64%
Mobile phone supplied by employer	390	235	155	181	209	117	165	105	163	119	103	166	105	116
	52%	66%	40%	51%	53%	39%	57%	68%	48%	52%	61%	52%	61%	46%
Private Medical Insurance (e.g. BUPA) and / or long term illness protection	365	204	161	191	174	117	155	92	152	115	95	162	76	125
	49%	57%	41%	54%	44%	39%	53%	59%	45%	50%	56%	51%	44%	49%
Training schemes or training days	358	164	194	175	183	170	124	62	177	95	80	161	69	124
	48%	46%	49%	49%	46%	57%	43%	40%	52%	42%	47%	51%	40%	49%
Company car, personal contract plan (PCP) or car allowance	321	210	111	182	139	81	149	91	125	103	89	161	78	82
	43%	59%	28%	51%	35%	27%	51%	59%	37%	45%	52%	51%	45%	32%
Life Assurance	294	161	133	156	138	89	125	79	119	94	77	119	69	103
	39%	45%	34%	44%	35%	30%	43%	51%	35%	41%	45%	38%	40%	41%
Laptop supplied by employer	289	186	103	135	154	76	121	89	126	82	77	130	72	83
	39%	52%	26%	38%	39%	25%	42%	57%	37%	36%	45%	41%	42%	33%
Personal incentives, i.e. meals, holidays, sporting events	269	116	153	146	123	126	97	45	146	75	44	107	54	108
	36%	32%	39%	41%	31%	42%	33%	29%	43%	33%	26%	34%	31%	43%
Flexible working / hours	254	129	125	124	130	90	108	54	112	73	66	97	49	103
	34%	36%	32%	35%	33%	30%	37%	35%	33%	32%	39%	31%	28%	41%

REC Membership Survey 2015

Q12_1. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Entitled to

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Additional or flexible holiday entitlement - where you can buy or sell holiday to your employer	232	102	130	117	115	102	92	38	116	71	40	102	50	77
	31%	28%	33%	33%	29%	34%	32%	25%	34%	31%	24%	32%	29%	30%
Maternity or paternity leave beyond the statutory minimum	187	92	95	96	91	74	74	38	84	51	51	83	39	62
	25%	26%	24%	27%	23%	25%	26%	25%	25%	22%	30%	26%	23%	24%
Childcare assistance	162	84	78	87	75	53	71	38	68	48	44	83	24	55
	22%	23%	20%	25%	19%	18%	24%	25%	20%	21%	26%	26%	14%	22%
Share option schemes or other ways to receive shares in the business	153	80	73	91	62	61	63	29	61	54	35	77	26	48
	20%	22%	19%	26%	16%	20%	22%	19%	18%	24%	21%	24%	15%	19%
Full or subsidised health club membership	139	64	75	83	56	58	57	23	66	45	27	71	20	47
	19%	18%	19%	23%	14%	19%	20%	15%	19%	20%	16%	22%	12%	19%
Home telephone or mobile telephone bills paid	70	40	30	36	34	21	25	24	28	24	18	22	19	28
	9%	11%	8%	10%	9%	7%	9%	15%	8%	11%	11%	7%	11%	11%
Overtime pay	31	17	14	9	22	11	12	8	13	11	7	19	4	5
	4%	5%	4%	3%	6%	4%	4%	5%	4%	5%	4%	6%	2%	2%
Relocation assistance	23	12	11	12	11	11	6	6	12	7	4	12	7	4
	3%	3%	3%	3%	3%	4%	2%	4%	4%	3%	2%	4%	4%	2%
None of the above	30	11	19	14	16	14	11	3	17	6	5	9	10	11
	4%	3%	5%	4%	4%	5%	4%	2%	5%	3%	3%	3%	6%	4%

REC Membership Survey 2015

Q12_1. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Entitled to

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Contributions to either a company or private pension scheme	528	285	129	110	167	144	217	68	296	107	90	101	191	61	85
	70%	74%	72%	62%	58%	68%	87%	61%	66%	88%	65%	73%	79%	67%	61%
Team drinks & social functions, weekends away, etc.	457	275	97	82	139	149	169	48	280	85	89	81	174	50	63
	61%	71%	54%	46%	48%	70%	68%	43%	62%	70%	64%	59%	72%	55%	45%
Mobile phone supplied by employer	390	211	94	83	143	135	112	66	241	55	71	80	105	45	89
	52%	55%	52%	47%	50%	63%	45%	59%	54%	45%	51%	58%	43%	49%	64%
Private Medical Insurance (e.g. BUPA) and / or long term illness protection	365	210	76	79	101	111	153	43	207	78	72	65	139	29	60
	49%	55%	42%	45%	35%	52%	61%	39%	46%	64%	52%	47%	57%	32%	43%
Training schemes or training days	358	213	77	67	121	106	131	41	223	56	62	79	113	44	60
	48%	55%	43%	38%	42%	50%	53%	37%	50%	46%	45%	57%	47%	48%	43%
Company car, personal contract plan (PCP) or car allowance	321	197	69	54	108	72	141	39	167	77	45	78	128	29	41
	43%	51%	38%	31%	38%	34%	57%	35%	37%	64%	32%	57%	53%	32%	29%
Life Assurance	294	166	68	58	77	78	139	32	155	69	53	38	129	28	46
	39%	43%	38%	33%	27%	37%	56%	29%	35%	57%	38%	28%	53%	31%	33%
Laptop supplied by employer	289	168	62	56	101	77	111	41	168	55	52	53	93	26	65
	39%	44%	34%	32%	35%	36%	45%	37%	37%	45%	37%	38%	38%	29%	47%
Personal incentives, i.e. meals, holidays, sporting events	269	170	52	46	66	85	118	18	161	54	47	47	106	31	38
	36%	44%	29%	26%	23%	40%	47%	16%	36%	45%	34%	34%	44%	34%	27%
Flexible working / hours	254	167	57	30	72	77	105	38	132	58	42	37	90	26	59
	34%	43%	32%	17%	25%	36%	42%	34%	29%	48%	30%	27%	37%	29%	42%

REC Membership Survey 2015

Q12_1. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Entitled to

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Additional or flexible holiday entitlement - where you can buy or sell holiday to your employer	232 31%	133 35%	54 30%	45 25%	63 22%	48 23%	121 49%	21 19%	101 22%	69 57%	41 29%	42 30%	92 38%	24 26%	33 24%
Maternity or paternity leave beyond the statutory minimum	187 25%	114 30%	37 21%	36 20%	48 17%	41 19%	98 39%	23 21%	84 19%	49 40%	24 17%	29 21%	83 34%	23 25%	28 20%
Childcare assistance	162 22%	101 26%	43 24%	18 10%	45 16%	28 13%	89 36%	19 17%	78 17%	40 33%	26 19%	30 22%	74 30%	17 19%	15 11%
Share option schemes or other ways to receive shares in the business	153 20%	95 25%	29 16%	28 16%	26 9%	31 15%	96 39%	10 9%	57 13%	51 42%	15 11%	33 24%	70 29%	17 19%	18 13%
Full or subsidised health club membership	139 19%	84 22%	26 14%	29 16%	27 9%	33 15%	79 32%	10 9%	61 14%	47 39%	14 10%	27 20%	69 28%	11 12%	18 13%
Home telephone or mobile telephone bills paid	70 9%	49 13%	8 4%	13 7%	28 10%	17 8%	25 10%	14 13%	37 8%	14 12%	9 6%	14 10%	21 9%	6 7%	20 14%
Overtime pay	31 4%	19 5%	7 4%	5 3%	14 5%	6 3%	11 4%	6 5%	16 4%	5 4%	3 2%	11 8%	5 2%	7 8%	5 4%
Relocation assistance	23 3%	15 4%	2 1%	6 3%	9 3%	3 1%	11 4%	3 3%	10 2%	7 6%	4 3%	7 5%	7 3%	2 2%	3 2%
None of the above	30 4%	8 2%	9 5%	11 6%	20 7%	6 3%	4 2%	13 12%	13 3%	2 2%	4 3%	5 4%	11 5%	4 4%	6 4%

REC Membership Survey 2015

Q12_2. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Used in last 12 months

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Contributions to either a company or private pension scheme	424	225	199	226	198	145	180	97	172	137	107	195	94	132
	57%	63%	51%	64%	50%	48%	62%	63%	51%	60%	63%	62%	54%	52%
Team drinks & social functions, weekends away, etc.	407	184	223	214	193	179	146	80	203	117	81	167	90	149
	54%	51%	57%	60%	49%	60%	50%	52%	60%	51%	48%	53%	52%	59%
Mobile phone supplied by employer	336	204	132	155	181	99	147	88	140	102	89	141	91	102
	45%	57%	34%	44%	46%	33%	51%	57%	41%	45%	52%	44%	53%	40%
Company car, personal contract plan (PCP) or car allowance	293	200	93	168	125	67	140	86	109	94	86	149	75	69
	39%	56%	24%	47%	32%	22%	48%	55%	32%	41%	51%	47%	43%	27%
Training schemes or training days	257	114	143	128	129	131	84	41	132	67	53	116	50	89
	34%	32%	36%	36%	33%	44%	29%	26%	39%	29%	31%	37%	29%	35%
Laptop supplied by employer	240	160	80	108	132	60	104	74	104	70	62	108	61	68
	32%	45%	20%	31%	33%	20%	36%	48%	31%	31%	36%	34%	35%	27%
Personal incentives, i.e. meals, holidays, sporting events	215	97	118	124	91	100	79	35	113	60	38	87	40	88
	29%	27%	30%	35%	23%	33%	27%	23%	33%	26%	22%	27%	23%	35%
Flexible working / hours	204	105	99	95	109	69	84	49	92	57	53	75	38	86
	27%	29%	25%	27%	28%	23%	29%	32%	27%	25%	31%	24%	22%	34%
Private Medical Insurance (e.g. BUPA) and / or long term illness protection	161	110	51	82	79	32	75	54	58	56	45	73	31	57
	21%	31%	13%	23%	20%	11%	26%	35%	17%	25%	26%	23%	18%	22%
Additional or flexible holiday entitlement - where you can buy or sell holiday to your employer	110	38	72	55	55	52	43	15	58	33	16	40	22	47
	15%	11%	18%	16%	14%	17%	15%	10%	17%	14%	9%	13%	13%	19%

REC Membership Survey 2015

Q12_2. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Used in last 12 months

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
Share option schemes or other ways to receive shares in the business	100 13%	61 17%	39 10%	58 16%	42 11%	31 10%	49 17%	20 13%	33 10%	42 18%	23 14%	48 15%	19 11%	32 13%
Life Assurance	93 12%	60 17%	33 8%	57 16%	36 9%	18 6%	49 17%	26 17%	36 11%	31 14%	25 15%	40 13%	27 16%	24 9%
Home telephone or mobile telephone bills paid	56 7%	33 9%	23 6%	27 8%	29 7%	15 5%	19 7%	22 14%	21 6%	18 8%	17 10%	18 6%	14 8%	23 9%
Childcare assistance	47 6%	32 9%	15 4%	25 7%	22 6%	6 2%	24 8%	17 11%	14 4%	15 7%	17 10%	24 8%	8 5%	15 6%
Full or subsidised health club membership	33 4%	15 4%	18 5%	18 5%	15 4%	16 5%	12 4%	5 3%	12 4%	13 6%	8 5%	10 3%	5 3%	18 7%
Maternity or paternity leave beyond the statutory minimum	28 4%	14 4%	14 4%	18 5%	10 3%	9 3%	13 4%	6 4%	9 3%	13 6%	6 4%	13 4%	4 2%	11 4%
Overtime pay	14 2%	10 3%	4 1%	2 1%	12 3%	5 2%	5 2%	4 3%	6 2%	4 2%	4 2%	8 3%	1 1%	2 1%
Relocation assistance	3 *	2 1%	1 *	1 *	2 1%	1 *	2 1%	- -	3 1%	- -	- -	2 1%	- -	1 *
None of the above	56 7%	20 6%	36 9%	27 8%	29 7%	25 8%	21 7%	8 5%	26 8%	15 7%	13 8%	21 7%	15 9%	20 8%

REC Membership Survey 2015

Q12_2. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Used in last 12 months

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Contributions to either a company or private pension scheme	424 57%	228 59%	109 61%	84 47%	125 43%	110 52%	189 76%	51 46%	229 51%	92 76%	61 44%	76 55%	166 68%	50 55%	71 51%
Team drinks & social functions, weekends away, etc.	407 54%	247 64%	85 47%	73 41%	118 41%	137 64%	152 61%	45 41%	242 54%	81 67%	77 55%	65 47%	158 65%	48 53%	59 42%
Mobile phone supplied by employer	336 45%	183 48%	82 46%	70 40%	123 43%	114 54%	99 40%	56 50%	204 45%	50 41%	63 45%	71 51%	89 37%	38 42%	75 54%
Company car, personal contract plan (PCP) or car allowance	293 39%	176 46%	67 37%	49 28%	100 35%	66 31%	127 51%	36 32%	152 34%	69 57%	40 29%	69 50%	119 49%	26 29%	39 28%
Training schemes or training days	257 34%	148 38%	60 33%	48 27%	90 31%	79 37%	88 35%	27 24%	167 37%	38 31%	43 31%	56 41%	84 35%	31 34%	43 31%
Laptop supplied by employer	240 32%	138 36%	51 28%	48 27%	90 31%	57 27%	93 37%	35 32%	136 30%	48 40%	46 33%	45 33%	74 30%	22 24%	53 38%
Personal incentives, i.e. meals, holidays, sporting events	215 29%	139 36%	40 22%	35 20%	46 16%	72 34%	97 39%	14 13%	125 28%	44 36%	36 26%	37 27%	86 35%	27 30%	29 21%
Flexible working / hours	204 27%	134 35%	47 26%	23 13%	57 20%	65 31%	82 33%	32 29%	111 25%	43 36%	34 24%	24 17%	72 30%	21 23%	53 38%
Private Medical Insurance (e.g. BUPA) and / or long term illness protection	161 21%	102 26%	34 19%	25 14%	42 15%	50 23%	69 28%	17 15%	94 21%	32 26%	33 24%	32 23%	60 25%	15 16%	21 15%

REC Membership Survey 2015

Q12_2. Which of the following benefits, if any, are you entitled to, and which have you used over the last 12 months? - Used in last 12 months

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Additional or flexible holiday entitlement - where you can buy or sell holiday to your employer	110 15%	62 16%	27 15%	21 12%	32 11%	15 7%	63 25%	8 7%	40 9%	40 33%	20 14%	13 9%	54 22%	10 11%	13 9%
Share option schemes or other ways to receive shares in the business	100 13%	66 17%	20 11%	13 7%	16 6%	20 9%	64 26%	7 6%	35 8%	33 27%	11 8%	22 16%	49 20%	9 10%	9 6%
Life Assurance	93 12%	58 15%	25 14%	9 5%	28 10%	21 10%	44 18%	7 6%	52 12%	20 17%	13 9%	16 12%	41 17%	7 8%	16 12%
Home telephone or mobile telephone bills paid	56 7%	40 10%	6 3%	10 6%	23 8%	15 7%	18 7%	12 11%	31 7%	9 7%	5 4%	12 9%	16 7%	6 7%	17 12%
Childcare assistance	47 6%	31 8%	13 7%	3 2%	15 5%	8 4%	24 10%	5 5%	27 6%	8 7%	6 4%	12 9%	21 9%	3 3%	5 4%
Full or subsidised health club membership	33 4%	22 6%	7 4%	4 2%	9 3%	12 6%	12 5%	2 2%	21 5%	6 5%	6 4%	8 6%	15 6%	- -	4 3%
Maternity or paternity leave beyond the statutory minimum	28 4%	20 5%	4 2%	4 2%	8 3%	6 3%	14 6%	5 5%	13 3%	3 2%	3 2%	2 1%	15 6%	3 3%	5 4%
Overtime pay	14 2%	8 2%	4 2%	2 1%	4 1%	4 2%	6 2%	3 3%	7 2%	1 1%	1 1%	4 3%	1 *	3 3%	5 4%
Relocation assistance	3 *	1 *	1 1%	1 1%	2 1%	1 *	- -	1 1%	2 *	- -	- -	2 1%	1 *	- -	- -
None of the above	56 7%	19 5%	12 7%	22 12%	32 11%	14 7%	10 4%	18 16%	32 7%	3 2%	11 8%	11 8%	18 7%	6 7%	10 7%

REC Membership Survey 2015

Q13. How many days of annual paid leave are you entitled to (excluding bank holidays)?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
19 or less	15	4	11	3	12	3	9	3	7	2	5	6	3	5
	2%	1%	3%	1%	3%	1%	3%	2%	2%	1%	3%	2%	2%	2%
20-22	160	50	110	69	91	105	34	20	120	27	8	70	36	54
	21%	14%	28%	19%	23%	35%	12%	13%	35%	12%	5%	22%	21%	21%
23-24	116	38	78	52	64	64	40	11	57	43	16	44	23	47
	15%	11%	20%	15%	16%	21%	14%	7%	17%	19%	9%	14%	13%	19%
25	231	118	113	117	114	74	99	57	86	82	62	93	56	81
	31%	33%	29%	33%	29%	25%	34%	37%	25%	36%	36%	29%	32%	32%
26-27	63	39	24	30	33	20	29	14	19	23	19	28	13	22
	8%	11%	6%	8%	8%	7%	10%	9%	6%	10%	11%	9%	8%	9%
28-30	118	82	36	59	59	18	62	38	33	28	55	55	28	34
	16%	23%	9%	17%	15%	6%	21%	25%	10%	12%	32%	17%	16%	13%
31 or more	28	19	9	15	13	7	12	9	10	14	4	13	11	4
	4%	5%	2%	4%	3%	2%	4%	6%	3%	6%	2%	4%	6%	2%
Prefer not to say	19	8	11	9	10	8	5	3	7	9	1	8	3	7
	3%	2%	3%	3%	3%	3%	2%	2%	2%	4%	1%	3%	2%	3%

REC Membership Survey 2015**Q13. How many days of annual paid leave are you entitled to (excluding bank holidays)?**

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750 100%	358 100%	392 100%	354 100%	396 100%	299 100%	290 100%	155 100%	339 100%	228 100%	170 100%	317 100%	173 100%	254 100%
NETS														
Net: 24 or under	291 39%	92 26%	199 51%	124 35%	167 42%	172 58%	83 29%	34 22%	184 54%	72 32%	29 17%	120 38%	62 36%	106 42%
Net: 25	231 31%	118 33%	113 29%	117 33%	114 29%	74 25%	99 34%	57 37%	86 25%	82 36%	62 36%	93 29%	56 32%	81 32%
Net: 26+	209 28%	140 39%	69 18%	104 29%	105 27%	45 15%	103 36%	61 39%	62 18%	65 29%	78 46%	96 30%	52 30%	60 24%
Median	25	25	24	25	25	23	25	25	23	25	25	25	25	25
Mean	24.61	25.56	23.73	24.91	24.34	23.47	25.20	25.70	23.65	25.12	25.98	24.75	24.92	24.24
Standard deviation	3.75	3.72	3.57	3.48	3.96	3.00	4.05	3.92	3.49	3.34	3.96	3.60	3.96	3.77
Standard error	.14	.20	.18	.19	.20	.18	.24	.32	.19	.23	.30	.20	.30	.24

REC Membership Survey 2015

Q13. How many days of annual paid leave are you entitled to (excluding bank holidays)?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
19 or less	15 2%	8 2%	4 2%	2 1%	9 3%	3 1%	3 1%	5 5%	6 1%	2 2%	1 1%	2 1%	8 3%	2 2%	2 1%
20-22	160 21%	65 17%	41 23%	50 28%	74 26%	45 21%	41 16%	21 19%	116 26%	16 13%	27 19%	33 24%	52 21%	22 24%	26 19%
23-24	116 15%	58 15%	26 14%	32 18%	40 14%	40 19%	36 14%	10 9%	72 16%	20 17%	23 17%	16 12%	44 18%	12 13%	21 15%
25	231 31%	127 33%	52 29%	51 29%	94 33%	68 32%	69 28%	42 38%	143 32%	34 28%	49 35%	37 27%	75 31%	20 22%	50 36%
26-27	63 8%	32 8%	18 10%	13 7%	17 6%	22 10%	24 10%	10 9%	31 7%	15 12%	10 7%	15 11%	12 5%	11 12%	15 11%
28-30	118 16%	65 17%	28 16%	24 14%	36 13%	24 11%	58 23%	15 14%	57 13%	24 20%	17 12%	29 21%	35 14%	18 20%	19 14%
31 or more	28 4%	17 4%	6 3%	4 2%	7 2%	6 3%	15 6%	3 3%	13 3%	9 7%	7 5%	2 1%	12 5%	4 4%	3 2%
Prefer not to say	19 3%	13 3%	5 3%	1 1%	11 4%	5 2%	3 1%	5 5%	11 2%	1 1%	5 4%	4 3%	5 2%	2 2%	3 2%

REC Membership Survey 2015

Q13. How many days of annual paid leave are you entitled to (excluding bank holidays)?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
NETS	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Net: 24 or under	291 39%	131 34%	71 39%	84 47%	123 43%	88 41%	80 32%	36 32%	194 43%	38 31%	51 37%	51 37%	104 43%	36 40%	49 35%
Net: 25	231 31%	127 33%	52 29%	51 29%	94 33%	68 32%	69 28%	42 38%	143 32%	34 28%	49 35%	37 27%	75 31%	20 22%	50 36%
Net: 26+	209 28%	114 30%	52 29%	41 23%	60 21%	52 24%	97 39%	28 25%	101 22%	48 40%	34 24%	46 33%	59 24%	33 36%	37 27%
Median	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
Mean	24.61	24.90	24.43	24.24	24.02	24.48	25.38	24.14	24.34	25.43	24.74	24.60	24.41	24.87	24.66
Standard deviation	3.75	3.68	4.25	3.25	3.96	3.37	3.70	4.95	3.29	3.59	3.74	3.72	3.74	4.27	3.49
Standard error	.14	.19	.32	.25	.24	.23	.24	.48	.16	.33	.32	.32	.24	.45	.30

REC Membership Survey 2015

Q14. Which of the following types of flexible working, if any, have you done in the last 12 months?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Working at home	268	151	117	117	151	80	116	71	122	78	66	103	58	103
	36%	42%	30%	33%	38%	27%	40%	46%	36%	34%	39%	32%	34%	41%
Working part time	73	40	33	7	66	14	37	21	21	26	26	25	15	29
	10%	11%	8%	2%	17%	5%	13%	14%	6%	11%	15%	8%	9%	11%
Working compressed hours (working full-time hours but over fewer days)	37	20	17	19	18	14	13	10	14	9	14	11	10	16
	5%	6%	4%	5%	5%	5%	4%	6%	4%	4%	8%	3%	6%	6%
None of the above	432	182	250	225	207	203	155	69	199	137	85	199	105	128
	58%	51%	64%	64%	52%	68%	53%	45%	59%	60%	50%	63%	61%	50%

REC Membership Survey 2015

Q14. Which of the following types of flexible working, if any, have you done in the last 12 months?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Working at home	268 36%	163 42%	66 37%	39 22%	91 32%	77 36%	100 40%	44 40%	149 33%	52 43%	53 38%	43 31%	87 36%	24 26%	61 44%
Working part time	73 10%	45 12%	18 10%	10 6%	32 11%	19 9%	22 9%	16 14%	42 9%	11 9%	22 16%	7 5%	18 7%	8 9%	18 13%
Working compressed hours (working full-time hours but over fewer days)	37 5%	27 7%	4 2%	6 3%	12 4%	9 4%	16 6%	4 4%	23 5%	7 6%	6 4%	5 4%	15 6%	5 5%	6 4%
None of the above	432 58%	191 50%	103 57%	130 73%	176 61%	125 59%	131 53%	58 52%	270 60%	60 50%	73 53%	89 64%	140 58%	60 66%	70 50%

REC Membership Survey 2015

Q15. How satisfied or dissatisfied are you with your total pay and benefits?

Base: All respondents

	Total	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN		
		Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied (5.0)	69	32	37	31	38	26	28	14	25	24	19	36	11	22
	9%	9%	9%	9%	10%	9%	10%	9%	7%	11%	11%	11%	6%	9%
Satisfied (4.0)	316	166	150	143	173	121	129	65	140	95	76	127	72	114
	42%	46%	38%	40%	44%	40%	44%	42%	41%	42%	45%	40%	42%	45%
Neither satisfied nor dissatisfied (3.0)	180	84	96	93	87	71	61	44	85	55	35	74	40	64
	24%	23%	24%	26%	22%	24%	21%	28%	25%	24%	21%	23%	23%	25%
Dissatisfied (2.0)	145	67	78	68	77	60	57	28	69	43	32	62	40	42
	19%	19%	20%	19%	19%	20%	20%	18%	20%	19%	19%	20%	23%	17%
Very dissatisfied (1.0)	32	8	24	16	16	17	12	3	15	10	7	15	6	11
	4%	2%	6%	5%	4%	6%	4%	2%	4%	4%	4%	5%	3%	4%
Don't know	8	1	7	3	5	4	3	1	5	1	1	3	4	1
	1%	*	2%	1%	1%	1%	1%	1%	1%	*	1%	1%	2%	*
NETS														
Net: Satisfied	385	198	187	174	211	147	157	79	165	119	95	163	83	136
	51%	55%	48%	49%	53%	49%	54%	51%	49%	52%	56%	51%	48%	54%
Net: Dissatisfied	177	75	102	84	93	77	69	31	84	53	39	77	46	53
	24%	21%	26%	24%	23%	26%	24%	20%	25%	23%	23%	24%	27%	21%
Mean	3.33	3.41	3.25	3.30	3.36	3.27	3.36	3.38	3.27	3.35	3.40	3.34	3.25	3.37
Standard deviation	1.03	.97	1.08	1.02	1.03	1.06	1.04	.95	1.02	1.04	1.05	1.07	1.00	1.00
Standard error	.04	.05	.05	.05	.05	.06	.06	.08	.06	.07	.08	.06	.08	.06

REC Membership Survey 2015

Q15. How satisfied or dissatisfied are you with your total pay and benefits?

Base: All respondents

		SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
		Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
		750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Very satisfied	(5.0)	69 9%	69 18%	- -	- -	32 11%	19 9%	18 7%	18 16%	39 9%	8 7%	14 10%	13 9%	20 8%	14 15%	8 6%
Satisfied	(4.0)	316 42%	316 82%	- -	- -	110 38%	95 45%	111 45%	50 45%	183 41%	48 40%	63 45%	60 43%	107 44%	30 33%	56 40%
Neither satisfied nor dissatisfied	(3.0)	180 24%	- -	180 100%	- -	77 27%	39 18%	64 26%	22 20%	109 24%	32 26%	36 26%	33 24%	52 21%	21 23%	38 27%
Dissatisfied	(2.0)	145 19%	- -	- -	145 82%	51 18%	50 23%	44 18%	15 14%	93 21%	28 23%	24 17%	25 18%	47 19%	20 22%	29 21%
Very dissatisfied	(1.0)	32 4%	- -	- -	32 18%	12 4%	9 4%	11 4%	2 2%	23 5%	5 4%	2 1%	7 5%	13 5%	4 4%	6 4%
Don't know		8 1%	- -	- -	- -	6 2%	1 *	1 *	4 4%	2 *	- -	- -	- -	4 2%	2 2%	2 1%
NETS																
Net: Satisfied		385 51%	385 100%	- -	- -	142 49%	114 54%	129 52%	68 61%	222 49%	56 46%	77 55%	73 53%	127 52%	44 48%	64 46%
Net: Dissatisfied		177 24%	- -	- -	177 100%	63 22%	59 28%	55 22%	17 15%	116 26%	33 27%	26 19%	32 23%	60 25%	24 26%	35 25%
Mean		3.33	4.18	3.00	1.82	3.35	3.31	3.33	3.63	3.27	3.21	3.45	3.34	3.31	3.34	3.23
Standard deviation		1.03	.38	-	.39	1.04	1.06	1.00	.99	1.05	1.01	.94	1.04	1.05	1.13	.99
Standard error		.04	.02	-	.03	.06	.07	.06	.10	.05	.09	.08	.09	.07	.12	.08

REC Membership Survey 2015

Q16. Including yourself, approximately how many full time permanent employees are there at your site?

Base: All respondents

		SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
Total		Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts	
		750	358	392	354	396	299	290	155	339	228	170	317	173	254
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1-10	(5.0)	288	128	160	112	176	111	118	55	130	82	68	121	76	89
		38%	36%	41%	32%	44%	37%	41%	35%	38%	36%	40%	38%	44%	35%
11-20	(15.0)	142	74	68	68	74	50	50	40	54	50	37	53	33	55
		19%	21%	17%	19%	19%	17%	17%	26%	16%	22%	22%	17%	19%	22%
21-30	(25.0)	71	37	34	44	27	28	27	16	33	24	14	32	22	16
		9%	10%	9%	12%	7%	9%	9%	10%	10%	11%	8%	10%	13%	6%
31-40	(35.0)	47	15	32	23	24	24	19	4	26	15	6	20	5	22
		6%	4%	8%	6%	6%	8%	7%	3%	8%	7%	4%	6%	3%	9%
41-50	(45.0)	31	18	13	18	13	13	9	9	16	9	5	11	7	13
		4%	5%	3%	5%	3%	4%	3%	6%	5%	4%	3%	3%	4%	5%
51-60	(55.0)	17	9	8	7	10	6	8	3	9	3	5	10	2	5
		2%	3%	2%	2%	3%	2%	3%	2%	3%	1%	3%	3%	1%	2%
61-70	(65.0)	8	4	4	4	4	4	2	2	2	3	3	4	-	4
		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	-	2%
71-100	(85.0)	24	11	13	8	16	11	7	6	13	8	2	10	4	9
		3%	3%	3%	2%	4%	4%	2%	4%	4%	4%	1%	3%	2%	4%
101+	(110.0)	122	62	60	70	52	52	50	20	56	34	30	56	24	41
		16%	17%	15%	20%	13%	17%	17%	13%	17%	15%	18%	18%	14%	16%

REC Membership Survey 2015

Q16. Including yourself, approximately how many full time permanent employees are there at your site?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NETS														
Net: 1-10	288	128	160	112	176	111	118	55	130	82	68	121	76	89
	38%	36%	41%	32%	44%	37%	41%	35%	38%	36%	40%	38%	44%	35%
Net: 11-30	213	111	102	112	101	78	77	56	87	74	51	85	55	71
	28%	31%	26%	32%	26%	26%	27%	36%	26%	32%	30%	27%	32%	28%
Net: 31+	249	119	130	130	119	110	95	44	122	72	51	111	42	94
	33%	33%	33%	37%	30%	37%	33%	28%	36%	32%	30%	35%	24%	37%
Mean	33.73	34.97	32.60	37.63	30.25	35.70	33.62	31.13	34.82	32.76	33.06	35.38	28.93	34.78
Standard deviation	38.06	38.67	37.52	39.54	36.39	38.85	38.71	35.69	38.32	37.02	38.90	39.05	36.08	37.92
Standard error	1.39	2.04	1.90	2.10	1.83	2.25	2.27	2.87	2.08	2.45	2.98	2.19	2.74	2.38

REC Membership Survey 2015**Q16. Including yourself, approximately how many full time permanent employees are there at your site?**

Base: All respondents

		SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
		Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
		750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
1-10	(5.0)	288 38%	142 37%	77 43%	63 36%	288 100%	- -	- -	88 79%	193 43%	3 2%	79 57%	75 54%	47 19%	26 29%	61 44%
11-20	(15.0)	142 19%	77 20%	26 14%	39 22%	- -	142 67%	- -	15 14%	118 26%	6 5%	29 21%	17 12%	46 19%	20 22%	30 22%
21-30	(25.0)	71 9%	37 10%	13 7%	20 11%	- -	71 33%	- -	4 4%	58 13%	7 6%	11 8%	15 11%	25 10%	11 12%	9 6%
31-40	(35.0)	47 6%	18 5%	11 6%	18 10%	- -	- -	47 19%	1 1%	32 7%	10 8%	7 5%	6 4%	19 8%	4 4%	11 8%
41-50	(45.0)	31 4%	19 5%	8 4%	4 2%	- -	- -	31 12%	1 1%	15 3%	14 12%	2 1%	5 4%	13 5%	6 7%	5 4%
51-60	(55.0)	17 2%	15 4%	1 1%	1 1%	- -	- -	17 7%	- -	12 3%	4 3%	4 3%	2 1%	9 4%	1 1%	1 1%
61-70	(65.0)	8 1%	3 1%	3 2%	2 1%	- -	- -	8 3%	1 1%	4 1%	2 2%	- -	2 1%	3 1%	1 1%	2 1%
71-100	(85.0)	24 3%	15 4%	5 3%	3 2%	- -	- -	24 10%	- -	9 2%	10 8%	1 1%	4 3%	11 5%	4 4%	4 3%
101+	(110.0)	122 16%	59 15%	36 20%	27 15%	- -	- -	122 49%	1 1%	8 2%	65 54%	6 4%	12 9%	70 29%	18 20%	16 12%

REC Membership Survey 2015

Q16. Including yourself, approximately how many full time permanent employees are there at your site?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
NETS															
Net: 1-10	288 38%	142 37%	77 43%	63 36%	288 100%	- -	- -	88 79%	193 43%	3 2%	79 57%	75 54%	47 19%	26 29%	61 44%
Net: 11-30	213 28%	114 30%	39 22%	59 33%	- -	213 100%	- -	19 17%	176 39%	13 11%	40 29%	32 23%	71 29%	31 34%	39 28%
Net: 31+	249 33%	129 34%	64 36%	55 31%	- -	- -	249 100%	4 4%	80 18%	105 87%	20 14%	31 22%	125 51%	34 37%	39 28%
Mean	33.73	33.92	36.00	31.75	5.00	18.33	80.14	9.19	19.03	79.42	17.30	24.20	49.90	39.07	27.88
Standard deviation	38.06	37.56	40.92	36.49	-	4.73	32.13	12.89	20.57	36.79	23.82	32.00	42.55	40.02	34.42
Standard error	1.39	1.91	3.05	2.74	-	.32	2.04	1.22	.97	3.34	2.02	2.72	2.73	4.20	2.92

REC Membership Survey 2015

Q17. Over the last 12 months, approximately how many permanent full time members of staff at your site have left and been replaced, or are being replaced?

Base: All respondents

		SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
		Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
		750	358	392	354	396	299	290	155	339	228	170	317	173	254
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	(0.0)	111	63	48	44	67	30	48	32	36	34	39	43	31	35
		15%	18%	12%	12%	17%	10%	17%	21%	11%	15%	23%	14%	18%	14%
1-10	(5.0)	449	201	248	205	244	186	165	93	209	144	91	194	100	154
		60%	56%	63%	58%	62%	62%	57%	60%	62%	63%	54%	61%	58%	61%
11-20	(15.0)	61	31	30	34	27	25	24	12	33	14	13	23	14	23
		8%	9%	8%	10%	7%	8%	8%	8%	10%	6%	8%	7%	8%	9%
21-30	(25.0)	14	6	8	7	7	6	6	2	10	3	1	7	3	4
		2%	2%	2%	2%	2%	2%	2%	1%	3%	1%	1%	2%	2%	2%
31-40	(35.0)	22	8	14	15	7	11	8	3	12	3	6	11	4	7
		3%	2%	4%	4%	2%	4%	3%	2%	4%	1%	4%	3%	2%	3%
41-50	(45.0)	6	4	2	2	4	1	4	1	-	3	3	3	2	1
		1%	1%	1%	1%	1%	*	1%	1%	-	1%	2%	1%	1%	*
51+	(55.0)	18	9	9	12	6	7	10	1	9	8	1	9	3	6
		2%	3%	2%	3%	2%	2%	3%	1%	3%	4%	1%	3%	2%	2%

REC Membership Survey 2015

Q17. Over the last 12 months, approximately how many permanent full time members of staff at your site have left and been replaced, or are being replaced?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NETS														
Net: None	111	63	48	44	67	30	48	32	36	34	39	43	31	35
	15%	18%	12%	12%	17%	10%	17%	21%	11%	15%	23%	14%	18%	14%
Net: 1-10	449	201	248	205	244	186	165	93	209	144	91	194	100	154
	60%	56%	63%	58%	62%	62%	57%	60%	62%	63%	54%	61%	58%	61%
Net: 11+	121	58	63	70	51	50	52	19	64	31	24	53	26	41
	16%	16%	16%	20%	13%	17%	18%	12%	19%	14%	14%	17%	15%	16%
Don't know	69	36	33	35	34	33	25	11	30	19	16	27	16	24
	9%	10%	8%	10%	9%	11%	9%	7%	9%	8%	9%	9%	9%	9%
Mean	8.14	8.00	8.26	9.36	7.06	8.53	8.85	6.25	8.75	8.06	6.98	8.64	7.52	7.98
Standard deviation	10.99	11.20	10.82	12.28	9.61	10.87	12.41	8.10	10.98	11.81	9.83	11.70	10.34	10.58
Standard error	.42	.62	.57	.69	.51	.67	.76	.67	.62	.82	.79	.69	.83	.70

REC Membership Survey 2015

Q17. Over the last 12 months, approximately how many permanent full time members of staff at your site have left and been replaced, or are being replaced?

Base: All respondents

		SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
		Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
		750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
None	(0.0)	111 15%	68 18%	22 12%	17 10%	88 31%	19 9%	4 2%	111 100%	- -	- -	28 20%	21 15%	22 9%	13 14%	27 19%
1-10	(5.0)	449 60%	222 58%	109 61%	116 66%	193 67%	176 83%	80 32%	- -	449 100%	- -	99 71%	94 68%	123 51%	50 55%	83 60%
11-20	(15.0)	61 8%	30 8%	13 7%	18 10%	1 *	11 5%	49 20%	- -	- -	61 50%	4 3%	8 6%	31 13%	7 8%	11 8%
21-30	(25.0)	14 2%	5 1%	6 3%	3 2%	- -	- -	14 6%	- -	- -	14 12%	1 1%	1 1%	8 3%	3 3%	1 1%
31-40	(35.0)	22 3%	10 3%	4 2%	8 5%	- -	2 1%	20 8%	- -	- -	22 18%	- -	3 2%	16 7%	2 2%	1 1%
41-50	(45.0)	6 1%	3 1%	3 2%	- -	- -	- -	6 2%	- -	- -	6 5%	1 1%	- -	4 2%	- -	1 1%
51+	(55.0)	18 2%	8 2%	6 3%	4 2%	2 1%	- -	16 6%	- -	- -	18 15%	1 1%	2 1%	11 5%	1 1%	3 2%

REC Membership Survey 2015

Q17. Over the last 12 months, approximately how many permanent full time members of staff at your site have left and been replaced, or are being replaced?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
NETS	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Net: None	111 15%	68 18%	22 12%	17 10%	88 31%	19 9%	4 2%	111 100%	- -	- -	28 20%	21 15%	22 9%	13 14%	27 19%
Net: 1-10	449 60%	222 58%	109 61%	116 66%	193 67%	176 83%	80 32%	- -	449 100%	- -	99 71%	94 68%	123 51%	50 55%	83 60%
Net: 11+	121 16%	56 15%	32 18%	33 19%	3 1%	13 6%	105 42%	- -	- -	121 100%	7 5%	14 10%	70 29%	13 14%	17 12%
Don't know	69 9%	39 10%	17 9%	11 6%	4 1%	5 2%	60 24%	- -	- -	- -	5 4%	9 7%	28 12%	15 16%	12 9%
Mean	8.14	7.54	9.17	8.58	3.84	5.36	17.65	-	5.00	27.23	5.07	6.43	12.21	7.30	6.69
Standard deviation	10.99	10.53	12.38	10.59	4.94	4.02	15.97	-	-	14.80	6.49	8.46	14.34	9.03	9.68
Standard error	.42	.57	.97	.82	.29	.28	1.16	-	-	1.35	.56	.74	.98	1.04	.86

REC Membership Survey 2015

Q18. Which sector do you predominantly work in?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting & Financial	30	15	15	14	16	11	13	6	19	4	7	8	3	19
	4%	4%	4%	4%	4%	4%	4%	4%	6%	2%	4%	3%	2%	7%
Childcare	1	1	-	-	1	1	-	-	1	-	-	1	-	-
	*	*	-	-	*	*	-	-	*	-	-	*	-	-
Construction	41	19	22	29	12	17	15	9	27	7	7	17	9	15
	5%	5%	6%	8%	3%	6%	5%	6%	8%	3%	4%	5%	5%	6%
Drivers	20	14	6	13	7	4	10	6	5	7	8	16	2	2
	3%	4%	2%	4%	2%	1%	3%	4%	1%	3%	5%	5%	1%	1%
Education	38	21	17	13	25	20	12	6	18	14	4	16	11	11
	5%	6%	4%	4%	6%	7%	4%	4%	5%	6%	2%	5%	6%	4%
Engineering & Technical	168	58	110	112	56	75	66	27	83	49	34	69	38	61
	22%	16%	28%	32%	14%	25%	23%	17%	24%	21%	20%	22%	22%	24%
Health and social care	20	15	5	7	13	5	11	4	9	8	3	13	4	3
	3%	4%	1%	2%	3%	2%	4%	3%	3%	4%	2%	4%	2%	1%
Healthcare	32	21	11	12	20	11	13	8	14	8	10	18	4	9
	4%	6%	3%	3%	5%	4%	4%	5%	4%	4%	6%	6%	2%	4%
Hospitality	11	3	8	7	4	5	6	-	6	4	1	5	3	3
	1%	1%	2%	2%	1%	2%	2%	-	2%	2%	1%	2%	2%	1%
Industrial	77	44	33	34	43	26	32	17	26	25	22	66	9	2
	10%	12%	8%	10%	11%	9%	11%	11%	8%	11%	13%	21%	5%	1%
IT and Technology	75	28	47	44	31	38	23	13	40	20	13	30	18	27
	10%	8%	12%	12%	8%	13%	8%	8%	12%	9%	8%	9%	10%	11%

REC Membership Survey 2015

Q18. Which sector do you predominantly work in?

Base: All respondents

	SENIORITY		GENDER		LENGTH OF SERVICE			LENGTH IN CURRENT ROLE			CONTRACT BREAKDOWN			
	Total	Manager	Consultant	Male	Female	5 years or fewer	6-15 years	16+ years	2 years or fewer	3-5 years	6+ years	Mainly temporary contracts	Mixture of both	Mainly permanent contracts
	750	358	392	354	396	299	290	155	339	228	170	317	173	254
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Legal / HR	10	6	4	4	6	3	5	2	4	5	1	1	2	7
	1%	2%	1%	1%	2%	1%	2%	1%	1%	2%	1%	*	1%	3%
Life sciences	18	9	9	8	10	10	6	2	6	10	2	4	4	10
	2%	3%	2%	2%	3%	3%	2%	1%	2%	4%	1%	1%	2%	4%
Media / marketing / creative	10	5	5	4	6	5	3	2	5	2	3	1	3	6
	1%	1%	1%	1%	2%	2%	1%	1%	1%	1%	2%	*	2%	2%
Office Professionals	99	44	55	13	86	35	39	25	36	35	26	24	35	40
	13%	12%	14%	4%	22%	12%	13%	16%	11%	15%	15%	8%	20%	16%
Sales and Retail	11	9	2	5	6	-	6	5	3	4	4	4	2	5
	1%	3%	1%	1%	2%	-	2%	3%	1%	2%	2%	1%	1%	2%
Other	89	46	43	35	54	33	30	23	37	26	25	24	26	34
	12%	13%	11%	10%	14%	11%	10%	15%	11%	11%	15%	8%	15%	13%
NETS														
Net: Professional/financial/legal	139	65	74	31	108	49	57	33	59	44	34	33	40	66
	19%	18%	19%	9%	27%	16%	20%	21%	17%	19%	20%	10%	23%	26%
Net: Manual	138	77	61	76	62	47	57	32	58	39	37	99	20	19
	18%	22%	16%	21%	16%	16%	20%	21%	17%	17%	22%	31%	12%	7%
Net: Engineering/IT	243	86	157	156	87	113	89	40	123	69	47	99	56	88
	32%	24%	40%	44%	22%	38%	31%	26%	36%	30%	28%	31%	32%	35%
Net: Health and education	91	58	33	32	59	37	36	18	42	30	17	48	19	23
	12%	16%	8%	9%	15%	12%	12%	12%	12%	13%	10%	15%	11%	9%
Net: Other	139	72	67	59	80	53	51	32	57	46	35	38	38	58
	19%	20%	17%	17%	20%	18%	18%	21%	17%	20%	21%	12%	22%	23%

REC Membership Survey 2015

Q18. Which sector do you predominantly work in?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750	385	180	177	288	213	249	111	449	121	139	138	243	91	139
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting & Financial	30	14	13	3	16	11	3	7	20	2	30	-	-	-	-
	4%	4%	7%	2%	6%	5%	1%	6%	4%	2%	22%	-	-	-	-
Childcare	1	1	-	-	-	1	-	-	1	-	-	-	-	1	-
	*	*	-	-	-	*	-	-	*	-	-	-	-	1%	-
Construction	41	22	8	11	14	15	12	5	28	5	-	41	-	-	-
	5%	6%	4%	6%	5%	7%	5%	5%	6%	4%	-	30%	-	-	-
Drivers	20	12	4	4	13	4	3	3	13	4	-	20	-	-	-
	3%	3%	2%	2%	5%	2%	1%	3%	3%	3%	-	14%	-	-	-
Education	38	19	4	14	11	11	16	4	20	4	-	-	-	38	-
	5%	5%	2%	8%	4%	5%	6%	4%	4%	3%	-	-	-	42%	-
Engineering & Technical	168	83	36	45	38	48	82	18	80	50	-	-	168	-	-
	22%	22%	20%	25%	13%	23%	33%	16%	18%	41%	-	-	69%	-	-
Health and social care	20	11	5	4	5	8	7	4	11	5	-	-	-	20	-
	3%	3%	3%	2%	2%	4%	3%	4%	2%	4%	-	-	-	22%	-
Healthcare	32	13	12	6	10	11	11	5	18	4	-	-	-	32	-
	4%	3%	7%	3%	3%	5%	4%	5%	4%	3%	-	-	-	35%	-
Hospitality	11	6	2	2	10	1	-	3	8	-	-	-	-	-	11
	1%	2%	1%	1%	3%	*	-	3%	2%	-	-	-	-	-	8%
Industrial	77	39	21	17	48	13	16	13	53	5	-	77	-	-	-
	10%	10%	12%	10%	17%	6%	6%	12%	12%	4%	-	56%	-	-	-
IT and Technology	75	44	16	15	9	23	43	4	43	20	-	-	75	-	-
	10%	11%	9%	8%	3%	11%	17%	4%	10%	17%	-	-	31%	-	-

REC Membership Survey 2015

Q18. Which sector do you predominantly work in?

Base: All respondents

	SATISFACTION WITH PAY AND BENEFITS			NUMBER OF FULL TIME EMPLOYEES ON SITE			NUMBER OF FULL TIME EMPLOYEES ON SITE REPLACED IN PAST 12 MONTHS			SECTOR					
	Total	Satisfied	Neither	Dissatisfied	1-10	11-30	31+	None	1-10	11+	Professional/ financial/legal	Manual	Engineering/IT	Health and education	Other
	750 100%	385 100%	180 100%	177 100%	288 100%	213 100%	249 100%	111 100%	449 100%	121 100%	139 100%	138 100%	243 100%	91 100%	139 100%
Legal / HR	10 1%	7 2%	2 1%	1 1%	3 1%	3 1%	4 2%	2 2%	7 2%	1 1%	10 7%	- -	- -	- -	- -
Life sciences	18 2%	9 2%	4 2%	5 3%	6 2%	10 5%	2 1%	1 1%	15 3%	2 2%	- -	- -	- -	- -	18 13%
Media / marketing / creative	10 1%	3 1%	2 1%	5 3%	4 1%	3 1%	3 1%	1 1%	7 2%	2 2%	- -	- -	- -	- -	10 7%
Office Professionals	99 13%	56 15%	21 12%	22 12%	60 21%	26 12%	13 5%	19 17%	72 16%	4 3%	99 71%	- -	- -	- -	- -
Sales and Retail	11 1%	6 2%	2 1%	3 2%	7 2%	2 1%	2 1%	2 2%	7 2%	1 1%	- -	- -	- -	- -	11 8%
Other	89 12%	40 10%	28 16%	20 11%	34 12%	23 11%	32 13%	20 18%	46 10%	12 10%	- -	- -	- -	- -	89 64%
NETS															
Net: Professional/financial/legal	139 19%	77 20%	36 20%	26 15%	79 27%	40 19%	20 8%	28 25%	99 22%	7 6%	139 100%	- -	- -	- -	- -
Net: Manual	138 18%	73 19%	33 18%	32 18%	75 26%	32 15%	31 12%	21 19%	94 21%	14 12%	- -	138 100%	- -	- -	- -
Net: Engineering/IT	243 32%	127 33%	52 29%	60 34%	47 16%	71 33%	125 50%	22 20%	123 27%	70 58%	- -	- -	243 100%	- -	- -
Net: Health and education	91 12%	44 11%	21 12%	24 14%	26 9%	31 15%	34 14%	13 12%	50 11%	13 11%	- -	- -	- -	91 100%	- -
Net: Other	139 19%	64 17%	38 21%	35 20%	61 21%	39 18%	39 16%	27 24%	83 18%	17 14%	- -	- -	- -	- -	139 100%