

# PAYstudy

Bespoke Salary Surveys  
*to meet your specific needs*



# Reliable Market Data

As an employer you need reliable market intelligence to accurately compare your terms and conditions against a valid group of comparators. However, many employers tell us they find:

- ◆ There is no market data available for certain roles, industry sectors or locations;
- ◆ They are unhappy with the quality of the existing market data sources.



## **The answer?**

Your own bespoke salary survey, tailored to your specific needs.

## **You may need:**

- ◆ Pay data for a specialist role in a particular industry sector; or
- ◆ Detailed policy information on a particular benefit; or
- ◆ A broader survey that covers terms and conditions for a group of roles, in a defined local area.

PAYdata can help by collecting and analysing the data you need in a manner that is:

- ◆ Confidential - Protects the privacy of all participants' information
- ◆ Robust - Accurate and sound analysis of the data collected
- ◆ Legal - Compliant with the latest Data Protection and Anti-trust legislation.

As a specialist salary survey provider, with over 10 years experience, we have designed and conducted terms and conditions surveys for organisations and groups of organisations, covering a wide range of industries.

We have dedicated statistical analysis and reward and benefits resources available which means we can tailor a project to meet your individual requirements.

# Bespoke Survey Service

## We offer the following services:

- ◆ Identify your needs and determine the scope of the survey
- ◆ Develop a job matching methodology that ensures like-for-like comparisons
- ◆ Identify and contact an agreed list of organisations or individuals
- ◆ Encourage them to participate
- ◆ Collate and analyse the data collected
- ◆ Produce a detailed management report of the survey findings, including how you compare to the market and what the results mean for you
- ◆ If required, present the findings and conclusions to an agreed management audience
- ◆ Other participants receive a summary report to thank them for their time/input.



## Method of collection

Data can be collected by any of the following means:

- ◆ Online
- ◆ Paper
- ◆ Telephone
- ◆ Email
- ◆ Face-to-face

## A flexible service - Comprehensive or "Pick & Mix"

Each survey is tailored to you. You can "pick and mix" the specific activities you need to supplement the strengths of your internal team.

Case Study examples overleaf...

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# Case Studies

## Our recent assignments are varied:

*Two pay and benefits benchmarking surveys, in the Real Estate and Global Security industry sectors on behalf of a global oil business:*

- ◆ 30 organisations contacted in each industry sector
- ◆ Design of an electronic questionnaire collecting information on pay (base and total cash) and the main benefits
- ◆ Production of a detailed client report outlining market pay, and a personalised report for each survey participant

*Survey of specialist Design Consultants and similar sales roles in retail/other sectors:*

- ◆ Particular emphasis on the alternative approaches to commission arrangements
- ◆ Design of a short paper-based questionnaire, adapted for three different industry sectors
- ◆ Client report providing market comparisons, and suggested actions to be considered, in particular for commission arrangements
- ◆ Five weeks from instruction to project completion

*Company car policy survey for different levels of role, in the construction industry:*

- ◆ Commissioned by an existing industry group of companies
- ◆ Particular emphasis on the alternative approaches to car provision, car allowances and private car arrangements
- ◆ Design of a short online questionnaire
- ◆ Participants report providing aggregated market comparisons
- ◆ Three weeks from instruction to project completion

To find out how these services can be tailored to meet your needs please call Tim Kellett on **01733 364070** or email him via [timk@paydata.co.uk](mailto:timk@paydata.co.uk)

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