

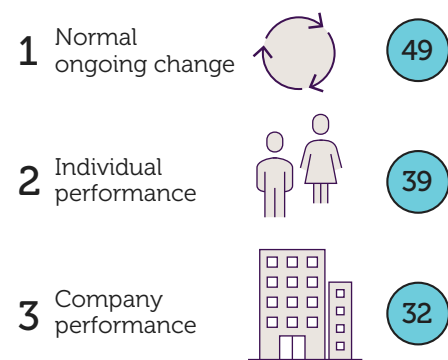
PAY AND BENEFITS

PAY

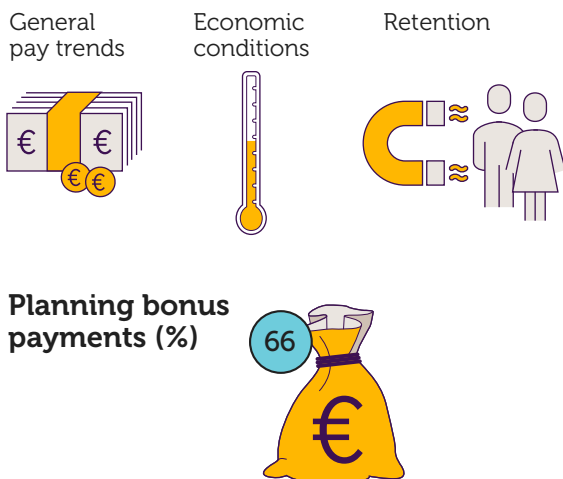
Treatment of basic pay rates (%)



What determines pay increases (%)

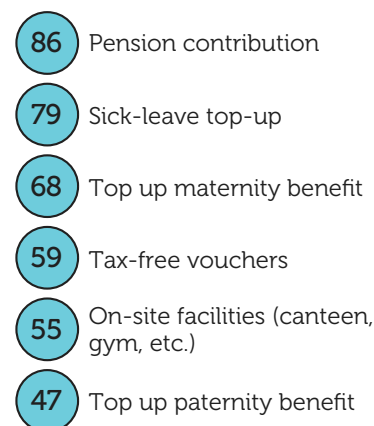


Top drivers of pay policy 2025



BENEFITS

Top 6 benefits offered (%)

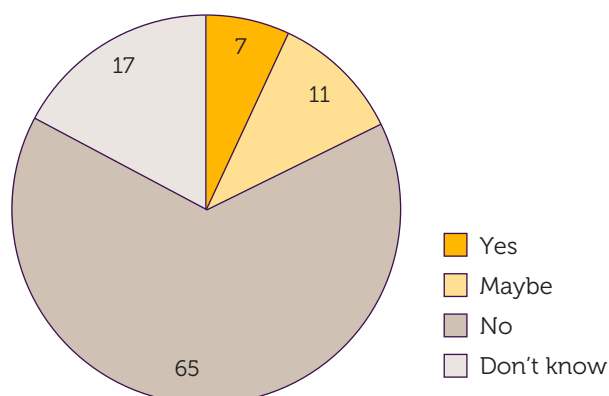


25% plan to increase non-pay benefits in 2025

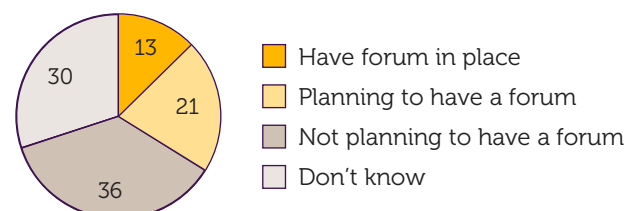


EMPLOYEE REPRESENTATION

Non-union companies considering union engagement for collective bargaining (%)



Status of information and consultation forums (%)

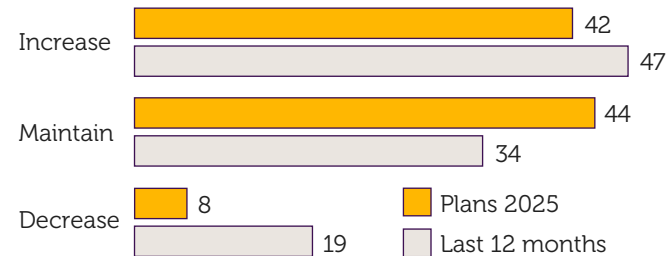


Engage with a trade union (%)



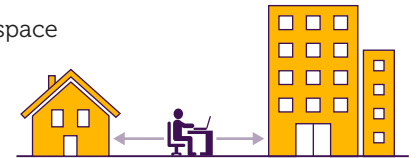
HR PRACTICES

Employee numbers (%)

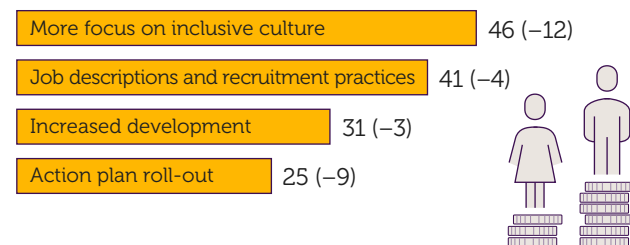


Top issues to address in the next 12 months

- Reinvest in company culture
- Key personnel demanding remote work
- Resistance to returning to office
- Redesign of office space



Impact of GPG reporting slowing (%) (+/- since 2024)

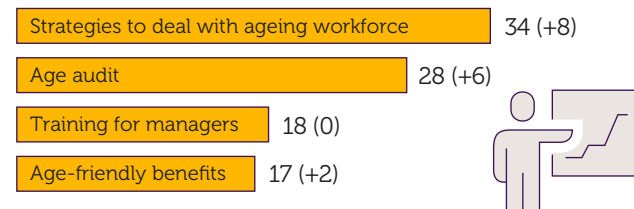


Persistent impact of housing crisis

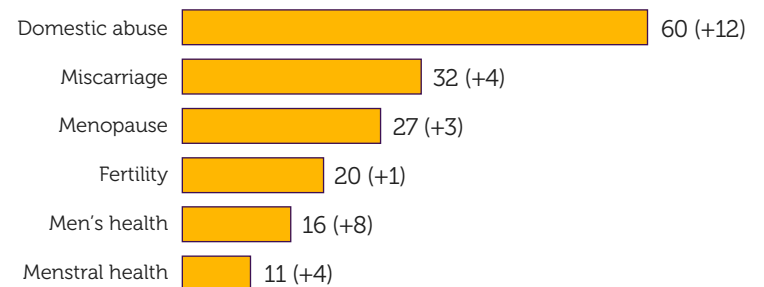


- 1 Pressure on pay and benefits
- 2 Demand for hybrid/remote working
- 3 Attracting top talent

Retirement planning practices (%) (+/- since 2024)

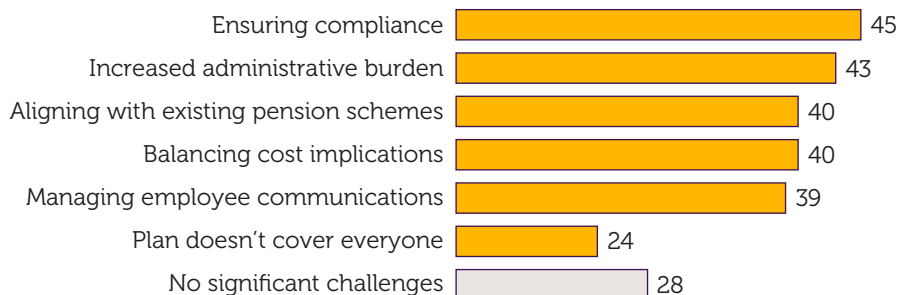


Progressive policies put in place (%) (+/- since 2024)

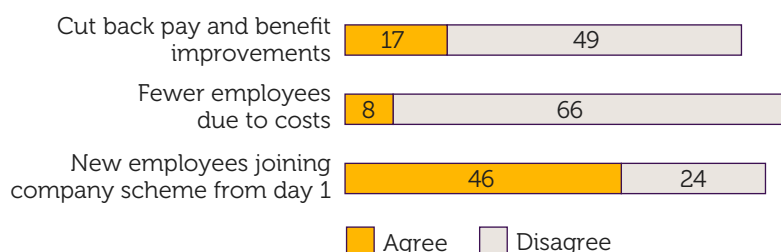


LEGISLATION

Expected challenges from auto-enrolment (%)

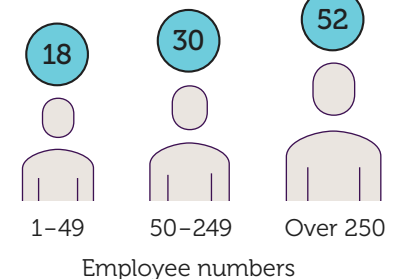


Auto-enrolment will mean... (%)



PROFILE

Company size (%)



Sector (%)

