

Policy and Practice Reports

1. Retirement Benefits

1.1. Pension - Defined Benefit

Does your organization provide a defined benefit pension in addition to statutory benefits?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for defined benefit pension?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is this scheme open to new participants?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is the scheme open for future service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Are eligibility conditions stipulated?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is minimum length of service set as eligibility condition?

	No Service	3 Months of Service	6 Months of Service	9 Months of Service	12 Months of Service	2 Years of Service	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is minimum age set as eligibility condition?

	16	18	21	24	30	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What is maximum age set as eligibility condition?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization have other stipulated eligibility conditions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the normal retirement age for scheme members?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What does pensionable salary/earnings include in addition to basic annual salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

Does your organization use multiple of lower earnings limit to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What multiplier does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization use multiple of basic state pension to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What multiplier does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization use fixed amount to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What fixed amount does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Is there an upper limit for pensionable salaries/earnings that is different from the statutory amount?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the amount set as the upper limit?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are earnings capped for pension accrual for post 1989 members?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Will earnings be capped for pension accrual post 6 April 2006?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the pensionable pay averaging period (in years)?

	None (Pensionable Pay at Retirement)	Last	Best	Career Average	Other	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

How many of last years does your organization take into account?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

How many of best years does your organization take into account?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If the averaging period is based on best years, from which period are best years taken?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Is there a different definition for salary on which contributions are based?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the contributions paid by organization, expressed as a percentage of salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are there any employee contributions required?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the contributions paid by employee, expressed as a percentage of salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What benefit is available to employees upon retirement?

	Pension Only	Pension or Lump Sum	Pension and Lump Sum	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the accrual rate for calculating the pension at retirement?

	1/80th	1/60th	1/45th	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If organization is using other specific accrual rate, what percentage is used?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are there any guaranteed increases to pensions after retirement?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the guaranteed increase rate?

	RPI	RPI up to 2.5%	RPI up to 5%	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If organization is using other specific increase rate, what percentage is used?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the early retirement minimum age with no reduction in benefit?

	50	55	60	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the early retirement minimum age with reduction in benefit?

	50	55	60	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is an early retirement age (if other than 50/55/60) with no reduction in benefit?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is an early retirement age (if other than 50/55/60) with reduction in benefit?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If a member retires early, what is the reduction factor at age 50?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If a member retires early, what is the reduction factor at age 55?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If a member retires early, what is the reduction factor at age 60?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If a member retires early, what is the reduction factor at age 62?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If a member retires early, what is the reduction factor at age 64?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What does the surviving spouse receive on the death of the member after retirement?

	Pension Only	Lump Sum Only	Choice of Pension or Lump Sum	Pension and Lump Sum	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization have a guarantee period up to which the pension benefit is paid?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Over what period is the pension guaranteed?

	5 Year Guarantee	10 Year Guarantee	Other	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

If a surviving spouse receives a pension, what is the proportion of member's pension?

	25%	50%	67%	75%	100%	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

If other, what is the percentage?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If surviving spouse receives a lump sum, what is the maximum number of monthly payments provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If surviving spouse receives a lump sum, what is the maximum multiple of salary provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What are the surviving children eligible to receive in the event of the member's death after retirement?

	Pension Only	Lump Sum Only	Choice of Pension or Lump sum	Pension and Lump Sum	No Benefit	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

If final pensionable earnings are defined as a career average, what is the rate of revaluation for active members?

	RPI	RPI up to 2.5%	RPI up to 5%	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If other, what is the percentage?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

1.2. Pension - Defined Contribution**Does your organization provide a defined contribution pension in addition to statutory benefits?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Does your organization provide an occupational defined contribution plan in addition to statutory retirement benefits?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for occupational defined contribution plan in addition to statutory benefits?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is the scheme open to new entrants?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is the scheme open for future service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Are eligibility conditions stipulated?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is minimum length of service set as eligibility condition?

	No Service	3 Months of Service	6 Months of Service	9 Months of Service	12 Months of Service	2 Years of Service	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is minimum age set as eligibility condition?

	16	18	21	24	30	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What is maximum age set as eligibility condition?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization have other stipulated eligibility conditions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the normal retirement age for scheme members?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What does pensionable salary/earnings include in addition to basic annual salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

Does your organization use multiple of lower earnings limit to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What multiplier does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization use multiple of basic state pension to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What multiplier does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization use fixed amount to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What fixed amount does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are contributions capped for post 1989 members? This does not apply to stakeholder pensions.

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Have contributions remained capped since 6 April 2006?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the amount of notional salary cap?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What kind of contribution does your organization provide?

	Fixed	Variable	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the fixed contributions paid by employer, as a percentage of base salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are there any employee contributions required?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the fixed contributions paid by employee, as a percentage of base salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Do the contributions vary with length of service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is employee contribution rate, if length of service is between 0-5 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is between 0-5 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate, if length of service is between 6-9 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is between 6-9 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate, if length of service is between 10-15 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is between 10-15 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate, if length of service is 16 years or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is 16 years or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Do the contributions vary with age of employee?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is employee contribution rate for employees at age 20-29?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 20-29?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate for employees at age 30-39?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 30-39?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate for employees at age 40-49?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 40-49?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate for employees at age 50 or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 50 or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does the employee contribution vary, depending on how much the employee contributes?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the minimum employer rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the minimum employee rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum employer rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum employee rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are the following items paid in addition to the contributions described in the previous questions?

	Contracting Out National Insurance Rebates	Investment Management Charges	Consultants Charge	Risk Benefit Premiums	Administration Charges	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

Are employees allowed to contribute on a salary sacrifice basis?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Does your organization apply a notional cap?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the notional cap? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization pass any employer national insurance savings back to employees?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What percentage of the 12.8% does your organization pass back to employees?

	5% for Employee and 7.8% for Employer	6.4% for Employee and 6.4% for Employer	10% for Employee and 2.8% for Employer	12.8% for Employee and 0% for Employer	Other	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What other percentage of the 12.8% does your organization pass back to employees?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization provide a group personal pension in addition to statutory benefits?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is the scheme open to new entrants?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is the scheme open for future service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Do employees have to meet certain eligibility conditions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is minimum length of service set as eligibility condition?

	No Service	3 Months of Service	6 Months of Service	9 Months of Service	12 Months of Service	2 Years of Service	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is minimum age set as eligibility condition?

	16	18	21	24	30	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What is maximum age set as eligibility condition?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization have other certain eligibility conditions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the normal retirement age for members of the scheme?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What does pensionable salary/earnings include in addition to basic annual salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

Does your organization use multiple of lower earnings limit to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What multiplier does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization use multiple of basic state pension to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What multiplier does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization use fixed amount to make deductions from pay?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What fixed amount does your organization use?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are contributions capped for post 1989 members?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Have contributions remained capped post 6 April 2006 (Post A-Day)?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the amount of notional salary cap?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What kind of contribution does your organization provide?

	Fixed	Variable	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the fixed contributions paid by employer, as a percentage of base salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are there any employee contributions required?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the fixed contributions paid by employee, as a percentage of base salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Do the contributions vary with length of service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is employee contribution rate, if length of service is between 0-5 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is between 0-5 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate, if length of service is between 6-9 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is between 6-9 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate, if length of service is between 10-15 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is between 10-15 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate, if length of service is 16 years or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate, if length of service is 16 years or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Do the contributions vary with age of employee?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is employee contribution rate for employees at age 20-29?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 20-29?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate for employees at age 30-39?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 30-39?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate for employees at age 40-49?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 40-49?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employee contribution rate for employees at age 50 or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is employer contribution rate for employees at age 50 or more?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Do the employer's contributions vary depending on the employee's contribution?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the minimum employer rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the minimum employee rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum employer rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum employee rate?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are any of the following items paid in addition to the contributions described previously?

	Contracting Out National Insurance Rebates	Investment Management Charges	Consultants Charge	Risk Benefit Premiums	Administration Charges	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

Are employees allowed to contribute on a salary sacrifice basis while they are member of the GPP?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Does your organization apply a notional cap?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the notional cap? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization pass any employer national insurance savings back to employees?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What percentage of the 12.8% does your organization pass back?

	5%	6.4%	10%	12.8%	Other	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What other percentage of the 12.8% does your organization pass back?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization provide a stakeholder pension in addition to statutory retirement benefits?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is this scheme open to new participants?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Is the scheme open for future service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the normal retirement age for members of the scheme?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What does pensionable salary/earnings include in addition to basic annual salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What are the contributions paid by organization, expressed as a percentage of salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are there any employee contributions required?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are the contributions paid by employee, expressed as a percentage of salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

1.3. High Earners' Pension**Does your organization make provisions for earnings in excess of any notional earnings cap in place?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for earnings provisions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What type of pension plan is provided?

	Occupational (Trust Based) Defined Benefit	Occupational (Trust Based) Defined Contribution	Contract-Based Defined Contribution	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

If you have a notional cap in place, how much is it? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are benefit accruals from April 2006 still restricted to a notional earnings cap?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the accrual rate on earnings above the notional cap?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the employer contribution rate, as a percentage of pensionable salary, on any earnings above the notional cap?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Under the pension arrangement, what is the required level of member contributions?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What benefits are available outside of the registered pension provision, if the value of a member's benefit rights is close to the lifetime allowance?

	Cash	Employer-Financed Retirement Benefits Scheme (EFRBS)	Nothing, Just Registered Pension Available	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

When can these alternative benefits be accessed?

	70% - 80% of Lifetime Allowance	80% - 90% of Lifetime Allowance	90% - 100% of Lifetime Allowance	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

If a defined benefit pension provision is available under the registered plan, and the member opts out for alternative benefits, will there be continued salary linking for past service benefits?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

If members opt out of the defined benefit pension provision for the alternative provision, can they re-enter the registered plan later?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

If the member opts out and receives a cash supplement in lieu of registered pension, what percentage of salary is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Is the relationship of cash available to alternative defined contribution pension contribution?

	Same	Same, Less Employer NI Contributions	No Relationship/Not Applicable	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

If an EFRBS is provided, does it have the same accrual rate as the corresponding registered pension?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What proportion of the maturing EFRBS can be taken as taxable cash?

	All (and Thus Subject to NI)	25%	None	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

How benefits in excess of the lifetime allowance from a registered plan will be available?

	Cash	Pension	Either Cash or Pension	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

Are all life assurance benefits provided through the registered scheme?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Will financial support be offered to employees to help them make decisions about pension provisions?

	Yes, but only provided close to April 2006	Yes, and will continue to be provided from time to time	Not at All	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

SAMPLE

2. Insurance and Medical Benefits

2.1. Life assurance benefits

Does your organization provide life assurance benefits in addition to statutory benefits?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for life assurance benefits?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is included in the salary definition for death benefit payments in addition to basic annual salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

Does your organization provide a lump sum to the surviving spouse upon the death of the member in service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the amount of cover as a multiple of monthly salary?

	36 Months (3 Years)	48 Months (4 Years)	Other	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

If different multiplier is used, what is the number of months?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Is there the maximum benefit amount (upper cash limit)?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the amount of maximum benefit (upper cash limit)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are any caps applied to life assurance benefits?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What are cappings based on?

	Based on Notional Earnings Cap	In Line With Old Inland Revenue Limits	Other	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

Does your organization provide a pension to the surviving spouse upon the death of the member in service?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

The pension is offered to employees who participate in which plans?

	Defined Benefit Plan	Defined Contribution Plan	Both Defined Benefit and Defined Contribution Plans	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the pension based on?

	Member's Annual Base Salary	Member's Pensionable Salary	Member's Retirement Pension	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the percentage of base value?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Which of the following is the pension based on?

	Member's Salary	Member's Accrued Pension (Defined Benefit Only)	Member's Projected Pension to Normal Retirement Age (Defined Benefit Only)	Other	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

2.2. Long-term disability

Does your organization provide a long-term disability benefit in addition to statutory requirements?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for long-term disability benefits in addition to statutory requirements?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

How is the benefit provided?

	Insured Scheme: Income Protection	Provided Through the Pension Plan	Other	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

What is included in the salary definition in addition to basic annual salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is the benefit level as a percentage of salary?

	Executives	Management	Main Plan
25%	--	--	--
33%	--	--	--
50%	--	--	--
60%	--	--	--
67%	--	--	--
75%	--	--	--
Other	--	--	--
No. of Responses:	0	0	0

If different level is used, what is the percentage?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization deduct state benefits from this benefit?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Does your organization deduct a single person's allowance (state long term incapacity benefit) from this benefit?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

After how many weeks of sickness do benefit payments commence?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Over how many weeks is the benefit payable?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Until what age is the benefit payable?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Are there any guaranteed increases in payments?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What is the guaranteed percentage increase?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the percentage of member's pension?

	25%	50%	67%	75%	100%	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is the pension based on?

	Service to Date of Disability	Notional Service to Normal Retirement Age	Other	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

2.3. Medical**Does your organization provide private medical benefits?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for private medical benefits?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Who is covered under the plan?

	Employee Only	Employee and Spouse	Employee, Spouse and Dependents	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

Are employees required to contribute to the plan?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

How much does the employee contribute (percentage of the premium) for the standard level of coverage?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Do employees pay an excess/ franchise?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What is the excess/franchise amount per year? (in £)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the excess/franchise amount per claim? (in £)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

How is the medical plan administered?

	Fully Insured	Self-Administered	Combination of Fully Insured and Self-Administered	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

How is dental coverage provided?

	Provided Under Private Medical Scheme	Provided as a Separate Benefit	Not Provided at All	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

If Dental is provided as a separate benefit, what is the annual amount of the premium paid by the employer?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

If Dental is provided as a separate benefit, what is the annual amount of the premium paid by the employee?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3. Other Benefits

3.1. Additional holidays/paid days off

Does your organization offer any other extra days as a general policy to all employees in addition to the legal number of vacation days?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for additional holidays/paid days off?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the maximum number of days of holiday/paid days off entitlement, excluding public holidays?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum number of paid days off/holidays for any employee, including additional days for service, after 5 years of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum number of paid days off/holidays for any employee, including additional days for service, after 10 years of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum number of paid days off/holidays for any employee, including additional days for service, after 15 years of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum number of paid days off/holidays for any employee, including additional days for service, after 20 years of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum number of paid days off/holidays for any employee, including additional days for service, after 25 years of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum number of paid days off/holidays for any employee, including additional days for service, after 30 years of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.2. Concierge services

Does your organization offer paid concierge services?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for paid concierge services?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

3.3. Discounts for organization products

Does your organization activity allow for the granting of product discounts?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for a discount on the price of your organization's products?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

How much is the employee discount (as a percentage of the total cost)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.4. Loans

Does your organization offer loans to any employees?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible to receive loans?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What types of loans does your organization offer?

	Housing Loan	Car Loan	Personal or Other Loan	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

3.5. Long Service Awards or Jubilee payments

Does your organization offer one-time special long service awards or jubilee payments?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What type of awards are provided?

	Cash/Voucher	Gift	Medal/Trophy/Plaque	Memento/Souvenir	Extra Paid Holidays/Vacation Days	Reception/Party	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

For which employment anniversaries are cash awards offered?

	5th Year	10th Year	15th Year	20th Year	25th Year	30th Year and Beyond	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is the typical cash amount for the 5th year of service? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical cash amount for the 10th year of service? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical cash amount for the 15th year of service? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical cash amount for the 20th year of service? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical cash amount for the 25th year of service? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical cash amount for the 30th year of service and beyond? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

For which employment anniversaries are awards in a form of multiples of monthly salaries offered?

	5th Year	10th Year	15th Year	20th Year	25th Year	30th Year and Beyond	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is the typical multiple of monthly salary for the 5th year of service award?

	25th Percentile	Median	Average	75th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical multiple of monthly salary for the 10th year of service award?

	25th Percentile	Median	Average	75th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical multiple of monthly salary for the 15th year of service award?

	25th Percentile	Median	Average	75th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical multiple of monthly salary for the 20th year of service award?

	25th Percentile	Median	Average	75th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical multiple of monthly salary for the 25th year of service award?

	25th Percentile	Median	Average	75th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical multiple of monthly salary for the 30th year of service and beyond award?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

For which employment anniversaries are awards in a form of holiday days offered?

	5 th Year	10 th Year	15 th Year	20 th Year	25 th Year	30 th Year and Beyond	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

What is the typical number of days awarded for the 5th year of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical number of days awarded for the 10th year of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical number of days awarded for the 15th year of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical number of days awarded for the 20th year of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical number of days awarded for the 25th year of service?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical number of days awarded for the 30th year of service and beyond?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.6. Meals**Does your organization pay canteen meals, meal vouchers or meal allowance for any of the employees?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for luncheon voucher allowance or canteen meals subsidies?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Does your organization offer a luncheon voucher allowance?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

How much does your organization pay in meal allowances and vouchers, per month? (in local currency)

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization offer canteen meals subsidies?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What percentage of canteen meals are paid by your organization?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.7. Mobile phones and Internet**Does your organization offer mobile phone benefits?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for mobile phone benefit?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Which mobile phone costs are paid by your organization?

	Device Costs	Monthly Base Fee Costs	Call Costs - Business Use of Private Phone	Call Costs - Business and Personal Use	Maximum Monthly Amount Paid	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What is the maximum monthly allowance for mobile phones?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.8. Professional or Club Subscription

Does your organization pay for employees' professional society subscriptions?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for professional society subscriptions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Does your organization pay for employees' social/sports club subscriptions?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for social/sports club subscriptions?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

3.9. Referral bonus

Does your organization provide a recruitment or referral bonus?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for recruitment or referral bonus?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the typical amount of the referral bonus, based on the level of employee who is hired?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.10. Severance, Redundancy, Retirement

Does your organization provide severance pay above statutory requirements?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for severance pay above statutory requirements?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

In which cases does your company offer severance pay above statutory requirements?

	Involuntary Termination	Voluntary Termination	Retirement (Other Than Retirement Plan)	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

What is the fixed/flat number of monthly salaries for which involuntary termination pay is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the number of months of severance pay for each additional year of service for which involuntary termination pay is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the fixed/flat number of monthly salaries for which voluntary termination pay is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the number of months of severance pay for each additional year of service for which voluntary termination pay is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the fixed/flat number of monthly salaries for which retirement pay (other than retirement plan) pay is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the number of months of severance pay for each additional year of service for which retirement pay (other than retirement plan) pay is provided?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.11. Share Purchase Plans

Does your organization provide a share purchase plan?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for share purchase plan?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the maximum percentage of basic salary which can be used to purchase shares?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Is there a maximum annual amount that an employee can use to purchase shares?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What is the maximum annual amount that an employee can use to purchase shares?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Is interest added to savings?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

What percentage of interest is added to savings?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

When employees purchase shares, what is their discount (against market value)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.12. Training and Education

Does your organization help pay for training courses or advanced degrees for employees?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for training and education benefit?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What types of training/education costs are covered?

	Training (Vocational) Courses	Language Courses	Educational Conferences	Individual University Education (Undergraduate Degrees)	MBA or Other Master's Degrees	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What percentage of total costs is paid for training (vocational) courses?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What percentage of total costs is paid for language courses?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What percentage of total costs is paid for educational conferences?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What percentage of total costs is paid for individual university educations (undergraduate degrees)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum amount paid for individual university educations (undergraduate degrees)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What percentage of total costs is paid for MBAs or other master's degrees?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the maximum amount paid for MBAs or other master's degrees?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does the employee have to remain in the organization over a specified period of time for the payment of the training/education?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What is the period of time (in years) an employee has to remain in the organization for the payment of the training?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.13. Travel Insurance**Does your organization provide travel insurance benefits to any employees?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for travel insurance benefits?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

What type of travel insurance does your organization provide?

	Business Travel Only	Both Business and Personal Travel	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Who is covered under the travel insurance policy?

	Employee Only	Employee and Spouse/Legal Partner	Employee, Spouse/Legal Partner and All Dependents	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

What is the typical insurance coverage amount per employee (in local currency)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

What is the typical annual premium amount per employee (in local currency)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

3.14. Flexible Benefits**Does your organization provide flexible benefits plan?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for flexible benefits plan?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

How is the standard employer contribution/budget for flexible benefits determined?

	Related to Salary (e.g., Percentage of Salary)	Fixed Amounts (Potentially Depending on Job Grade)	Other	No. of Responses:
Executives	--	--	--	0
Management	--	--	--	0
Main Plan	--	--	--	0

Do the standard employer contributions vary in certain circumstances?

	With Age of Employee	With Years of Service of Employee	By Family Size of the Employee	With Other Factors	No	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

What is the typical annual employer contribution to the flexible benefits plan, per employee, as a fixed amount?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Which of the following serve as the basis for employer contributions?

	Base Salary	Guaranteed Allowances	Bonus	Sales Incentives	Other Elements	No. of Responses:
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Main Plan	--	--	--	--	--	0

How many monthly salaries are used in the definition of annual reference salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your plan define offsets to reference salary?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

Does your plan define an upper limit on reference salary?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

If flexible benefit plan contributions are expressed as a fixed percentage of reference salary, what is the percentage?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Executives	--	--	--	--	0
Management	--	--	--	--	0
Main Plan	--	--	--	--	0

Does your organization provide additional matching contributions when the employee contributes more than the minimum?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

SAMPLE

What are the flexible benefits and services components?

	Executives	Management	Main Plan
Retirement Pension Benefit (Including Supplementary Pension)	--	--	--
Life Insurance Benefits	--	--	--
Spouse/Legal Partner Life Insurance	--	--	--
Accident Insurance	--	--	--
Travel Insurance	--	--	--
Sickness/Short-Term Disability Benefits	--	--	--
Long-Term Disability Benefits/Insurance	--	--	--
Health Benefits (Including Purchasing Enhanced Cover Under Another Company Health/Medical/Dental Plan)	--	--	--
Medical Check-Up	--	--	--
Annual Leave	--	--	--
Car Allowance	--	--	--
Transportation Programs (e.g., Public Transportation, Kilometer/Mileage Reimbursements)	--	--	--
Moving Expenses	--	--	--
Leisure/Sports Club Subscriptions	--	--	--
Employee Education and Training	--	--	--
Dependent Education	--	--	--
Child Care	--	--	--
Arrange a Telework Place	--	--	--
Vouchers and Cards (e.g., Holiday, Gift, Culture, Meal, Shopping)	--	--	--
Company Products	--	--	--
Additional Gross Salary	--	--	--
Loans	--	--	--
Other	--	--	--
No. of Responses:	0	0	0

3.15. Paid Leave

Does your organization have one global policy that covers both maternity and paternity leave, applied consistently across all geographies?

	Percentage of Organizations
Yes, Maternity Leave Included	--
Yes, Paternity Leave Included	--
No, but Considering Implementing One	--
No	--

Based on responses from 0 organizations

Does your company provide paid maternity leave benefits above statutory requirements?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

How many weeks of maternity leave does your organization offer?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

How many fully paid weeks of maternity leave does your organization provide?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

How many partially paid weeks of maternity leave does your organization provide?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

What is the average rate of pay provided for partially paid weeks?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

How many unpaid weeks of maternity leave does your organization provide?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

What is the minimum number of weeks of service before an employee is eligible for maternity leave?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

Does your company provide paid paternity leave benefits above statutory requirements?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

How many weeks of paternity leave does your organization offer?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

How many fully paid weeks of paternity leave does your organization provide?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

How many partially paid weeks of paternity leave does your organization provide?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

What is the average rate of pay provided for partially paid weeks?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

How many unpaid weeks of paternity leave does your organization provide?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

What is the minimum number of weeks of service before an employee is eligible for paternity leave?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
General Policy	--	--	--	--	0

Does your company provide parental leave benefits above statutory requirements?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

3.16. International relocation allowance**Does your organization provide an international relocation benefit?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for international relocation benefit?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

3.17. Sick Pay Above Statutory Requirement (with doctor's statement)**Does your organization provide sick pay in addition to statutory requirements?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for sick pay in addition to statutory requirements?

	Yes	No	No. of Responses:
Executives	--	--	0
Management	--	--	0
Main Plan	--	--	0

3.18. Sick Pay**Does your organization provide a sickness entitlement in excess of the statutory minimum?**

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

When sick pay benefit is calculated, what is included in the definition of salary?

	Bonus	Commission	Overtime	Other Fixed Allowance	Shift Allowance	Other	No. of Responses:
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Main Plan	--	--	--	--	--	--	0

Is your sick pay policy the same for all employees?

	Percentage of Organizations
The Same for All Employees	--
Variable by Length of Service	--
Variable by Level	--
Other	--

Based on responses from 0 organizations

If short term sickness entitlement is the same for all employees, what is the level of entitlement in weeks?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 0 - 6 months?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 6 months - 1 year?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 1 - 2 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 2 - 3 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 3 - 4 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 4 - 5 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 5 - 6 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 6 - 7 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 7 - 8 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 8 - 9 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 9 - 10 years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for employees who worked 10+ years?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for head of organization?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for executives?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for management?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for professional non sales?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for professional sales?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for para-professional - "white collar"?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

What is the level of entitlement (in weeks) for para-professional - "blue collar"?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Full Pay Base Salary	--	--	--	--	0
Half Pay Base Salary	--	--	--	--	0
Other	--	--	--	--	0

SAMPLE

4. Company Cars

4.1. General Policy

Does your organization have a company car benefit policy?

	Percentage of Organizations
Yes	--
No	--

Based on responses from 0 organizations

Which employee groups are eligible for a company car benefit?

	Yes	No	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

What type of company car benefit scheme does your organization offer?

	Company-Owned Car	Company-Leased/Long-Term Rented Car	Car Allowance in Lieu	Choice Between Company-Owned/Leased/Long-Term Rented Car or Car Allowance in Lieu	Combination of Company-Owned/Leased/Long-Term Rented Car and Car Allowance in Lieu	No. of Responses:
Head of Organization	--	--	--	--	--	0
Executives	--	--	--	--	--	0
Management	--	--	--	--	--	0
Professional - Sales	--	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	--	0

What is the primary criterion for determining grant of company car benefit?

	Status/Seniority	Business Need	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

Are there any limitations on the private use of the car?

	No Limitations	Weekdays Only	Business Use Only	Other	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is the primary criterion for car selection?

	Free Choice Within a Maximum Cost	Range of Models	One Preferred Model	Maximum Engine Size	CO2 Emission	Other	No. of Responses:
Head of Organization	--	--	--	--	--	--	0
Executives	--	--	--	--	--	--	0
Management	--	--	--	--	--	--	0
Professional - Sales	--	--	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	--	--	0

What is the engine size in cubic centimeters?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What type of car financing does your organization use?

	Financial Leasing	Operational Leasing	Long-Term Rent	Other	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

For employees not provided with a company car, what gross amount or mileage allowance does the organization pay (in local currency per mile)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

4.2. Main Policy details

Does the car policy cover maintenance expenses?

	All Expenses Covered	Part of Expenses Covered	Expenses Not Covered	No. of Responses:
Head of Organization	--	--	--	0
Executives	--	--	--	0
Management	--	--	--	0
Professional - Sales	--	--	--	0
Professional - Non-Sales	--	--	--	0
Para-Professional - "White Collar"	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	0

What percentage of maintenance expenses are covered by the car policy?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

Does the car policy cover insurance expenses?

	All Expenses Covered	Part of Expenses Covered	Expenses Not Covered	No. of Responses:
Head of Organization	--	--	--	0
Executives	--	--	--	0
Management	--	--	--	0
Professional - Sales	--	--	--	0
Professional - Non-Sales	--	--	--	0
Para-Professional - "White Collar"	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	0

What percentage of insurance expenses are covered by the car policy?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

Does the car policy cover tax expenses (e.g. road tax, motor vehicle property tax)?

	All Expenses Covered	Part of Expenses Covered	Expenses Not Covered	No. of Responses:
Head of Organization	--	--	--	0
Executives	--	--	--	0
Management	--	--	--	0
Professional - Sales	--	--	--	0
Professional - Non-Sales	--	--	--	0
Para-Professional - "White Collar"	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	0

What percentage of tax expenses are covered by the car policy?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

How fuel for private use is financed by your organization?

	All Private Fuel	Part of Private Fuel (e.g., Excluding Vacation Abroad)	Not Financed by the Organization	No. of Responses:
Head of Organization	--	--	--	0
Executives	--	--	--	0
Management	--	--	--	0
Professional - Sales	--	--	--	0
Professional - Non-Sales	--	--	--	0
Para-Professional - "White Collar"	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	0

How fuel for business use is financed by your organization?

	All Business Fuel	Part of Business Fuel	Not Financed by the Organization	No. of Responses:
Head of Organization	--	--	--	0
Executives	--	--	--	0
Management	--	--	--	0
Professional - Sales	--	--	--	0
Professional - Non-Sales	--	--	--	0
Para-Professional - "White Collar"	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	0

What percentage of private fuel expenses are covered by the car policy?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is the maximum gross purchase price (incl. taxes)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is the maximum gross monthly lease/rent cost (incl. taxes)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is the most typical make and model?

	Make and model
Head of Organization	Acura - Other, Acura - CDX, Acura - ILX
Executives	Acura - Other, Acura - CDX, Acura - ILX
Management	Acura - Other, Acura - CDX, Acura - ILX
Professional - Sales	Acura - Other, Acura - CDX, Acura - ILX
Professional - Non-Sales	Acura - Other, Acura - CDX, Acura - ILX
Para-Professional - "White Collar"	Acura - Other, Acura - CDX, Acura - ILX
Para-Professional - "Blue Collar"	Acura - Other, Acura - CDX, Acura - ILX

How is the company car replacement policy expressed?

	Months Only	Kilometers Only	Months and Kilometers	Months or Kilometers	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is your replacement policy (car mileage)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is your replacement policy (number of months)?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

4.3. Additional Policy details

What contribution does the employee pay to the company for private use of the company car?

	None (Taxes Only)	Monthly Contribution to Cost of Company Car	Full Car Cost by Salary Sacrifice	No. of Responses:
Head of Organization	--	--	--	0
Executives	--	--	--	0
Management	--	--	--	0
Professional - Sales	--	--	--	0
Professional - Non-Sales	--	--	--	0
Para-Professional - "White Collar"	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	0

What is the monthly contribution amount?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

Do employees pay any excess or franchise in case of an accident where they are at fault?

	Yes	No	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

Does your organization allow employees to purchase the company car at the end of the replacement period?

	Yes	No	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

Is there a discount applied to the used car market value?

	Yes	No	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

What is the percentage of discount applied to the used car market value?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

Does your organization provide a personal driver for those who are given a company car?

	Yes	No	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

Does your organization provide incentives to employees who choose "green" or alternative-fuel cars?

	Yes	No	No. of Responses:
Head of Organization	--	--	0
Executives	--	--	0
Management	--	--	0
Professional - Sales	--	--	0
Professional - Non-Sales	--	--	0
Para-Professional - "White Collar"	--	--	0
Para-Professional - "Blue Collar"	--	--	0

4.4. Allowances**How is the allowance, in lieu of a company car, calculated?**

	As a Percentage of Salary	As a Fixed Amount for the Level of the Role	As a Fixed Amount for All Employees	Other	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is the maximum annual cash allowance in lieu of company car?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0

What is the maximum annual cash allowance in lieu of company car, as percentage of salary?

	25 th Percentile	Median	Average	75 th Percentile	No. of Responses:
Head of Organization	--	--	--	--	0
Executives	--	--	--	--	0
Management	--	--	--	--	0
Professional - Sales	--	--	--	--	0
Professional - Non-Sales	--	--	--	--	0
Para-Professional - "White Collar"	--	--	--	--	0
Para-Professional - "Blue Collar"	--	--	--	--	0