

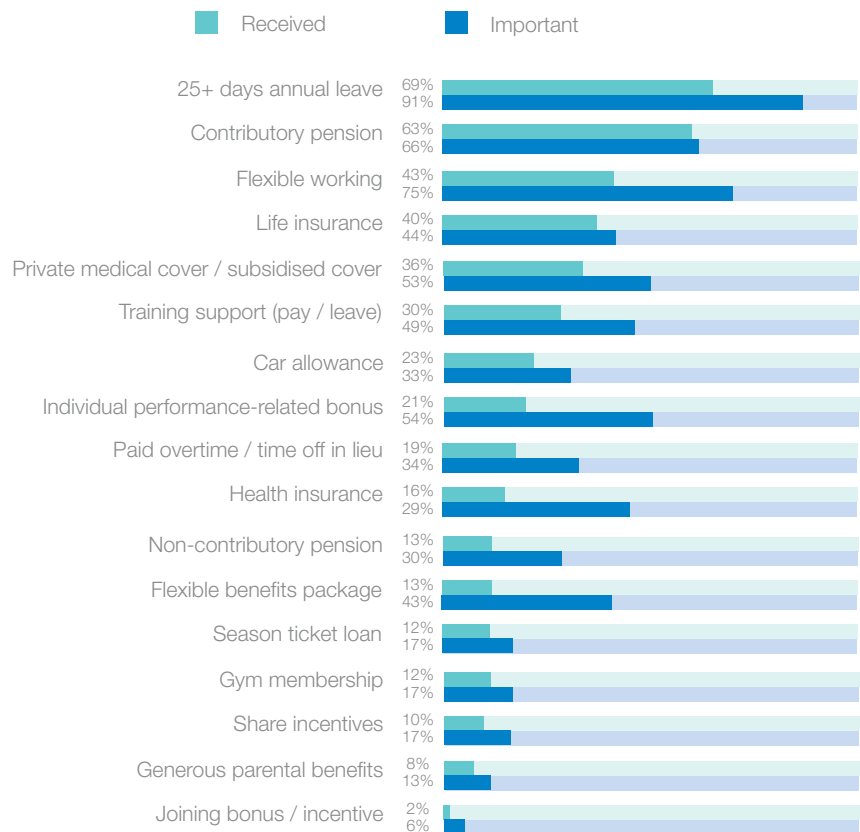
Hays Human Resources

Hays Human Resources recently conducted research with HR professionals to identify the latest reward and benefits trends and practices in the UK, and to examine the influence that benefits have when HR professionals are considering a new role.

Research was conducted during April/May 2009 amongst 462 HR professionals from the Hays database.

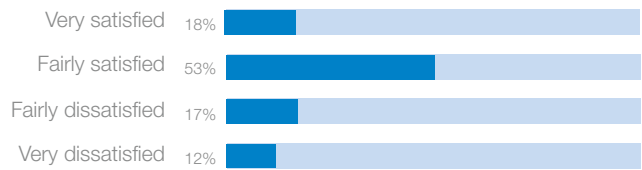
Which benefits do you consider most important and which do you currently receive?

- The most valued benefits for HR employees are 25+ days annual leave and contributory pensions
- Those considered least important are share incentives, generous parental pay or leave, and joining bonuses
- Flexible working is considered important to three out of four employees, yet only 45% say that it is available to them
- Similarly, more than half (54%) of respondents value individual performance-related bonuses, but only 21% receive such bonuses



How satisfied are you with your existing benefit package?

- More than half (54%) of HR employees who work in permanent full time roles are satisfied with their benefits package - and 18% said they were very satisfied



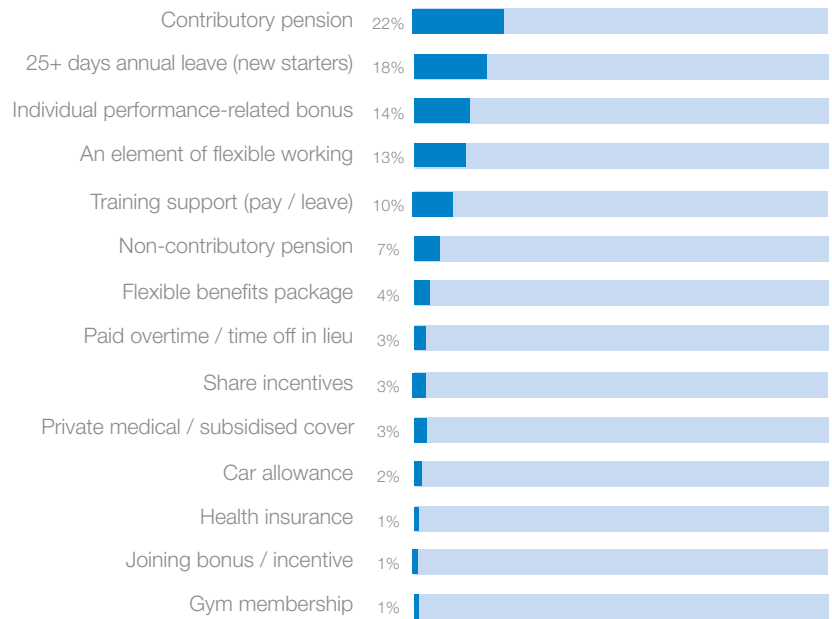
What is important for you when considering a new role?

- When HR professionals are looking at new roles, the biggest factor (cited by 87%) that they consider is whether the work itself is interesting or engaging
- Surprisingly, location / commute is of almost equal importance - cited by 83% of respondents. This means that it is more important than salary (80%), relationships with colleagues (65%) and even the potential for career development (65%)



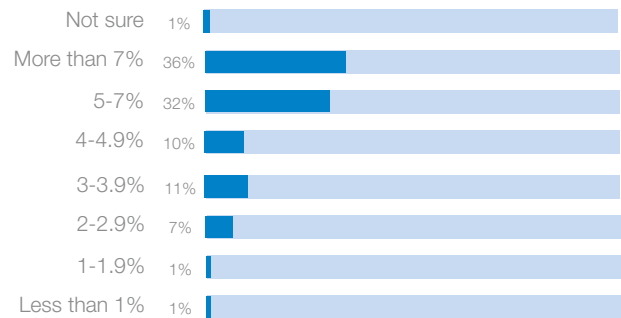
Which benefit do you feel has had the greatest impact upon recruitment and retention?

- Employers were asked which single benefit had the most importance in their recruitment / retention strategies, and the most frequent responses were contributory pensions (22%) and generous annual leave (18%), followed by individual bonuses (14%) and flexible working (13%)
- This indicates that no one benefit that stands out as being critical across the industry



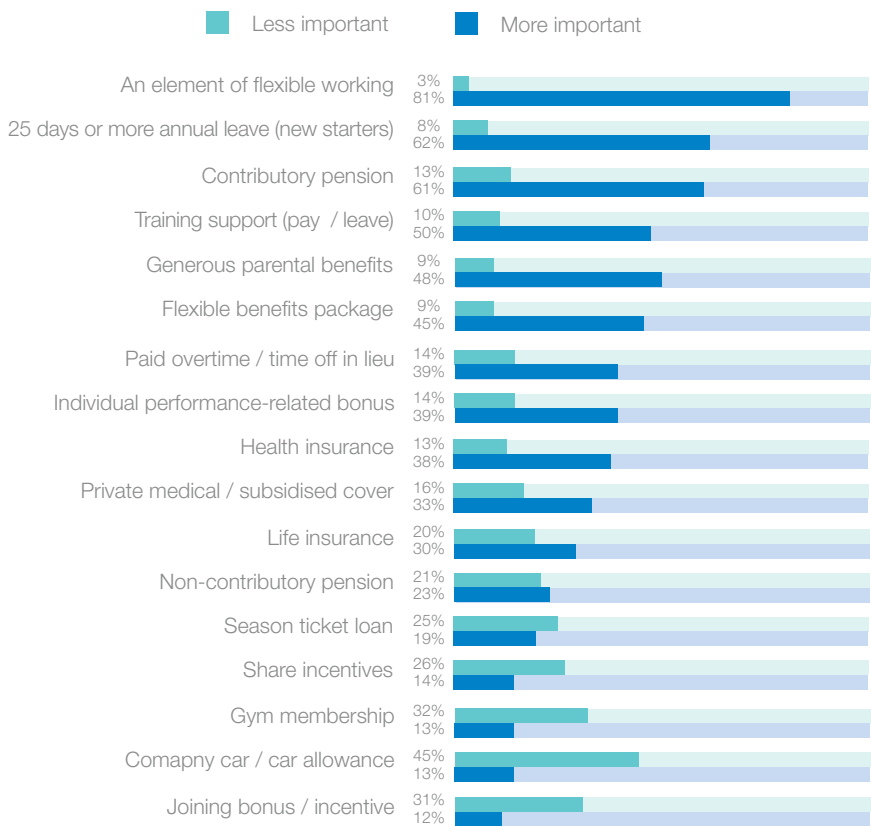
What is your employer's contribution to your pension?

- Among HR professionals who receive employer pension contributions, the majority are given a 5% contribution from their employers - and more than a third (36%) receive more than 7%



Which benefits have become more / less important in recent years?

- Quality of life is increasingly important to HR employees, as evidenced by data showing that the benefits that have gained the most in importance in recent years are flexible working and generous annual leave (62%)
- Meanwhile, the appeal of car allowances has dropped off according to 45% of HR employers, as have gym memberships and joining bonuses



Are you operating a bonus scheme for your staff this year?

- A majority of employers (56%) are operating bonus schemes this year, while
- Around a third are offering a bonus based on a mix of individual and company performance
- However, 44% say they will not be giving bonuses this year.

