

| Total | Gender | | Age | | | | | Social Grade | |
|-------|--------|--------|-------|-------|-------|-------|-----|--------------|------|
| Base | Male | Female | 18-24 | 25-34 | 35-44 | 45-54 | 55+ | ABC1 | C2DE |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | | | | | | | | | | |
|--|------|------|-----|-----|-----|-----|-----|-----|------|-----|
| Base: GB workers | 1629 | 1029 | 600 | 41 | 339 | 369 | 372 | 508 | 1213 | 416 |
| A pay rise | 41% | 41% | 41% | 60% | 48% | 46% | 42% | 29% | 47% | 34% |
| Formal training | 22% | 20% | 23% | 34% | 34% | 19% | 19% | 14% | 23% | 20% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 28% | 25% | 30% | 52% | 37% | 27% | 18% | 19% | 33% | 21% |
| A bonus | 32% | 33% | 30% | 67% | 37% | 34% | 29% | 17% | 34% | 29% |
| Other benefits | 5% | 3% | 7% | 1% | 6% | 8% | 8% | 5% | 6% | 4% |
| None - I have not received any benefits from an employer in the last 12 months | 26% | 27% | 24% | 10% | 17% | 27% | 33% | 31% | 23% | 29% |
| Not applicable - I have been self-employed for the last 12 months | 13% | 11% | 15% | - | 7% | 5% | 9% | 25% | 11% | 14% |

Cell Contents (Column Percentage)

| Role | | | | | | |
|--|---|-----------------------------------|--------------------|----------------|-----------|----------------------------|
| In which, if any, of the following areas do you have major decision-making involvement or influence in your organisation? (Please tick all that apply) | | | | | | |
| Accounting | Advertising/ direct marketing/ PR | Business development/ sales | HR/ Recruitment | IT/ Technology | Insurance | Procurement/ purchasing |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|
| Base: GB workers | 358 | 373 | 423 | 316 | 478 | 227 | 404 |
| A pay rise | 27% | 28% | 28% | 43% | 32% | 17% | 29% |
| Formal training | 15% | 15% | 19% | 28% | 23% | 12% | 20% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 22% | 26% | 21% | 27% | 23% | 12% | 19% |
| A bonus | 22% | 18% | 24% | 28% | 16% | 9% | 24% |
| Other benefits | 5% | 6% | 6% | 8% | 5% | 2% | 8% |
| None - I have not received any benefits from an employer in the last 12 months | 21% | 21% | 18% | 20% | 25% | 23% | 22% |
| Not applicable - I have been self-employed for the last 12 months | 36% | 33% | 33% | 16% | 27% | 47% | 28% |

| Industry | | | | | | |
|---|-------------|-----------------------|----------------------------|--|--------|------------------------------------|
| Regardless of the particular job that you do, in what industry does your organisation work? | | | | | | |
| Construction/ Property | Engineering | Financial Services | Hospitality and leisure | Marketing media and communication s/ Branding | Retail | Science/ Scientific research |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | 153 | 188 | 111 | 212 | 105 | 195 | 130 |
|--|-----|-----|-----|-----|-----|-----|-----|
| Base: GB workers | | | | | | | |
| A pay rise | 44% | 37% | 48% | 35% | 35% | 31% | 61% |
| Formal training | 17% | 18% | 32% | 16% | 24% | 14% | 29% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 25% | 22% | 33% | 26% | 35% | 19% | 39% |
| A bonus | 28% | 38% | 55% | 29% | 25% | 23% | 42% |
| Other benefits | 2% | 3% | 4% | 5% | 7% | 5% | 4% |
| None - I have not received any benefits from an employer in the last 12 months | 23% | 26% | 12% | 31% | 27% | 34% | 21% |
| Not applicable - I have been self-employed for the last 12 months | 24% | 4% | 13% | 15% | 16% | 19% | 3% |

| Advertising/ direct marketing / PR | | Accounting | | Insurance | | | |
|---|--|--|---|---------------------------|---------------------|--------------------------------------|-------------------------------------|
| I work in advertising/ direct marketing/ PR **in-house** | I work in an advertising/ direct marketing/ PR **agency** | I am a fully-qualified accountant | I am a part-qualified accountant | I work in risk management | I work in actuaries | I work in mortgages/ mortgage advise | I work in another type of insurance |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|-----|
| Base: GB workers | 337 | 36 | 54 | 304 | 56 | 8 | 6 | 160 |
| A pay rise | 27% | 38% | 39% | 26% | 27% | 4% | - | 15% |
| Formal training | 14% | 25% | 23% | 14% | 26% | - | 14% | 7% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 27% | 20% | 37% | 20% | 15% | 7% | 5% | 11% |
| A bonus | 18% | 16% | 22% | 22% | 13% | 6% | - | 8% |
| Other benefits | 6% | 3% | 10% | 5% | 3% | - | - | 2% |
| None - I have not received any benefits from an employer in the last 12 months | 19% | 29% | 17% | 21% | 9% | 52% | 5% | 27% |
| Not applicable - I have been self-employed for the last 12 months | 34% | 24% | 17% | 38% | 41% | 38% | 81% | 47% |

| Organisation size | | | have you ever been solely or jointly responsible for **recruiting** any members of staff at the organisation you currently work for (e.g. conducting interviews, screening CVs etc)? | | |
|-------------------|--------|-------|---|---------------|--------------|
| Small | Medium | Large | Yes, I have | No, I haven't | Can't recall |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | 743 | 207 | 602 | 749 | 866 | 14 |
|--|-----|-----|-----|-----|-----|-----|
| Base: GB workers | | | | | | |
| A pay rise | 24% | 59% | 58% | 43% | 39% | 80% |
| Formal training | 10% | 31% | 34% | 27% | 18% | 5% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 19% | 48% | 31% | 29% | 27% | 30% |
| A bonus | 23% | 46% | 39% | 38% | 27% | 43% |
| Other benefits | 5% | 4% | 8% | 6% | 5% | 1% |
| None - I have not received any benefits from an employer in the last 12 months | 28% | 17% | 25% | 22% | 29% | 6% |
| Not applicable - I have been self-employed for the last 12 months | 25% | 0% | 1% | 10% | 15% | 9% |

| Management level | | | | | | | | | | | |
|----------------------|---------|-------------|--------------------|----------------------|---------------------------|---|---|-------------------|--|-------|--|
| Owner/ Proprietor | Partner | Chairperson | Chief Executive | Managing Director | Non Executive Director | Other board level manager/ director | Other senior manager or director below board level | Middle manager | Junior manager/ team leader/ supervisor | Other | Not applicable - I don't have any management responsibility |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | | | | | | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Base: GB workers | 287 | 47 | 4 | 12 | 43 | 11 | 49 | 131 | 271 | 311 | 88 | 375 |
| A pay rise | 6% | 7% | - | 37% | 25% | 13% | 44% | 55% | 55% | 58% | 34% | 45% |
| Formal training | 4% | 5% | - | 21% | 19% | 0% | 20% | 33% | 33% | 26% | 33% | 20% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 5% | 14% | 24% | 32% | 11% | 0% | 40% | 30% | 31% | 40% | 28% | 31% |
| A bonus | 8% | 7% | - | 21% | 9% | 82% | 35% | 38% | 45% | 35% | 35% | 32% |
| Other benefits | 2% | 7% | - | 17% | 7% | 1% | 4% | 12% | 7% | 4% | 3% | 7% |
| None - I have not received any benefits from an employer in the last 12 months | 21% | 20% | 50% | 49% | 19% | 5% | 30% | 16% | 23% | 23% | 41% | 31% |
| Not applicable - I have been self-employed for the last 12 months | 59% | 59% | 26% | - | 36% | 1% | 5% | - | 1% | 0% | 3% | 4% |

| Region | | | | | | | |
|--------|----------|------|--------|-------|-------|----------|------------------|
| North | Midlands | East | London | South | Wales | Scotland | Northern Ireland |

Which, if any, of the following ****benefits**** have you received in the last 12 months (i.e. since October 2013) from an employer? (Please select all that apply. If you have been self employed for the last 12 months, please select the "Not applicable" option)

| | North | Midlands | East | London | South | Wales | Scotland | Northern Ireland |
|--|-------|----------|------|--------|-------|-------|----------|------------------|
| Base: GB workers | 295 | 209 | 164 | 233 | 419 | 85 | 197 | 27 |
| A pay rise | 36% | 44% | 40% | 42% | 46% | 29% | 44% | 41% |
| Formal training | 22% | 22% | 24% | 25% | 19% | 12% | 29% | 11% |
| Staff entertainment (e.g. seasonal company parties, away days etc.) | 25% | 30% | 25% | 31% | 31% | 8% | 37% | 5% |
| A bonus | 34% | 39% | 25% | 30% | 30% | 17% | 35% | 22% |
| Other benefits | 5% | 12% | 2% | 6% | 5% | 1% | 3% | 4% |
| None - I have not received any benefits from an employer in the last 12 months | 25% | 19% | 28% | 29% | 26% | 34% | 23% | 45% |
| Not applicable - I have been self-employed for the last 12 months | 12% | 13% | 15% | 10% | 12% | 25% | 14% | 4% |