



MAKING COMPARISONS BETWEEN THE 2015 AND THE 2017 PAY & BENEFITS SURVEYS:

When comparing the 2015 and 2017 pay rates, it is important to bear the following in mind:

Response rate

- The responses to the survey are 249 responses (2017) and 261 responses (2015), which is comparable to surveys used in other sectors. However, it does indicate a need for caution when using the survey results. Most organisations use more than one source of data when setting their pay rates.

No. of Cases

- There can be different numbers of cases in both years, for the different employee roles. This can have a significant effect on the 'average', as averages can be affected by outliers i.e. where there are a small number of very high or very low rates of pay, pulling the average either up or down.

Role Category

- There are different levels for Management grades in the 2015 and 2017 surveys, for example:
 - Level 2 in the 2017 survey can be compared to Level 2 for Head of Function roles, and to Level 3 for Senior Manager roles in the 2015 survey
 - Level 3 Middle Manager roles in the 2017 survey can be compared to Level 4 Middle Manager roles in the 2015 survey

Level	2017 Survey		2015 Survey
1	Head of Organisation/Chief Executive	←	Head of Organisation/Chief Executive
2	Head of Function/Senior Manager	←	Function Head/Director
3	Middle Manager	←	Senior Manager
4	Junior/Assistant Manager/Team Leader/Snr Professional Grade	←	Middle Manager

Size Category

- The 2015 *single* category of *20 or more employees* was broken into 2 *categories* in the 2017 survey i.e. into *20 – 99 employees* and *100 or more employees*.
- In order to compare the size categories in 2015 and 2017, the data can be calculated by multiplying the number of cases by the average basic pay for each of the two size categories. Add the two resulting figures together and divide by the total number of cases to get the combined average.