

Pay and benefits survey

Leave your name off this form. Pay answers are only ever reported for groups, and you can skip any question you would rather not answer.

Team or site

Date

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
1 My base pay is in line with what my job is worth.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
2 My take-home pay comfortably covers my regular living costs.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
3 For my kind of job, this employer pays at least as well as others nearby.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
4 My last raise reflected the work I did that year.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
5 I understand how raises are decided here.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
6 Our benefits cover the things I actually need.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
7 I could put a rough dollar value on my benefits.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
8 Pay here follows the same rules for everyone in similar roles.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
9 I know the pay range for my current job.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

10 Which part of your pay package matters most to you?

☐ Base pay ☐ Bonus or incentives ☐ Health cover ☐ Paid time off ☐ Retirement plan

11 In the last six months, have you looked at other jobs mainly for better pay?

☐ No ☐ Yes, I browsed job ads ☐ Yes, I applied or interviewed

12 If you could change one thing about how you are paid or rewarded here, what would it be?

Thank you. Your answers are anonymous.

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Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Score each part of the package

STATEMENT	VERY DISSATISFIED		VERY SATISFIED	
13 How satisfied are you with your base pay?	1	2	3	4
14 How satisfied are you with your bonus or incentive pay?	1	2	3	4
15 How satisfied are you with your health insurance?	1	2	3	4
16 How satisfied are you with your paid time off?	1	2	3	4
17 How satisfied are you with your retirement plan?	1	2	3	4
18 How satisfied are you with the size of your last raise?	1	2	3	4

Raises, bonuses and promotion

19 How was your last pay decision shared with you?

☐ In a talk, with reasons ☐ In a talk, no reasons ☐ In writing only ☐ Only on my payslip

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
20 I know what I would need to achieve to earn a bonus.	1	2	3	4
21 The targets behind my bonus are mostly within my control.	1	2	3	4
22 Strong performance here earns a clearly bigger raise.	1	2	3	4
23 A promotion here comes with a meaningful pay increase.	1	2	3	4

Benefits and time off

24 Which of these would you most like added or improved? (tick all that apply)

☐ Health cover ☐ Dental or vision ☐ Retirement match ☐ Paid leave ☐ Parental leave
☐ Flexible hours ☐ Learning budget

25 Would you give up part of a future raise for a better benefit?

☐ Yes ☐ Depends on the benefit ☐ No

Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Benefits and time off (continued)

26 Where do you usually find out what your benefits cover?

- ☐ HR or benefits team ☐ My manager ☐ Portal or handbook ☐ Colleagues ☐ I do not know

Your pay in numbers (for a salary survey)

27 How are you paid?

- ☐ Annual salary ☐ Hourly wage ☐ Commission or piece rate ☐ Other

28 What is your annual base pay before tax?

- ☐ Under 30k ☐ 30k to 49k ☐ 50k to 74k ☐ 75k to 99k ☐ 100k to 149k ☐ 150k or more
☐ Prefer not to say

29 Did you receive a bonus or incentive payment in the last 12 months?

- ☐ No ☐ Yes, under 5% of base ☐ Yes, 5% to 10% ☐ Yes, over 10%

30 What was your most recent pay increase?

- ☐ None in 2 years ☐ Under 3% ☐ 3% to 5% ☐ Over 5% ☐ Not sure

31 How many hours do you usually work in a week?

- ☐ Under 30 ☐ 30 to 39 ☐ 40 to 44 ☐ 45 to 49 ☐ 50 or more

32 How many years have you worked in this field?

- ☐ Under 2 ☐ 2 to 4 ☐ 5 to 9 ☐ 10 to 19 ☐ 20 or more

33 What is your job title, and what does the job mostly involve?

Thank you. Your answers are anonymous.

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Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

About your job (optional)

34 How many years have you been with this employer?

- ☐ Under 1 ☐ 1 to 3 ☐ 4 to 6 ☐ 7 to 10 ☐ Over 10
-

35 Which best describes your level?

- ☐ Staff member ☐ Team lead ☐ Manager ☐ Senior leader ☐ Prefer not to say
-

36 Do you work full time or part time?

- ☐ Full time ☐ Part time ☐ Temporary or contract
-

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