

Pay and benefits survey results

Team or site

Date

Number of answers

Tally how many employees ticked each box. Percent agree = (number of 4s + number of 5s) divided by the total, times 100.

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

Which part of your pay package matters most to you

BASE PAY

BONUS OR INCENTIVES

HEALTH COVER

PAID TIME OFF

RETIREMENT PLAN

Strengths

The two statements with the highest percent agree.

Fix before the next pay review

The two statements with the lowest percent agree.

What the open answers say

Sort the comments into three or four themes.

You said, we will

What staff said about pay, and the two changes you will make.