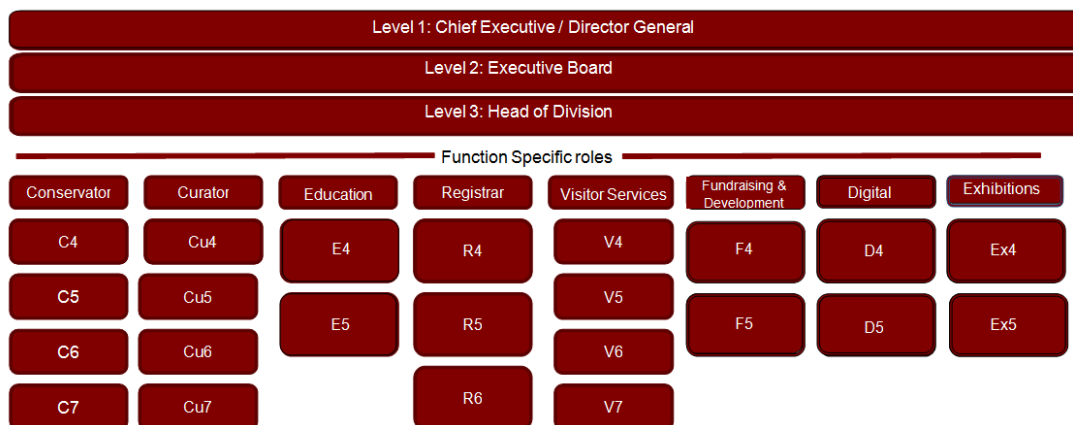


Heritage Sector Pay and Benefits Survey 2016



In December 2016 we published the results of our **2016 Survey of Pay and Benefits in the Heritage and Visitor Attraction Sector**. The survey attracted **22 participating organisations** providing a total of **777** lines of incumbent data. It covers **8 different job families**, across **7 organisational levels** representing many of the key players across the Heritage Sector:



For each survey role, analysis is provided of **base pay, bonuses, guaranteed allowances, total cash and employee/ employer pension's contributions**, with data cuts provided by **London/ National** locations. It also provides **broader market intelligence** on key reward elements including: engagement and retention issues and solutions, overall base pay movement, benefits packages, pensions scheme changes, bonus scheme operation and the use of the London living wage.

The main headline findings from this year's survey were:

- A median **base pay increase of 1.4%** across organisations subject to HM Treasury controls and an increase of **1.7%** across those not governed by HM Treasury.
- Average Bonus payouts of £500 - consistent with last year, while the proportion of employees receiving bonus payouts has decreased by **3%**.
- **50%** of respondents stated that employee engagement levels have not changed since last year, while **18%** have seen an increase - an encouraging sign given the economic uncertainty in the aftermath of Brexit.

To register for next year's survey or find out more contact: nadia@qcg.co.uk