

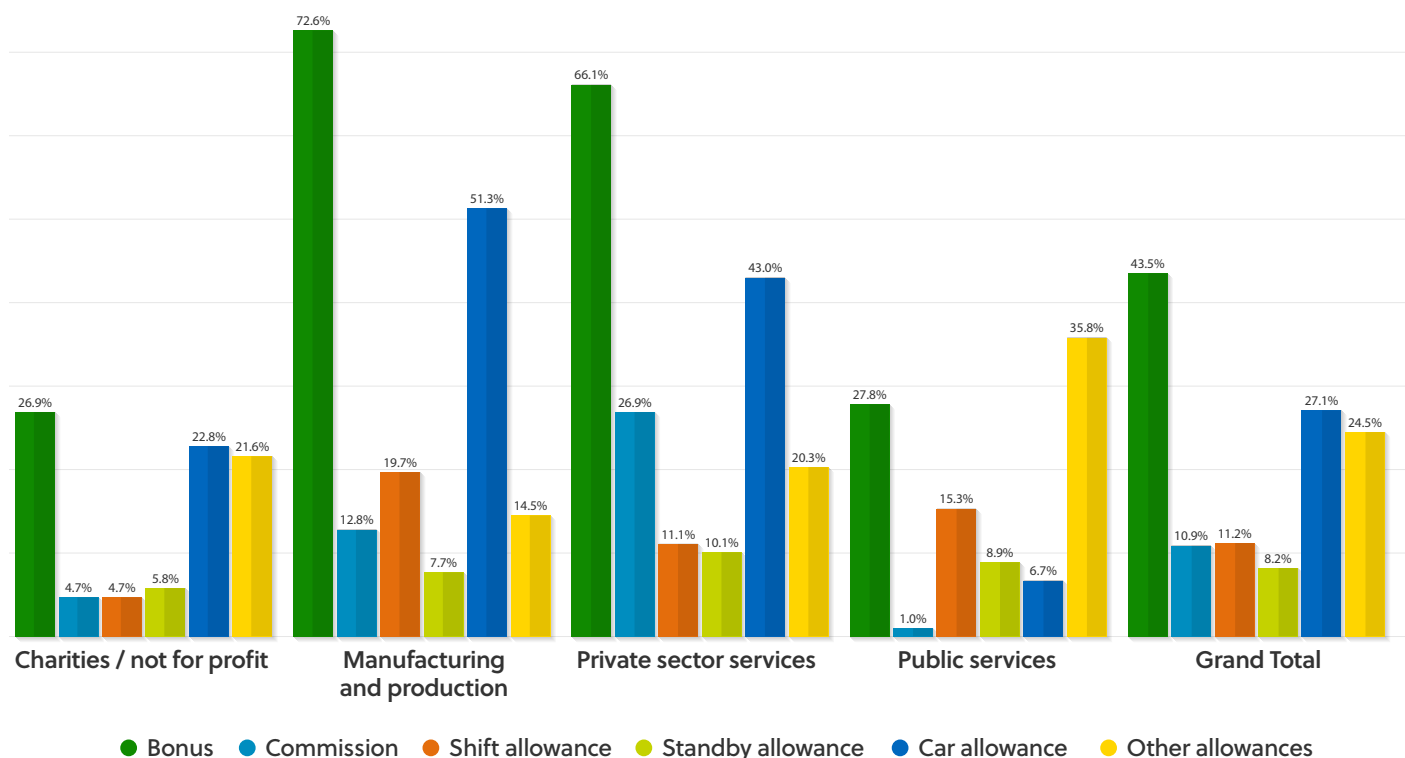
Use, prevalence and value of incentives

Analysis of the Cendex® database, covering 1,088 organisations and 1,788,189 employees in December 2022 shows bonuses and car allowances are the most popular incentives on offer across all sectors in terms of usage.

Use of incentives

Two in five (43.5%) of the 1,088 organisations surveyed offer a bonus scheme to at least some employees. By sector, organisations operating in manufacturing and production (72.6%) and private-sector services (66.1%) are most likely to use a bonus scheme.

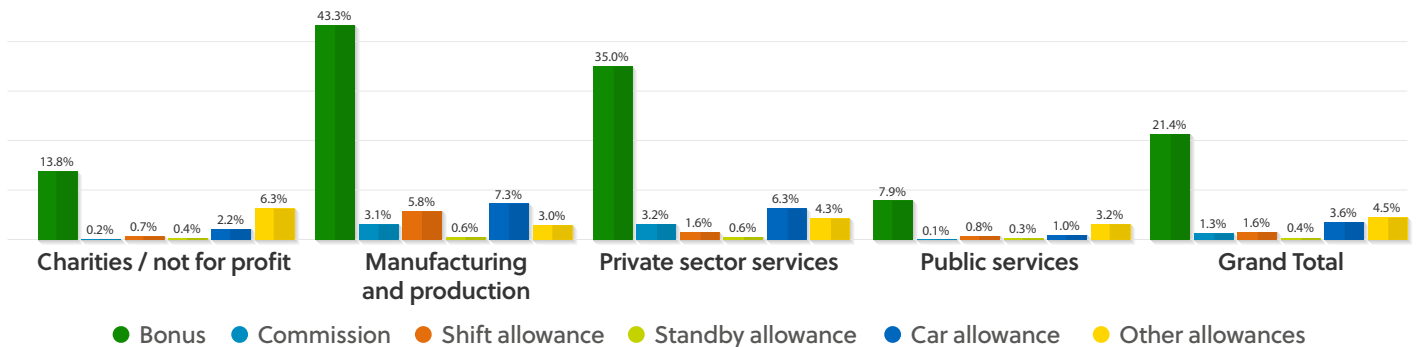
Car allowances are on offer in more than one in four (27.1%) organisations, most likely within manufacturing and production (51.3%) and least likely among public sector organisations (6.7%).



Proportion of employees receiving incentives

Overall, one in five (21.4%) employees receive a bonus as an incentive – but the differences by sector are stark. More than four in ten (43.3%) of manufacturing and production employees receive a bonus and 35.0% of employees in private sector services organisations, but just 13.8% of employees in not-for-profit organisations and 7.9% of those in public sector service organisations.

Car allowances are paid to fewer than one in twenty (3.6%) employees, but again, far less likely to be paid to those employees working in not-for-profit organisations, where just over 2 in one hundred employees receive a car allowance, or public sector services organisations where just 1% of employees are in receipt of a car allowance.



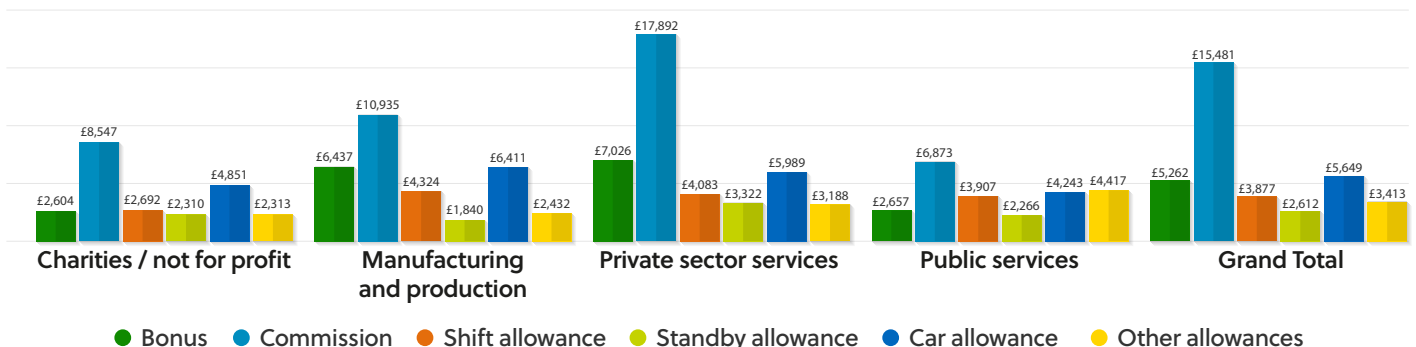
Value of incentives

Although offering a bonus is by far the most popular incentive, it is commission incentives that are typically more generous – the typical annual value of commission is £15,481, whereas the typical value of a bonus is £5,262.

And mirroring both use and prevalence of incentives by sector, the typical value of commission is higher in private sector services organisations at £17,892 – more

than double the typical value of a commission payment in public sector services at £6,873.

The typical value of a car allowance is £5,649 – and this is the most equitable incentive across all sectors, with the value of allowances ranging between £4,243 in public sector organisations and £6,411 in manufacturing and production organisations.



Cendex® – live reward data solution

Discover **Cendex** to access the data you need to benchmark bonus payments and basic pay rates. It's the most robust data set in the UK with over 1.5 million UK employees across 25 different function groups, all located in a single platform.

SCHEDULE A DEMO



Over 1.5 million
UK employees in a
single database



Robust data,
updated every
30 days



Benchmarks
beyond basic salary



Outstanding
customer support



Trusted provider of
data since 1968