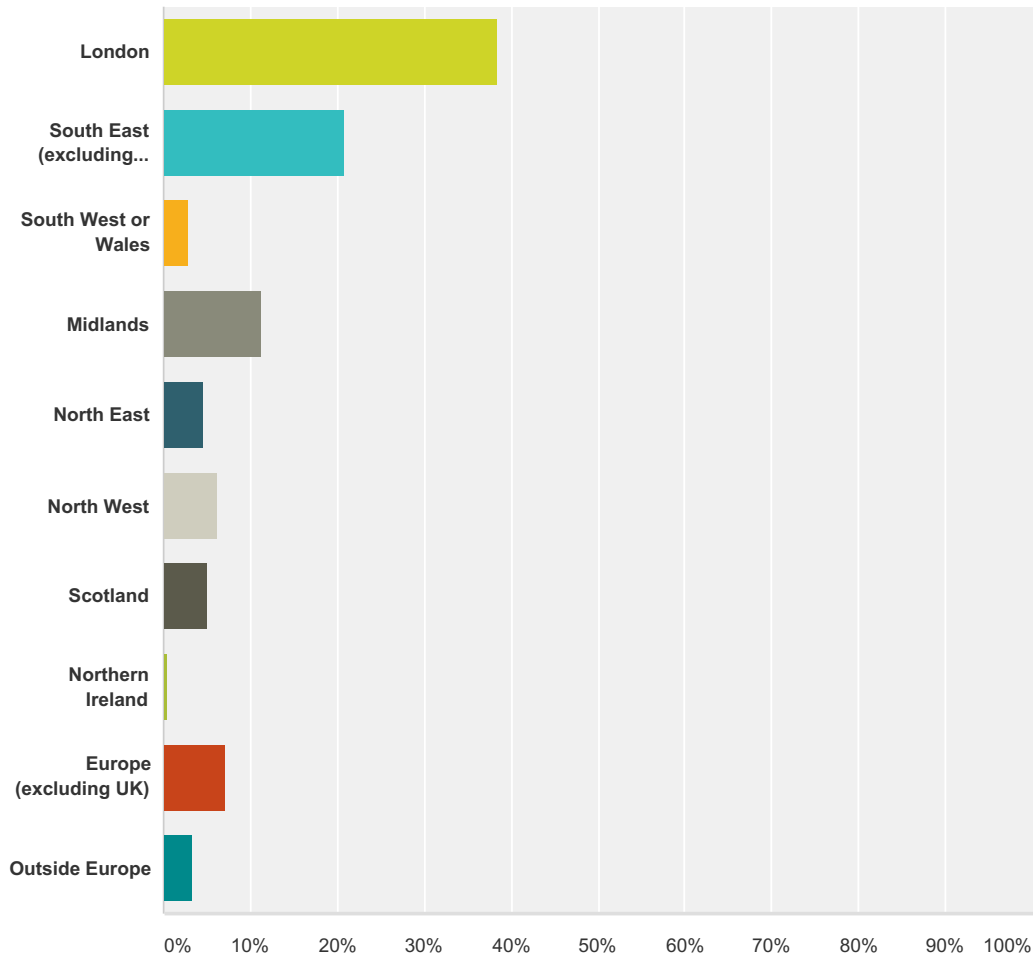


## Q1 Your Location

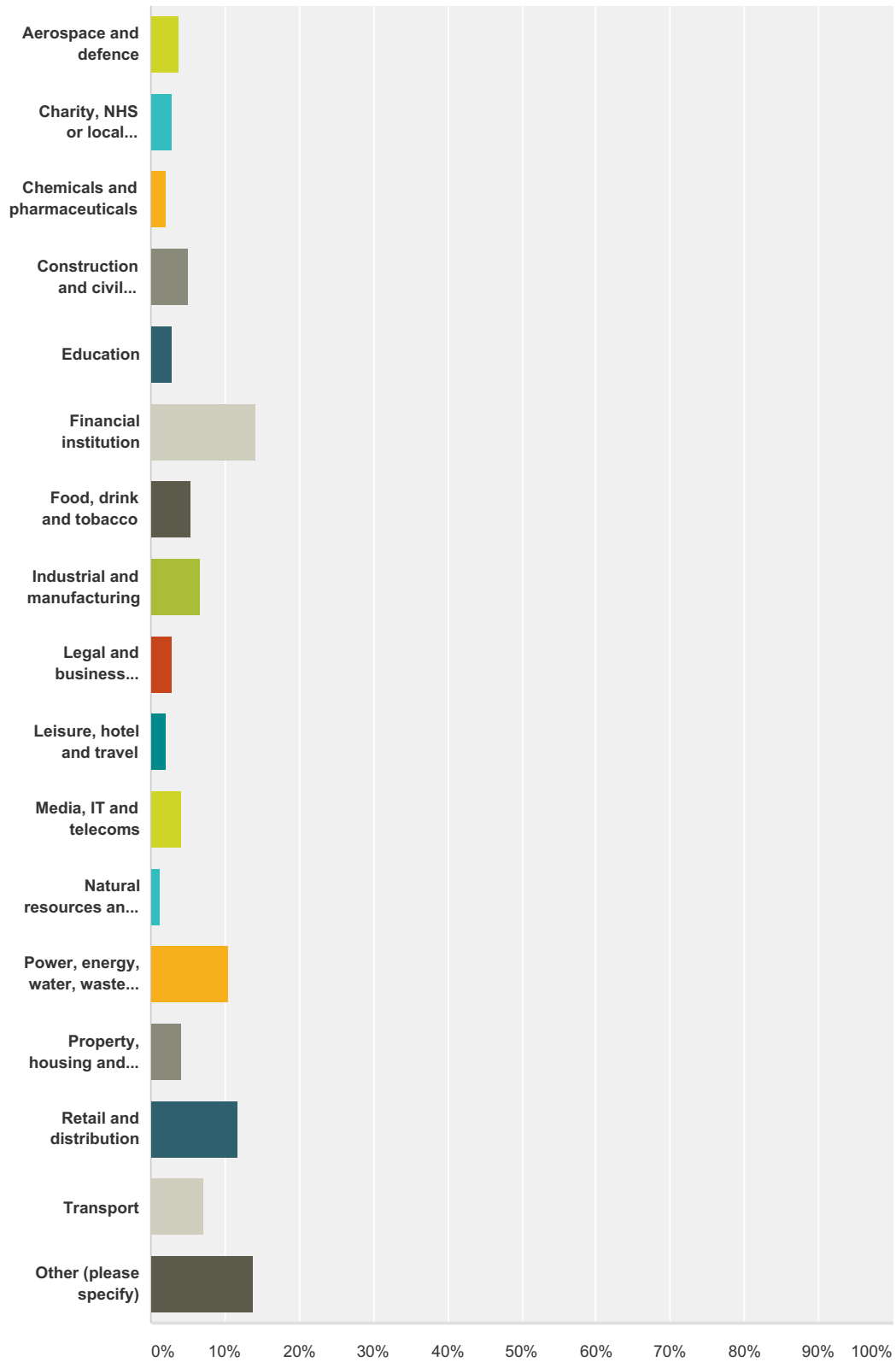
Answered: 240 Skipped: 1



Answer Choices	Responses	Count
London	38.33%	92
South East (excluding London)	20.83%	50
South West or Wales	2.92%	7
Midlands	11.25%	27
North East	4.58%	11
North West	6.25%	15
Scotland	5.00%	12
Northern Ireland	0.42%	1
Europe (excluding UK)	7.08%	17
Outside Europe	3.33%	8
<b>Total</b>		<b>240</b>

## Q2 What is your principal company activity?

Answered: 241 Skipped: 0



## SSS Survey 2016

Aerospace and defence	3.73%	9
Charity, NHS or local authority	2.90%	7
Chemicals and pharmaceuticals	2.07%	5
Construction and civil engineering	4.98%	12
Education	2.90%	7
Financial institution	14.11%	34
Food, drink and tobacco	5.39%	13
Industrial and manufacturing	6.64%	16
Legal and business support	2.90%	7
Leisure, hotel and travel	2.07%	5
Media, IT and telecoms	4.15%	10
Natural resources and mining	1.24%	3
Power, energy, water, waste, utilities and transport	10.37%	25
Property, housing and real estate	4.15%	10
Retail and distribution	11.62%	28
Transport	7.05%	17
Other (please specify)	13.69%	33
<b>Total</b>		<b>241</b>

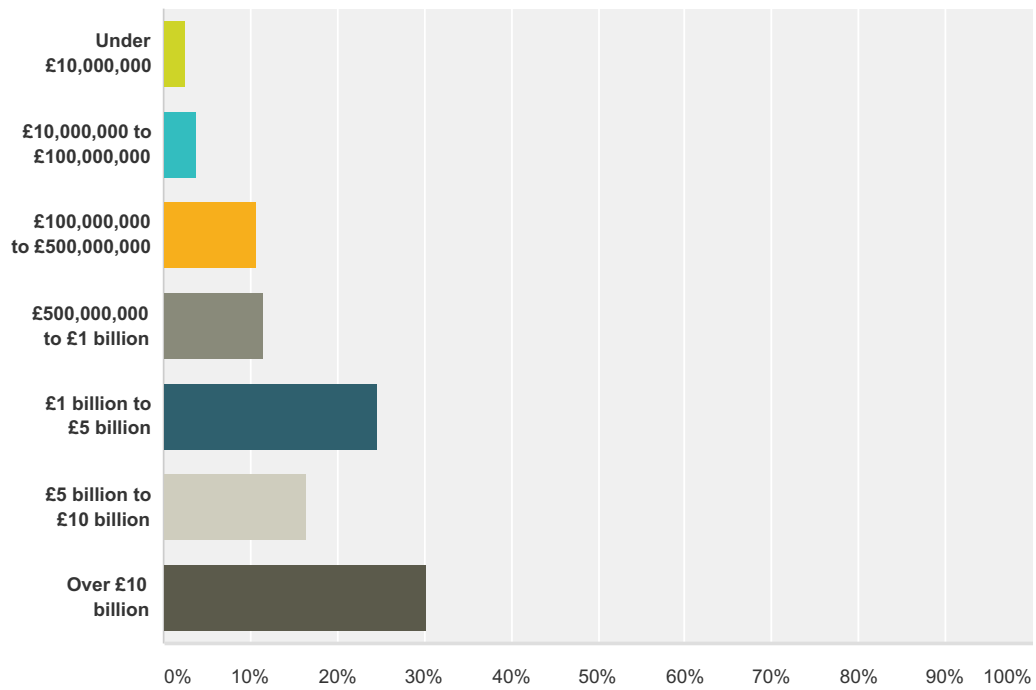
#	Other (please specify)	Date
1	Payments industry	10/24/2016 4:18 PM
2	shipping	10/24/2016 3:45 PM
3	I am now full time retired so survey not applicable.	10/24/2016 3:13 PM
4	IT support for all of the above	10/24/2016 2:26 PM
5	Humanitarian	10/24/2016 2:15 PM
6	Marine Classification/risk Assessment	10/21/2016 10:46 AM
7	Social Housing Association	10/19/2016 4:41 PM
8	Conglomerate	10/19/2016 4:35 PM
9	consultancy	10/19/2016 4:26 PM
10	risk & insurance management support	10/19/2016 4:20 PM
11	Outsourcing	10/19/2016 4:16 PM
12	Water industry	10/19/2016 4:08 PM
13	Retired	10/19/2016 4:07 PM
14	Multi Faceted	10/19/2016 4:04 PM
15	Accountancy and Consultancy	10/19/2016 10:46 AM
16	Financial Services and Healthcare	10/19/2016 6:59 AM
17	Hire of plant and equipment	10/17/2016 7:13 PM
18	Professional Services	10/17/2016 12:54 PM

## SSS Survey 2016

19	Environmental management	10/17/2016 9:15 AM
20	Facilities management	10/17/2016 9:11 AM
21	Education and research	10/17/2016 8:54 AM
22	Motoring Organisation	10/17/2016 8:44 AM
23	insurance	10/16/2016 8:34 PM
24	Support Services / Facilities Management	10/16/2016 2:49 PM
25	Infrastructure	10/14/2016 5:36 PM
26	Professional Services Consultancy	10/14/2016 1:50 PM
27	BPO - Business Process Outsourcer	10/14/2016 1:08 PM
28	Healthcare	10/14/2016 11:58 AM
29	Engineering	10/14/2016 11:40 AM
30	Facilities management and healthcare outsourcing	10/14/2016 11:36 AM
31	Business Services	10/14/2016 11:29 AM
32	Logistics	10/14/2016 11:05 AM
33	Oil & Gas	10/14/2016 11:03 AM

### Q3 Total global turnover for your organisation

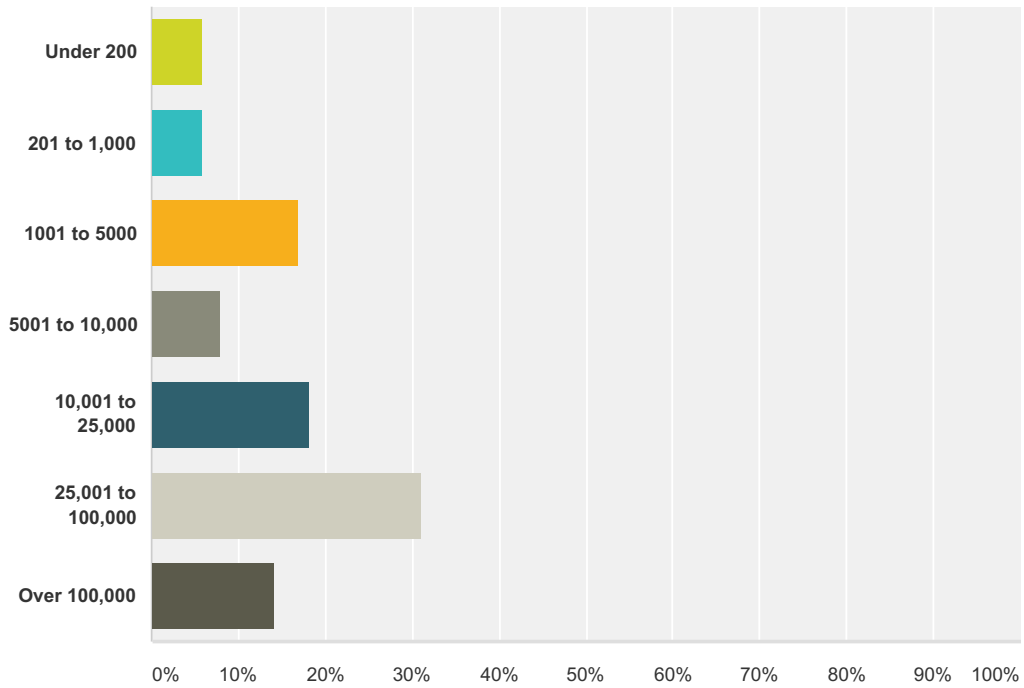
Answered: 235 Skipped: 6



Answer Choices	Responses
Under £10,000,000	2.55% 6
£10,000,000 to £100,000,000	3.83% 9
£100,000,000 to £500,000,000	10.64% 25
£500,000,000 to £1 billion	11.49% 27
£1 billion to £5 billion	24.68% 58
£5 billion to £10 billion	16.60% 39
Over £10 billion	30.21% 71
<b>Total</b>	<b>235</b>

### Q4 Total number of employees globally

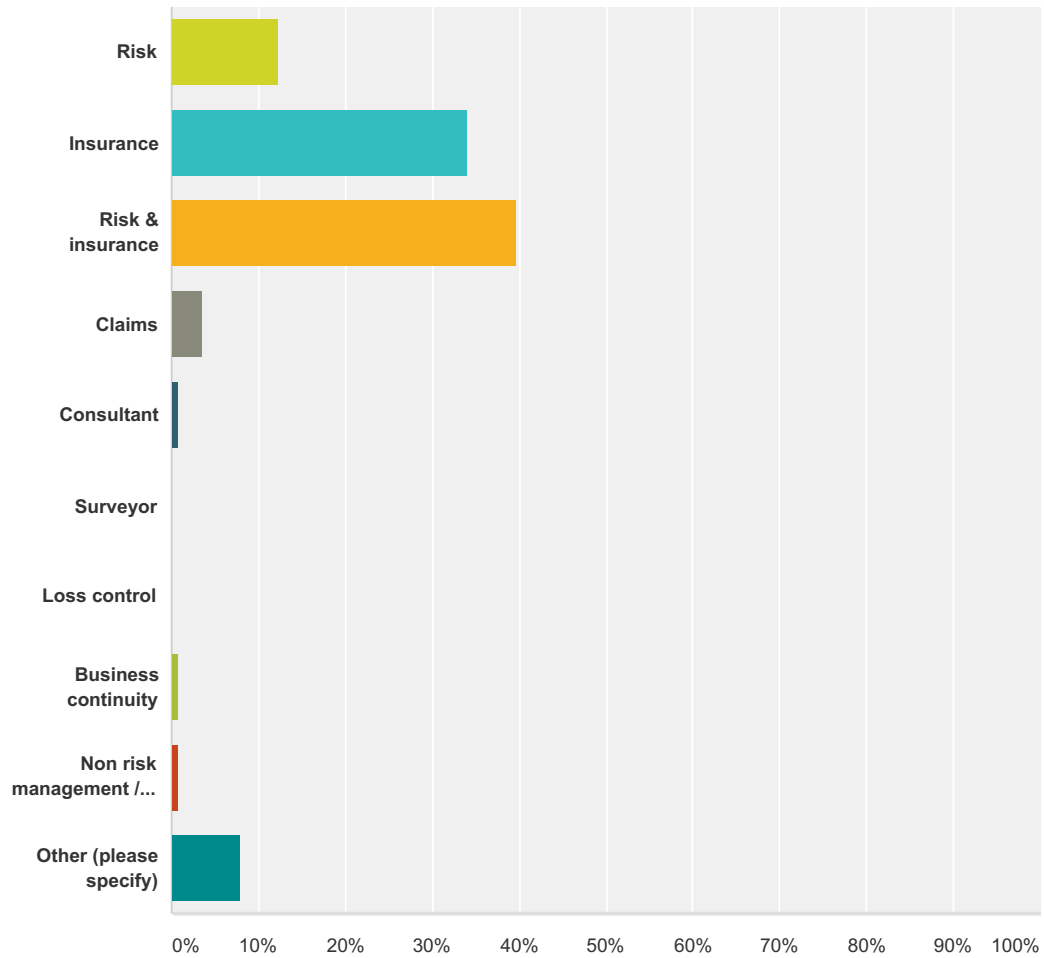
Answered: 238 Skipped: 3



Answer Choices	Responses
Under 200	5.88% 14
201 to 1,000	5.88% 14
1001 to 5000	16.81% 40
5001 to 10,000	7.98% 19
10,001 to 25,000	18.07% 43
25,001 to 100,000	31.09% 74
Over 100,000	14.29% 34
<b>Total</b>	<b>238</b>

### Q5 What is your job descriptor / scope?

Answered: 229 Skipped: 12



Answer Choices	Responses
Risk	12.23% 28
Insurance	34.06% 78
Risk & insurance	39.74% 91
Claims	3.49% 8
Consultant	0.87% 2
Surveyor	0.00% 0
Loss control	0.00% 0
Business continuity	0.87% 2
Non risk management / insurance descriptor	0.87% 2
Other (please specify)	7.86% 18
<b>Total</b>	<b>229</b>

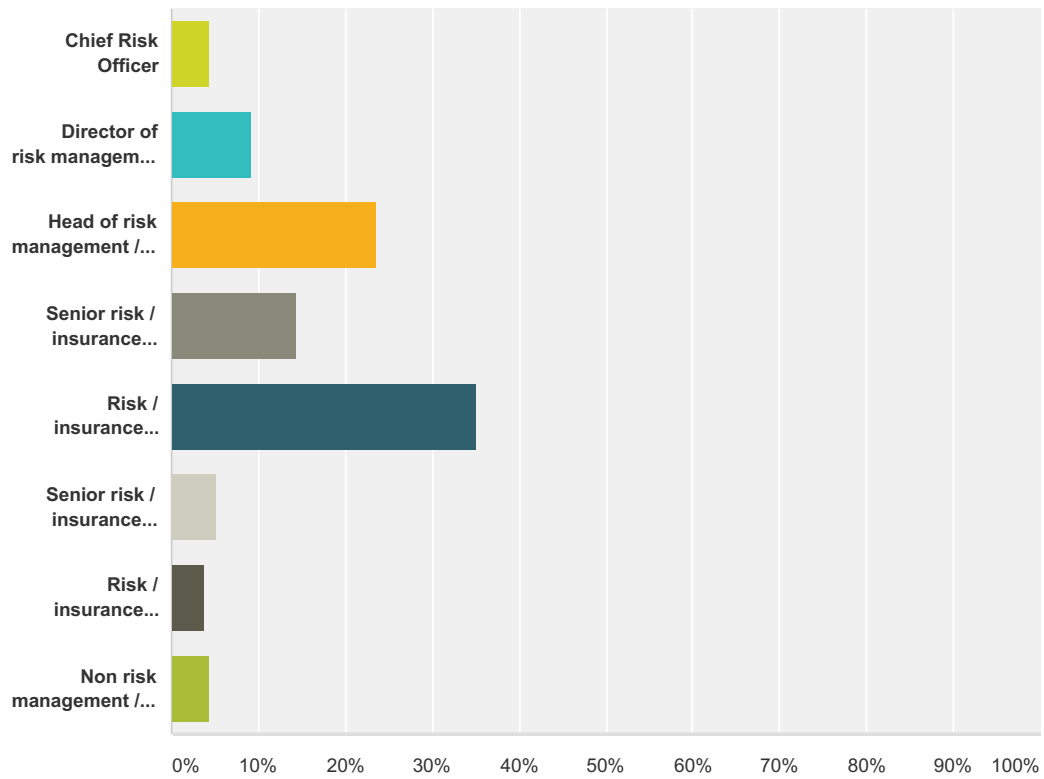
## SSS Survey 2016

#	Other (please specify)	Date
1	Risk, Governance and Business Continuity	10/24/2016 2:38 PM
2	Insurance and business continuity	10/24/2016 2:31 PM
3	Alerts and Crisis Management	10/24/2016 2:27 PM
4	Business Assurance	10/24/2016 2:12 PM
5	risk / insurance and property	10/19/2016 8:33 PM
6	Group Insurance Risk Manager	10/19/2016 6:21 PM
7	Risk, Audit and Accountancy	10/19/2016 4:14 PM
8	Retired	10/19/2016 4:09 PM
9	and Compliance	10/19/2016 10:48 AM
10	Safety & Insurance	10/19/2016 9:46 AM
11	Internal audit	10/14/2016 2:19 PM
12	Risk, Compliance and Insurance	10/14/2016 1:52 PM
13	Risk and Compliance	10/14/2016 1:10 PM
14	Data Protection / Data Security	10/14/2016 11:52 AM
15	ERM, HSE, CSR, BCP/Crisis, Security, Claims, Insurance	10/14/2016 11:33 AM
16	Company Secretary	10/14/2016 11:21 AM
17	BCP, Data Protection, Insurance, Information Systems Security Fraud	10/14/2016 11:19 AM
18	Risk, Compliance, insurance, business continuity	10/14/2016 11:15 AM



**Q6 Please select the job title from below that is closest to your own**

Answered: 208 Skipped: 33



Answer Choices	Responses
Chief Risk Officer	4.33% 9
Director of risk management / insurance	9.13% 19
Head of risk management / insurance	23.56% 49
Senior risk / insurance manager	14.42% 30
Risk / insurance manager	35.10% 73
Senior risk / insurance officer	5.29% 11
Risk / insurance officer	3.85% 8
Non risk management / insurance title	4.33% 9
<b>Total</b>	<b>208</b>

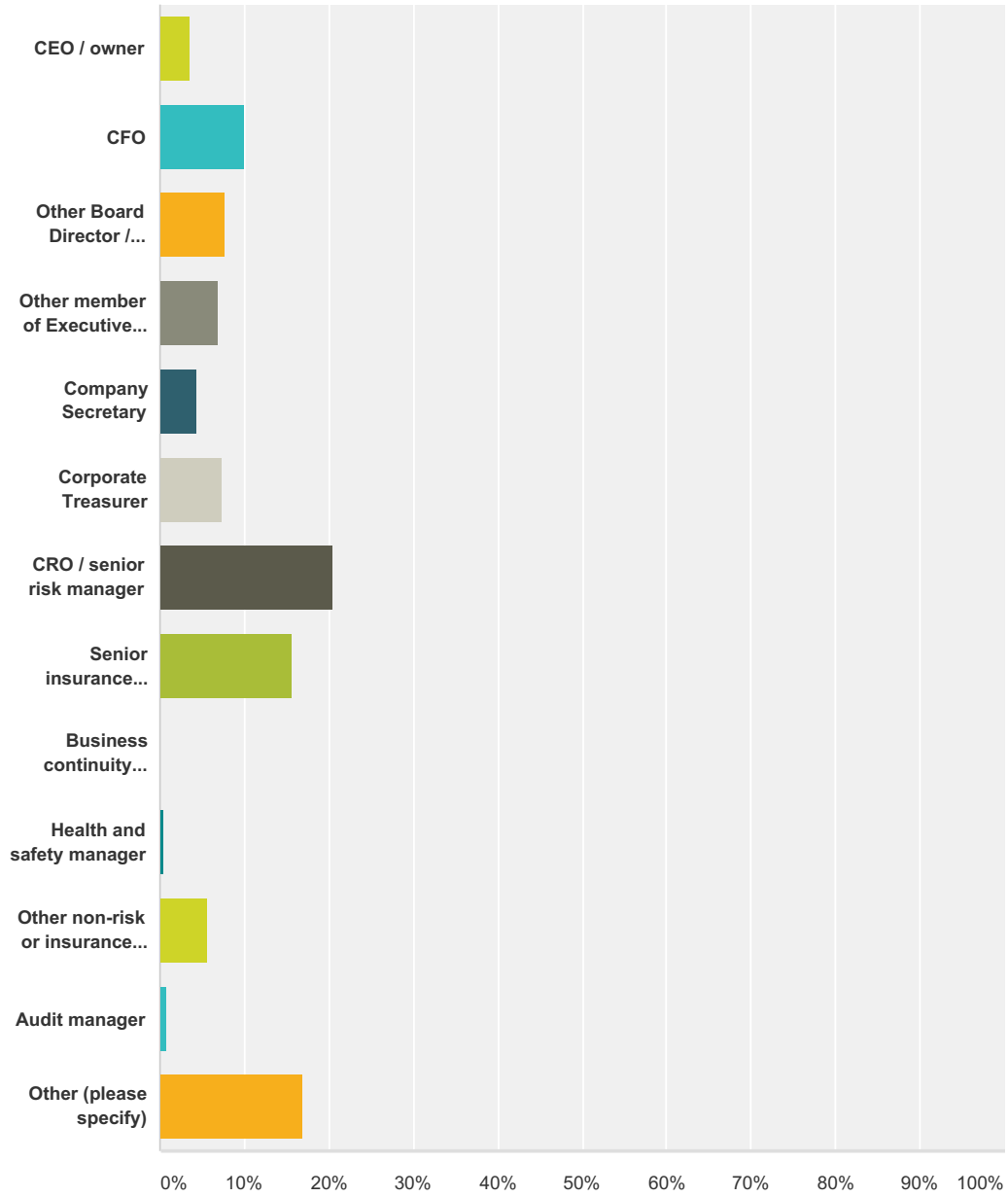
#	Other (please specify)	Date
1	Risk & Insurance Manager	10/24/2016 4:25 PM
2	Company Secretary	10/24/2016 2:36 PM
3	Alerts and Crisis Management	10/24/2016 2:27 PM
4	Business Assurance Manager	10/24/2016 2:12 PM

## SSS Survey 2016

5	VP Risk and Insurance	10/24/2016 2:07 PM
6	Head of EMEIA Business Management System	10/20/2016 9:12 AM
7	Group Insurance Risk Manager	10/19/2016 6:21 PM
8	Governance, Risk & Compliance Manager	10/19/2016 4:55 PM
9	Risk and assurance analyst	10/19/2016 4:09 PM
10	Retired	10/19/2016 4:09 PM
11	Internal Risk Auditor	10/19/2016 4:05 PM
12	Head of Safety & Insurance	10/19/2016 9:46 AM
13	Insurance Claims Handler	10/17/2016 9:13 AM
14	Enterprise Risk Manager	10/14/2016 3:46 PM
15	Group Internal Audit Manager	10/14/2016 2:19 PM
16	Regional (EMEIA) Director for Risk, Compliance and Insurance	10/14/2016 1:52 PM
17	Company Secretary	10/14/2016 1:14 PM
18	Senior Vice President Global Insurance Programmes	10/14/2016 12:53 PM
19	Data Protection Officer	10/14/2016 11:52 AM
20	Insurance and risk advisor	10/14/2016 11:47 AM
21	Vice President Risk Management & HSE	10/14/2016 11:33 AM
22	Head of Insurable Risk	10/14/2016 11:23 AM
23	Comapny Secretary	10/14/2016 11:21 AM
24	Chief Security Officer	10/14/2016 11:19 AM
25	Insurance & Risk Management Executive	10/14/2016 11:05 AM
26	Insurance manager	10/14/2016 11:05 AM

### Q7 Title of the person to whom you report

Answered: 230 Skipped: 11



Answer Choices	Responses
CEO / owner	3.48% 8
CFO	10.00% 23
Other Board Director / partner	7.83% 18
Other member of Executive Committee (not on board)	6.96% 16
Company Secretary	4.35% 10
Corporate Treasurer	7.39% 17

## SSS Survey 2016

CRO / senior risk manager	<b>20.43%</b>	47
Senior insurance manager	<b>15.65%</b>	36
Business continuity manager	<b>0.00%</b>	0
Health and safety manager	<b>0.43%</b>	1
Other non-risk or insurance senior manager	<b>5.65%</b>	13
Audit manager	<b>0.87%</b>	2
Other (please specify)	<b>16.96%</b>	39
<b>Total</b>		<b>230</b>

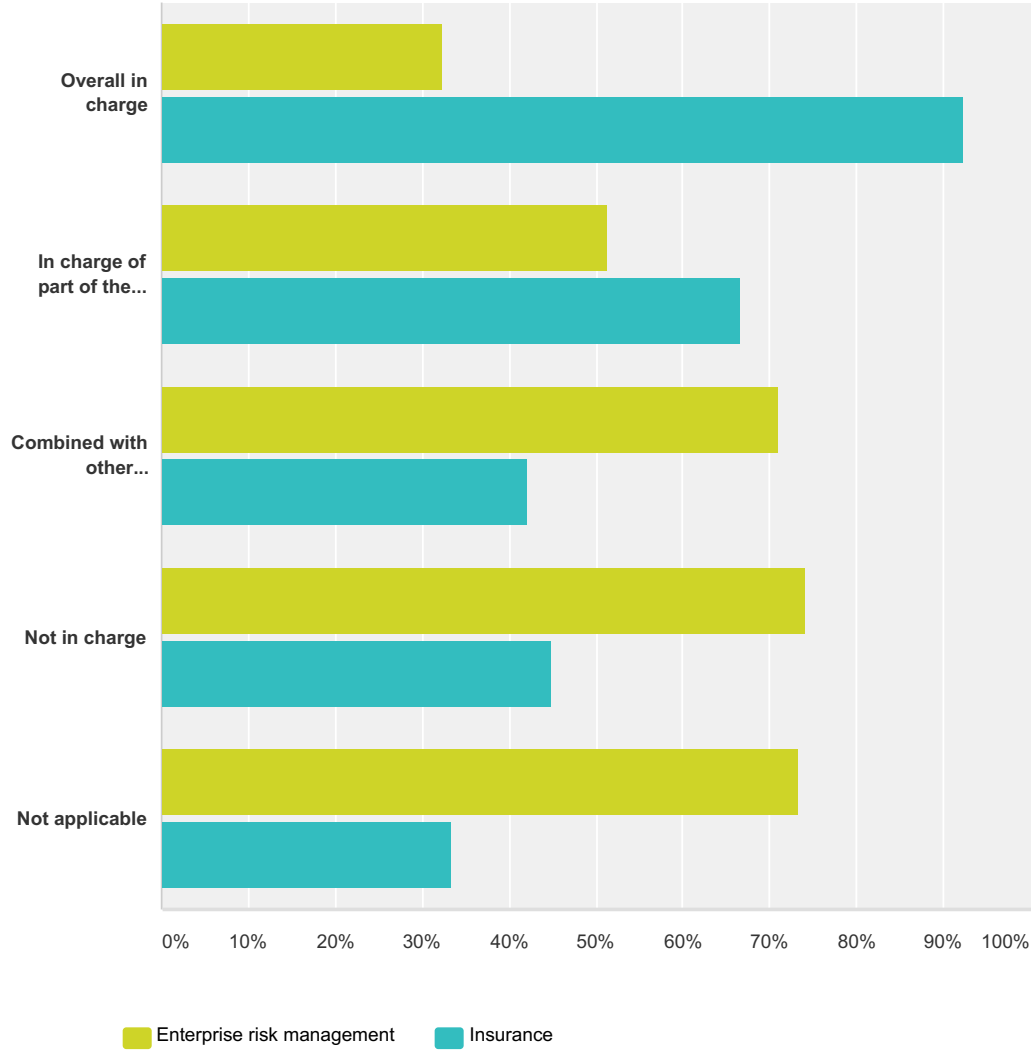
#	Other (please specify)	Date
1	Head of Corporate Functions	10/26/2016 9:08 AM
2	General Counsel	10/25/2016 1:22 PM
3	Head of Risk and Assurance	10/24/2016 4:19 PM
4	Insurance & claims management	10/24/2016 4:01 PM
5	Regional VP Risk and Insurance	10/24/2016 3:13 PM
6	Head of EMEIA RGC	10/24/2016 2:38 PM
7	Head of Business Assurance	10/24/2016 2:27 PM
8	Chief of Staff	10/24/2016 2:26 PM
9	Deputy Finance Director	10/24/2016 2:04 PM
10	Head of Procurement and Insurance	10/24/2016 11:39 AM
11	Director	10/20/2016 12:06 PM
12	Head of EMEIA Governance	10/20/2016 9:12 AM
13	Director of Finance	10/20/2016 8:47 AM
14	Head of risk & insurance	10/20/2016 7:49 AM
15	Senior Finance Manager	10/19/2016 6:16 PM
16	Head of Risk	10/19/2016 5:05 PM
17	Director of Compliance	10/19/2016 4:43 PM
18	Retired	10/19/2016 4:09 PM
19	Head of Insurance	10/19/2016 4:08 PM
20	Head of Insurance	10/19/2016 4:07 PM
21	Director of Risk and Compliance	10/19/2016 4:05 PM
22	Head of Risk Management	10/19/2016 4:04 PM
23	Director of Risk	10/19/2016 4:03 PM
24	Head of Risk and Audit	10/19/2016 10:48 AM
25	Head of Risk Management	10/18/2016 3:11 PM
26	Head of Internal Audit and Risk	10/17/2016 10:30 AM
27	Insurance manager	10/17/2016 9:13 AM
28	Head of Service	10/14/2016 2:19 PM
29	Group Legal Counsel	10/14/2016 1:15 PM
30	EVP Insurance & Risk Management	10/14/2016 12:53 PM

## SSS Survey 2016

31	chief operating officer	10/14/2016 11:26 AM
32	Financial Controller	10/14/2016 11:23 AM
33	member of the Board	10/14/2016 11:21 AM
34	Director of Insurance	10/14/2016 11:16 AM
35	Audit Director	10/14/2016 11:07 AM
36	Financial Controller	10/14/2016 11:07 AM
37	Head of Risk and Internal Audit	10/14/2016 11:07 AM
38	Group Head of Insurance & Risk Management	10/14/2016 11:05 AM
39	Head of Insurable Risk	10/14/2016 11:03 AM

### Q8 Please indicate your level of responsibility for the risk and insurance functions?

Answered: 229 Skipped: 12



	Enterprise risk management	Insurance	Total Respondents
Overall in charge	32.31% 42	92.31% 120	130
In charge of part of the function	51.28% 40	66.67% 52	78
Combined with other responsibilities	71.05% 54	42.11% 32	76
Not in charge	74.14% 43	44.83% 26	58
Not applicable	73.33% 22	33.33% 10	30

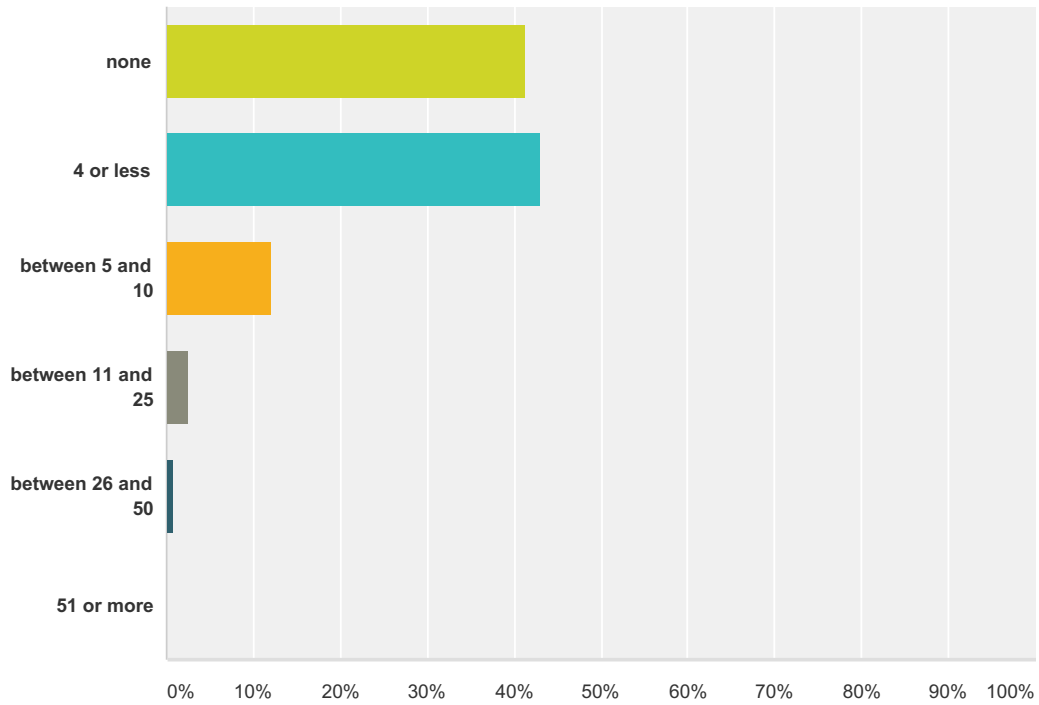
#	Other (please specify)	Date
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## SSS Survey 2016

1	for UK business which is £2.5bn and 3700 people	10/19/2016 8:33 PM
2	Work within an Group Enterprise risk function and cover responsibility for insurance and business continuity	10/19/2016 4:16 PM
3	Resilience	10/14/2016 4:11 PM
4	Environmental Risk	10/14/2016 11:12 AM

### Q9 Number of your direct reports

Answered: 232 Skipped: 9

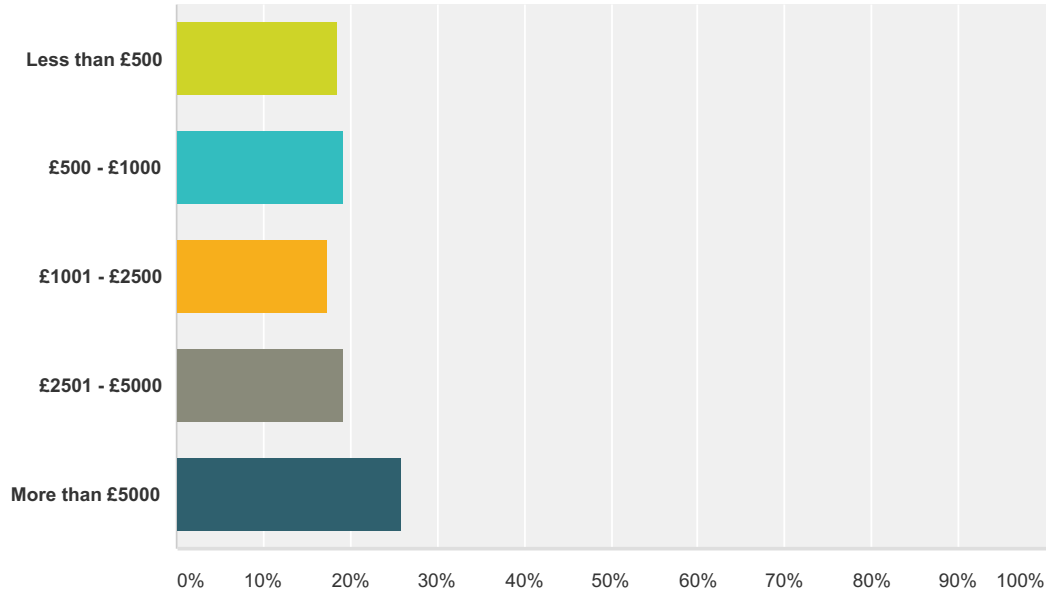


Answer Choices	Responses	
none	41.38%	96
4 or less	43.10%	100
between 5 and 10	12.07%	28
between 11 and 25	2.59%	6
between 26 and 50	0.86%	2
51 or more	0.00%	0
<b>Total</b>		<b>232</b>



**Q10 If you have access to a set training budget each year, please identify the value of that budget.**

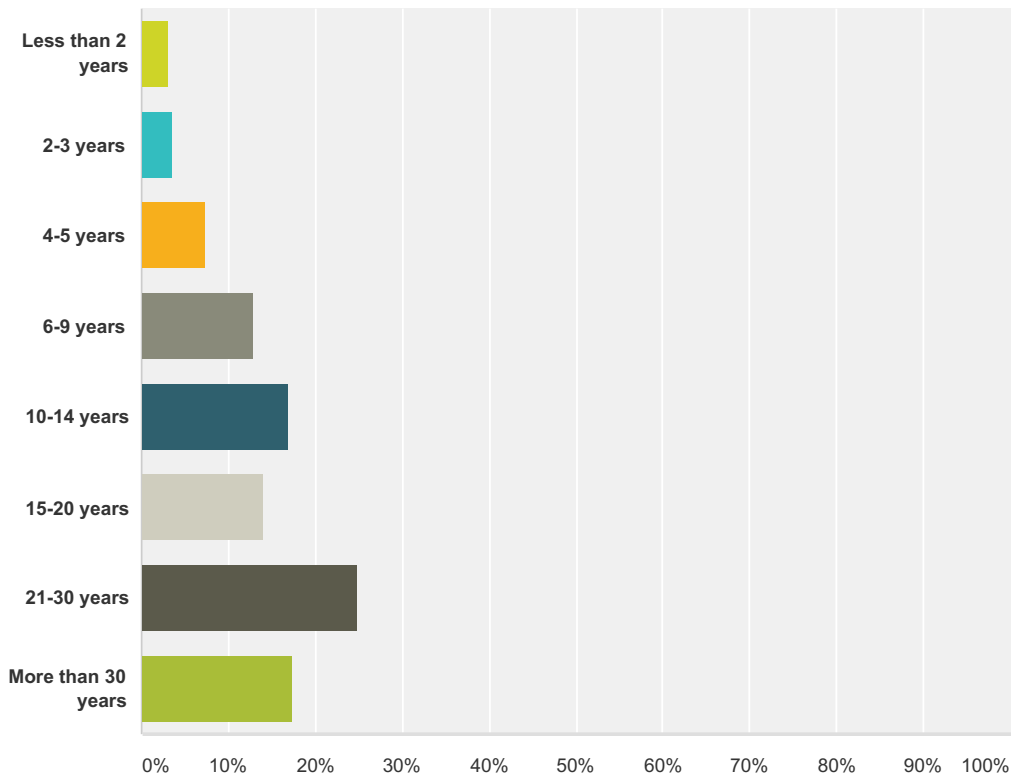
Answered: 162 Skipped: 79



Answer Choices	Responses	
Less than £500	18.52%	30
£500 - £1000	19.14%	31
£1001 - £2500	17.28%	28
£2501 - £5000	19.14%	31
More than £5000	25.93%	42
<b>Total</b>		<b>162</b>

### Q11 How many years of experience do you have in insurance / risk management?

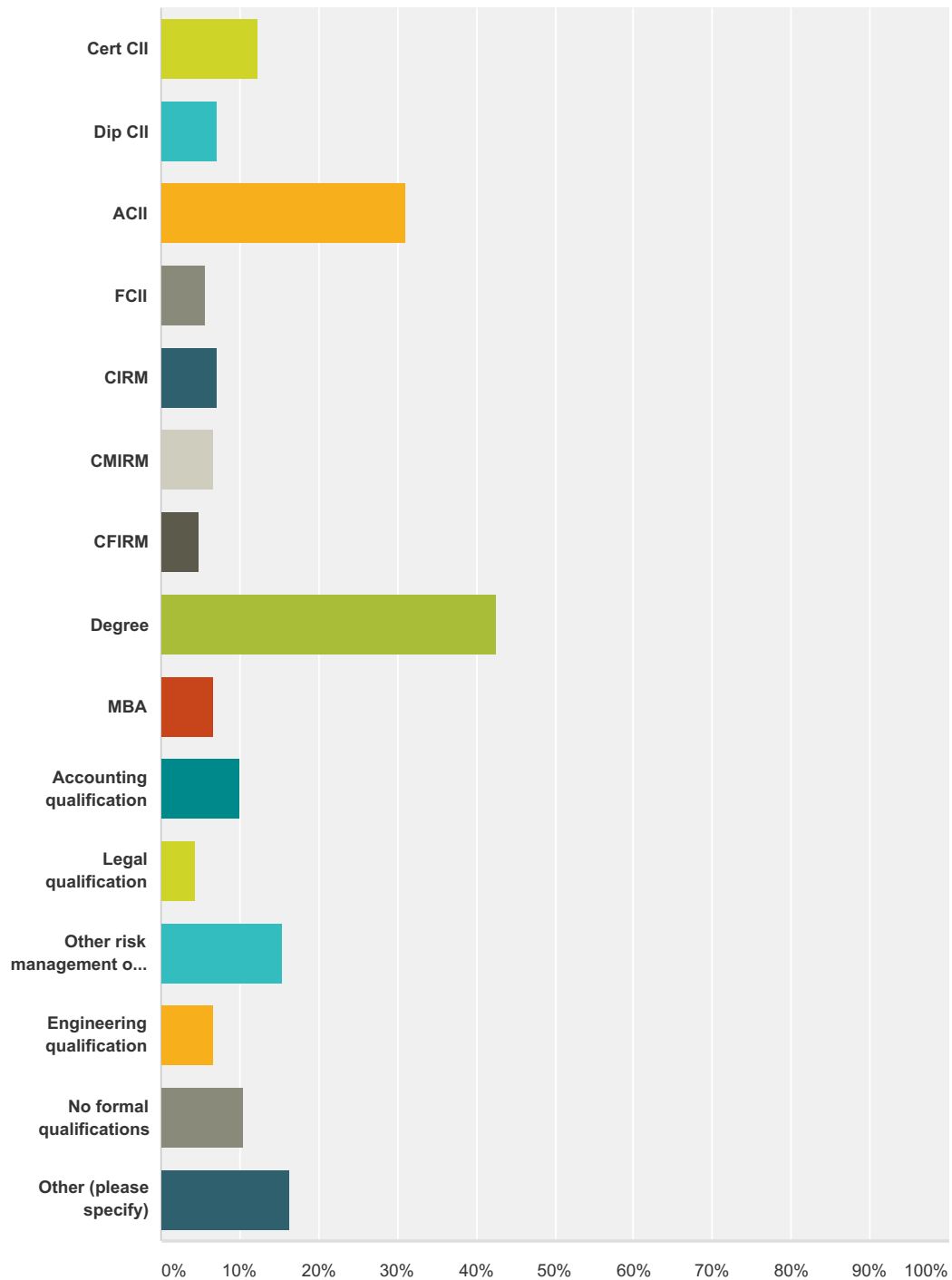
Answered: 230 Skipped: 11



Answer Choices	Responses
Less than 2 years	3.04% 7
2-3 years	3.48% 8
4-5 years	7.39% 17
6-9 years	13.04% 30
10-14 years	16.96% 39
15-20 years	13.91% 32
21-30 years	24.78% 57
More than 30 years	17.39% 40
<b>Total</b>	<b>230</b>

### Q12 Your professional or academic qualifications (please choose all that apply)

Answered: 228 Skipped: 13



Answer Choices	Responses
Cert CII	12.28% 28
Dip CII	7.02% 16

## SSS Survey 2016

ACII	31.14%	71
FCII	5.70%	13
CIRM	7.02%	16
CMIRM	6.58%	15
CFIRM	4.82%	11
Degree	42.54%	97
MBA	6.58%	15
Accounting qualification	10.09%	23
Legal qualification	4.39%	10
Other risk management or insurance qualification	15.35%	35
Engineering qualification	6.58%	15
No formal qualifications	10.53%	24
Other (please specify)	16.23%	37
<b>Total Respondents: 228</b>		

#	Other (please specify)	Date
1	MSc times 2 in Industrial Safety and Responsibility in Business Practice	10/28/2016 1:58 PM
2	International Compliance Association Postgraduate Diploma in Governance, Compliance & Risk	10/28/2016 12:26 PM
3	ACA	10/25/2016 9:54 AM
4	MSc	10/24/2016 4:20 PM
5	Business Management HND	10/24/2016 2:57 PM
6	DMS	10/24/2016 2:45 PM
7	MIIRSM, MBCI	10/24/2016 2:32 PM
8	MsC	10/24/2016 2:27 PM
9	CPCU and ARM (In United States)	10/24/2016 2:14 PM
10	Data Protection Qualification	10/21/2016 10:51 AM
11	MBS	10/19/2016 9:45 PM
12	CISA	10/19/2016 5:32 PM
13	Chartered Insurance Risk Manager	10/19/2016 4:56 PM
14	PhD	10/19/2016 4:52 PM
15	ACIB	10/19/2016 4:44 PM
16	H&S Diploma	10/19/2016 4:25 PM
17	Chartered Insurance Practitioner	10/19/2016 4:18 PM
18	MSc	10/19/2016 4:04 PM
19	masters in insurance risk managment	10/19/2016 3:04 PM
20	MSc Risk Management	10/19/2016 2:21 PM
21	Architecture, Asset Management, Project Management, IT	10/19/2016 10:50 AM
22	CMIOSH, SIRM	10/19/2016 10:48 AM
23	BA, MSc, PGCE	10/18/2016 3:12 PM

## SSS Survey 2016

24	Safety	10/17/2016 7:15 PM
25	Master of Risk Management and Completing PhD	10/17/2016 1:11 PM
26	CBCI	10/17/2016 10:51 AM
27	CMIIA, CIA	10/14/2016 2:19 PM
28	Ph.D.	10/14/2016 1:16 PM
29	BSc, MSc	10/14/2016 12:54 PM
30	CIA, Certified Internal Auditor	10/14/2016 11:16 AM
31	AIRM	10/14/2016 11:15 AM
32	MSC, AIEMA	10/14/2016 11:13 AM
33	CIPD	10/14/2016 11:12 AM
34	Dip CILA	10/14/2016 11:07 AM
35	mbci	10/14/2016 11:07 AM
36	MSc	10/14/2016 11:05 AM
37	AIRM	10/14/2016 11:05 AM

**Q13 Do you believe there is a gap in the professional qualifications available to risk and insurance managers, and if so what qualifications would you like to see made available?**

Answered: 39 Skipped: 202

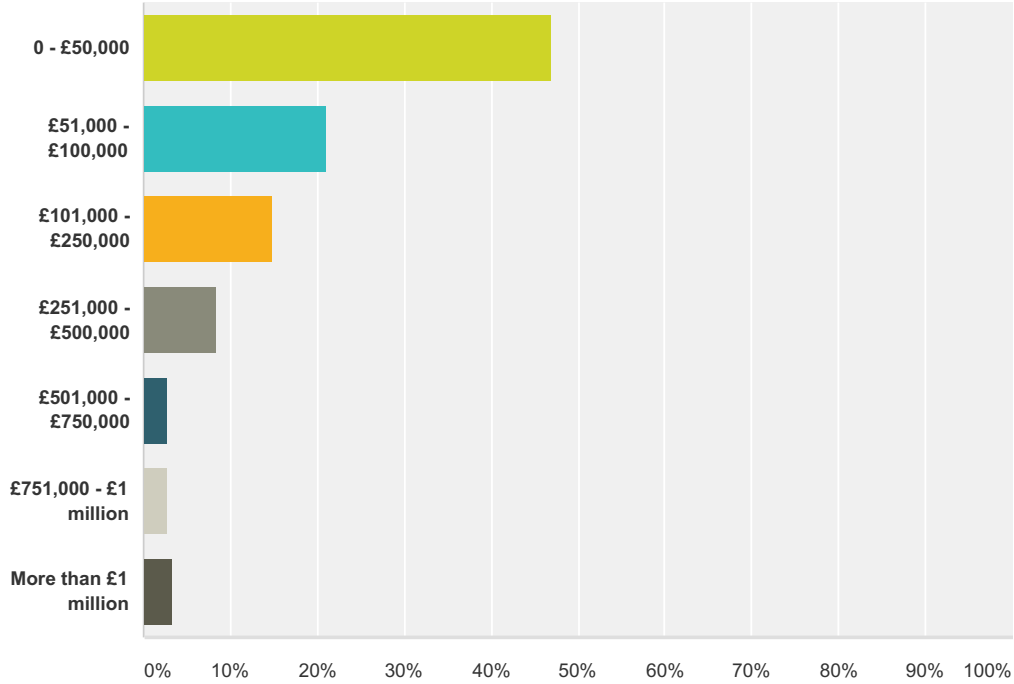
#	Responses	Date
1	Not a gap, but insufficient emphasis upon the need to learn the basic skills before progressing to more complex risk management subjects	10/31/2016 10:26 AM
2	A qualification that ties together the ACII and CIRM, perhaps an additional qualification or distinction (in qualification) for those whose roles incorporate risk and insurance.	10/26/2016 9:11 AM
3	Less is best> we already have IRM and CII in the UK plus GCU. For other professionals they have one body.	10/24/2016 3:15 PM
4	Projct Management plus Treasury	10/24/2016 2:45 PM
5	no	10/24/2016 2:17 PM
6	no	10/24/2016 2:12 PM
7	Yes	10/24/2016 8:37 AM
8	no	10/20/2016 12:29 PM
9	no	10/20/2016 9:39 AM
10	N/A	10/19/2016 9:45 PM
11	No	10/19/2016 6:22 PM
12	No	10/19/2016 4:56 PM
13	No	10/19/2016 4:17 PM
14	No	10/19/2016 4:09 PM
15	Risk Management qualifications	10/19/2016 4:05 PM
16	No	10/19/2016 3:04 PM
17	Yes. A qualification that means you can qualify in risk "on the job" eg NVQ level 8 equivalent, but in Risk, joint with Chartered Management Institute	10/19/2016 10:50 AM
18	The gap is around softer business skills rather than technical skills. Need to be able to sell ideas and concepts within a businss context more effectively	10/19/2016 9:47 AM
19	no	10/18/2016 3:12 PM
20	No	10/18/2016 7:16 AM
21	No gap, but rather a difficult divertsity	10/17/2016 11:06 AM
22	No	10/15/2016 9:32 AM
23	Distance Learning MSc insurance & RM or equivalent	10/14/2016 4:13 PM
24	Yes - something more specific that bridges the gap between CII and MBA	10/14/2016 3:56 PM
25	There are potentially too many qualifications (Chartered Insurance Risk Manager, IRM, FERMA, ARM, RIMS	10/14/2016 1:46 PM
26	No	10/14/2016 1:25 PM
27	Chartered risk manager	10/14/2016 1:21 PM
28	NO	10/14/2016 12:48 PM
29	diploma	10/14/2016 12:11 PM

## SSS Survey 2016

30	As with all insurance qualifications, it would be good if there were a single recognised qualification/certification body	10/14/2016 12:04 PM
31	Qualifications for people who have experience but want to keep up with new developments	10/14/2016 12:00 PM
32	No	10/14/2016 11:47 AM
33	No	10/14/2016 11:45 AM
34	no	10/14/2016 11:23 AM
35	I believe this area is improving and in particular for those qualified by experience.	10/14/2016 11:17 AM
36	Chartered Risk Management qualification	10/14/2016 11:08 AM
37	n/a	10/14/2016 11:07 AM
38	A degree in Insurance at Universities	10/14/2016 11:06 AM
39	No - these are all delivered already by the various institutes. There is only room for something really advanced to align to MBA/MSc type level and I do not think businesses would pay for their risk managers to go through a whole masters level programme. A better and aligned approach for training budgets would be modular advanced level courses on specific topics such as modelling or GRC deployment - topics which enable risk management teams to take in-house what they currently have to pay external providers for.	10/14/2016 11:05 AM

### Q14 Please advise of your total annual spend on professional fees, for pure risk management services

Answered: 181 Skipped: 60



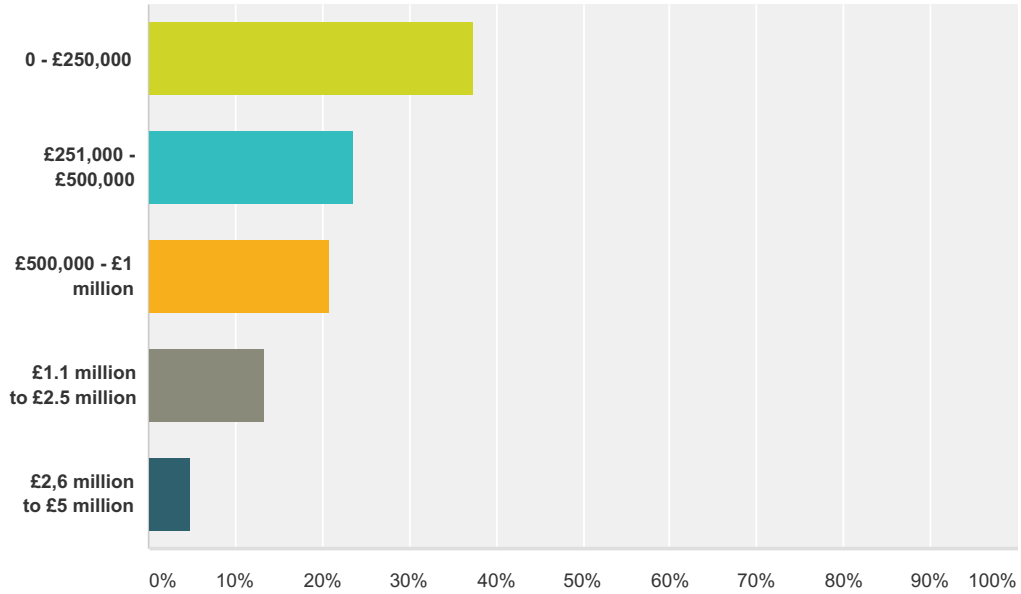
Answer Choices	Responses	
0 - £50,000	46.96%	85
£51,000 - £100,000	20.99%	38
£101,000 - £250,000	14.92%	27
£251,000 - £500,000	8.29%	15
£501,000 - £750,000	2.76%	5
£751,000 - £1 million	2.76%	5
More than £1 million	3.31%	6
<b>Total</b>		<b>181</b>

#	Please advise if your annual spend on professional fees is significantly above £1 million	Date
1	Not known	10/24/2016 2:28 PM
2	Uk only	10/19/2016 8:36 PM
3	not aware	10/14/2016 11:44 AM



**Q15 Please advise of your total annual spend on professional fees, for insurance services including the use of your broker (excluding insurance premiums)**

Answered: 187 Skipped: 54

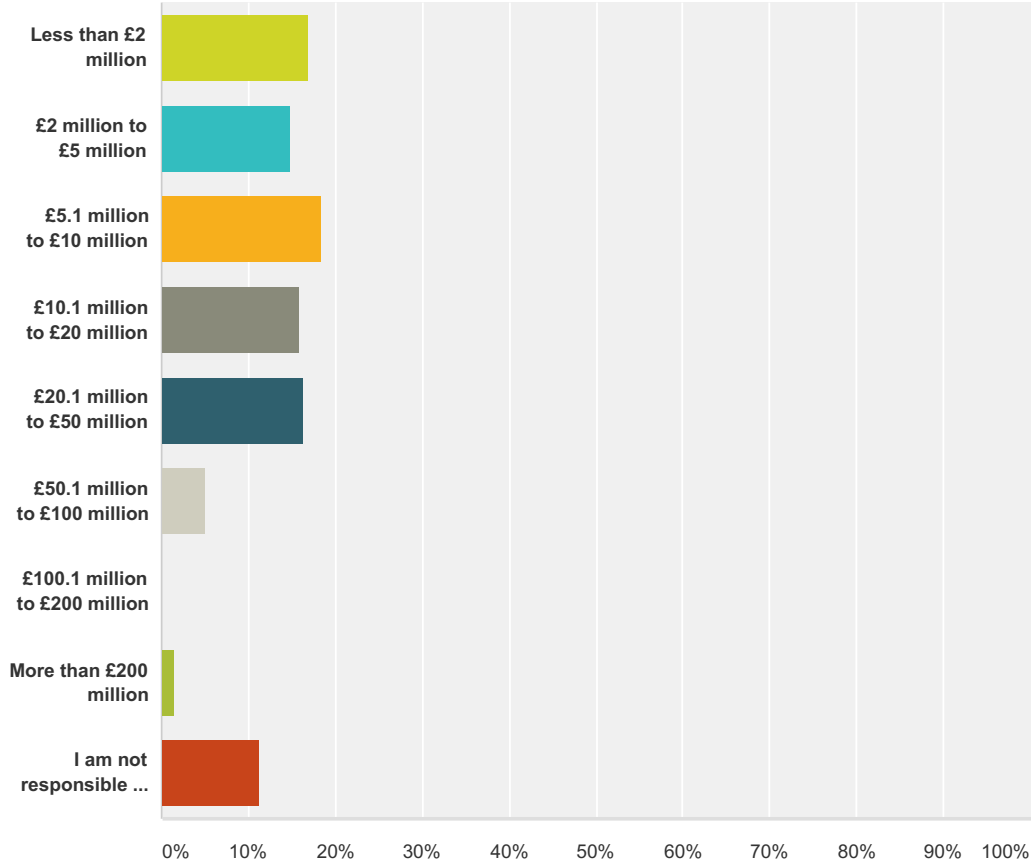


Answer Choices	Responses
0 - £250,000	37.43% 70
£251,000 - £500,000	23.53% 44
£500,000 - £1 million	20.86% 39
£1.1 million to £2.5 million	13.37% 25
£2,6 million to £5 million	4.81% 9
<b>Total</b>	<b>187</b>

#	Please advise if your annual spend on professional fees is significantly above £51 million	Date
1	not applicable	10/24/2016 4:24 PM
2	£1.4M	10/24/2016 2:47 PM
3	Not known	10/24/2016 2:28 PM
4	Unaware	10/19/2016 4:06 PM
5	not aware	10/14/2016 11:44 AM

### Q16 What is the total annual worldwide insurance premium spend for which you are responsible.

Answered: 196 Skipped: 45



Answer Choices	Responses	
Less than £2 million	16.84%	33
£2 million to £5 million	14.80%	29
£5.1 million to £10 million	18.37%	36
£10.1 million to £20 million	15.82%	31
£20.1 million to £50 million	16.33%	32
£50.1 million to £100 million	5.10%	10
£100.1 million to £200 million	0.00%	0
More than £200 million	1.53%	3
I am not responsible for insurance purchasing	11.22%	22
<b>Total</b>		<b>196</b>

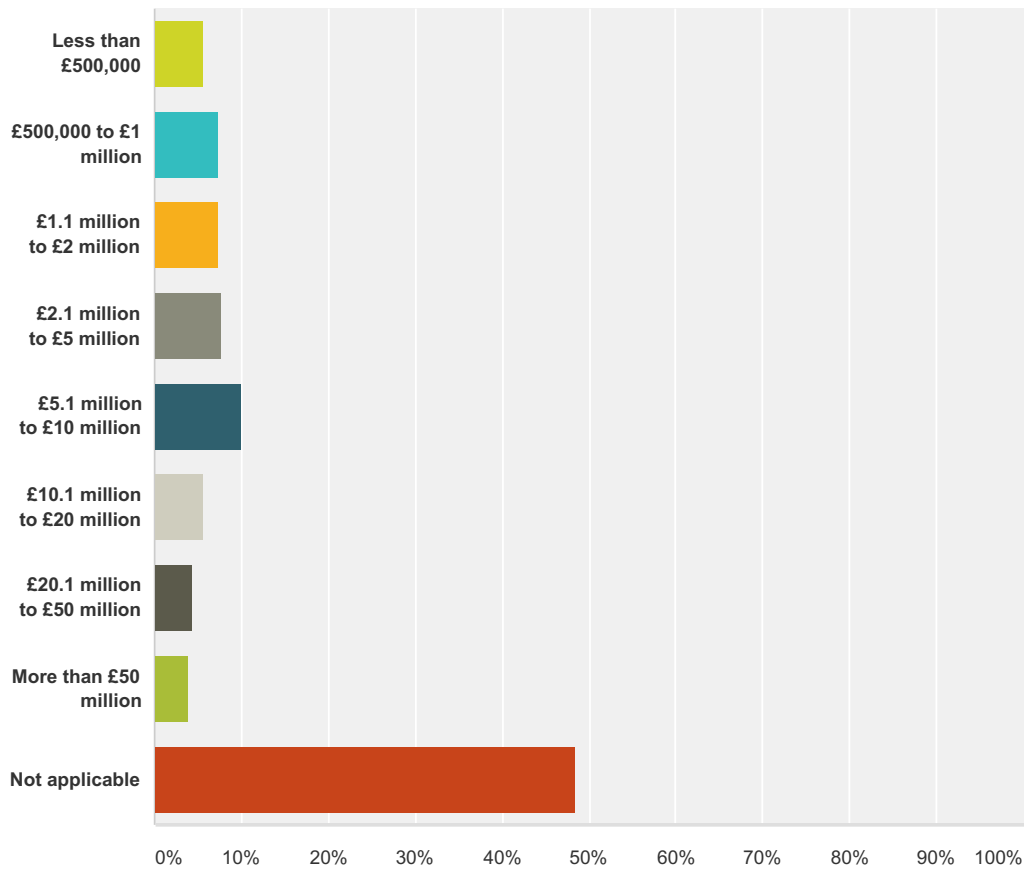
#	Please advise if your premium spend is significantly above £200 million	Date
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## SSS Survey 2016

1	all UK only	10/19/2016 8:36 PM
2	only responsible for UK & Ireland	10/14/2016 11:44 AM

### Q17 Please indicate the total annual premium income for your captive

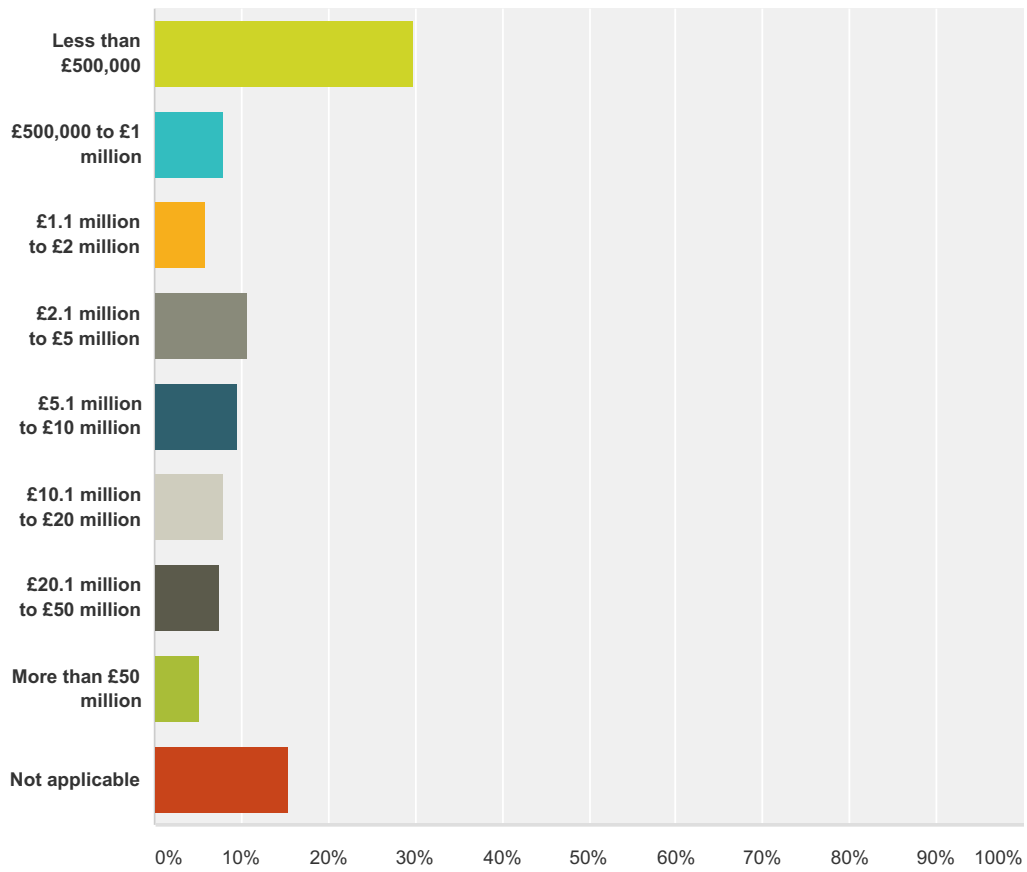
Answered: 180 Skipped: 61



Answer Choices	Responses
Less than £500,000	5.56% 10
£500,000 to £1 million	7.22% 13
£1.1 million to £2 million	7.22% 13
£2.1 million to £5 million	7.78% 14
£5.1 million to £10 million	10.00% 18
£10.1 million to £20 million	5.56% 10
£20.1 million to £50 million	4.44% 8
More than £50 million	3.89% 7
Not applicable	48.33% 87
<b>Total</b>	<b>180</b>

### Q18 Please indicate your total annual self-insured retention (other than the captive)

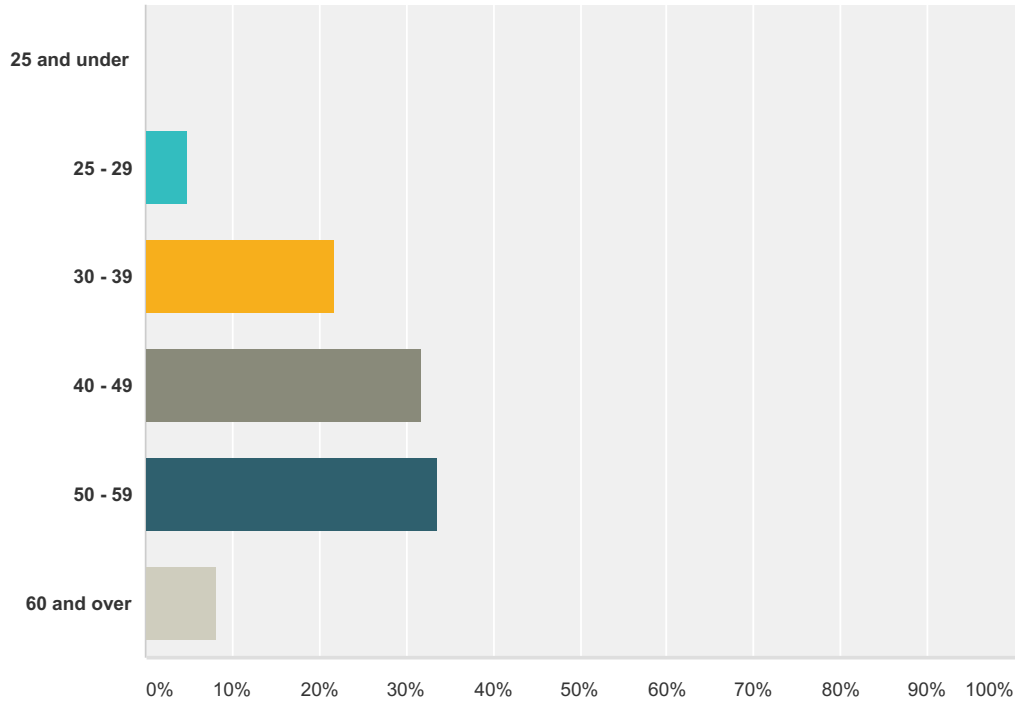
Answered: 188 Skipped: 53



Answer Choices	Responses	
Less than £500,000	29.79%	56
£500,000 to £1 million	7.98%	15
£1.1 million to £2 million	5.85%	11
£2.1 million to £5 million	10.64%	20
£5.1 million to £10 million	9.57%	18
£10.1 million to £20 million	7.98%	15
£20.1 million to £50 million	7.45%	14
More than £50 million	5.32%	10
Not applicable	15.43%	29
<b>Total</b>		<b>188</b>

### Q19 Your age group

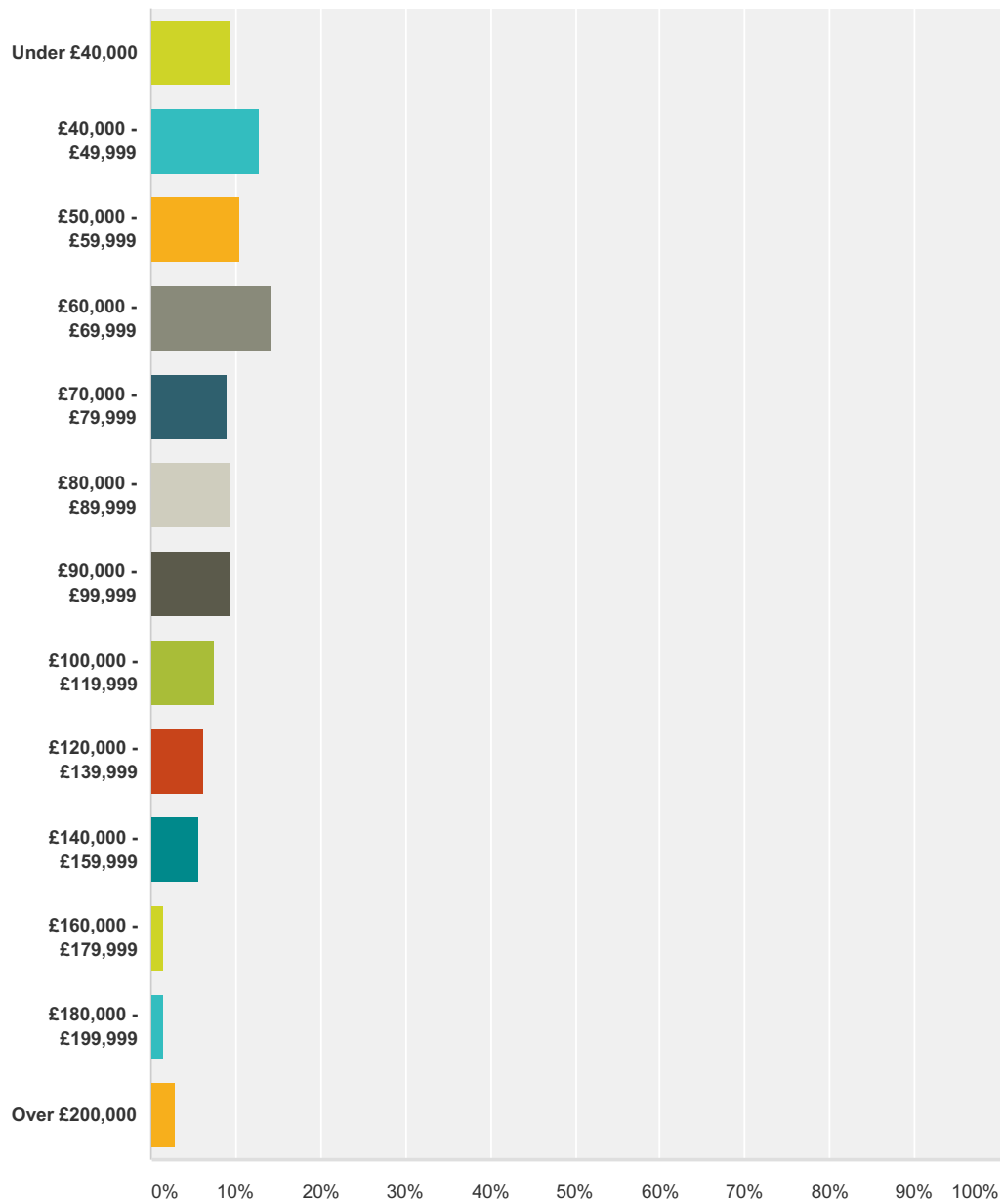
Answered: 211 Skipped: 30



Answer Choices	Responses	Count
25 and under	0.00%	0
25 - 29	4.74%	10
30 - 39	21.80%	46
40 - 49	31.75%	67
50 - 59	33.65%	71
60 and over	8.06%	17
<b>Total</b>		<b>211</b>

### Q20 Salary to nearest £10,000 (if part time, adjust to annual figure)

Answered: 211 Skipped: 30



Answer Choices	Responses	Count
Under £40,000	9.48%	20
£40,000 - £49,999	12.80%	27
£50,000 - £59,999	10.43%	22
£60,000 - £69,999	14.22%	30
£70,000 - £79,999	9.00%	19

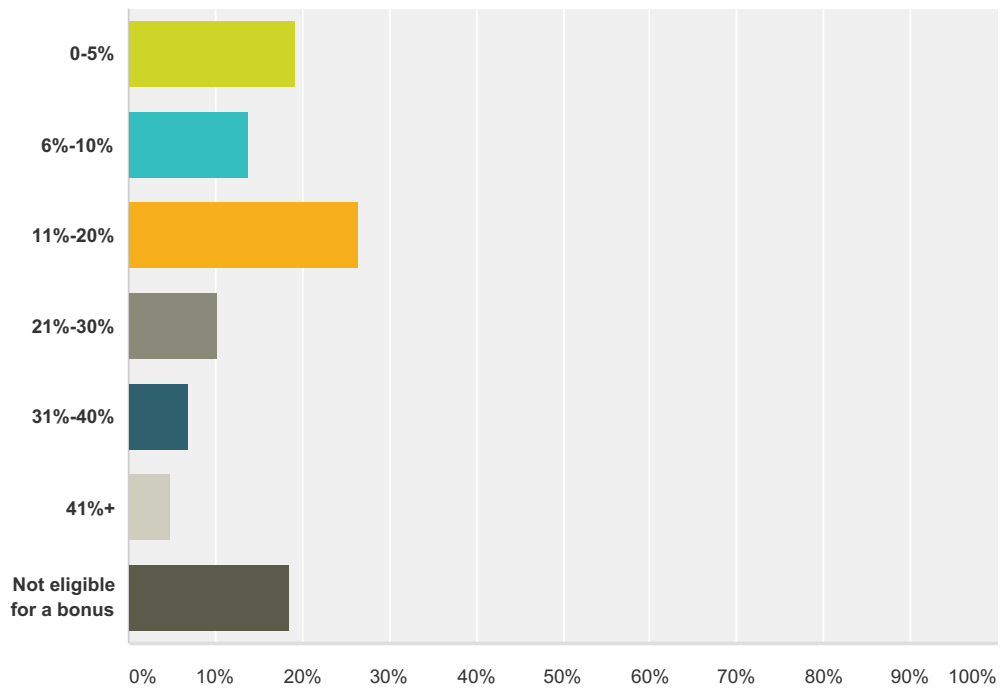
## SSS Survey 2016

£80,000 - £89,999	9.48%	20
£90,000 - £99,999	9.48%	20
£100,000 - £119,999	7.58%	16
£120,000 - £139,999	6.16%	13
£140,000 - £159,999	5.69%	12
£160,000 - £179,999	1.42%	3
£180,000 - £199,999	1.42%	3
Over £200,000	2.84%	6
<b>Total</b>		<b>211</b>



### Q21 If eligible for an annual bonus, what bonus was actually paid for 2015/2016

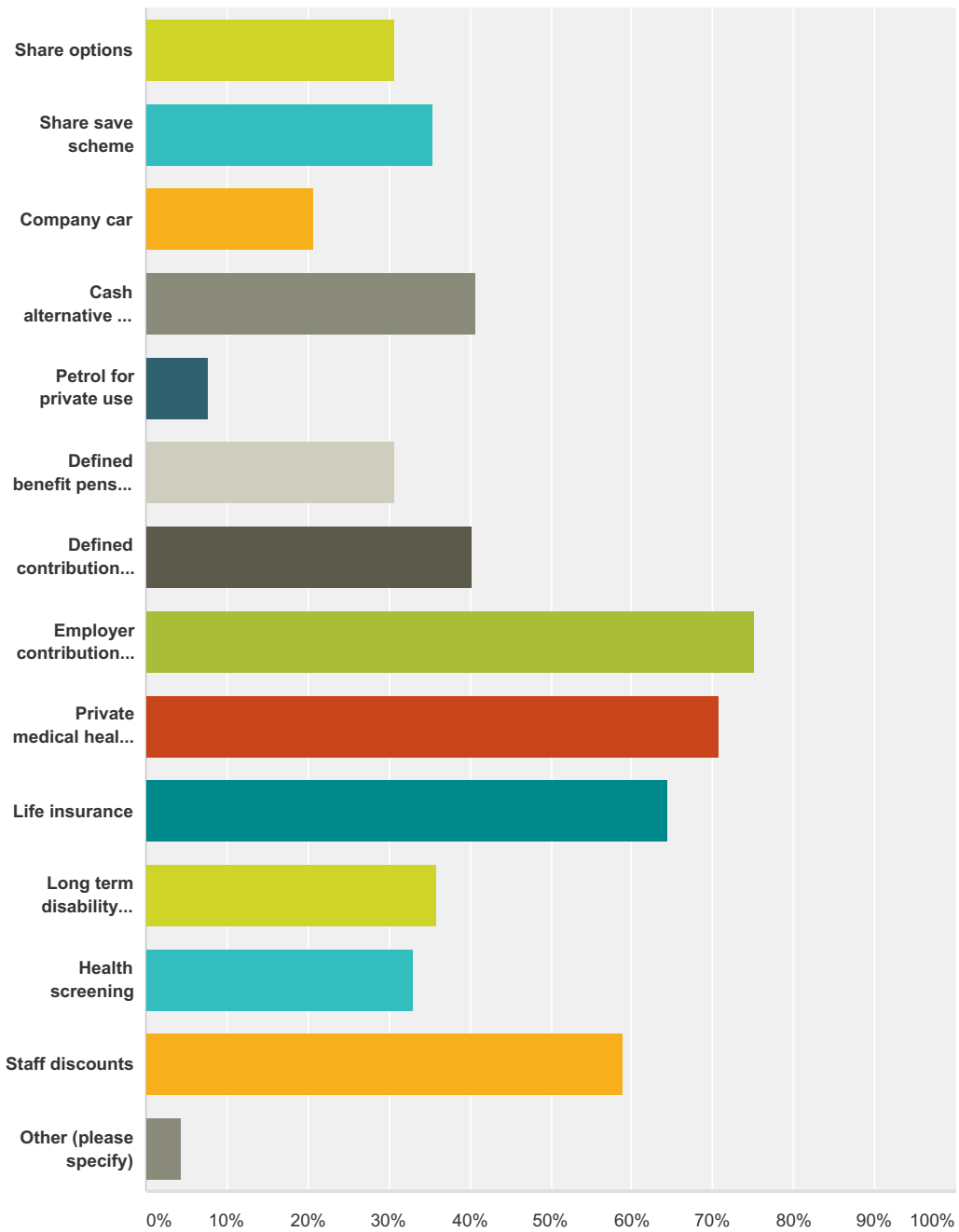
Answered: 204 Skipped: 37



Answer Choices	Responses
0-5%	19.12% 39
6%-10%	13.73% 28
11%-20%	26.47% 54
21%-30%	10.29% 21
31%-40%	6.86% 14
41%+	4.90% 10
Not eligible for a bonus	18.63% 38
<b>Total</b>	<b>204</b>

### Q22 What other employment benefits do you receive (select all that apply)

Answered: 209 Skipped: 32



Answer Choices	Responses
Share options	30.62% 64
Share save scheme	35.41% 74
Company car	20.57% 43
Cash alternative to a company car	40.67% 85

## SSS Survey 2016

Petrol for private use	7.66%	16
Defined benefit pension scheme	30.62%	64
Defined contribution pension scheme / final salary pension scheme	40.19%	84
Employer contribution to pension fund	75.12%	157
Private medical health insurance	70.81%	148
Life insurance	64.59%	135
Long term disability benefit scheme	35.89%	75
Health screening	33.01%	69
Staff discounts	58.85%	123
Other (please specify)	4.31%	9
<b>Total Respondents: 209</b>		

#	Other (please specify)	Date
1	ex-pat Housing allowance	10/24/2016 3:18 PM
2	Season Ticket loan	10/19/2016 9:47 PM
3	Pension	10/19/2016 4:11 PM
4	benefits allowance to purchase addtl 10 days holiday	10/19/2016 11:11 AM
5	Mobile Phone	10/19/2016 10:52 AM
6	Housing Allowance, Home Leave Airfares	10/17/2016 1:14 PM
7	BUPA health cash plan, season ticket loan	10/14/2016 4:05 PM
8	On site gym, flexible working	10/14/2016 12:50 PM
9	gym membership fees	10/14/2016 12:49 PM