

# Benchmark Report

# INBUCON

**Example Report**

**Benchmark Report**

*Meis*

*TBP<sub>2</sub>*

INBUCON



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## Methodology

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1. Inbucon have undertake a remuneration benchmarking report for the post/s of:
  - a) Finance Officer
2. The data sources used for the benchmark are:
  - a) Inbucon Housing Association Database;
  - b) MEIS Executive Database;
  - c) IJP database (Inbucon Job Pricing), and
  - d) other External Data.
3. We have used a number of different data cuts in order to provide a balanced view of the potential remuneration.
4. The data parameters, for the purpose of the benchmark, are as follows:
  - a) Turnover: £20m-£50m;
  - b) Units in Management: 5,000-10,000, and
  - c) Location: South East.
5. We have received a job description for all the posts. This means we have job matched the roles by job description rather than job title.
6. We have included a compa-ratio to the median data. The compa-ratio is the incumbent's current salary divided by the market rate (in this instance, the median). By way of example, if the compa-ratio shows 100%, this indicates that the incumbent is paid exactly the same as the median market rate figure.

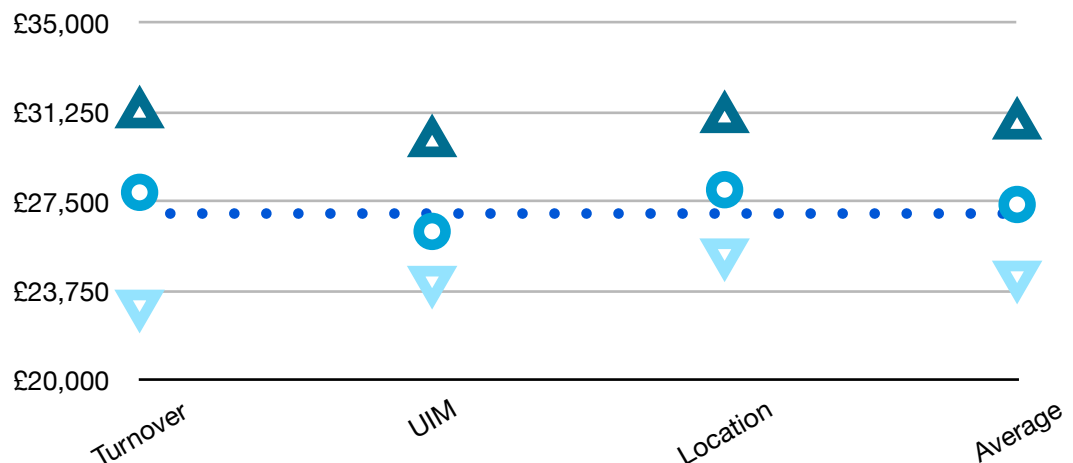
## 2. Finance Officer

### Base Pay

- 2.1. This post is currently on a base salary of £27,000.
- 2.2. The following table shows the data using four different data-cuts.

Data Comparison	Compa-ratio	Base Salary		
		Lower Quartile	Median	Upper Quartile
Function by Turnover	97%	£23,500	£27,890	£31,200
Function by Units in Management	103%	£24,000	£26,250	£29,990
Function by Location	96%	£25,150	£28,000	£31,000
<b>Average</b>	<b>99%</b>	<b>£24,217</b>	<b>£27,380</b>	<b>£30,730</b>
Private sector by Turnover	89%	£26,700	£30,500	£33,000

- 2.3. The information is now shown in graphic form. The downward pointing arrow represents the lower quartile, the circles, the median and the upward arrows, the upper quartile. The blue dashed line represents the incumbent's current base salary.



## Conclusion

- 2.4. The incumbent is currently sitting within the median range of all the turnover cuts.
- 2.5. No increase is therefore required at this time if the organisation's policy is to pay at the median.

## Benefits

- 2.6. The benefits below represent the average for the social housing sector.

Car Allowance	Life Assurance	Private Medical	Pension Employee contribution	Pension Employer contribution	Holiday
£3,000	3x salary	Employee only	6%	8%	28 days