

# FINANCIAL SERVICES COMPENSATION EXPECTATIONS SURVEY 2011

## COMPLIANCE FINDINGS

ROBERT WALTERS



AHEAD OF THIS YEAR END, WE SURVEYED 150 PROFESSIONALS WORKING WITHIN THE COMPLIANCE FUNCTIONS OF FINANCIAL SERVICES INSTITUTIONS. THE RESULTS REVEAL THAT THE MAJORITY ARE EXPECTING PAY RISES AND BONUSES AND ALMOST THREE-QUARTERS ARE THINKING ABOUT MOVING ROLES POST COMPENSATION REVIEW.

“Most respondents are anticipating both pay rises and bonuses this year, which shows that there is a degree of optimism among compliance professionals despite challenging market conditions. This optimism can be explained by increasing regulatory pressure which has led to consistent demand for compliance specialists. With so many professionals considering their career options and thinking about moving roles, we expect to see significant movement in the New Year as compliance specialists seek new challenges and firms look to fill the vacancies they leave behind.”

**Marina Law - Manager, Compliance Recruitment**

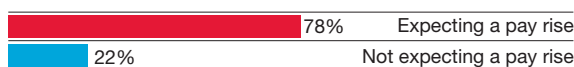
### SURVEY RESULTS AT A GLANCE

- 78% are expecting a pay rise this year
- 68% expect this pay rise to be between one and six per cent of their salaries
- 85% are expecting a bonus this year
- 58% expect this bonus to be 11 per cent of their salaries or more
- 72% of professionals are considering moving once they have received their bonus; more than a quarter are actively looking to move
- 44% of those thinking about moving specify career development as their primary motivation

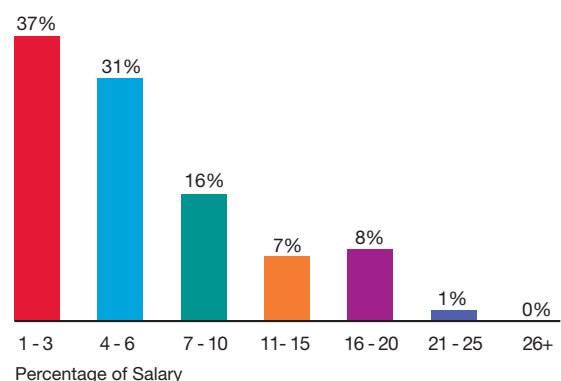
### PAY RISES

Around eight in ten are expecting salary increases this year. However, few are predicting significant pay rises with over a third of these anticipating an increase of between one and three per cent and 84% expecting an increase of ten per cent or less.

#### Percentage of respondents expecting a pay rise



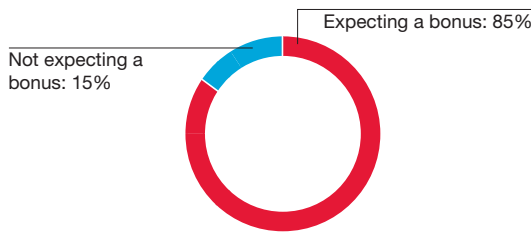
#### Size of pay rise expected



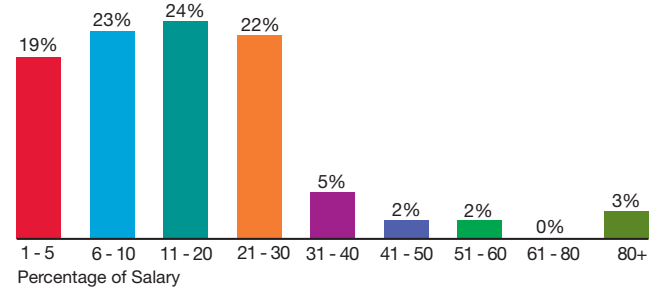
## BONUS EXPECTATIONS

Our survey reveals that more than eight in ten compliance professionals are expecting a bonus this year. Respondents are anticipating higher bonuses than pay rises, with 58% of these predicting their bonus will be ten per cent of their salary or more.

### Percentage of respondents expecting a bonus



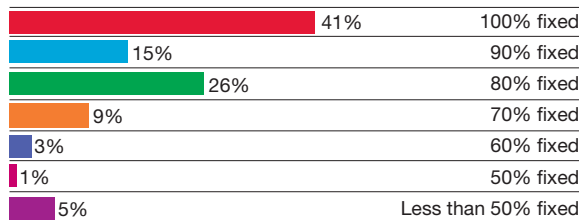
### Size of bonus predicted



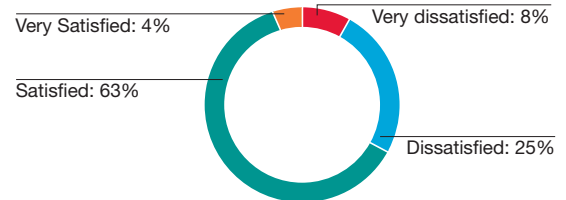
## COMPENSATION PACKAGE STRUCTURE

Firms have been adjusting the fixed-to-variable weighting of total compensation packages over the past couple of years. 82% of people working in compliance functions of financial services firms now have compensation packages that are at least 80 per cent fixed. Most are satisfied with the structure of their existing reward package.

### Fixed/Variable Structure of Compensation Package



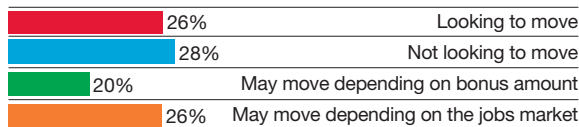
### Respondent satisfaction with compensation package structure



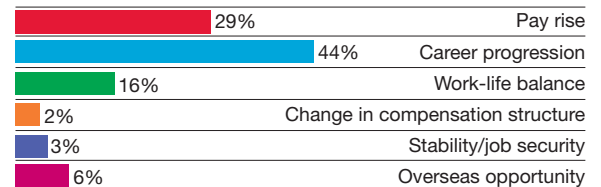
## MOVING JOBS

Around three-quarters are considering their career options at the moment, with more than a quarter of these currently actively seeking new jobs. Career progression and pay rises are the main motivating factors, with comparatively few seeking a change in compensation structure or increased job stability.

### Percentage of professionals looking for a new job post bonus

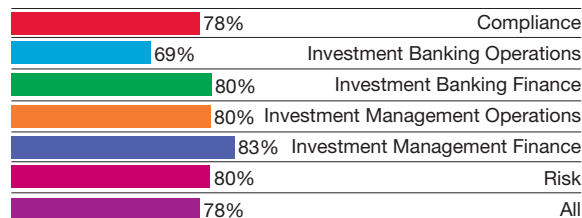


### Primary motivation for moving to a new role

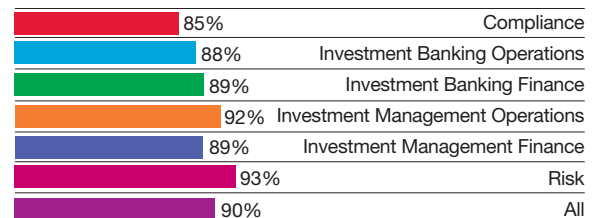


## JOB FUNCTION AND INDUSTRY COMPARISON

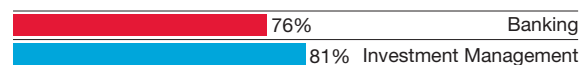
### Percentage of respondents expecting a pay rise by function



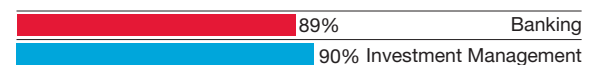
### Percentage of respondents expecting a bonus by function



### Percentage of respondents expecting a pay rise by industry



### Percentage of respondents expecting a bonus by industry



## CONTACT

For all your recruitment needs please contact:  
**Marina Law - Manager, Compliance Recruitment**  
 020 7509 8114  
[marina.law@robertwalters.com](mailto:marina.law@robertwalters.com)

[www.robertwalters.co.uk](http://www.robertwalters.co.uk)

### About the survey.

The Robert Walters Financial Services Compensation Expectations Survey 2011, conducted in September 2011, asked exactly 1,600 respondents working in operations, finance, risk and compliance functions (i.e. non-fee generating) of financial services institutions about their pay and bonuses expectations ahead of year-end. The respondents included 150 compliance professionals. For the overall findings or analysis of any of the other functions surveyed, contact Marina Law on 020 7509 8114 or [marina.law@robertwalters.com](mailto:marina.law@robertwalters.com)