

# GUIDE TO PAY & BONUS EXPECTATIONS FOR COMPLIANCE PROFESSIONALS

ROBERT WALTERS

## WHAT PAY AND BONUSES ARE YOUR COMPLIANCE TEAM EXPECTING TO RECEIVE?

We surveyed compliance professionals working across the UK on their annual pay, benefits and incentives packages in advance of the upcoming annual salary review period. 82% received a pay rise in 2015, and 82% received a bonus.

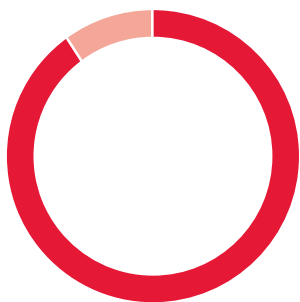
With increased pressure from regulators throughout 2015, employers were anxious to recruit compliance professionals, pushing up salaries and compensation packages as firms sought to attract and retain these specialists.

91% of compliance professionals are expecting to receive a pay rise in 2016 and 95% reported that they expect to receive a bonus.

With demand for compliance professionals likely to increase as employers seek to adapt to new legislation in 2016, competition for talent will continue growing. Almost two thirds of compliance professionals surveyed stated that they are looking to move jobs within the next year, and of those, and over a third are already looking for a new opportunity.

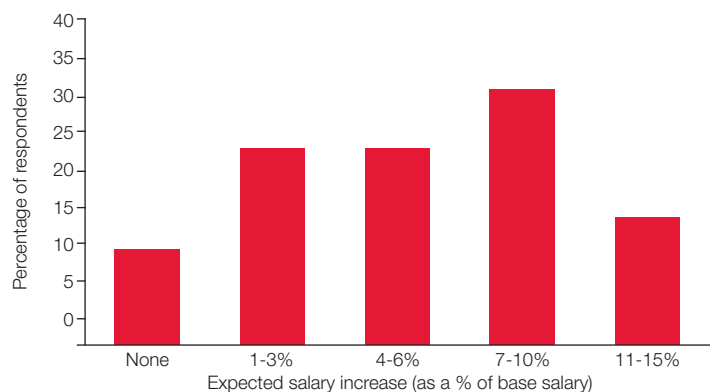
### SALARY EXPECTATIONS IN 2016

Percentage of compliance professionals expecting a salary increase in 2016



■ 91% expect to receive a salary increase  
■ 9% do not expect to receive a salary increase

Size of salary increase expected in 2016



The majority of compliance professionals have indicated that they anticipate a base salary increase in 2016. While 23% are expecting a raise of between 1% and 3%, 55% are hoping for a raise of between 4% and 10%.

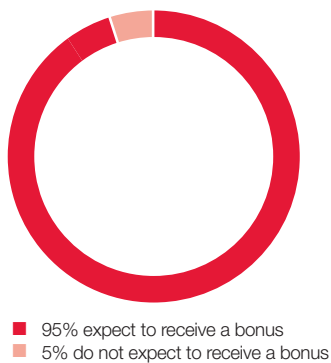
“With demand for experienced compliance professionals set to continue rising, employers will have to adapt if they want to attract and retain the best talent. In addition to responding to market demands concerning pay and compensation, hiring managers must expand their criteria to consider professionals without direct experience but who have valuable transferable skills.”

**Chad Lawson**, Associate Director, Compliance Recruitment

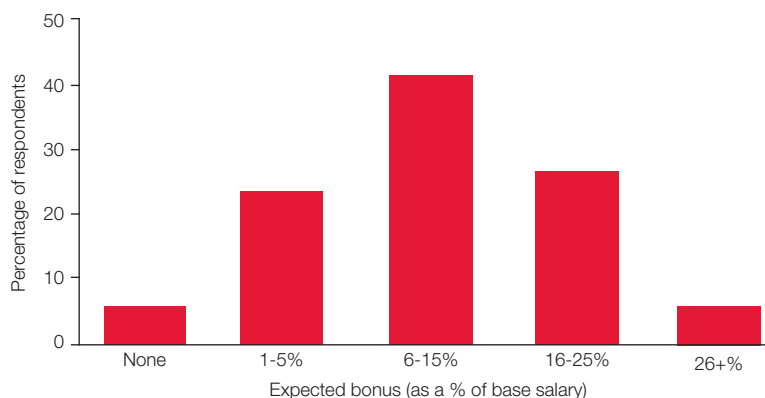


## BONUS EXPECTATIONS IN 2016

Percentage of compliance professionals expecting a bonus in 2016



Size of bonus expected in 2016 (as a % of base salary)



64% of compliance professionals are anticipating a bonus of up to 15% of base salary, and 23% are hoping to receive over 20% of their base salary as a bonus.

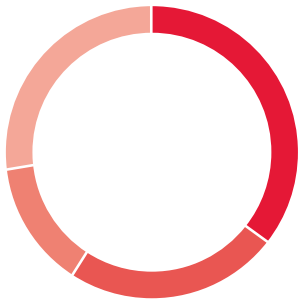
“Employers must acknowledge the high expectations of compliance professionals if they want to avoid staff attrition during the next bonus period. With 95% of compliance specialists expecting a bonus, and demand for their skills extremely high, employers will have to be prepared to ensure that compensation packages reflect the importance that these professionals have in their business.”

**Chad Lawson**, Associate Director, Compliance Recruitment



## CHANGING JOBS IN 2016

### When are you next looking to move jobs?



- 36% I'm already looking for a new opportunity
- 23% The next 3-12 months
- 14% The next 1-2 years
- 27% I am not planning to change jobs

It is clear that a substantial number of compliance professionals are considering changing roles soon. 59% plan to look for a new opportunity in the next 12 months, with 36% already looking for a new job.

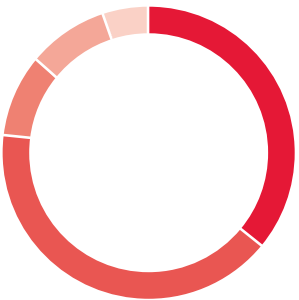


# 59%

of compliance professionals are looking to switch jobs within the next 12 months

## MOTIVATION FOR MOVING JOBS

### If you were to change jobs, which of the following would be your primary motivation for thinking about moving?



- 41% Career progression
- 36% A pay rise/change in compensation package
- 9% Improved work/life balance
- 9% A change in role and responsibilities
- 5% The opportunity to relocate

At 41%, career progression is the most commonly cited reason for compliance professionals to want to change jobs. 36% state that an opportunity that offered a higher salary would tempt them to leave their current role.

"While competitive pay and bonus rates are a critical factor in attracting top talent, employers should not underestimate the importance of offering structured career progression when looking to attract compliance professionals. Being able to emphasise structured prospects for career development can give employers an edge over competitors in the battle for talent." **Chad Lawson**, Associate Director, Compliance Recruitment



# 42%

of compliance professionals who changed employers in the last two years received a counter offer

## COUNTER OFFERS TO RETAIN STAFF

When compliance professionals were asked if they had received a counter offer in the last two years from their current firm during their resignation process, 42% reported that they had.

Of those who had received a counter offer, 80% said that the offer included a pay rise, and 60% were also offered a promotion. However, just 20% of those who were presented with a counter offer chose to take it. This suggests that while counter offers are popular among employers as a means to retain compliance staff, they are largely ineffective as a strategy.



