

# GUIDE TO PAY & BONUS EXPECTATIONS FOR PROCUREMENT PROFESSIONALS

ROBERT WALTERS

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

We surveyed procurement professionals working across the UK on their annual pay, benefits and incentives packages in advance of the upcoming salary review period.

In the salary review period for 2015, 70% of procurement professionals received a pay rise, and 75% received a bonus. As many large corporations reviewed procurement policies over the course of the year, particularly in the technology, FMCG and aerospace sectors, opportunities for procurement professionals increased significantly.

When asked what their expectations are for the upcoming salary review in 2016, 39% of procurement professionals expect to receive a salary rise of up to 3% in 2016. Meanwhile, 83% expect to receive a bonus.

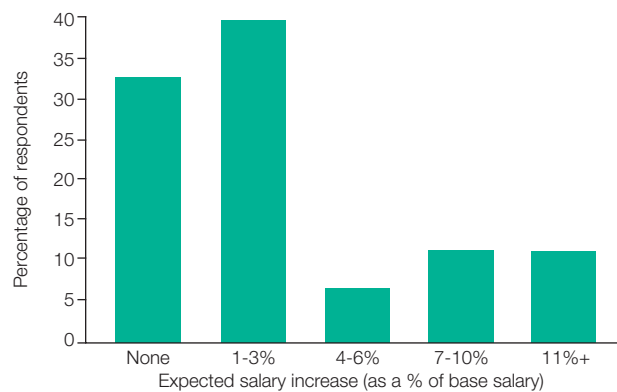
### SALARY EXPECTATIONS IN 2016

#### Percentage of procurement professionals expecting a salary increase in 2016



- 67% expect to receive a salary increase
- 33% do not expect to receive a salary increase

#### Size of salary increase expected in 2016



The majority of procurement professionals anticipate a base salary increase in 2016. While 39% are expecting a rise of between 1% and 3%, 17% are hoping for a raise of between 4% and 10%.



“As businesses are choosing to invest more resources in improving supply chain and procurement functions, demand for these professionals is growing. As competition for top talent increases, employers will have to review compensation packages and ensure they remain competitive in 2016.”

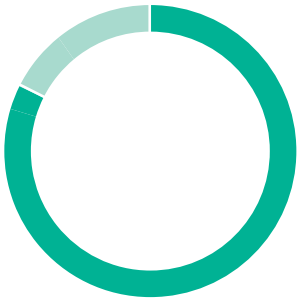
**James Franklin**, Manager at Robert Walters

**67%**

of procurement professionals are expecting a higher salary in 2016

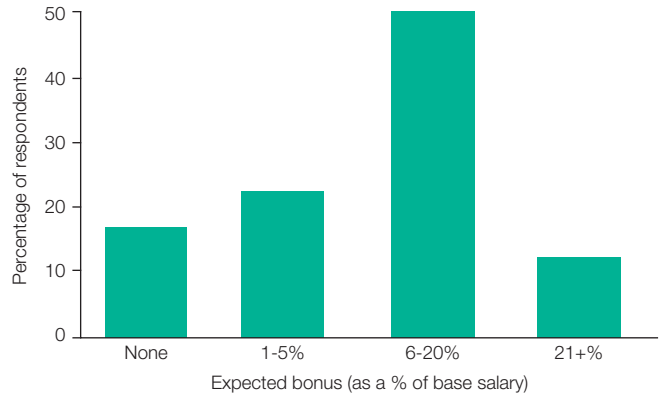
# BONUS EXPECTATIONS IN 2016

## Percentage of procurement professionals expecting a bonus in 2016



83% expect to receive a bonus  
17% do not expect to receive a bonus

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



50% of procurement professionals are anticipating a bonus of between 6% and 20% of base salary, and 11% are hoping to receive more than 20% of their base salary as a bonus.



“With demand for procurement professionals set to remain high in 2016, hiring managers can give themselves an edge in the competition for talent by streamlining their recruitment strategy and reducing time to hire.”

**Neil Morgan**, Manager at Robert Walters



**83%**  
of procurement professionals are expecting a bonus in 2016



**50%**  
of procurement professionals are expecting to receive a bonus of between 6% and 20% of base salary

## CHANGING JOBS IN 2016

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

More than half of procurement professionals are already actively looking for a new role, with 56% already actively searching. Just 27% have no plans to look for a new role.



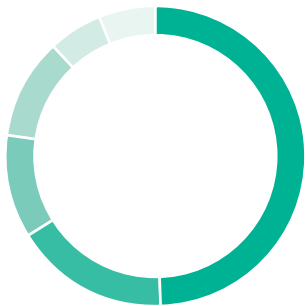
- 56% I'm already looking for a new opportunity
- 11% The next 3 to 12 months
- 6% The next 1 to 2 years
- 27% I am not looking to change jobs in the near future



## MOTIVATION FOR MOVING JOBS

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

Career progression is a top priority for 50% of procurement professionals when considering a new role. Increased pay and compensation is also a significant factor, with 17% listing this as their primary motivation for moving jobs.



- 50% Career progression
- 17% A pay rise/change in compensation package
- 11% A change in role and responsibilities
- 11% The opportunity to relocate
- 6% Improved work/life balance
- 5% Improved stability or job security



"While pay and compensation should not be neglected by employers, it is clear that the potential for structured career progression will be the deciding factor for many procurement professionals when deciding on a new role. Employers looking to attract top candidates should remain aware of this when considering their employee value proposition."

**James Franklin**, Manager at Robert Walters



## COUNTER OFFERS TO RETAIN STAFF

27% of procurement professionals who changed employers in the last two years had received a counter offer from their current firm. Of those who had received a counter offer, 100% stated that the offer encompassed a pay rise. However, 67% of procurement professionals presented with a counter offer rejected it, indicating that counter offers are not an effective strategy for retaining staff.



Let us advise you on hiring the best procurement professionals. Contact **James Franklin** on **0207 509 8704** or [james.franklin@robertwalters.com](mailto:james.franklin@robertwalters.com).

