

Compensation Forum

19 October 2021

- Survey Participants
 - London focused
 - Smaller to medium-sized FS organisations
 - Commercial & Investment Banks
 - Private Banks & Wealth Management Companies
 - Fund/Asset Management Companies
 - Other Financial Sector

Pay Reviews 2021

- Based on City Pay Survey published findings Oct 2021
- Just over 10% of companies had a complete pay freeze, fewer than in 2020 (16%)
- However, average increases lower overall
- Median pay increase in 2021 by company - 2.4% compared to 2.7% in 2020.
- When comparing matched individuals (same person in same job as last year) over 1/3 received no increase

Annual Bonus Awards 2021 for 2020 performance

- Bonuses lower, on average, compared to those paid in recent years.
- c20% of all eligible individuals did not receive a bonus, with several organisations paying no bonuses to any employees
- Median bonuses as percent of salary for matched individuals:
 - Front office/senior management: 17% of base (27% in 2020)
 - Back office management: 14% of base (27% in 2020)
 - Clerical: 9% of base (16% in 2020)

Expectations for 2022

- Expectations for pay review budgets for 2022 to be at a similar level as in 2021
- Most are cautious and do not expect increases to exceed 2.5% on average
- Ongoing review of the return to work and hybrid working.
- What will the impact be on
 - pay arrangements
 - competition for staff
 - Expectation from new recruits for increased flexibility?

CITYPAYASSOCIATES

Phone: 01245 362823

E-mail: info@citypay.co.uk

Website: www.citypay.co.uk

Carolynne Ruffle, Director