KPMG

cutting through complexity

Remuneration & Benefits Survey

User Guide to Reports

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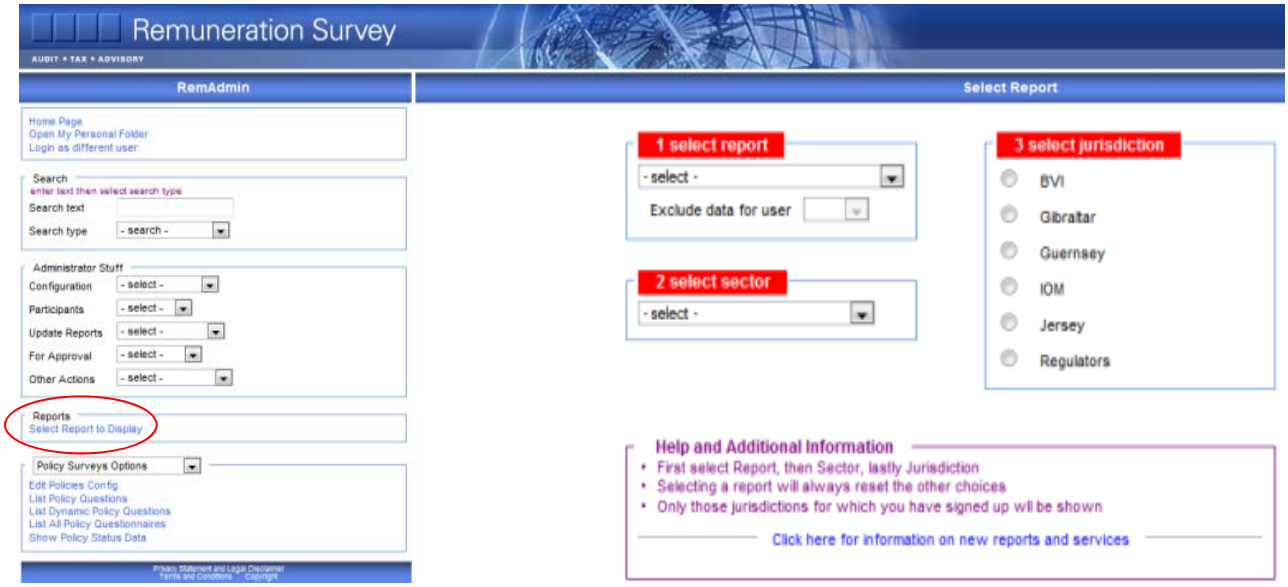
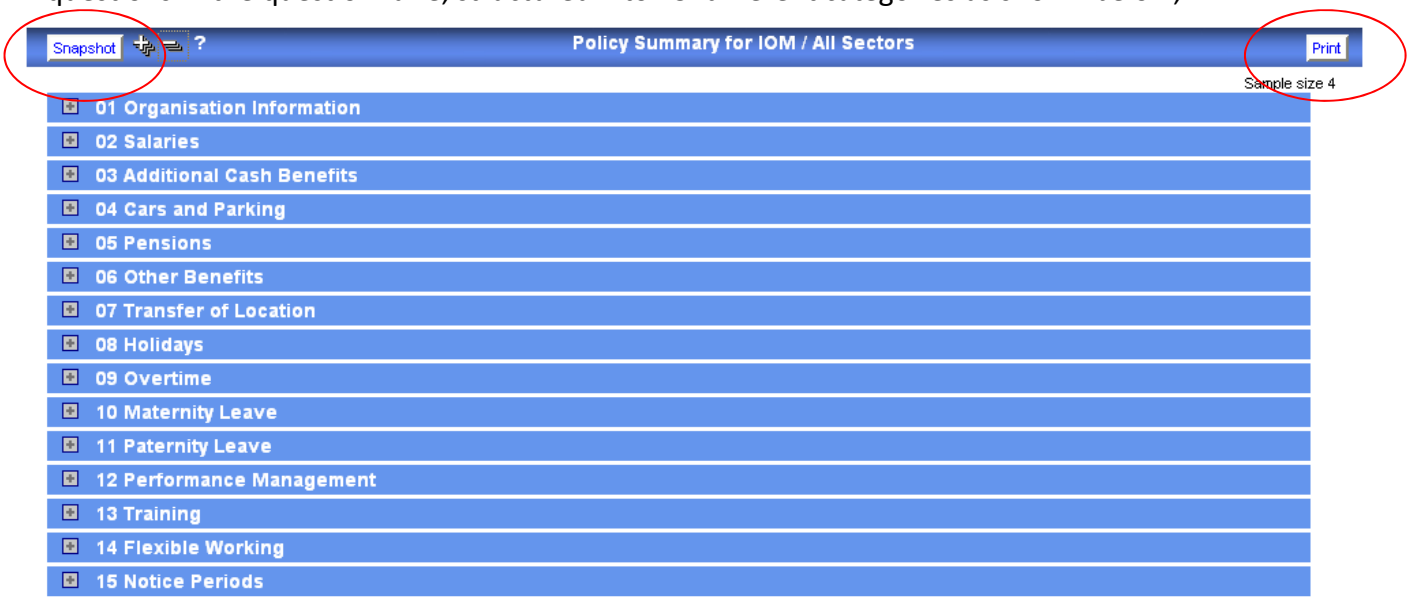
Accessing Reports

The following reports are available by selecting the "Select Report to Display" option on the survey home page:-



Policy Summary

This summarises all the policy questionnaires in the sector selected. There are one hundred questions in the questionnaire, structured into 15 different categories as shown below;



All reports have both a **print** option if you wish to print copies, and a **snapshot** option which files a copy of the report in your personal folder, giving you a permanent record of that report as at that date.

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Salary Summary

These reports are available for each sector or "All Sectors" within a jurisdiction to present data in a convenient format for use in any planning of reward structure, either on an individual basis, role comparison, or staff salary review. This report shows the basic salary and total reward (salary, bonus and cash value of benefits) by lower quartile, median, upper quartile and average together with the minimum and maximum total reward for each role. The report can be run using the 'excluding benefits' option if desired.

The summary lists all the roles for which data has been submitted by participants for each sector in a jurisdiction. It gives the number of reports for each role, and the basic pay and total rewards. Where the data count is less than 3, we cannot show the results in order to maintain participant confidentiality.

Salary Summary for IOM / All Sectors (Created on 31/01/2011)

all monetary amounts are in **GBP**
(there are no results shown unless the sample size is at least 3)

(jobs in brackets are non sector specific)			Basic Pay				Total Reward					
Job	Job Title	count	lq	med	uq	ave	lq	med	uq	ave	min	max
1 : P427	(Chief Executive Officer)	19										
2 : P428	(Head of Function or a Group of Managers)	28	Sorry, withheld until data input completed									
3 : 305	(Office Operations Manager)	5	34,850	35,000	37,000	37,670	37,550	46,250	52,235	48,326	36,600	68,995
3 : 320	(Systems Manager)	7	46,196	53,473	58,602	51,853	57,090	65,100	72,609	65,039	42,678	88,100
3 : 3220	(Administration manager)	9	34,750	44,500	51,500	43,022	39,375	61,450	68,803	56,493	25,775	80,902
3 : 330	(Business Development Manager)	6	45,516	60,188	70,250	58,170	59,013	68,681	78,575	68,399	46,245	89,124
3 : 335	(Tax Manager)	3	46,500	47,000	58,500	54,333	56,668	61,210	72,630	65,795	52,125	84,050
3 : 340	(Human Resources Manager)	12	35,788	43,538	47,858	44,934	41,964	55,412	63,100	55,550	36,155	92,050
3 : 350	(Legal Manager)	4	53,938	63,625	72,750	63,063	62,189	80,678	101,253	82,764	53,679	116,020
3 : 351	(Internal Auditor)	2										
3 : 352	(Senior Business Analyst)	6	47,420	47,887	49,501	48,736	59,211	60,025	63,880	62,318	52,696	77,059
3 : 353	(Risk/Compliance Manager)	18	38,106	47,000	54,992	46,673	42,969	53,075	71,337	57,663	36,930	93,306
3 : 354	(Project Manager)	10	48,067	51,626	57,696	54,205	61,798	70,824	78,746	70,903	50,800	94,029
3 : 380	(Financial Controller)	20	51,313	56,175	61,355	56,907	61,206	66,992	74,380	68,344	46,958	101,914
3 : B300	Corporate Banking Manager	2										
3 : B301	Private Banking Manager	3	46,218	49,255	53,877	50,312	66,664	73,490	78,880	72,533	59,838	84,270
3 : B303	Financial Services Advisor	1										
3 : B304	Operations Manager	8	43,748	45,938	47,368	54,765	53,591	62,666	68,329	75,185	37,690	193,350
3 : B306	Treasury Head	6	45,561	47,375	49,750	49,625	61,175	74,133	89,460	79,848	57,097	122,300
3 : B310	(Marketing Manager)	8	43,455	50,379	57,699	51,405	53,200	59,503	77,061	69,215	49,690	118,387
3 : B311	Custody / Securities Manager	1										
3 : B312	Personal Banking Manager	4	39,971	42,368	47,821	45,424	56,142	61,687	65,793	60,248	46,180	71,439
3 : B315	Relationship Manager	1										
3 : B318	Telephone Banking Manager	1										
3 : B319	Credit Manager	6	39,319	41,884	45,326	43,972	54,619	59,932	66,530	60,940	42,872	81,328
3 : F322	Investment Manager	2										
3 : F324	Fund Manager	2										

Job Report

By clicking on any job title link in the salary summary report, you can access the applicable Job Report. For example, clicking on the above highlighted link for **Human Resources Manager** will bring you to the screen as shown on the next page;

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Snapshot

Job Report (Created on 20/01/2011)

all monetary amounts are in GBP

Location : **IOM**	Sample size : **12**
Industry : **All Sectors**	Level : **3** Job : **340 Human Resources Manager**
(this is a non sector specific job, but you are only viewing results from All Sectors)	
Team managed : Under five	Usually Reports to : Senior Management
Duties : Develops and implements human resource policies. Liaises with general and line management on all human resource issues. Sets budget for all human resource activities inclusive of payroll. Administrative functions - eg, conference arrangements, health and safety and accommodation.	Experience, education, attributes, typically : Relevant professional qualification. At least eight years human resource experience. Supervisory/management skills. Good communication skills.

Sample Analysis

Specification against job match	Less than (<)	4	Equal to (=)	5	Greater than (>)	3	
Time in job	Under six months	0	Under one year	0	Under three years	3	Over three years
Staff managed	Minimum	1	Maximum	6	Average	2	

Pay Details

Pay Trend Analysis

Cross Industry Comparison

Additional Benefits

The Job Report screen provides information for each 'KPMG Role', in terms of both numerical data and typical job description. It briefly outlines the duties and responsibilities of the role, as well as the experience, attributes and qualifications generally required for that specific role. Here, the salary report is expanded with further detail; the Job Report provides analysis of the data by match (less than, equal to, or greater than our role, as defined), and also the length of time in the job and the number of staff managed.

Pay Details

Snapshot

Job Report (Created on 20/01/2011)

all monetary amounts are in GBP

Location : **IOM**	Sample size : **12**
Industry : **All Sectors**	Level : **3** Job : **340 Human Resources Manager**
(this is a non sector specific job, but you are only viewing results from All Sectors)	
Team managed : Under five	Usually Reports to : Senior Management
Duties : Develops and implements human resource policies. Liaises with general and line management on all human resource issues. Sets budget for all human resource activities inclusive of payroll. Administrative functions - eg, conference arrangements, health and safety and accommodation.	Experience, education, attributes, typically : Relevant professional qualification. At least eight years human resource experience. Supervisory/management skills. Good communication skills.

Sample Analysis

Specification against job match	Less than (<)	4	Equal to (=)	5	Greater than (>)	3		
Time in job	Under six months	0	Under one year	0	Under three years	3	Over three years	9
Staff managed	Minimum	1	Maximum	6	Average	2		

Pay Details

all monetary amounts are in GBP

Basic Pay				lq : lower quartile uq : upper quartile med : median ave : average								Total Reward			
lq	med	uq	ave									lq	med	uq	ave
35,788	43,538	47,858	44,934									41,964	55,412	63,100	55,550
				Total Bonus				Total Benefits				Total pay minimum : 36,155 Total pay maximum : 92,050 Spread : +/- 50%			
				lq	med	uq	ave	lq	med	uq	ave				
				2,244	4,727	6,693	5,251	2,650	7,066	9,450	7,115				
these are the pay detail figures but based on the sample of those that are less than, equal to, or greater than the job specification (see above 'Sample Analysis' table)															
< 35038	38,025	41,019	38,031				3,380	2,650	4,253	7,971	6,368	40,318	41,878	47,649	46,089
= 35,000	43,000	46,453	42,005	1,996	2,492	3,246	2,664	4,280	8,550	10,650	8,156	46,042	53,173	57,650	51,759
> 53,530	62,215	66,108	59,020	7,129	8,000	10,500	9,086	5,038	8,476	8,763	6,375	65,696	71,815	81,933	74,481

Pay Trend Analysis

Cross Industry Comparison

Additional Benefits

This gives the basic pay, total bonus, total benefits, and total rewards for the role and if there are more than 3 reports in the sample analysis gives the same figures for less than (<), equal to (=), or greater than(>). In the Total Reward box it also states the minimum and maximum total reward.

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Pay Trend Analysis

Industry : **All Sectors**	Level : **3** Job : **340 Human Resources Manager**
(this is a non sector specific job, but you are only viewing results from All Sectors)	
Team managed : Under five	Usually Reports to : Senior Management
Duties : Develops and implements human resource policies. Liaises with general and line management on all human resource issues. Sets budget for all human resource activities inclusive of payroll. Administrative functions - eg, conference arrangements, health and safety and accommodation.	Experience, education, attributes, typically : Relevant professional qualification. At least eight years human resource experience. Supervisory/management skills. Good communication skills.

Sample Analysis

Specification against job match	Less than (<)	4	Equal to (=)	5	Greater than (>)	3		
Time in job	Under six months	0	Under one year	0	Under three years	3	Over three years	9
Staff managed	Minimum	1	Maximum	6	Average	2		

Pay Details

Pay Trend Analysis

all monetary amounts are in GBP

year		basic	total	samples with fewer than 3 entries are not displayed	increase
2010	6	40,517	50,291		-15%
2009	16	46,826	59,407		10%
2008	17	41,756	54,018		3%
2007	12	41,828	52,512		-11%
2006	18	44,639	59,307		17%
2005	3	41,930	50,819		0%
2004	7	43,220	50,991		-5%

This analysis lists the number of job reports within the role for each year, the overall average basic pay, the overall average total reward and in the final column on the right hand side the % fluctuation year by year. Some care needs to be taken in the interpretation of this analysis since it can be distorted somewhat by changes in the number of reports in each year. It gives a good picture of the change over a long period.

Cross Industry Comparison

Snapshot **Job Report** (Created on 14/04/2011) Print

all monetary amounts are in GBP

Location : **IOM**	Sample size : **12**
Industry : **All Sectors**	Level : **3** Job : **340 Human Resources Manager**
(this is a non sector specific job, but you are only viewing results from All Sectors)	
Team managed : Under five	Usually Reports to : Senior Management
Duties : Develops and implements human resource policies. Liaises with general and line management on all human resource issues. Sets budget for all human resource activities inclusive of payroll. Administrative functions - eg, conference arrangements, health and safety and accommodation.	Experience, education, attributes, typically : Relevant professional qualification. At least eight years human resource experience. Supervisory/management skills. Good communication skills.

Sample Analysis

Specification against job match	Less than (<)	4	Equal to (=)	5	Greater than (>)	3		
Time in job	Under six months	0	Under one year	0	Under three years	3	Over three years	9
Staff managed	Minimum	1	Maximum	6	Average	2		

Pay Details

Pay Trend Analysis

Cross Industry Comparison

all monetary amounts are in GBP, this graph shows total reward including bonus payments and benefits, sector averages are colour coded

		variance
average for this job	**54,617**	
average for **Fiduciary Service Providers** (5)	61,181	12%
	39,280	-28%
	45,110	-17%
	57,650	6%
	71,815	31%
	92,050	69%
average for **Other** (3)	43,678	-20%
	36,155	-34%
	41,705	-24%
	53,173	-3%

Additional Benefits

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This is a most useful tool, particularly at the annual salary review, as it lists the total values from each of the job reports for which there are more than three reports in the sector e.g. the Fiduciary Service Provider sector. The overall average shown in bold is calculated from the figures in this comparison and may be slightly different from the average shown in the **Pay Details** section since that figure will also include job reports in a sector with less than three reports (such reports are not included in this comparison for reasons of confidentiality). If a participant has made a job report for the role being reported, then their total reward figure will be highlighted in yellow. The report therefore gives a good picture of the spread of total reward as well as showing how a participant stands in comparison with other participants.

Additional Benefits

Sample Analysis

Specification against job match	Less than (<)	4	Equal to (=)	5	Greater than (>)	3		
Time in job	Under six months	0	Under one year	0	Under three years	3	Over three years	9
Staff managed	Minimum	1	Maximum	6	Average	2		

Pay Details

Pay Trend Analysis

Cross Industry Comparison

Additional Benefits

all monetary amounts are in GBP

Benefit	Recipients			
Car	3	Average purchase price		
		Average monthly lease payment		
		Cash in lieu, average per annum		3,784
Parking	10			
Health Insurance	4	Personal		
	7	Family		
Holidays		Minimum days		24
		Maximum days		30
		Average days		26.8
Insurance	3	Permanent Health Insurance		
	0	Death in Service		
Pension	11	Employee	Non contributary	5
			Ave contributions	4.40 %
			Cash in lieu, ave. p.a.	
		Employer	Minimum	2.00 %
			Maximum	24.00 %
			Average	12.40 %
	0	Average rate		%
Mortgage	2	Cash in lieu	Minimum	
			Maximum	
			Average	1,584
Loans	3	Average rate		5.33 %
Flexible benefits	1	Minimum		
		Average		1,584
		Maximum		

This report gives the details of the benefits provided, which are also valued within the total benefits section of the Pay Details report.

The values given to benefits when entered into the survey are as follows:

- Health Insurance - £500
- Permanent Health Insurance £150
- Family Health Insurance - £300
- Death in Service - £100
- Car - £5,000
- Parking - £1,000

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Annual Statistics Report

Annual Stats Summary for IOM

Click the Year link for Full Report

Year	Totals						Averages			
	Everyone	FullTime	PartTime	Sickness	Permits	Leavers	CostLiving	Employer Pension	Employee Pension	Sickness / FullTime
2008	1714	1611	215	10372	123	270	8.6	19.8	5.2	6.1
2009	2311	2180	270	12940	205	223	3.1	19.5	3.9	

The Annual Statistics Report can be run from the drop down menu on the **Select a Report to Display** screen . This report is split into two sections; **Totals** and **Averages**. The **Totals** section consists of the accumulation of data relating to areas such as sick days taken, the number of staff requiring work permits, and the number of unexpected departures from a company. The **Averages** section provides mean percentages for data such as the rise in the Cost of Living and pension contribution by employers and employees respectively.

You can access a more detailed breakdown of the Annual Statistics for a specific year by clicking on the link in the **Year** column. For example, by clicking on **2008** as circled above, this will bring you to the below screen which provides a more detailed breakdown of the annual statistics in respect of this year.

Annual Stats for IOM > All Sectors > 2008 (Created on 06/10/2010)

Sample size : 22	Data Summary for Management					Data Summary for Staff				
	Ave/Co	Min	Max	Total	Ave/Emp	Ave/Co	Min	Max	Total	Ave/Emp
FullTime Staff	17	2	56	367		57	3	245	1244	
PartTime Staff	1	0	2	19		9	0	27	196	
All Staff	17	2	56	375		61	3	258	1339	
Sickness Days	28.5	0	264	628	1.7	442.9	3	2429	9745	7.3
Work Permits	1.1	0	7	24	0.1	4.5	0.0	18.0	99	0.1
Unplanned Leavers	0.8	0	4	17	0.0	11.5	0	35	253	0.2
	the following are all percentages					the following are all percentages				
CostOfLiving Rise%	4.4	2.0	12.0			4.2	2.0	8.0		
Employer Pension%	10.9	0.0	24.0			9	0.0	24.0		
Employee Pension%	3.2	0.0	10.0			2.0	0.0	5.0		

Individual results as follows

Individual Results as Normalised Percentages					(hover over underlined subtitles for explanation)				
Staff Numbers	PartTime	Sickness	Permits	Leavers	PayRise	Bonus	CostLiving	Employer Pension	Employee Pension
The following data is for management									
n/a	6.2	1.3	21.8	3.1	4.5	0.0	4.5	8.0	0.0
n/a	0.0	2.0	0.0	0.0	3.0	0.0	3.0	24.0	0.0
n/a	0.0	0.4	0.0	0.0	4.8	0.0	4.8	10.0	0.0
n/a	18.1	0.5	18.1	18.1	4.9	0.0	4.9	8.0	0.0
n/a	0.0	0.3	0.0	0.0	12.0	0.0	12.0	10.0	0.0
n/a	11.1	0.0	0.0	0.0	4.0	0.0	4.0	10.0	10.0

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Participants Report

Participant list for IOM (Created on 02/06/2010)

IOM Participants	Banks	e-Gaming	Fiduciary Service Providers	Funds and Investment Business	Insurance	Other
	15	0	16	15	6	9
AIB Bank (CI) Limited	✓					
Anglo Irish Bank Corporation (IOM) PLC	✓					
Aston International Limited			✓			
Bank of Ireland (Isle of Man) Limited	✓					
Barclays Wealth	✓		✓	✓		
Bibby Ship Management (Western Europe) Limited						✓
Boston Limited			✓	✓		
Cains Advocates Limited						✓
Caledonian			✓	✓		
Cayman National	✓		✓	✓		
Dandara Holdings Limited						✓
Duncan Lawrie (IOM) Limited	✓		✓	✓		

This report lists all the participants in alphabetical order and shows which sectors they operate in and for which they submit salary data.

Cross Industry Comparison by Job Level

Snapshot | **Cross Industry Total Pay Comparisons for IOM** (Created on 15/04/2011) | Print

all monetary amounts are in GBP, click tabs to show results for different levels

Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 | Level 9

		job	level
Level 3 Average (24 entries)	63,679		
305 : Office Operations Manager	40,638		-36%
Fiduciary Service Providers (3)	40,638		-36%
3220 : Administration manager	63,640		0%
Insurance (3)	76,848	21%	21%
Funds and Investment Business (3)	50,432	-21%	-21%
330 : Business Development Manager	68,183		7%
Fiduciary Service Providers (4)	68,183		7%
340 : Human Resources Manager	52,429		-18%
Fiduciary Service Providers (5)	61,181	17%	-4%
Other (3)	43,678	-17%	-31%

This report presents a picture of how the total rewards of the roles within a level compare to each other and a comparison across the various sectors.

Again it is possible to drill down to the full salary report for any role by clicking on the job title.

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Non-Executive Directors

The Non-Executive Director report shows the fees, benefits and duties of local, non-executive directors, as per the screenshot below;

	Lower quartile	Median	Upper quartile	Average
1998	4700	6000	8500	6641
1999	5000	6000	8500	7257
2000	5000	6000	9000	7499
2001	6000	10000	12000	8779
2002	6350	7250	10250	8897
2003	9500	10275	12878	11043
2004				
2005	7500	11000	13200	10658
2006	7875	10000	15175	11909
2007	10000	12000	15000	11585

3 of the 17 directors are Chairman

One is a member of the Audit Committee

2 are members of the Executive Committee

2 are members of the Finance Committee

One is a member of the Nomination and Corporate Governance Committee

One is a member of the Compensation Committee

One is a member of the Risk Management Committee

2 are members of other committees

Days of attendance at Board meetings Minimum 3, Maximum 12, Average 5 (pa)

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Any questions?

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