

Employer Benchmark Summary

Percentage of Averaged Responses	
All employers that made the list	All employers not on the list

7a. How many years has your highest ranking official/CEO been in this position within the organisation?	12.7	18.7				
24: Does your organisation employ any programmes and/or practices to actively recruit/retain employees of varying ethnic and cultural backgrounds?	30%	33%				
25: Does your organisation employ any programmes and/or practices to actively recruit and/or retain members of the disabled community?	20%	33%				
26: Does your organisation employ any programmes and/or practices to actively recruit and/or retain members of the aging workforce?	30%	67%				
27: Does your organisation provide any formalised resources or support to employees who feel they have been treated unfairly?	100%	67%				
28: Does your organisation have a formal policy regarding employee blogging, online social networking, or use of employer equipment for personal email access, etc.?	100%	100%				
29: Does your organisation have a formal policy to protect intellectual property, trade secrets or other proprietary information?	100%	100%				
30: Does your organisation offer any employee bonus or incentive programmes?	100%	67%				
31: Does your organisation offer bonuses to employees who refer new hires?	90%	67%				
32: Does your organisation offer a Profit Sharing Programme?	50%	33%				
33: Does your organisation offer a Share Option Scheme Programme?	30%	0%				
34: Does your organisation offer a Company Pension Scheme?	80%	67%				
35: Which of the following does your organisation offer as a standard, or as part of your Employee Benefit Scheme?	Standard Offering	Part of Benefits Scheme	Benefit Not Offered	Standard Offering	Part of Benefits Scheme	Benefit Not Offered
Childcare Vouchers	70%	20%	10%	100%	0%	0%
Season Ticket Travel Loan	20%	30%	50%	33%	33%	33%
Bicycle Loans	40%	20%	40%	67%	0%	33%
Optical Care Vouchers	50%	0%	50%	33%	0%	67%
Income Protection	33%	33%	33%	33%	0%	67%
Private Medical Insurance	11%	44%	44%	100%	0%	0%
Legal Advice	20%	20%	60%	33%	0%	67%
Gym Membership	20%	20%	60%	0%	0%	100%
Personal Accident Insurance	10%	10%	80%	67%	0%	33%
Group Income Protection	30%	30%	40%	67%	0%	33%
Financial Advice	50%	20%	30%	33%	0%	67%
Health Screening	22%	22%	56%	33%	0%	67%
Retail Discounts	30%	10%	60%	33%	0%	67%
Luncheon Vouchers	10%	10%	80%	0%	0%	100%
Dental Insurance	10%	30%	60%	0%	0%	100%
Repay Student Loans	0%	10%	90%	33%	0%	67%
Travel Insurance	0%	33%	67%	33%	0%	67%
Death in Service	80%	10%	10%	67%	0%	33%
36: What is the number of paid holiday days your organisation offers per year?	30.0	29.7				
37: Does your organisation allow employees additional paid time off for community service activities/volunteer work?	60%	33%				
38: As a standard practice, does your organisation offer the opportunity to work from home?	70%	33%				

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39: As a standard practice, does your organisation offer job sharing options?	60%	33%
40: As a standard year-round practice, does your organisation offer employees the option to work flexible hours or a compressed work week?	80%	67%
42: Does your organisation provide any workplace facilities to promote exercise and fitness?	50%	33%
43: Does your organisation provide any fitness and/or wellness programmes or practices within the workplace?	40%	67%
44: Does your organisation provide cafeteria or meal subsidies, free daily snacks or beverages?	80%	100%
45: Does your organisation promote any sustainable or "green" practices?	90%	100%
46: How often does your organisation conduct Employee Performance Reviews for all staff?		
As needed	0%	0%
Once per year	40%	0%
Twice per year	40%	100%
More than twice a year	20%	0%
49: Does your organisation offer professional training reimbursement?	100%	100%
50: Does your organisation offer formal employee career development and/or job advancement programmes or practices?	100%	100%
51: Does your organisation have any formalised programmes and/or practices for succession planning?	80%	67%
53: Does your organisation offer any unique internal communications tools and/or practices?	80%	67%
56: Does your organisation offer formal employee recognition and/or appreciation programmes?	100%	100%
57: Please describe any programs or practices your organisation provides to promote a healthy work/life balance (Select all that apply)		
No overtime, or overtime kept at a minimum	80%	33%
Meetings and staff-only events limited to during work hours only	70%	33%
Monetary incentives or extra paid time off when overnight travel is required	70%	67%
An employer-sponsored Employee Assistance Programme (EAP) which may provide counselling for marital, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling	50%	67%
Productivity or time management workshops, seminars or classes	80%	33%
On-site personal development and/or stress management workshops, seminars, or classes	70%	67%
Paid sabbaticals	0%	33%
Financial Education workshops, seminars or classes	40%	67%
Our organisation does not offer any work/life balance programmes nor practices	0%	0%
Other	20%	33%
58: Does your organisation initiate any activities to relieve stress and promote fun?	90%	100%