

# FINANCIAL SERVICES COMPENSATION EXPECTATIONS SURVEY 2010

ROBERT WALTERS



AHEAD OF THIS YEAR'S BONUS ROUND, WE SURVEYED MORE THAN 1,000 BANKING PROFESSIONALS WITHIN FINANCE, OPERATIONS, RISK & COMPLIANCE. THE RESULTS REVEAL THAT MOST ARE EXPECTING PAY RISES AND BONUSES AND THE MAJORITY ARE CURRENTLY THINKING ABOUT MOVING ROLES.

With more than 70% of professionals in the financial services sector currently considering their career options, there looks set to be a significant amount of movement post compensation review in the New Year. The fact that career progression and pay rises, rather than job stability, are the prime motivations for those considering moving shows increased confidence in the market.

**Andrew Hanson, Director of Financial Services Recruitment**

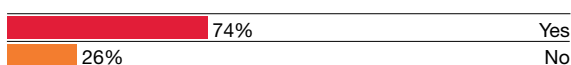
## SURVEY RESULTS AT A GLANCE

- 41% of professionals in permanent roles are looking to move post bonus pay out
- 74% are expecting a pay rise this year
- 88% are expecting a bonus; of these, more than two thirds are expecting more than 10%
- 56% of those thinking about moving specify personal career development as their primary motivation

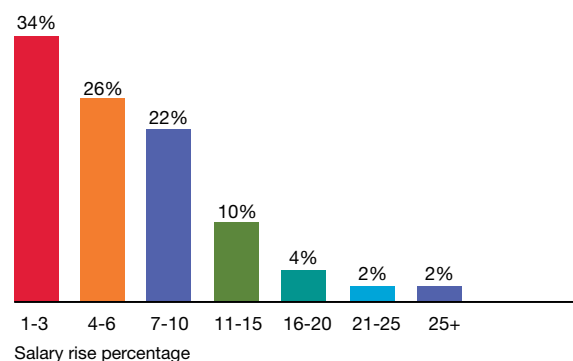
## PAY RISES

The fact that almost three quarters of respondents are expecting a pay increase shows how much the market has changed in the past year. Most expecting a pay rise are realistic with few predicting significant increases.

Are you expecting a pay rise this year?



How much of a pay rise are you expecting?



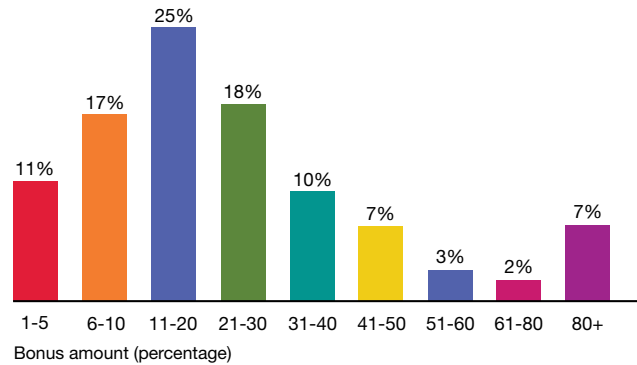
## BONUS EXPECTATIONS

Our survey results reveal that almost nine in ten of the professionals surveyed expect a bonus and more than 70% of these expect this bonus to be higher than 10% of their salary.

Do you expect a bonus this year?



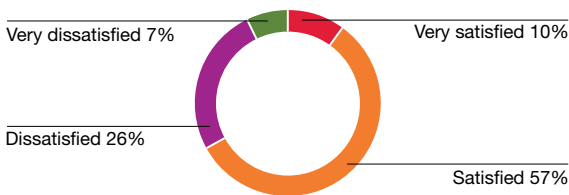
What percentage of bonus are you expecting?



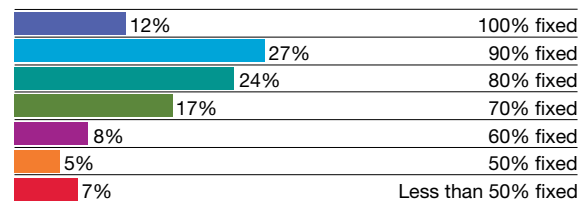
## SALARY V BONUS PAY STRUCTURE

A number of banks adjusted the fixed/variable weighting of total compensation structures towards the end of 2009. Our survey reveals that around a third of respondents are unhappy with the structure of their compensation package.

How satisfied are you with your compensation package structure?

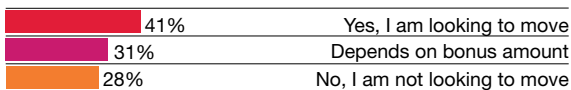


How is your compensation package structured?

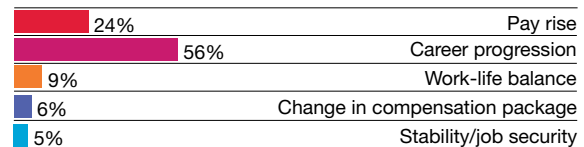


## MOVING JOBS

Percentage of banking professionals looking for a new job post bonus

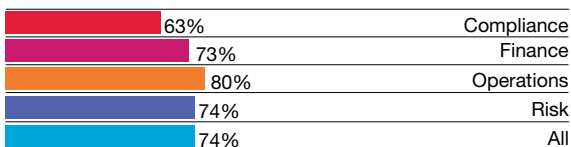


Motivation for moving to a new role

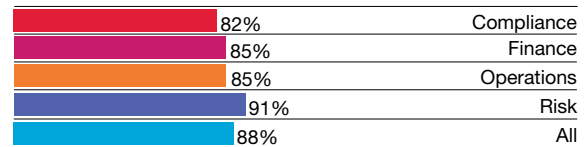


## SECTOR COMPARISON

Percentage of respondents expecting a pay rise by sector



Percentage of respondents expecting a bonus by sector



### CONTACT

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### About the survey.

The Robert Walters Compensation Expectations Survey, conducted in October 2010, asked 1,027 professionals currently working across the investment banking sector within risk, compliance, operations and finance about their pay and bonus expectations for year-end. For sector specific results please contact Andrew Hanson on 020 7509 8754.