

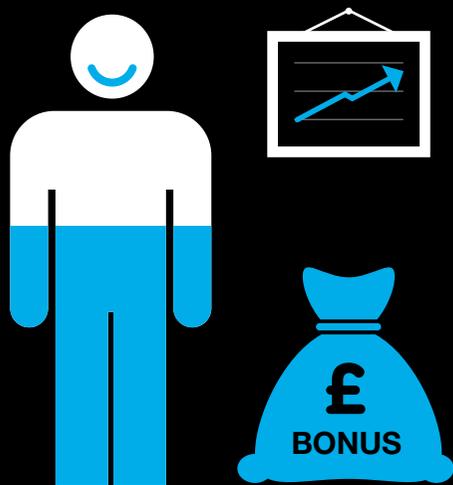
THE NATIONAL MANAGEMENT SALARY SURVEY 2015



Employers are continuing to reward poor performance by managers, according to the *2015 National Management Salary Survey* from the Chartered Management Institute (CMI) and XpertHR.



BONUS PAYMENTS ARE NOT ALWAYS RELATED TO PERFORMANCE



55%

exceeded
expectations



48%

met
expectations



30%

did not meet
expectations

UNDERPERFORMERS STILL GET BONUSES



The average
bonus paid to
underperforming
managers is

£8,873

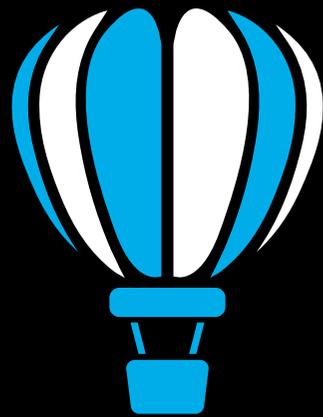
45%

of underperforming
senior managers
received a bonus.



SALARIES ARE RISING ABOVE INFLATION

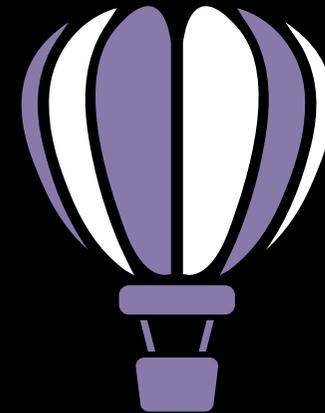
Overall, managers' salaries are rising ahead of inflation.



2.3%
inflation (RPI)



2.7%
2014



3%
2015

LABOUR TURNOVER HAS INCREASED

Labour turnover has more than doubled since last year.



4.8%

2014

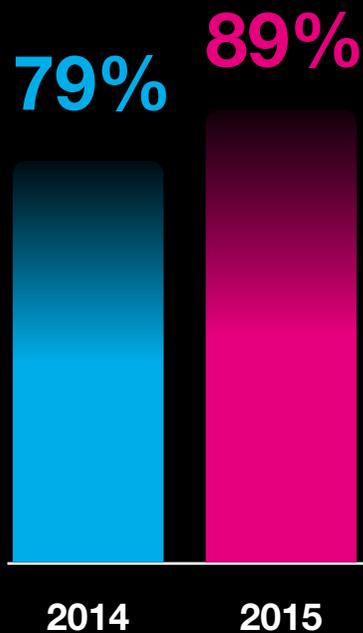


11.4%

2015

EMPLOYERS FACE ACUTE RECRUITMENT PROBLEMS

More employers are having difficulty getting the right people in.



EMPLOYERS ARE FACING A SKILLS SHORTAGE



of employers blame their recruitment problems on the lack of specific skills.



say it's due to poor quality applicants.