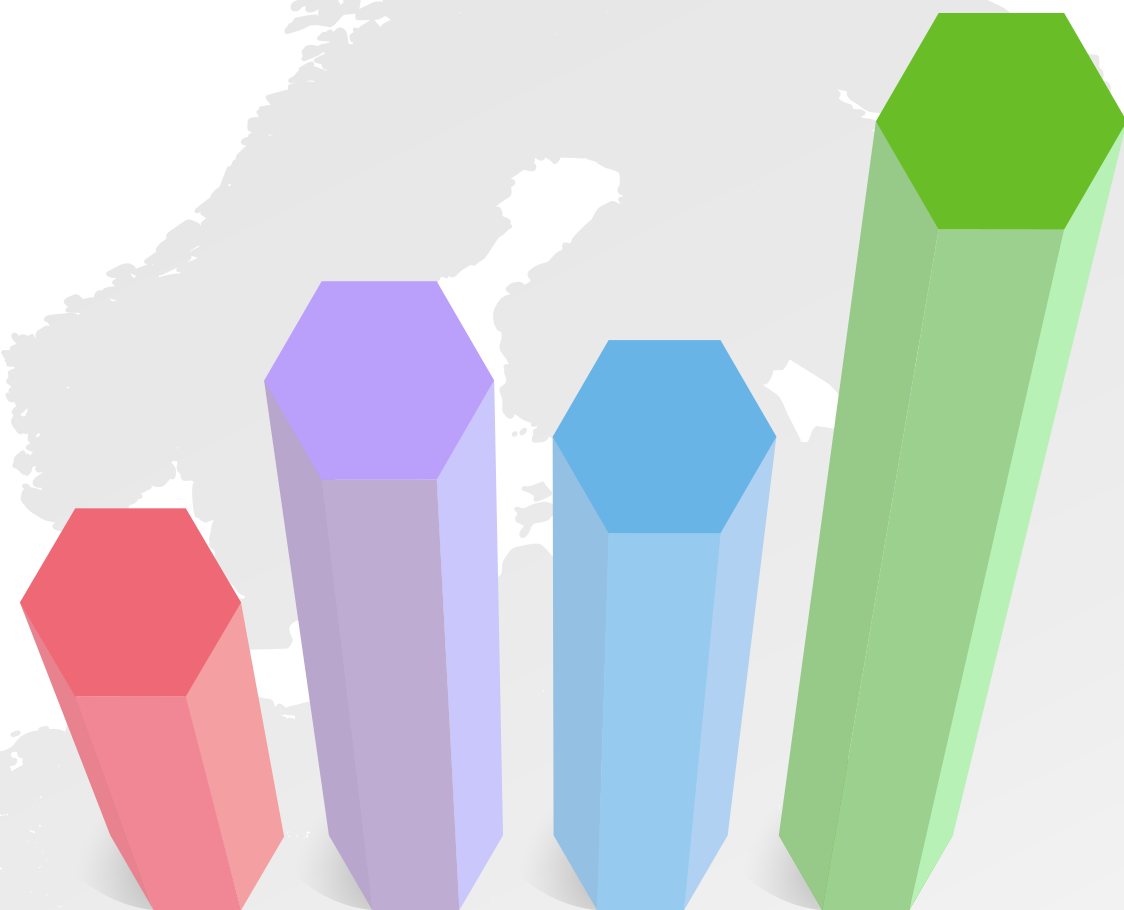




# Employee benefits report 2016

**Benchmark for the life science industry**

Europe



**PC PROCLINICAL**

[proclinical.com/staffscience](http://proclinical.com/staffscience)

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# What are the benefits?



Why should you offer your employees benefits in addition to their monetary compensation? While some employee benefits might simply be described as 'perks', most employee benefits are aimed at attracting new talent or have been designed to create and maintain a happy, healthy and more productive workforce.

The benefits package that you offer your employees can play an important role in employee engagement and assist in retaining your people. Studies have shown that offering employees the benefits that they value can reduce absence, improve productivity and increase overall engagement. According to a study by Capita, 66% of staff say that they would be more likely to stay with an employer that offered good benefits.

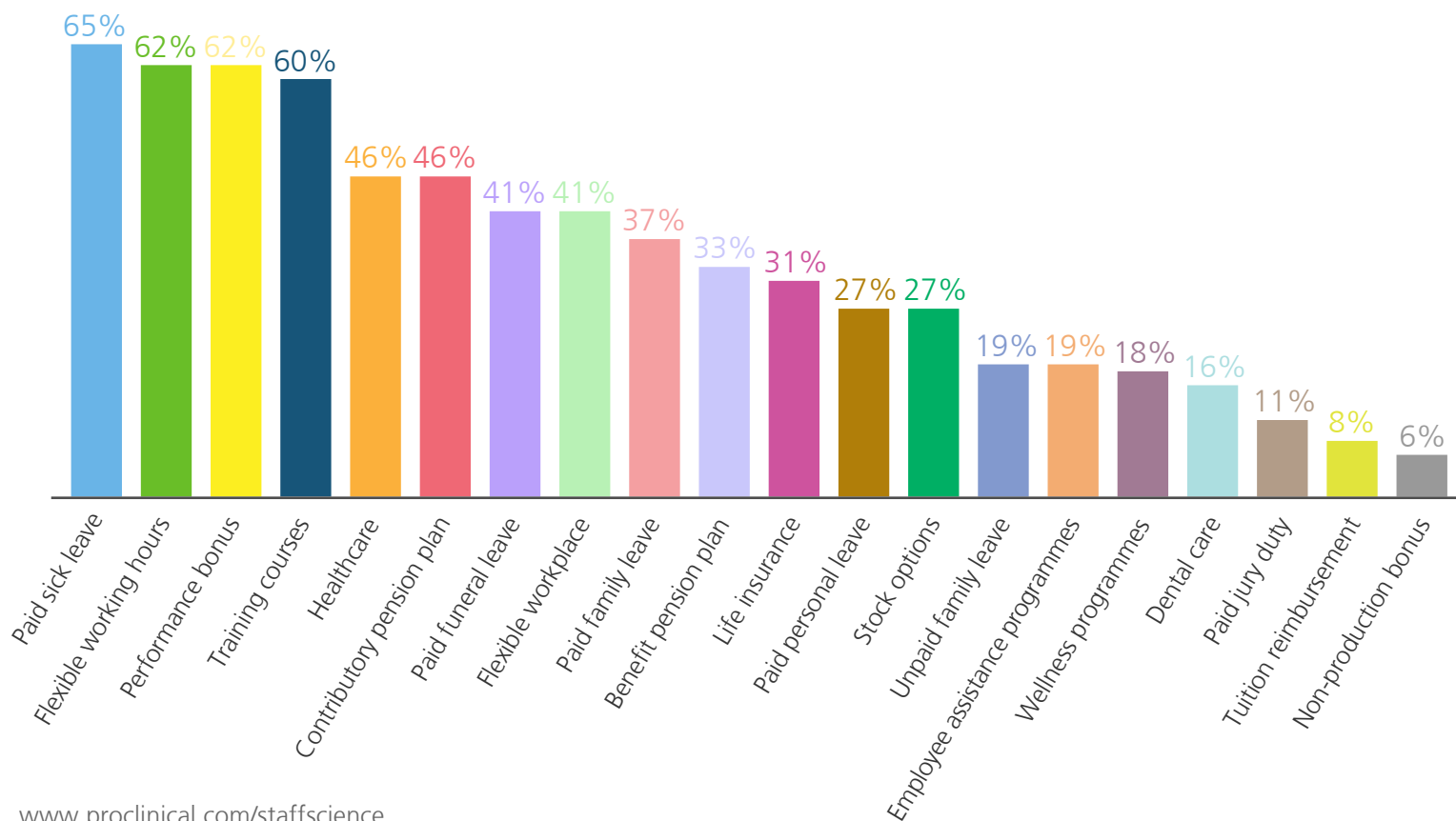
For this report, ProClinical surveyed over 700 life science professionals across 30 European countries to benchmark which benefits are most commonly offered within the life science industry and reveal which are the most highly valued by employees. We also investigated the relationship between levels of loyalty and engagement in those who are offered selected popular employee benefits and those who are not, and whether companies could entice people away from their current employers by offering benefits that are in demand. Further information about our findings on employee engagement can be found in our [Employee Engagement Report](#).

We hope that you are able to use these data to assist you in becoming an employer of choice within the industry.

# Most offered by employers

The most commonly offered benefit within the life science industry is paid sick leave, with almost two-thirds of employees saying that their organisation provides this benefit. More surprising though is that 62% say that their organisation offers flexible working hours – the same number of respondents as offered performance bonuses. Wellness programmes, which are increasing in popularity, are currently offered by only 18% of employers.

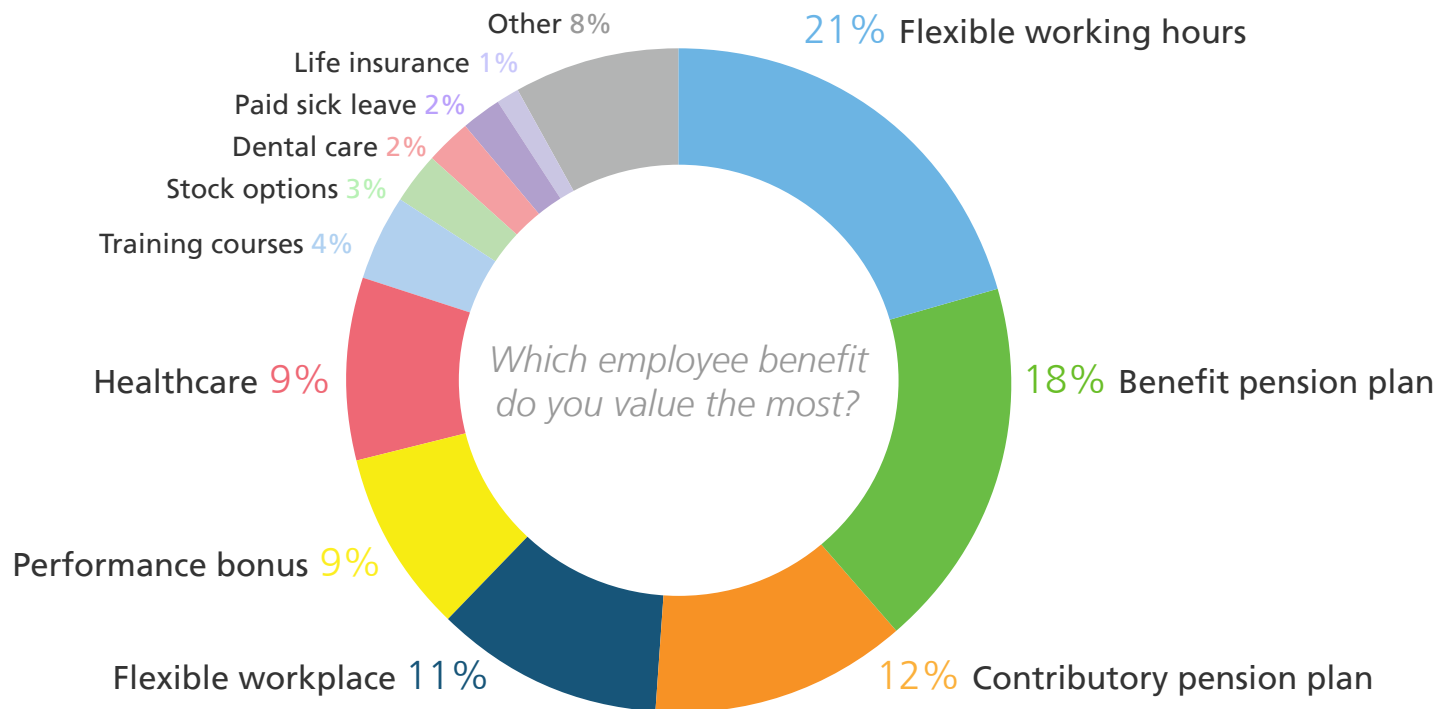
*My organisation offers the following employee benefits*



# Most valued by employees

Combined, flexible working and pensions dominate as the benefits that employees value the most – contributing to 62% of the chart. Flexible hours (21%) was rated higher than a flexible workplace (11%), while 18% said their benefit pension plan was most valued and 12% said that it was their contributory pension plan.

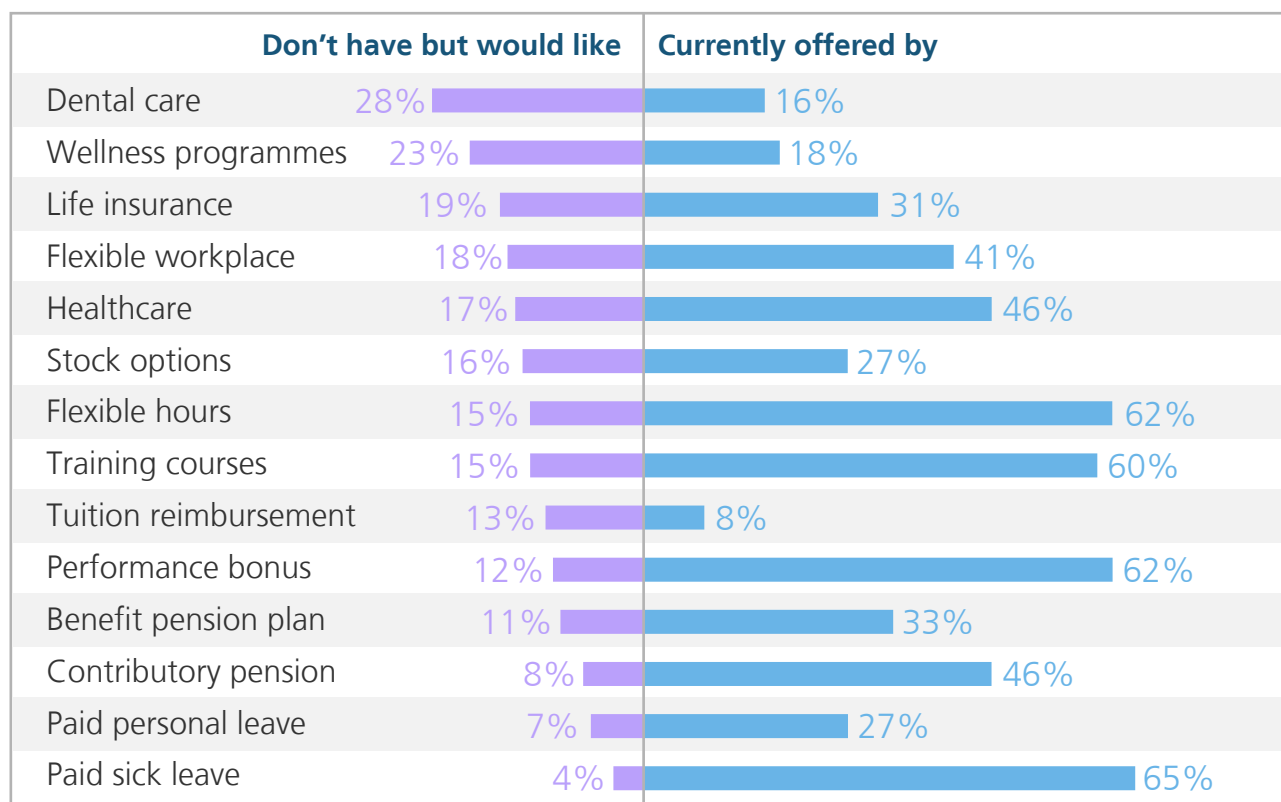
*Which employee benefit do you value the most?*



# Most wanted by employees

Employees in the life science industry see dental care (28%) and wellness programmes (23%) as highly attractive benefits, but these have a relatively low uptake by employers. While 62% of companies are offering flexible hours, 15% of employees who don't have this benefit would like to. Similarly, training and performance bonuses are widely offered but are still in demand by those who do not receive them.

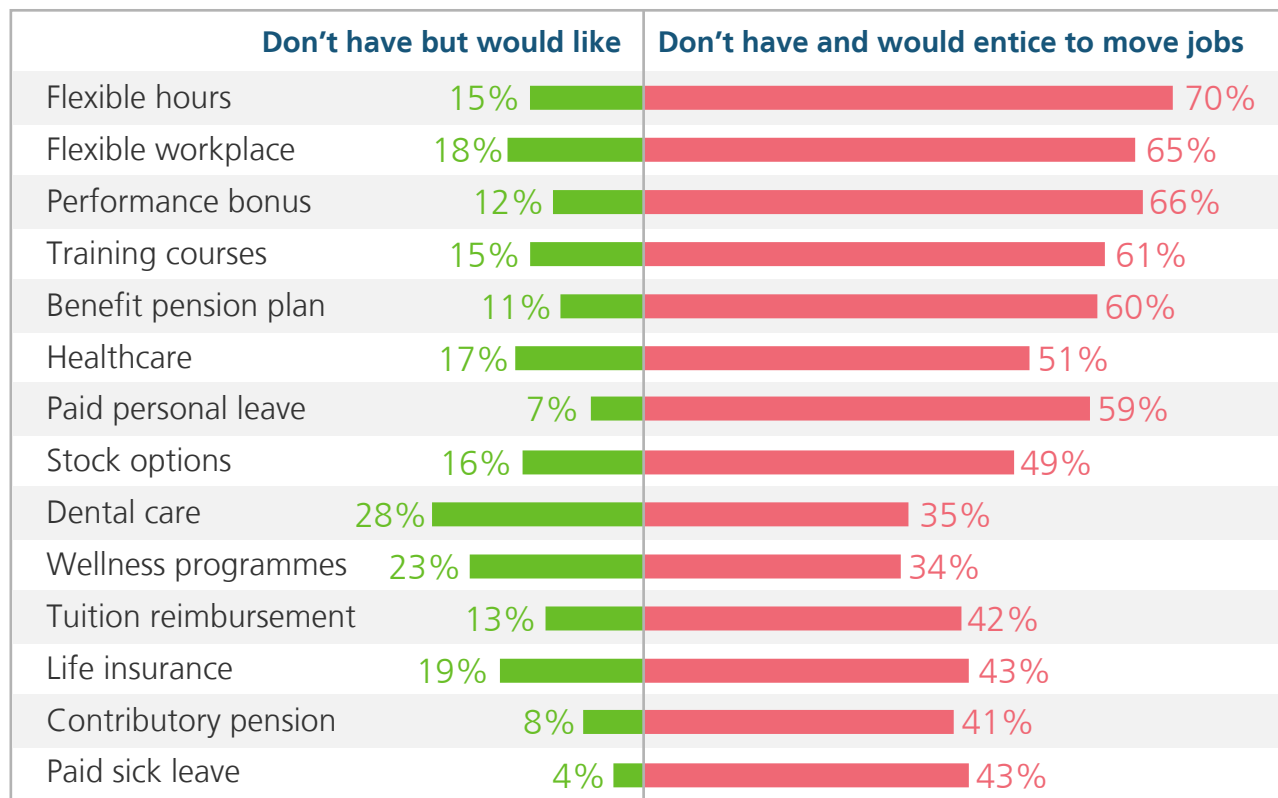
*What employee benefits does your employer not offer that you would like them to?*



# Most attractive to candidates

Although dental care and wellness programmes are attractive 'perks' for employees, they are much less likely to entice candidates to move jobs than other benefits such as flexible hours, a flexible workplace or performance bonuses. Professional development is notably attractive, with training courses ranking highly as both a benefit that is in demand and something that people would move jobs to receive.

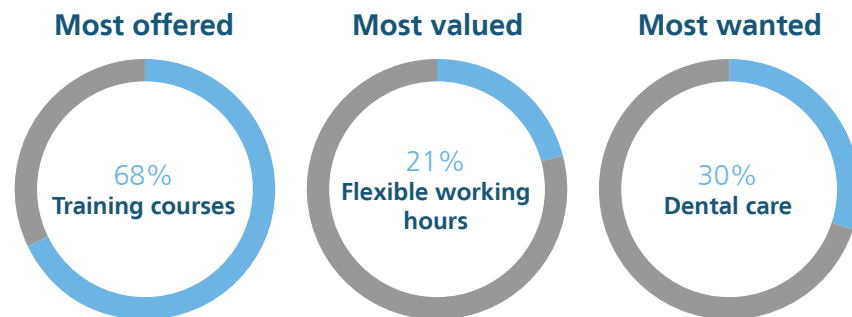
*If benefits that are not offered by your current employer were offered to you by another organisation, would this persuade you to move there?*



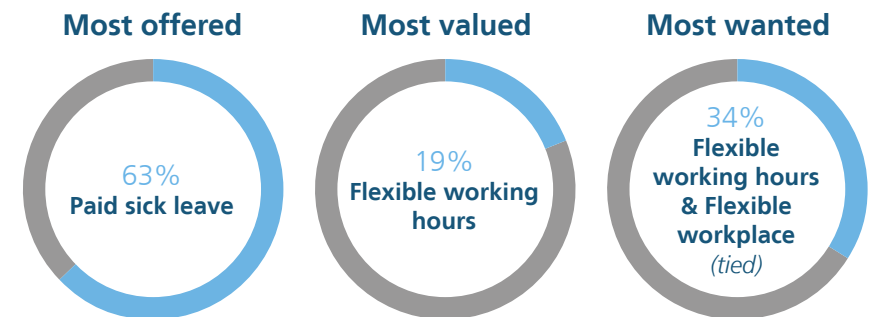
# Top benefits by engagement level

In the groups that would recommend their company as a place to work and are committed to staying with their employers, training courses were the most commonly offered employee benefit, suggesting a correlation between training and satisfaction. Offering flexible working hours, while highly valued by employees, does not guarantee loyalty; this was the most commonly offered benefit among those who do not see their future with their current employer.

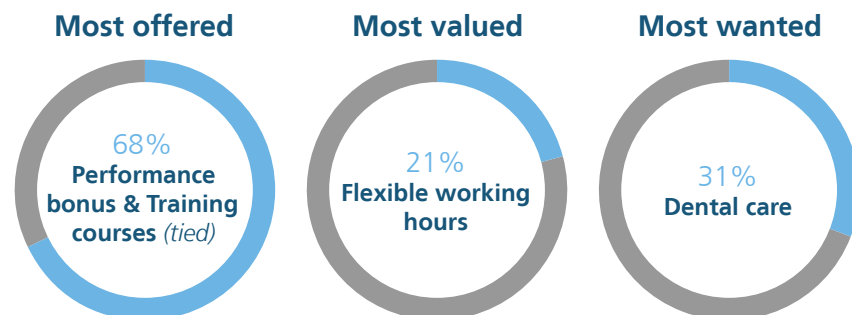
## Would recommend company as a place to work



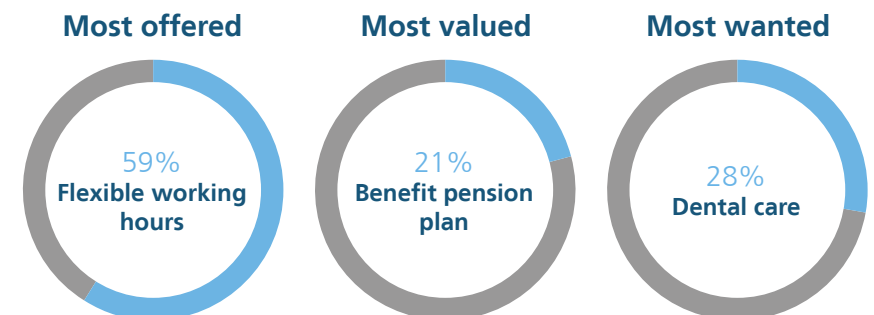
## Would not recommend company as a place to work



## Sees themselves at the same company in 12 months



## Doesn't see themselves at the same company in 12 months

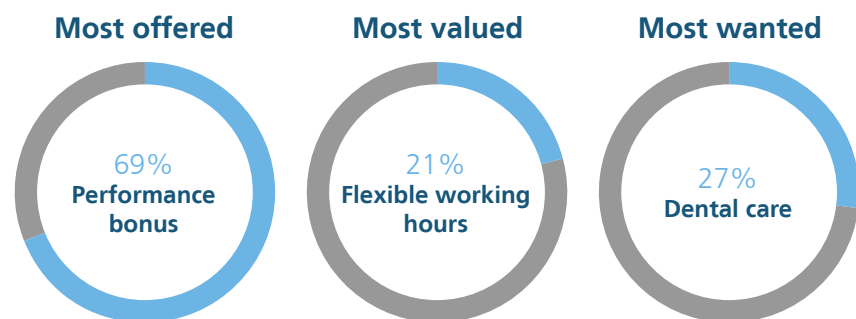




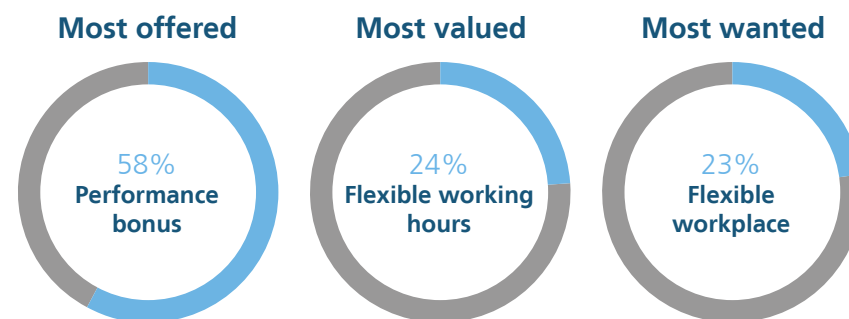
# Top benefits by company type

Pharma, biotech and medical device organisations are the most focused on incentivising performance with bonuses, somewhat to the envy of CRO employees who see this as their most wanted benefit. Flexible working is consistently the most valued benefit across the whole life science industry.

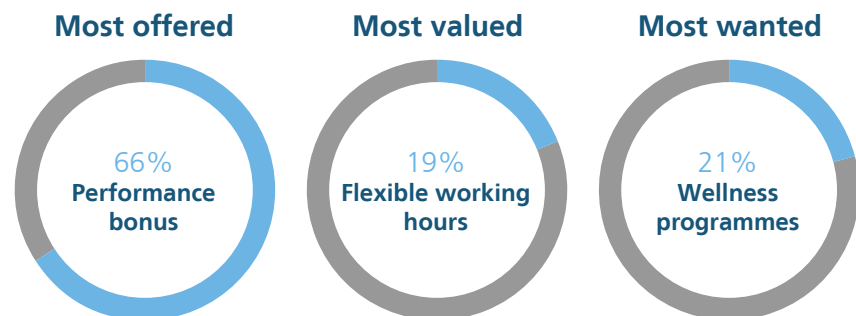
## Pharma



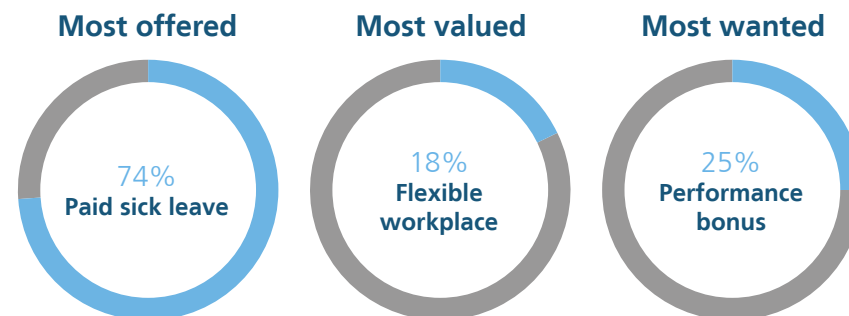
## Biotech



## Medical devices



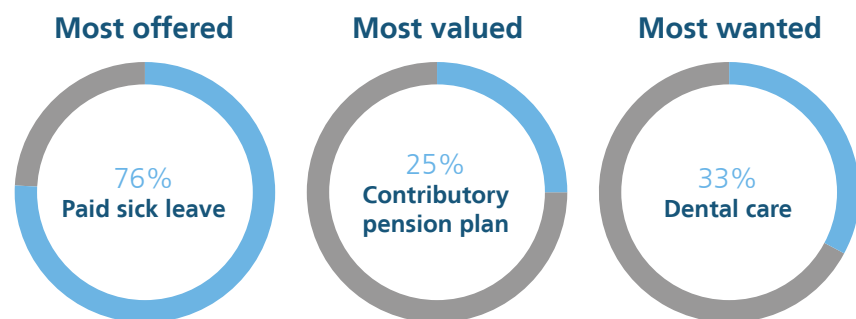
## CRO



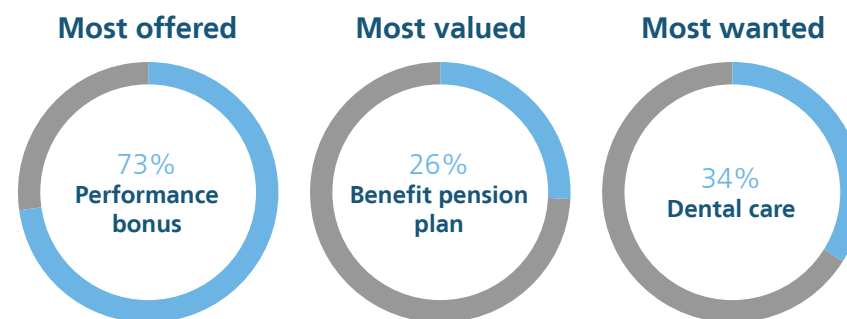
# Top benefits by location

Flexible hours are most widespread in Germany, with eight out of ten life science companies offering this benefit to staff. Swiss employers are most likely to offer performance bonuses – something that a quarter of German employees wish they had. With the exception of Germany, employees elsewhere said that they want health-related benefits the most, including dental care and wellness programmes.

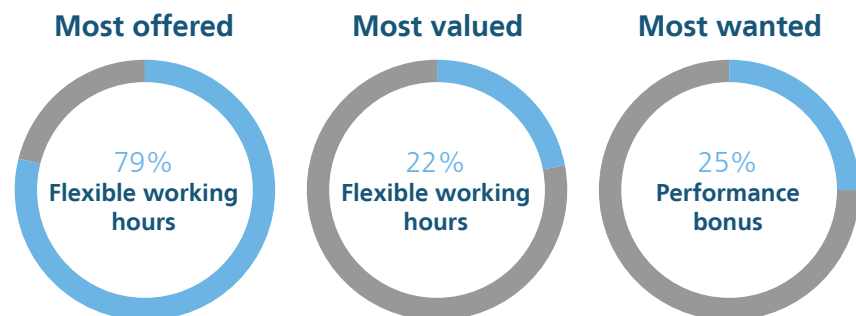
## United Kingdom



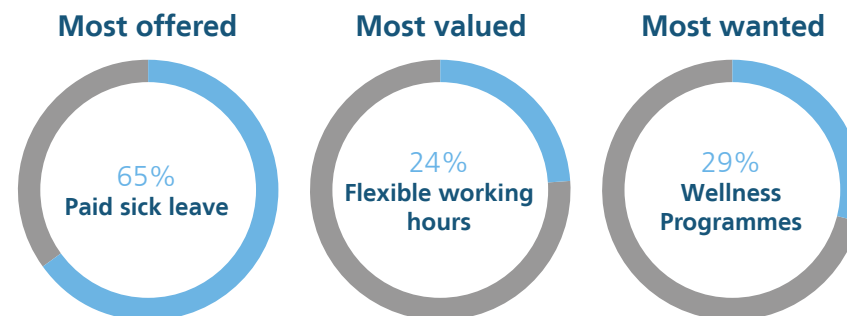
## Switzerland



## Germany



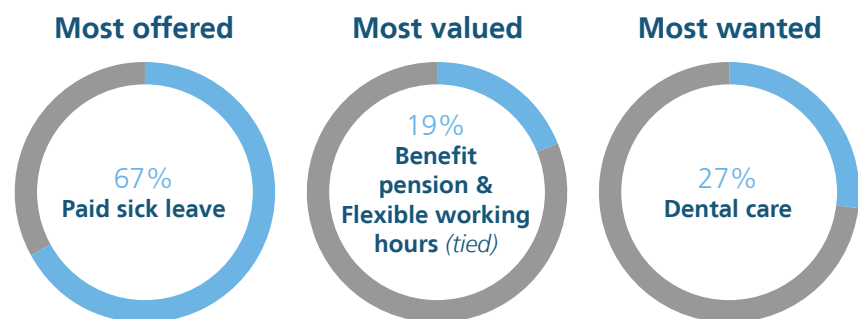
## Benelux region (Belgium, Luxembourg & Netherlands)



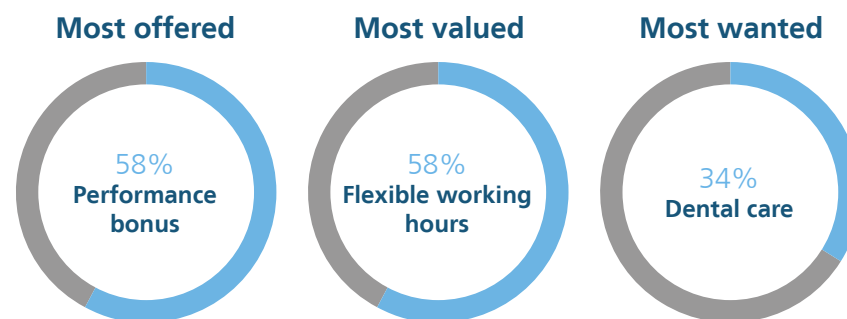
# Top benefits by job type

Staff in research and development roles within the industry were less likely to be offered performance bonuses than those working in other types of role. Staff in commercial roles, including sales, marketing and business development, were more likely to favour wellness programmes over dental care, which appeals the most among staff in all other types of role.

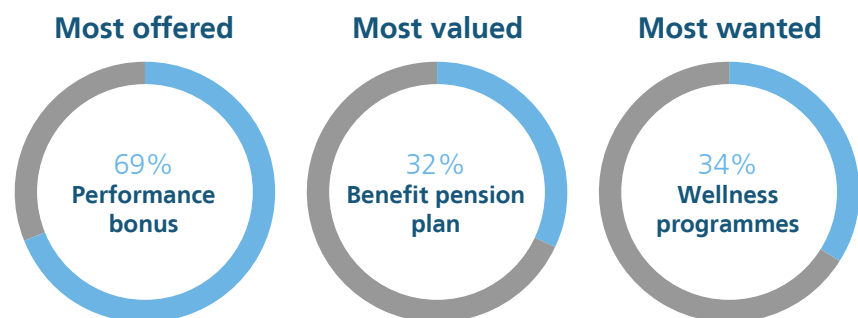
## R&D



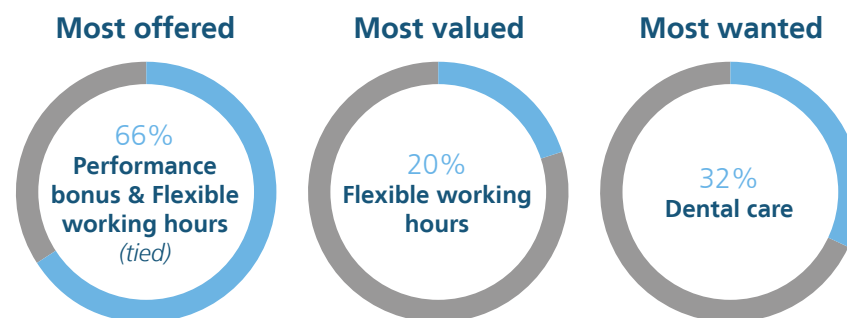
## Technical operations



## Commercial



## Management



# Trends on flexible hours

Employees across the industry see flexible hours as their most valued benefit, and 77% of staff say their employer either offers flexible hours, or that they would like them to. Offering this benefit to staff seems to increase their advocacy, with 3% more than average saying that they would recommend their employer. Coupled with how highly this benefit is valued, this suggests that offering flexible hours could be effective in attracting talent. However, staff with this benefit said that they would remain at their current company for the next year only marginally more than the average.

## All employees



- Employer currently offers
- Wants employer to offer
- Neither has nor wants

## Employees offered this benefit



# Trends on performance bonuses

While some HR leaders have questioned the motivational power of performance-related pay, the results of our survey found that employees who are offered performance bonuses have a 4% higher than average commitment to remain with their employer, and 6% more would recommend their company as a place to work.

## All employees



say that they value this benefit the most

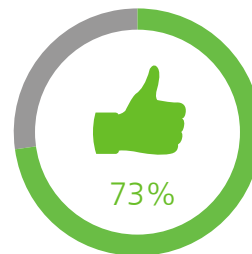


- Employer currently offers
- Wants employer to offer
- Neither has nor wants

## Employees offered this benefit



See themselves working in the same company a year from now  
(Industry average 59%)



Would recommend their company as a place to work  
(Industry average 67%)

# Trends on training courses

The survey data suggest that offering training courses to employees increases the likelihood that they will stay with their employer for longer and recommend the company as a place to work. 64% of those who receive training are committed to their employers compared with a 59% average across the industry. More than three-quarters (76%) of workers with this benefit say that they would recommend their employer – 9% more than the industry average.

## All employees

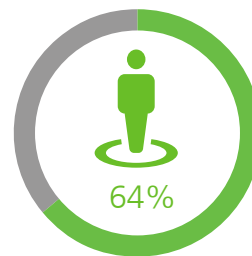


say that they value this benefit the most

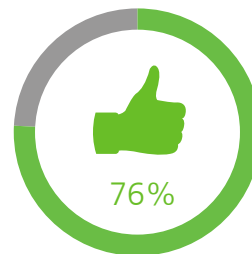


- Employer currently offers
- Wants employer to offer
- Neither has nor wants

## Employees offered this benefit



See themselves working in the same company a year from now  
(Industry average 59%)

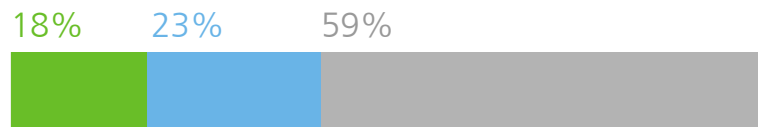





Would recommend their company as a place to work  
(Industry average 67%)

# Trends on wellness programmes

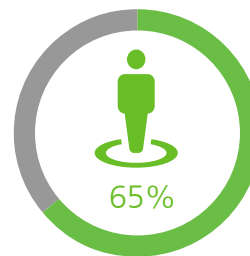
Wellness programmes have recently been increasing in popularity among employers as research has attributed the effects of good health on increased productivity and reduced absence. Currently in the life science industry, only 18% of European employers are offering this benefit although almost one in four (23%) of staff say that they would like to see it introduced. Although only 1% say that it is their most valued benefit, employees of companies who are offering wellness programmes have a 6% higher than average level of commitment, with 65% saying that they will remain with their employer for at least the next 12 months compared with an average of 59% across the industry. There is also a 5% increase on whether they would recommend their employers.

## All employees

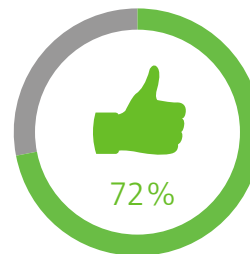


-  Employer currently offers
-  Wants employer to offer
-  Neither has nor wants

## Employees offered this benefit



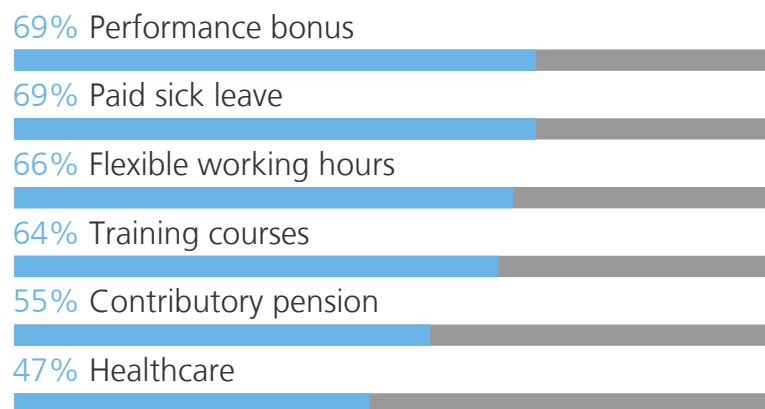
See themselves working in the same company a year from now  
(Industry average 59%)



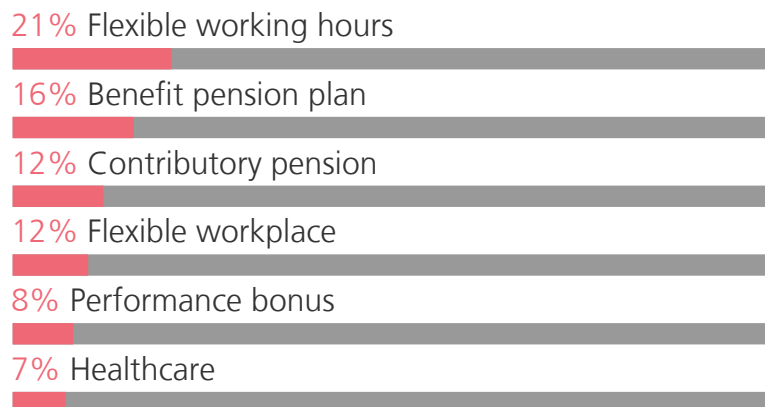
Would recommend their company as a place to work  
(Industry average 67%)

# Overview: Pharmaceuticals

## Most offered benefits



## Most valued benefits



## Commitment & employer advocacy

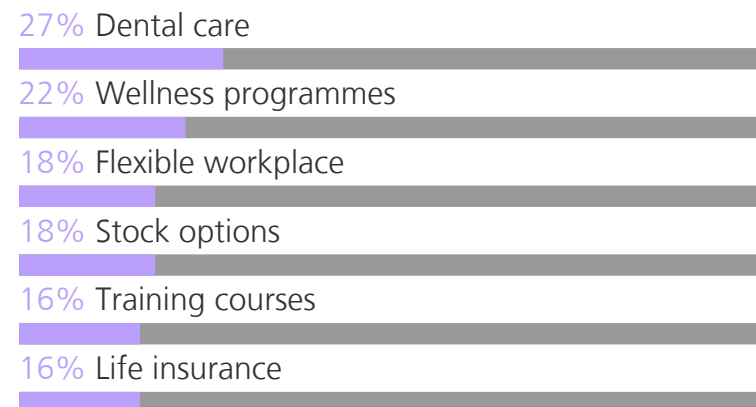


See themselves working in the same company a year from now  
(Industry average 59%)

Would recommend their company as a place to work  
(Industry average 67%)



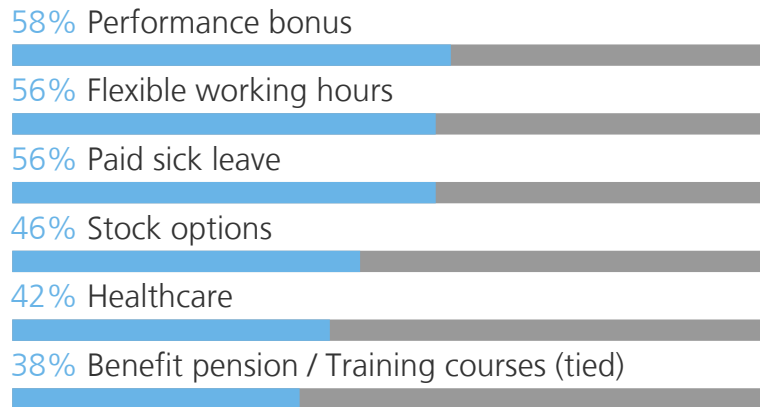
## Most wanted benefits



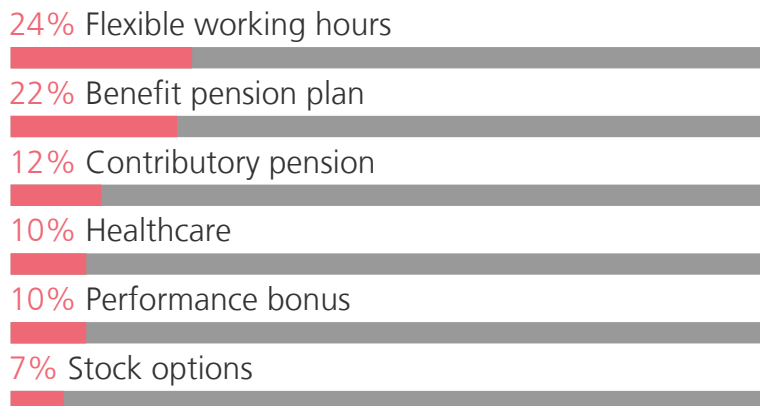


# Overview: Biotechs

## Most offered benefits



## Most valued benefits

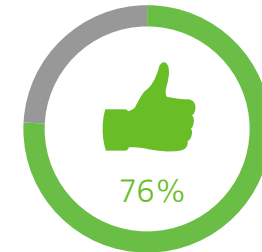


## Commitment & employer advocacy

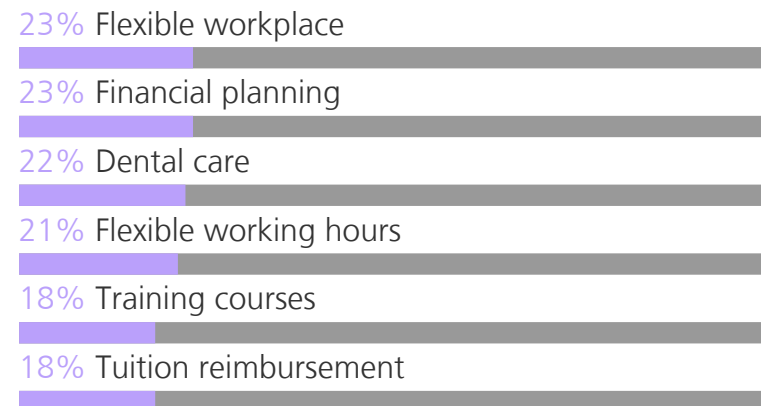


See themselves working in the same company a year from now  
(Industry average 59%)

Would recommend their company as a place to work  
(Industry average 67%)

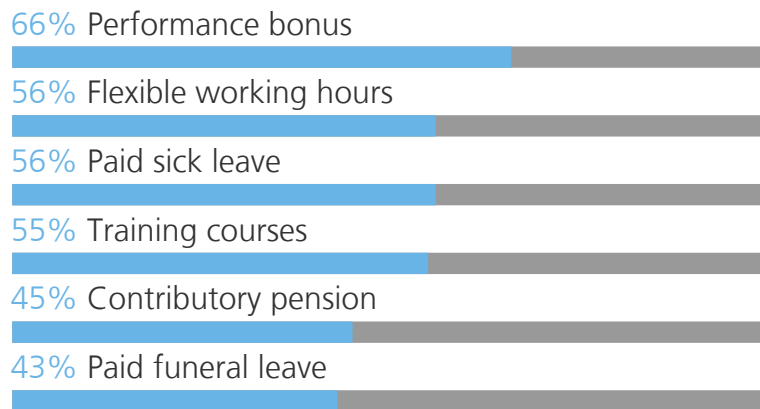


## Most wanted benefits

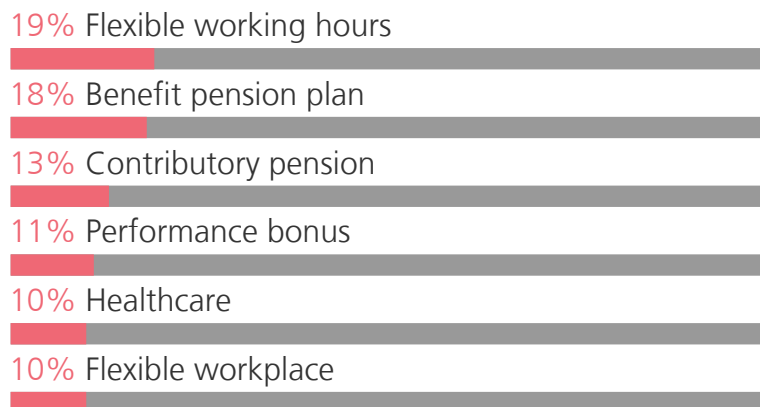


# Overview: Medical devices

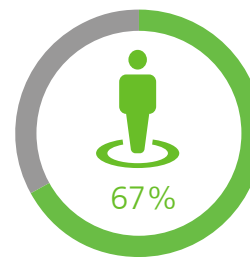
## Most offered benefits



## Most valued benefits



## Commitment & employer advocacy

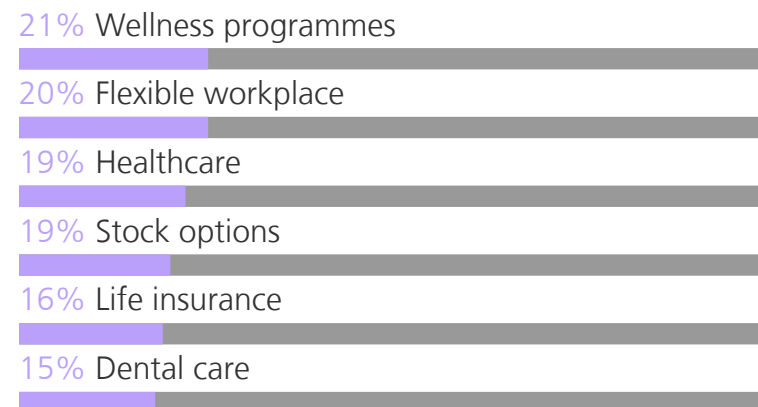


See themselves working in the same company a year from now  
(Industry average 59%)

Would recommend their company as a place to work  
(Industry average 67%)

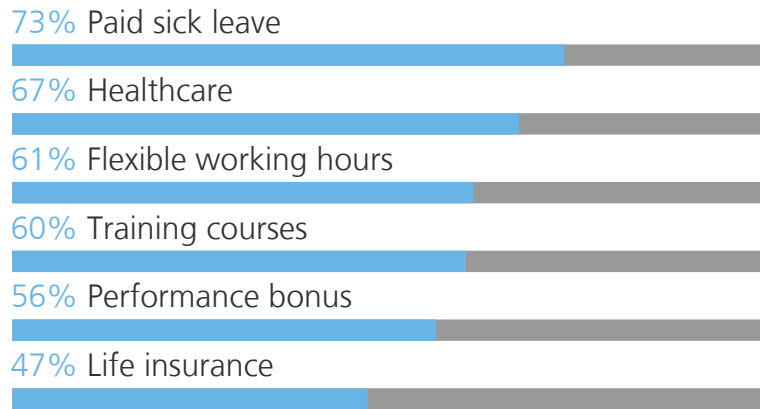


## Most wanted benefits

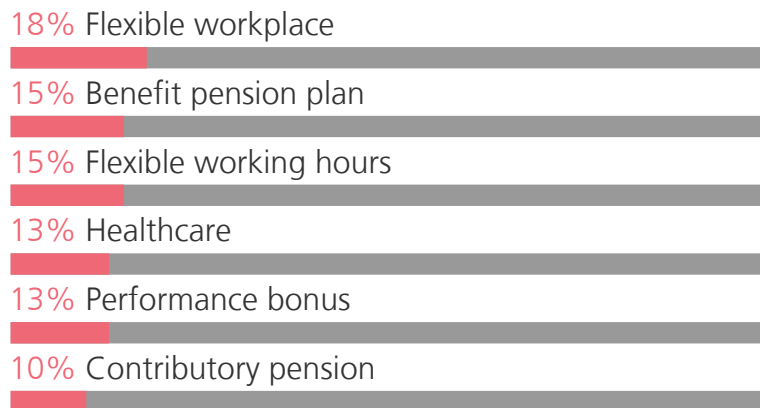


# Overview: CROs

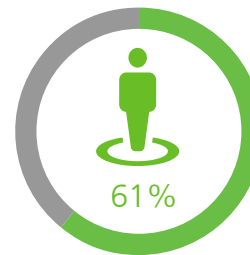
## Most offered benefits



## Most valued benefits



## Commitment & employer advocacy

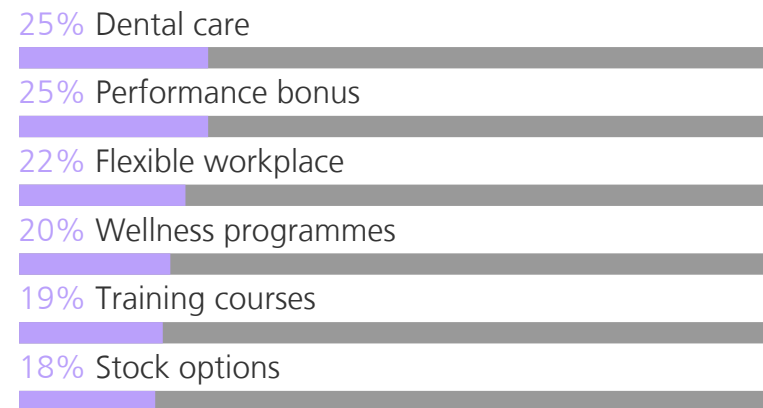


See themselves working in the same company a year from now  
(Industry average 59%)

Would recommend their company as a place to work  
(Industry average 67%)

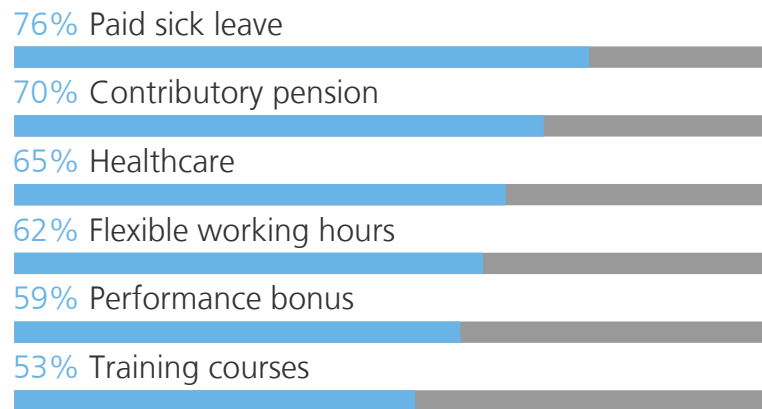


## Most wanted benefits

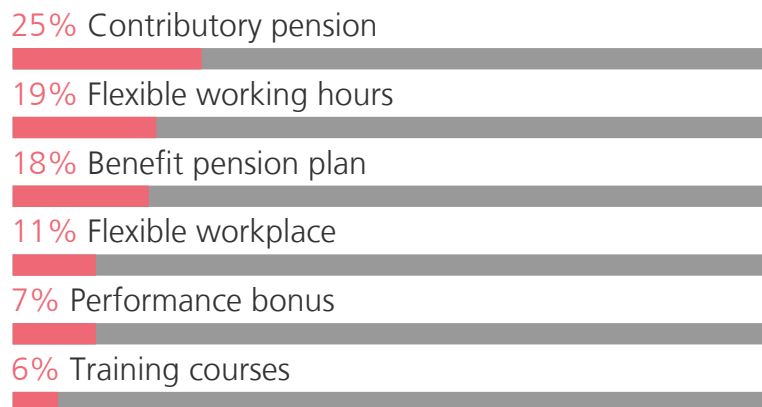


# Overview: United Kingdom

## Most offered benefits



## Most valued benefits



## Commitment & employer advocacy

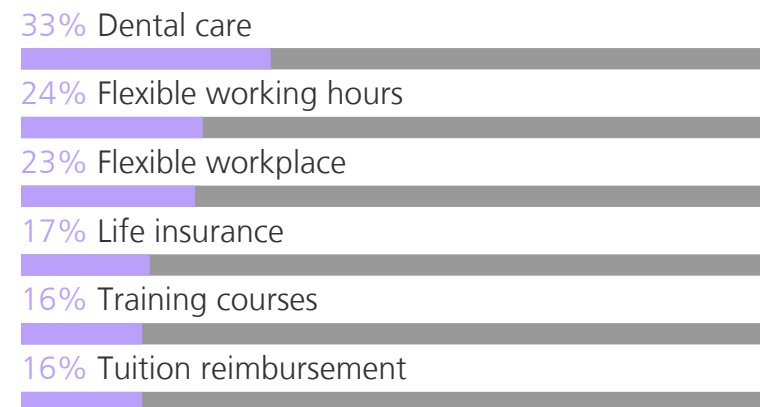


See themselves working in the same company a year from now  
(Industry average 59%)

Would recommend their company as a place to work  
(Industry average 67%)

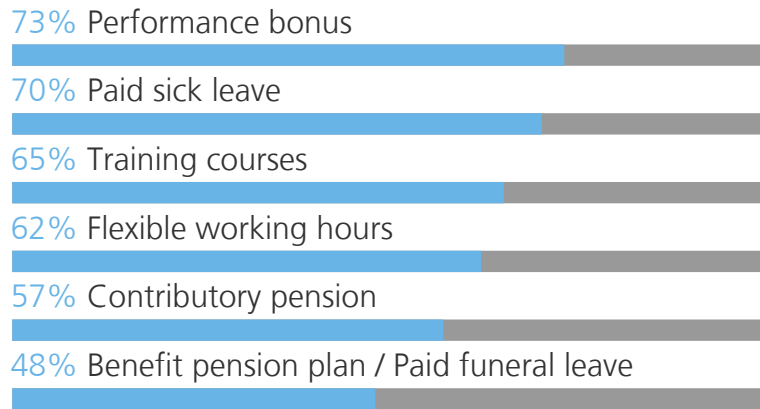


## Most wanted benefits

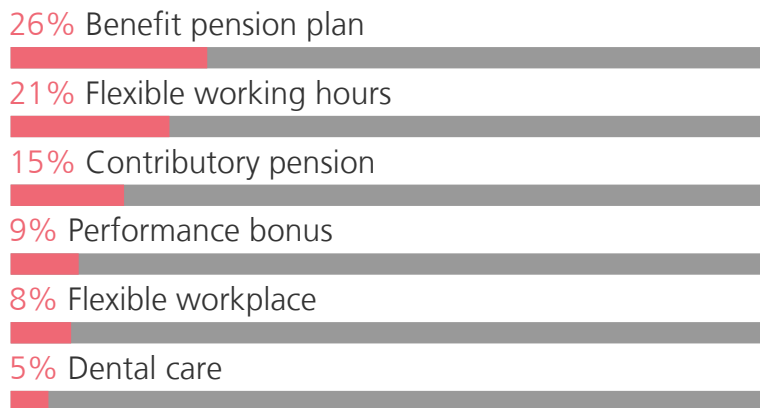


# Overview: Switzerland

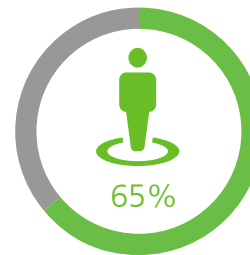
## Most offered benefits



## Most valued benefits

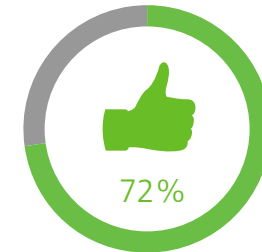


## Commitment & employer advocacy

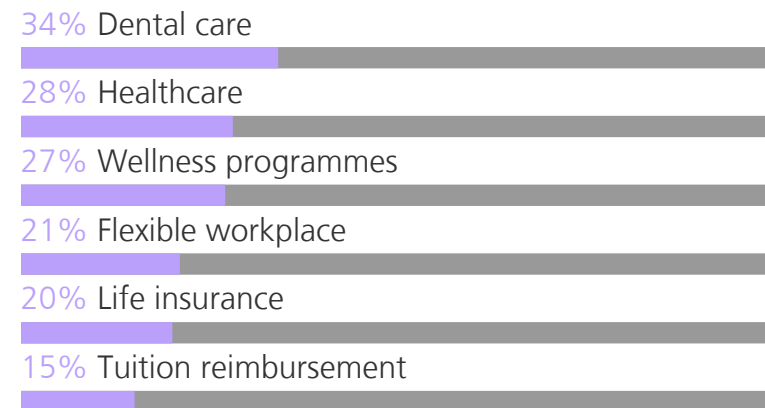


See themselves working in the same company a year from now  
(Industry average 59%)

Would recommend their company as a place to work  
(Industry average 67%)

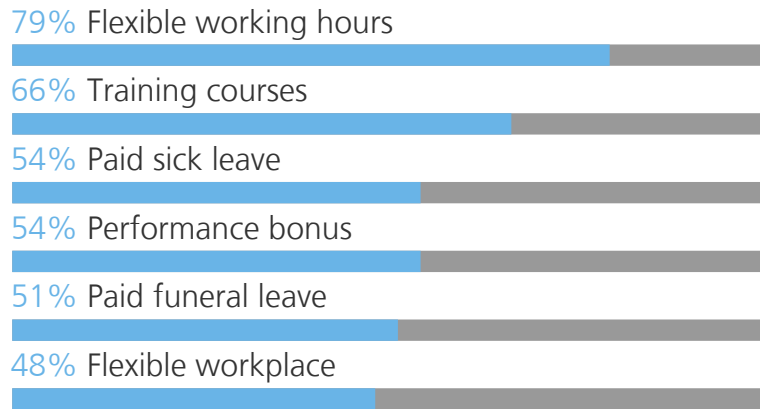


## Most wanted benefits

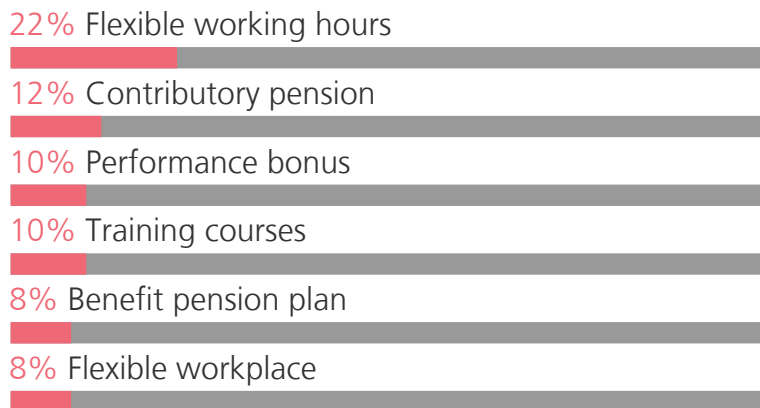


# Overview: Germany

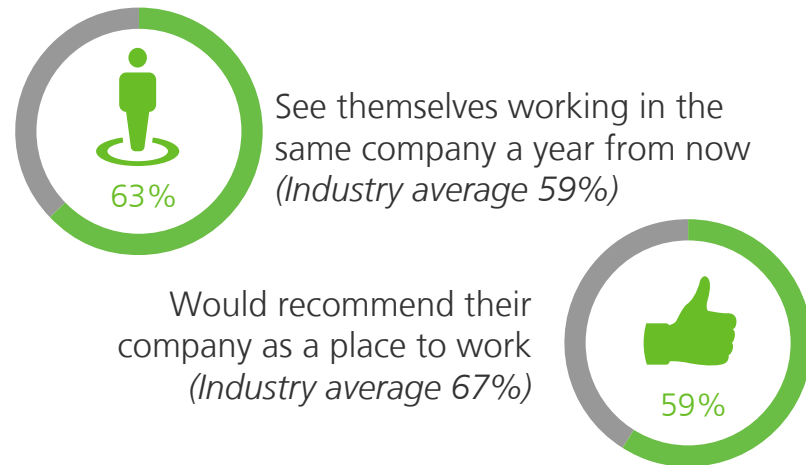
## Most offered benefits



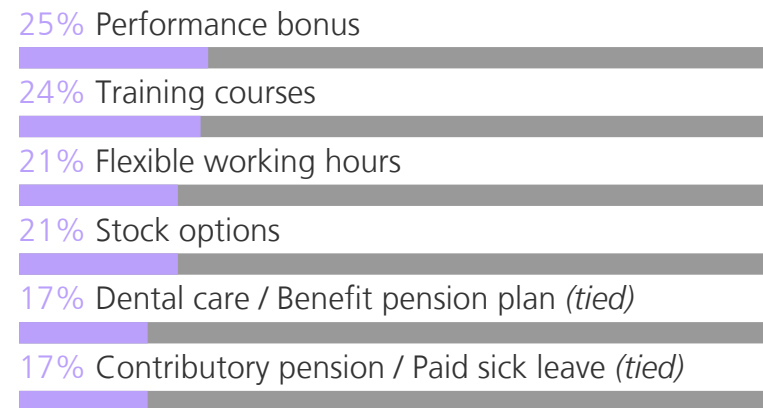
## Most valued benefits



## Commitment & employer advocacy

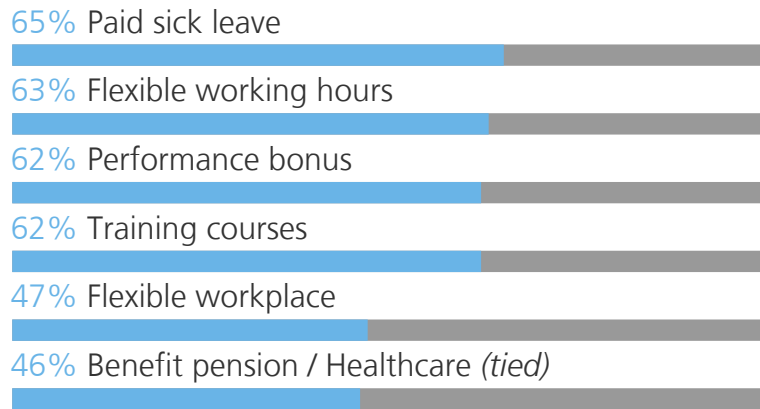


## Most wanted benefits

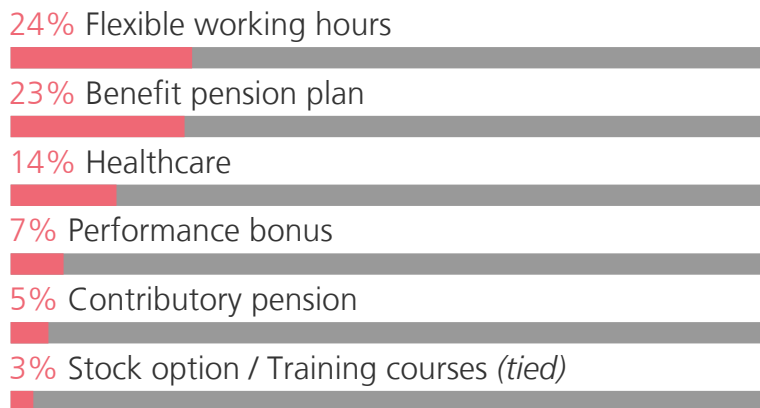


# Overview: Benelux

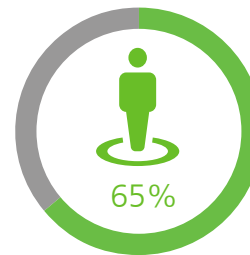
## Most offered benefits



## Most valued benefits



## Commitment & employer advocacy

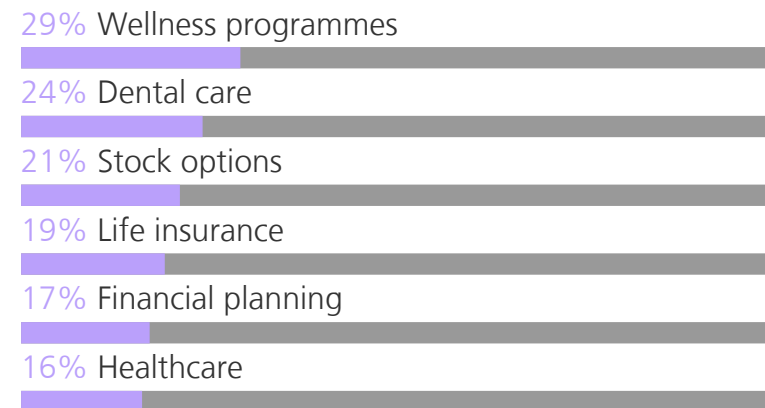


See themselves working in the same company a year from now  
(*Industry average 59%*)

Would recommend their company as a place to work  
(*Industry average 67%*)



## Most wanted benefits



# Conclusions

When creating or reviewing benefits, employers should consider not what 'perks' they or their staff would like to have, but how to design a package that adds value in terms of engagement, productivity and candidate attraction.

Employees in the life science industry value their lifestyle and work-life balance greatly. Flexible hours are by far the most valued benefit on offer across the industry, and the high value of pensions demonstrates that employees are looking to the future too. While these benefits might not necessarily increase employee engagement, they can be used by employers to attract candidates and demonstrate that they care about their staff outside of work too.

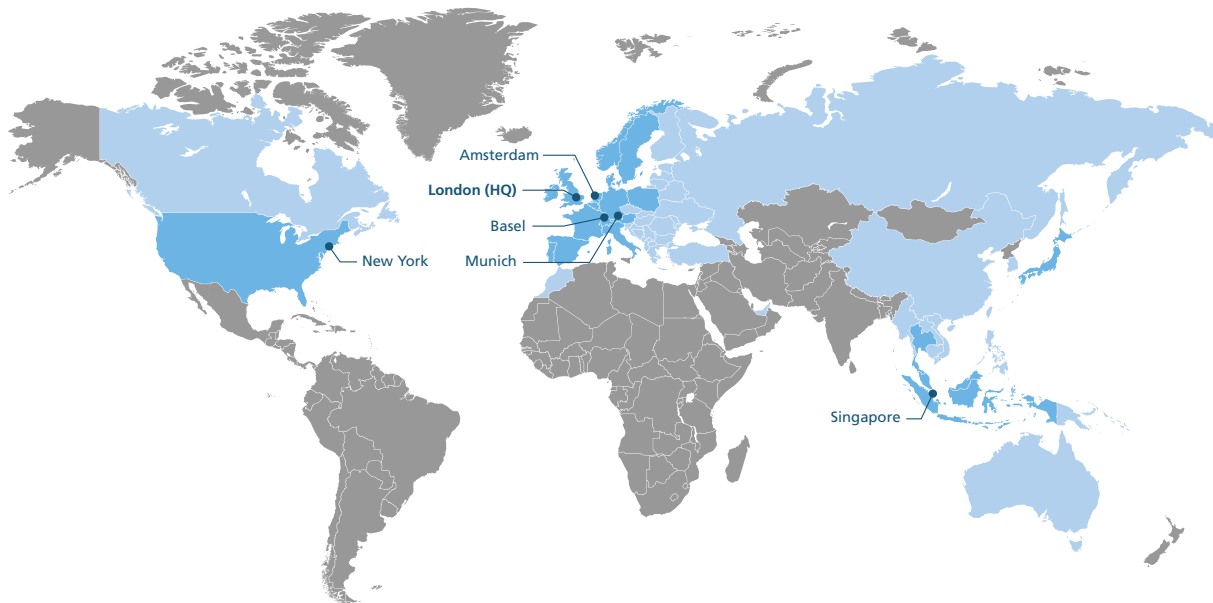
Unsurprisingly for the industry, workers in life sciences are health-conscious people, and as such they opted for health related benefits, including dental care and wellness programmes, over anything else when asked what benefits they would like to have. Offering such benefits could be a win for employers, since health benefits have been shown in some studies to increase productivity and reduce absence.

The data in this report expands on the findings of our [Employee Engagement Report](#), which highlighted that work/skill alignment and career support are valuable components of engagement, demonstrating that employers who are providing training courses have greater commitment from staff. Employees with training are also more likely to advocate their company as a place to work, which is great for candidate attraction. Engagement has also been shown to come from reward and recognition, and feeling fairly compensated; this suggests why performance bonuses are among the top five benefits that employees value and are in the top three for benefits that can attract candidates.



# About ProClinical

ProClinical is a leading global life sciences staffing services provider that specializes exclusively within the life sciences industry. Our clients include premier pharmaceutical, medical device and biotechnology companies and specialist suppliers and consultancies, including contract research organisations.



ProClinical offers executive search, permanent and contract recruitment services for roles across the entire product lifecycle, from research and development (R&D) through to manufacturing and commercialization. Our global delivery capability is supported by local teams of recruitment consultants in London, New York, Basel, Munich, Amsterdam and Singapore.



## Free staffing consultation

- + No obligation
- + Processes reviewed
- + Assessment of needs & challenges
- + Recruitment advice



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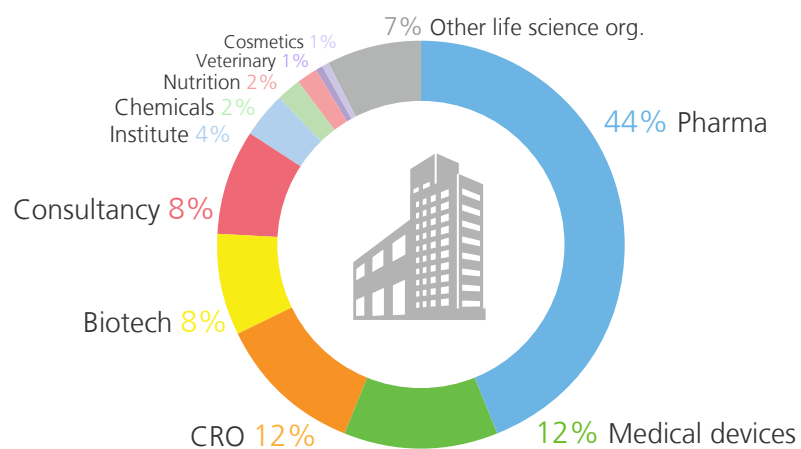
## Contact our client services team:

**Europe:** +44 203 857 1463  
**United States:** +1 646 542 0136  
**Asia Pacific:** +65 6499 7140  
**Email:** [info@proclinical.com](mailto:info@proclinical.com)

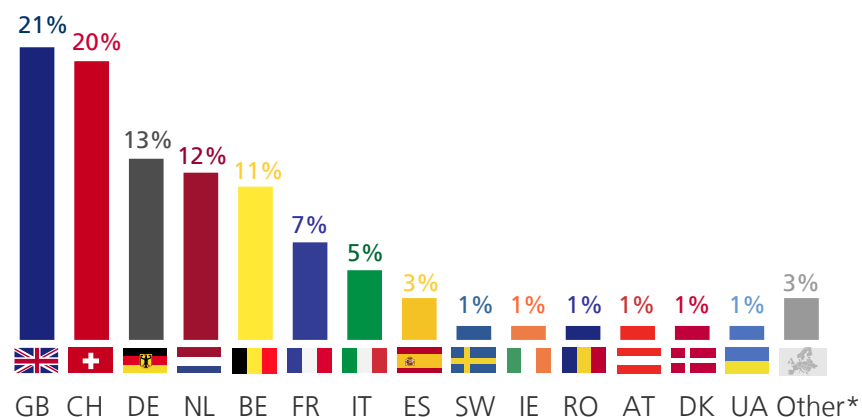
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# Respondent profile

Company type

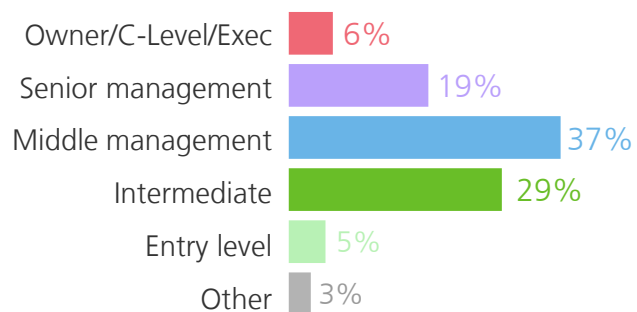


Country

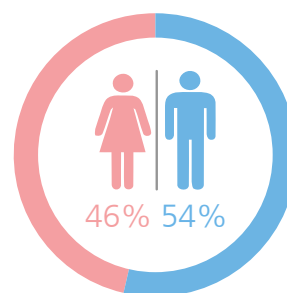


\*Participants came from a total of 30 countries within Europe

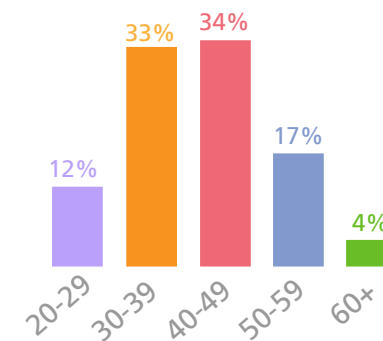
Seniority



Gender



Age



# Survey methodology

In February, 2016, ProClinical conducted an online survey to measure how employers within the life sciences industry in Europe use employee benefits, which benefits are offered most, which are valued the highest by employees, and how benefits affect how they feel about their employer.

784 people from 30 countries within Europe responded to the survey and all respondents stated that they were employed by a company in the life sciences industry. All answers were multiple choice. Participants were able to select which employee benefits that their employers offered, which they would like their employer to offer and which they valued most from a list of 30 widely offered employee benefits. Benefits that received few responses are not included in this report. Participants were also asked whether they would recommend their company as a place to work and whether they see themselves still working there in a years time. These answers were used to determine trends between benefits and levels of employee engagement.

Survey results and percentages on some questions could be slightly above or below 100% because of rounding.

# What is Staff Science?

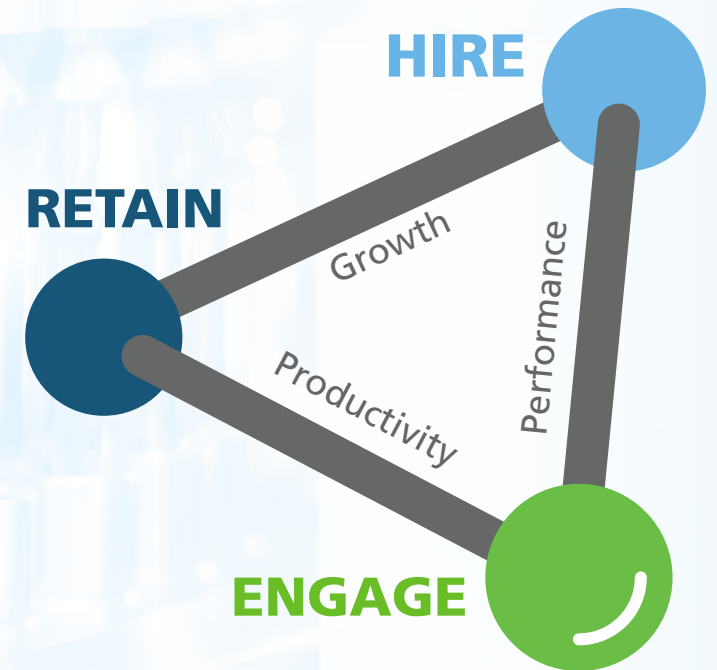
Staff Science is a thought leadership campaign by leading international staffing agency ProClinical that supports organisations in the life science sector with improving hiring processes, engaging employees and reducing staff turnover through a range of materials, including:

- + Industry surveys
- + Benchmarking reports
- + Whitepapers
- + HR templates

Staff Science is built on the principals of the emerging discipline of workforce sciences, which identifies and measures the human capital drivers of business performance.

Through understanding and addressing the relationships between recruitment, engagement and staff turnover, your organisation will be able to improve business outcomes in performance, productivity and growth.

Find out more and subscribe to receive the latest insights at:  
[proclinical.com/staffscience](http://proclinical.com/staffscience)



The formula for workforce management

