

Partner Remuneration – Partner Contribution and Reward Summary of Results

Question 1: Please rate how you feel about your firm's partner remuneration process:

	Strongly Disagree	Disagree	N/A	Agree	Strongly Agree	Comments
Our partner evaluation and remuneration criteria are clear	0.00%	11.11%	7.41%	48.12%	33.33%	
Our partner evaluation and remuneration process is transparent	3.70%	29.63%	0.00%	37.04%	29.63%	
Our partner evaluation and remuneration criteria are based on and drive our firm's business strategy	0.00%	25.93%	7.41%	51.85%	14.81%	
Evaluation and remuneration are based solely on financial data	33.33%	40.74%	0.00%	18.52%	7.41%	
Evaluation and remuneration are based on a range of financial and other factors	11.54%	11.54%	3.85%	57.69%	15.38%	
Partners receive clear and regular messages about their performance and potential impact on their remuneration	14.81%	29.63%	14.81%	33.33%	7.41%	
Partners trust the system and criteria to produce fair results	0.00%	23.08%	3.85%	69.23%	3.85%	
Partners trust the people evaluating them to operate the system fairly	0.00%	14.81%	18.52%	62.96%	3.70%	
Partners feel the outcome of the evaluation and remuneration process is fair	0.00%	18.52%	18.52%	59.26%	3.70%	

Question 2: Please rate how you feel about the following:

	Strongly Disagree	Disagree	N/A	Agree	Strongly Agree	Comments
Our partner remuneration structure recognises and allows for partners to work flexibly, including part time and from home, with no overall reduction in remuneration levels (aside from pro rating)	3.70%	14.81%	11.11%	51.85%	18.52%	
Our partner remuneration structure allows partners to build up billings and introductions on return to work after periods of absence, including maternity leave, extended periods of ill health or sabbaticals, and has a built in period for adjustment	3.70%	29.63%	14.81%	48.15%	3.70%	

Question 3: Please rate how you feel about the following:

	3 months	6 months	9 months	12 months	Other	Comments
Our partner remuneration structure allows for a period of continued drawings / profit share during extended ill health	7.41%	37.04%	3.70%	29.63%	22.22%	
Our partner remuneration structure allows for a period of continued drawings / profit share during maternity leave	7.69%	42.31%	3.85%	23.08%	23.08%	

Question 4: Which three factors do you care most about in a partner remuneration system?

	Percentage	Comments
Absolute reward (maximising your own profit share compared to the market)	22.22%	
Relative reward (maximising your profit share in relation to your partners)	25.93%	
Perceived fairness	77.78%	
Recognition of financial performance	7.41%	
Recognition of performance as a partner (financial or non-financial)	66.67%	
Supporting the firm's culture and ethos	70.37%	
Other	7.41%	

Question 5: What is your role within the firm?

	Percentage
Managing Partner / Senior Partner	16.00%
General Counsel	0.00%
Head of Department / Practice Group	28.00%
Member of Remuneration Committee	8.00%
Partner	48.00%
HR Director	16.00%
Other	

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