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Job Title: Head of Operations

Rank: 1

Basic Pay in Sterling Per Year

Selection Criteria	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
National Range	49392	58310	68601	83007	102901
Turnover £50M-£100M	49392	58310	68601	83007	102901
Employees 1001-4000	53344	62975	74089	89647	111133
Industry Public Administration	48898	57727	67914	82177	101872
Region London	55319	65308	76833	92968	115249
County Central London	57295	67640	79577	96288	119365

Average of all completed ranges including and excluding National Salary

Including	52273	61712	72602	87849	108904
Excluding	52850	62392	73403	88817	110104

Typical level of bonus in addition to Basic Pay

Bonus	2008	4180	8294	14388	23232
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Typical % of employees at this level with a bonus

36%

Croner Reward Rank 1 - Medium Sized Companies

Croner Reward is a trading name of Croner Group Limited registered in England & Wales. No. 8654528. VAT Number 173 1676 02.
Registered Office: Croner House, Wheatfield Way, Hinckley, LE10 1YG. Croner Group Limited is authorised and regulated by the Financial Conduct Authority.

Annual Turnover of between £25 million and £200 million

BENEFIT

PROVISION

COMPANY CARS

Car provided to:	53% of job holders
Typical make and model (Diesel):	Audi A4 2.0 TDi S Line 4 Door
Typical list price:	£29,260
Average monthly lease value:	£520
Median mileage allowance for private car on company business:	
1000cc	28p per mile
1500cc	30p per mile
2000cc	37p per mile
2500cc	30p per mile

COMPANY PENSIONS

92% of job holders are in a scheme	Typical Contribution Rates	
Type of Scheme %	Employee	Employer
Defined Benefit 38.3%	7.0%	14.9%
Defined Contribution 61.7%	5.0%	9.5%

HEALTH SCHEMES

Private Health Insurance :	Offered by 71% of companies
Permanent Health Insurance :	Offered by 47% of companies
Life Assurance (x annual salary):	Offered by 80% of companies Typically x 4 salary

HOURS OF WORK

Typical weekly hours of work:	37.5
Flexitime (% of companies with):	21%

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HOLIDAYS

Annual holiday entitlement - Excl Bank Holidays (most common indicated):	25 days (37% with)
Percentage of companies offering a long service increment:	58%

SUBSISTENCE ALLOWANCES

Subsistence allowance (median):

Breakfast	£6.00
Lunch	£7.00
Dinner	£18.00
Overnight	£70.00

Where benefits information is selected (or provided automatically in a product), the data presented are National Averages, tailored to the size of the job and the organisation's turnover (if selected).

This analysis has been produced from data which was current on 1/5/2017 from Croner Reward's constantly updated pay and benefits database. Our database has data on over 200,000 employees in 4000 organisations with a combined workforce of 5,000,000. For more information about Croner Reward's surveys and participant discounts, click on the hyperlink to the Croner Reward Website or visit us at www.croner-reward.co.uk.

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