



Safety, Health & Environment Salary Survey 2022

Brochure 2022



Why participate in 2022

About our survey

For the seventh time, Hudson is organising a salary survey specifically for External Services for Safety & Health at Work.

The **Hudson Safety, Health & Environment Salary Survey (SHE)** 2022 will assist you in adjusting and designing equitable, competitive and motivating salaries for your employees.

The overall goals of the survey are:

- To provide a **comprehensive source of comparative market data** for 22 sector specific job positions
- To provide a **flexible and easy-to-use web-based tool**, enabling you to benchmark your own employees against the market within a similar group

I WILL PARTICIPATE!

Focused target group

All external services companies within the Health, Safety & Environment sector are eligible to participate in this survey:

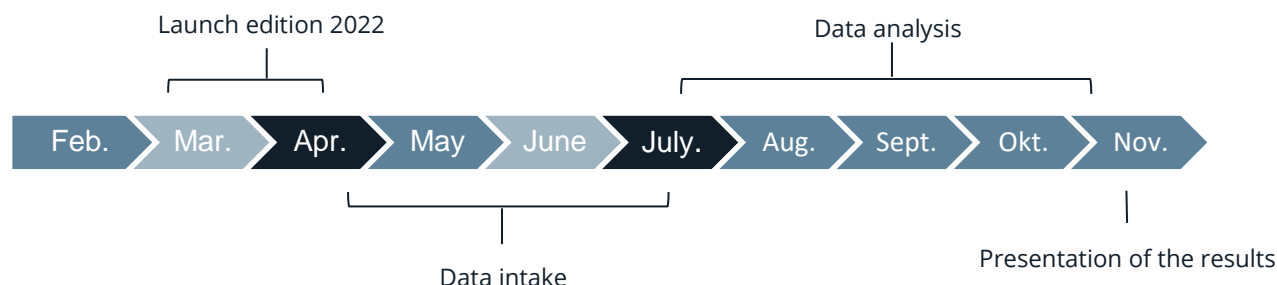
- Attentia*
- CESI Prévention Et Protection
- CLB*
- Cohezio
- IDEWE*
- Liantis*
- Mediwet*
- Mensura
- Premed*
- Securex*

**Participated in previous editions*



Timing & process

We request the salary data from the **1st of April 2022**. From then on, the Safety, Health & Environment salary survey will follow the next course:



Why Hudson ?

- The **most detailed salary data** for the external services market with information about variable pay and extra-legal benefits such as CLA 90 bonus, company cars, meal vouchers, ...
- Qualitative data based on actual paid out salaries and submitted to an **extensive quality check** by specialized consultants.
- Qualitative reporting by means of **our own tools** and reports developed in Belgium.

What about GDPR?

- Since **May 25th, 2018** the new requirements for processing personal data from the GDPR are applied.
- Hudson has taken several measures to **protect** your employees' personal data.
- Hudson provides a **safe environment** for submitting your confidential data.
- If you participate in the salary survey, you will be asked to register online. This registration form will contain our GDPR agreement with all necessary information.
- Since it is important to ensure you can participate in the survey properly, Hudson will be at your disposal to answer your questions about GDPR.



Methodology

The methodology we use for the realisation of our salary surveys sees to the quality and **reliability** of the results delivered.

All salary data are linked to one specific moment in time. The descriptions of the reference jobs will enable you to match the salary packages of your internal jobs to our salary survey. During this process, our consultants will contact you and assist you to share your data with us. Together, you are responsible for the **quality** of the data.

The salary data you provided us with, will be analysed by means of our own developed methods. Hudson guarantees that the gathered data will be processed by authorised employees only. **Other departments** or organisations will **not be able to access** these data. Hudson also guarantees that the reported data stays anonymous. Should the **anonymity** be at risk, Hudson will not report the information.

22 Inquired jobs

Health Surveillance	Risk Assessment
Occupational Health Physician – Managerial role	Prevention Advisor – Managerial role
Occupational Health Physician – Team-/Project leader	Prevention Advisor – Team-/Project leader
Occupational Health Physician	Prevention Advisor Occupational Safety – level I
Occupational Health Physician – Radioprotection	Prevention Advisor Occupational Safety – Semi-level I
Occupational Health Physician – Trainee	Prevention Advisor Occupational Safety – level II
Company nurse – Managerial role	Prevention Advisor – Psychosocial aspects
Company nurse – Team-/Project leader	Prevention Advisor – Ergonomics
Company nurse – A1 degree	Prevention Advisor – Industrial Hygiene
Company nurse – Medical bus	Prevention Advisor – Trainee
Medical Administration	
	Administration Manager
	Medical Assistant
	Planner
	Client Administrator



Remuneration components

Parameters	Remuneration components
Reference job	Base Salary + copyright fees
Degree	Target Total Cash (Base Salary + target variable pay)
Diploma of Specialist	Total Cash (Base Salary + variable pay)
Region of Employment	Total Compensation (Base Salary + variable pay + valuation net fixed expenses allowance, compensation for teleworking, company car, meal vouchers and daily allowance)
	Variable pay (Cash and non-cash bonuses, commission, market premium and profit sharing)
	Extra-legal benefits <ul style="list-style-type: none">- Fixed expenses allowance- Company car- Meal vouchers- Daily allowance- Compensation for teleworking
	Flexible remuneration budget <ul style="list-style-type: none">- Total created flexible budget- Additional budget
	Insured benefits



Tools and reports

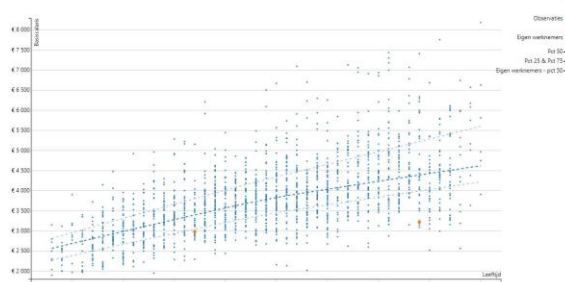
Reward Architect advanced

REWARD ARCHITECT ADVANCED is a user-friendly **web-based tool**, with which you can consult market information for the reference jobs of your choice.

- Graphic representation of the market salary on the level of base salary, Target Total Cash, Total Cash and Total Compensation, with details of variable remuneration and extra-legal benefits.
- The reference market can be determined by means of different parameters, Region of employment, degree, diploma of specialist.
- Age-dependent and age-independent salary data.
- Comparison between the **own employees** and the market.
- User-friendly analyses **on the level of the department or the organisation**.
- Samples based on **job grades and career ladders**.
- **Extensive reporting** in bands and definitions of proper salary bands.

ONLINE CONSULTATION OF JOB DESCRIPTIONS

GRAPHIC REPRESENTATION OF THE MARKET SALARY



SAMPLE BASED ON JOB GRADE AND CAREER LADDER OR REFERENCE JOB

COMPARISON BETWEEN OWN EMPLOYEES AND THE MARKET

	Referentiemarkt										Eigen werknemers		
	Qntc.	Qig.	Pct 10	Pct 25	Median	Pct 75	Pct 90	Qntc.	Median	Qntc.	CR		
Basisloons	1.616	312	€ 2.800	€ 3.234	€ 3.781	€ 4.332	€ 5.000	€ 3.891	2	€ 3.100	82%		
Target Total Cash			€ 2.877	€ 3.309	€ 3.973	€ 4.509	€ 5.234	€ 3.976		€ 3.526	91%		
Achieved Total Cash			€ 2.889	€ 3.306	€ 3.902	€ 4.520	€ 5.323	€ 4.004		€ 3.413	88%		
Achieved Total Compensation			€ 3.172	€ 3.667	€ 4.261	€ 5.122	€ 6.069	€ 4.404		€ 4.441	104%		
Target variabele beloning			47%	146	€ 1.066	€ 1.888	€ 3.361	€ 5.079	€ 7.000	€ 3.776	100%	€ 5.939	177%
Target variabele beloning (% vs Basisloons)			2%	4%	6%	9%	13%	7%		14%	217%		
Vooropgestelde Target Bonus			20%	94	€ 1.054	€ 1.288	€ 2.095	€ 3.270	€ 4.989	€ 2.913	50%	€ 4.481	213%
Vooropgestelde Target Bonus (% vs Basisloons)			2%	3%	4%	6%	9%	15%		10%	252%		
Vooropgestelde CAO 90 Bonus			40%	114	€ 300	€ 575	€ 1.170	€ 2.197	€ 3.000	€ 1.459	100%	€ 1.720	147%
Achieved variabele beloning			50%	159	€ 1.069	€ 1.524	€ 1.084	€ 5.670	€ 8.953	€ 4.262	50%	€ 8.714	182%