To enable effective decision making, it’s crucial that HR professionals have access to reliable compensation data, to help them understand the pay market in their geography and industry sector. Companies overpaying their employees will have low turnover and stagnate, whereas companies underpaying will be unable to attract talent and lose against competition.

Therefore, access to up-to-date market information is essential for HR teams, in order to strike the right balance between a competitive deal for the employee and cost control for the organization. At Aon Hewitt, we help organizations build compensation plans that are aligned to the company objectives. Alongside our global salary surveys, we’ve worked with over 450 organizations in the Middle East, across various industries, conducting surveys tailored to the needs of the region.

The 2016 Healthcare Reward Survey aims to provide access to compensation and benefits practices prevalent in the sector across the GCC countries, enabling effective decision making through valuable insights and trends highlighted by expert analysts and experienced consultants.
Key benefits

• **Data reports on multiple anchors of compensation** (basic pay, guaranteed cash, variable pay and benefits) for all levels and positions spread across not only the business support roles but also for the specific functions, helping you understand the prevalent compensation mix in the industry, juxtaposed to your organization.

• **Variable pay plan review** will be included in the survey scope and all participants will be provided with an analysis of the current variable pay plan design compared against regional and global best practice.

• The survey is based on a **rolling database** with data being collected throughout the year. Every participant will receive a version of the report.

• Proven global Aon Hewitt survey methodology will ensure reliable results and real like for like comparisons. Aon Hewitt will conduct face to face meetings with each participant to ensure robust job matching and full understanding of the survey.

• Understanding the prevalence, entitlement and eligibility for each of the benefits covered in the survey will help you to validate or restructure your internal benefits policies.

• Customized reporting (peer cuts, formats etc.) and specific cuts of relevant analyses are available as per the participants requirements.
Survey scope

**Executive Management**
*Indicative positions: CEO, Executive Director, etc.*

### Industry Specific Functions
*These job families include the core positions related directly to the Healthcare sector.*

<table>
<thead>
<tr>
<th>Job Family</th>
<th>Indicative Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical</td>
<td>Technicians, Dietitians, Therapists, Pharmacists</td>
</tr>
<tr>
<td>Medical</td>
<td>Medical Director, Medical Consultants, Sr. Consultants</td>
</tr>
<tr>
<td>Nursing</td>
<td>Director Nursing, Head Nurse, Charge Nurse, Midwives</td>
</tr>
</tbody>
</table>

### General Support
*These job families include the support and administrative positions within the Healthcare sector.*

<table>
<thead>
<tr>
<th>Job Family</th>
<th>Indicative Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support</td>
<td>Department Heads, Managers, Experts, Specialists, Support</td>
</tr>
</tbody>
</table>

- The report will cover about 200 positions across all the job families as tabulated above.
- The cash analysis will be tabulated level-wise and position-wise.
- Cash components will be: base pay, variable pay (target & actual), cash allowances and total cash.
- Benefits will be collected level wise and will include: EOSB, health, children’s education and other benefits.

## Package Options

### Standard Package
*Membership Fee: 3,000 USD*
- Individual face to face participant meeting to complete survey material
- Invitation to the survey results presentation
- One free seat at our next Rewards Academy certified training program

### Premium Package
*Membership Fee: 5,500 USD*
- All standard package benefits
- 1 peer cut report
- Global Salary Increase Survey Report
- Senior management package summarizing high level results and providing an indication of market positioning
Rewards Academy

Sector survey participants will benefit from one free seat at our next Rewards Academy - a two day certified training program for human resource practitioners across the Middle East focusing on the fundamentals of rewards and their practical application in the workplace.

Learning Objectives:

- Delve into the basics of total rewards and understand its linkage to organization strategy and performance management
- Equip self with the tools and techniques for managing concepts such as reward strategy, job evaluation, base pay management, compensation & benefits benchmarking and incentives
- Understand and be able to manage barriers that prevent effective implementation of best practices to manage rewards

Senior Management Pack

In addition to the standard survey output, premium package members will receive the senior management pack, which provides a summary of the survey results and an in-depth analysis of your current compensation offering.

Analysis will include:

- Market positioning by career path, outlining the market rates for specific employee groups within your organization
- Job Family analysis, indicating market positioning for specific job families
- Pay band analysis, summarizing any discrepancies within your current pay bands and assessing the competitiveness of the structure

Find out more

To find out more, please contact:

Mohammed Elbatanouni | Senior Consultant
mohammed.elbatanouni@aonhewitt.com

Basem Samara | Senior Consultant
basem.samara@aonhewitt.com
Contacts

Mohammed Elbatanouni  
**Senior Consultant**  
+971 56 441 3611  
mohammed.elbatanouni@aonhewitt.com

Basem Samara  
**Senior Consultant**  
+966 55 063 7178  
basem.samara@aonhewitt.com

---

About Aon Hewitt

Aon Hewitt empowers organizations and individuals to secure a better future through innovative talent, retirement and health solutions. We advise, design and execute a wide range of solutions that enable clients to cultivate talent to drive organizational and personal performance and growth, navigate retirement risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness. Aon Hewitt is the global leader in human resource solutions, with over 30,000 professionals in 90 countries serving more than 20,000 clients worldwide.

For more information on Aon Hewitt, please visit [http://www.aon.com/middle-east](http://www.aon.com/middle-east)