

IDS Executive Compensation Review

October 2007

In brief	
Top directors overpaid say pay specialists; shareholder activists target HSBC incentives; PIRC questions Northern Rock top pay policies; Croner surveys management rewards; benefits and staff engagement	2
Monitor	
Top pay in building societies	4
Our round-up of boardroom compensation in over 40 building societies based on the latest annual accounts, provides pay data on 36 full-year chief executives, 29 finance directors and 33 other directors	
In practice	
Performance pay at Cheshire Building Society	8
An in-depth case study describing Cheshire Building Society's newly introduced pay and performance arrangements	
Survey round-up	
Architects' earnings: RIBA/Mirza & Nacey	12
Law librarian salaries: BIALL	13
Marketing rewards: Croner Reward	14
City benefits guide: City Pay Associates	15
Job market	
Top pay in local government, public bodies and agencies	16
To provide a picture of top pay across the public sector, we look at the senior executive remuneration in 31 public bodies and corporations, 37 executive agencies and 40 local authorities	
Speaker's corner	
Graduates: investment in the future or filling a gap?	21
Charles Woodruffe and Wendy Lyons, managing director and managing consultant of Human Assets Limited, address the balance graduate selection needs to strike between immediate and longer-term needs	
Stats & facts	24