

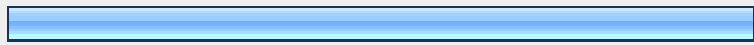


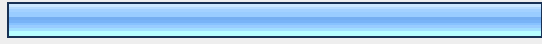

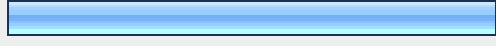
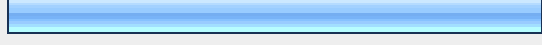

Benefits for overseas workers

1. What is the average annual turnover of the UK section of your organisation?			
		Response Percent	Response Count
Under £250,000		0.0%	0
£250,000 to £500,000		23.8%	5
£500,000 to £1 million		23.8%	5
£1 million to £2 million		9.5%	2
£2 million to £5 million		28.6%	6
over £5 million		14.3%	3
		answered question	21
		skipped question	0


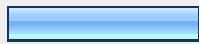
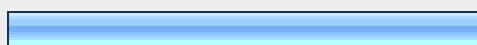
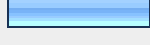
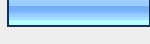
2. Is your organisation part of an international grouping?			
		Response Percent	Response Count
Yes		70.0%	14
No		30.0%	6
		answered question	20
		skipped question	1

3. How would you describe the primary purposes of your organisation? Tick all which apply			
		Response Percent	Response Count
Caring & social ministry		14.3%	3
Evangelism/church plant		76.2%	16
Media ministry		9.5%	2
Relief & Development		33.3%	7
Training/education		28.6%	6
Youth & children's ministry		14.3%	3
Other (please specify)		23.8%	5
		answered question	21
		skipped question	0

4. In which areas of the world do you operate? Tick all which apply

		Response Percent	Response Count
Africa		81.0%	17
Asia		76.2%	16
Australasia		9.5%	2
Europe		57.1%	12
Far East		52.4%	11
Latin America		52.4%	11
Middle East		57.1%	12
North America		14.3%	3
answered question			21
skipped question			0


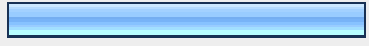







5. How are your overseas workers funded? Tick all which apply

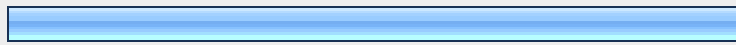

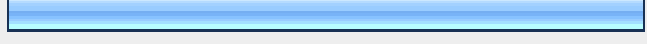
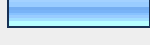
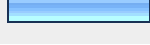
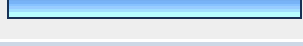
		Response Percent	Response Count
salaried (not raising own finance)		30.0%	6
centrally supported (but with a quota)		20.0%	4
totally self-supported		50.0%	10
volunteers/unsalaried		15.0%	3
Other (please specify)		15.0%	3
answered question			20
skipped question			1

6. How many staff and volunteers do you currently have working overseas for longer than a six month term?

	salaried	centrally supported with quota	self-supported	volunteers	Response Count
0	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
1-10	0.0% (0)	0.0% (0)	66.7% (2)	33.3% (1)	3
11-25	20.0% (2)	30.0% (3)	20.0% (2)	30.0% (3)	10
26-100	33.3% (4)	16.7% (2)	41.7% (5)	8.3% (1)	12
over 100	33.3% (1)	0.0% (0)	33.3% (1)	33.3% (1)	3
answered question					20
skipped question					1

7. How long on average is their assignment or contract period?		
		Response Count
		20
	<i>answered question</i>	20
	<i>skipped question</i>	1

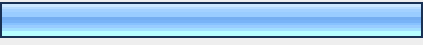
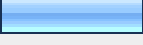
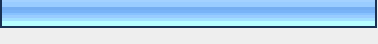
8. In which month is your annual salary or support level review implemented if you have one?			
		Response Percent	Response Count
not applicable		5.6%	1
January		38.9%	7
February		0.0%	0
March		0.0%	0
April		16.7%	3
May		5.6%	1
June		0.0%	0
July		5.6%	1
August		0.0%	0
September		11.1%	2
October		5.6%	1
November		5.6%	1
December		5.6%	1
	<i>answered question</i>		18
	<i>skipped question</i>		3

9. Is the amount paid to your workers dependant upon any of the factors below? Tick all which apply.			
		Response Percent	Response Count
country or location		79.0%	15
marital status		63.2%	12
number of children		68.4%	13
grade or position		15.8%	3
experience or training		15.8%	3
other (please specify)		31.6%	6
	<i>answered question</i>		19
	<i>skipped question</i>		2

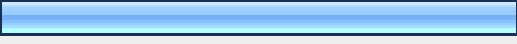


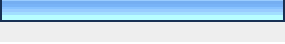
10. If you would like to give further details on how your overseas workers obtain their financial support and its level, please enter the information below

		Response Count
		9
<i>answered question</i>		9
<i>skipped question</i>		12

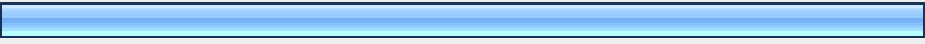
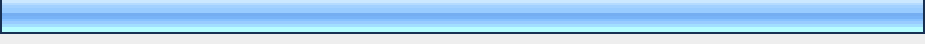
11. Please indicate the provider of the pension scheme you offer to your overseas workers

		Response Percent	Response Count
EMA Pension Scheme		45.0%	9
None		15.0%	3
Other (please specify)		40.0%	8
<i>answered question</i>			20
<i>skipped question</i>			1

12. What type of scheme is it?

		Response Percent	Response Count
Defined Contribution		55.0%	11
Defined Benefit		10.0%	2
Stakeholder		5.0%	1
Other (please specify)		30.0%	6
<i>answered question</i>			20
<i>skipped question</i>			1

13. What are the contribution rates? Insert the range of contributions made as a percentage of salary (or support package) in the relevant boxes (even if 0%).

		Response Percent	Response Count
Employer contribution (%)		100.0%	20
Employee contribution (%)		100.0%	20
<i>answered question</i>			20
<i>skipped question</i>			1

14. Please indicate below the type of health insurance cover provided to your overseas workers.

		Response Percent	Response Count
Healthcare overseas		5.0%	1
Healthcare overseas and emergency evacuation		60.0%	12
Healthcare in home country		0.0%	0
None (go to Q16)		0.0%	0
Other (please specify)		35.0%	7
		answered question	20
		skipped question	1

15. Which company or broker do you use for your travel/health insurance? Tick all which apply


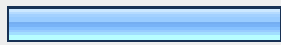

		Response Percent	Response Count
Banner		65.0%	13
Masterpolicy		25.0%	5
Travel Agent		0.0%	0
Other (please specify)		25.0%	5
		answered question	20
		skipped question	1

16. If you provide death in service cover to your overseas workers please indicate below the level, otherwise go to Q17

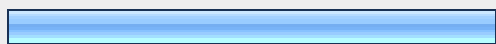
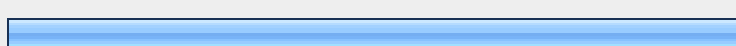
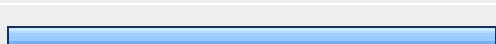
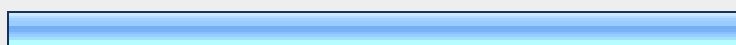

		Response Percent	Response Count
Flat amount £		61.5%	8
or Percentage of salary %		46.2%	6
Name of insurer		76.9%	10
		answered question	13
		skipped question	8

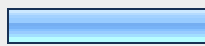
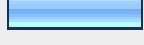
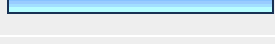

17. If you have overseas employers' liability insurance please indicate below the name of your insurer

		Response Count
		4
		answered question
		4
		skipped question
		17

18. How many days holiday do you allow your overseas staff per annum (not including national or bank holidays)?			
		Response Percent	Response Count
less than 20 days		0.0%	0
20-25		64.7%	11
26-30		29.4%	5
over 30		5.9%	1
	answered question		17
	skipped question		4

19. How often do they return to the UK or home country on extended break and for how long?		
		Response Count
		20
	answered question	
	20	
	skipped question	
	1	

20. What other benefits and expenses are provided? Tick all that apply			
		Response Percent	Response Count
Housing or housing allowance		52.6%	10
International travel to and from place of work		79.0%	15
Business travel and expenses		52.6%	10
National Insurance contributions		79.0%	15
other (please specify)		42.1%	8
	answered question		19
	skipped question		2

21. Do you provide or give access to advice for any of the following? Tick all that apply			
		Response Percent	Response Count
Tax planning		21.4%	3
Investment and savings		14.3%	2
Housing on return		28.6%	4
Pensions and retirement		92.9%	13
	Other (please specify)		2
	answered question		14
	skipped question		7

22. Do you offer any assistance with the fees for the education of your overseas workers' children? Tick any box which applies to you				
	Locally	Boarding in region	Boarding in UK	Response Count
Primary	73.3% (11)	20.0% (3)	6.7% (1)	15
Secondary	62.5% (10)	18.8% (3)	18.8% (3)	16
College/University	0.0% (0)	0.0% (0)	100.0% (2)	2
	<i>answered question</i>			11
	<i>skipped question</i>			10

23. Please list below any other allowance for children of your overseas workers		Response Count
		11
	<i>answered question</i>	11
	<i>skipped question</i>	10

24. Please describe below any training opportunities or assistance you offer to your overseas workers		Response Count
		14
	<i>answered question</i>	14
	<i>skipped question</i>	7

25. Please list below any other benefits you offer to your overseas workers		Response Count
		5
	<i>answered question</i>	5
	<i>skipped question</i>	16

26. Please let us have your details in case we need to contact you for clarification. These will be kept confidential and will not be published with the survey.			
		Response Percent	Response Count
Your name:	<input type="text"/>	100.0%	19
Your organisation:	<input type="text"/>	100.0%	19
Your contact email address:	<input type="text"/>	100.0%	19
	<i>answered question</i>		19
	<i>skipped question</i>		2

27. Please list below any other relevant comments or questions you feel should have been included.

		Response Count
		7
	<i>answered question</i>	7
	<i>skipped question</i>	14

Question 7 - How long on average is their assignment or contract period?	
answer options	Response Count
	20
<i>answered question</i>	20
<i>skipped question</i>	1

Respondents	
1	4 years
2	8 years but can be six months to 25 years
3	2 years +
4	most leave with no plans when they will return
5	4 years
6	3 year renewable contract
7	5 years +
8	For long term workers - 4-5 years <input type="checkbox"/> For volunteers - 6 months to 2 years
9	3 years
10	mainly employed as staff
11	3 years for Mission Companions, 6 - 12 months for Volunteers
12	10 years
13	Impossible to say without spending lots of time on calculations, and not right to calculate short-termers and long-termers together. The range would be 6 months to 40 years.
14	From one year upwards
15	Four Years
16	2 Years
17	1 - 3 years
18	3-5 years
19	Variable and flexible. In most cases open ended.
20	Three years

Question 10 - If you would like to give further details on how your overseas workers obtain their financial support and its level, please enter the information below

answer options	Response Count
	9
<i>answered question</i>	9
<i>skipped question</i>	12

Respondents	
1	I should state that no one is sent from this office. I'm speaking on behalf of our whole organisation's national offices in North America and Europe. I find the categories unclear re support, ie volunteer vs self-supported. Self-supported to me means something like retirement funds. Volunteer means that they raise their funds from their supporters. In addition, our US office sometimes raises funds for projects centrally.
2	An annual support budget is agreed with each overseas worker. Financial support is raised from Church family and friends
3	Each Worker had an individual Support Budget which is tailored for their Location, work and ministry and will include Childrens Education costs etc.
4	Each member set support targetbased on estimated costs and number of people in family unit. Topped up from general funds where target not met. If sustained shortfall at end of contract will renew in partnership with sending church before renewing contract
5	Mission Companions are expected to fundraise towards their costs, with USPGs help. They also recieve a local salary from the overseas church who is the employer.
6	The aim is that all workers are fully supported by 'designated gifts'. All new missionaries are required to have 100% support before proceeding to the field. However,once appointed their salaries and allowances are fully underwritten - from the general fund if required.
7	Level of support was at one time fixed at what a qualified teacher would earn it that country but it had to be wildly adjusted to allow for 'European' standard of living.□ In more recent years the standard of living has been the predominant factor, constrained by the need to raise sufficient support.
8	staff are given a target support level to raise which is based on local salary levels. This is paid in the UK but is declared locally where the staff come under the local tax schemes. These staff do not pay tax in the UK
9	They obtain support from friends, relatives and those whose heart the Lord touches. They make their activities and needs known through presentations, church meetings and individual contact. The level of support varies widely according to their location and other income (local earnings etc.)

Question 13- What are the contribution rates? <input type="checkbox"/>		
Insert the range of contributions made as a percentage of salary (or support package) in the relevant boxes (even if 0%).		
answer options	Response Percent	Response Count
Employer contribution (%)	100.00%	20
Employee contribution (%)	100.00%	20
<i>answered question</i>		20
<i>skipped question</i>		1

Respondents	Employer contribution (%)	Employee contribution (%)
1	23.3.%	5%
2	NA	NA
3	NIL	6% of notional salary for 5 years then 12% for 5years+
4	0	0
5	Single £200 Couple £300 per month from Support	None
6	5%	NA as no formal contract of employment
7	5% + up to 5% matched	nil compulsory
8	15	6
9	4%	0
10	N/a	N/a
11	8	0
12	4 - 7%	Option to pay Additional Voluntary Contributions
13	7.5% (of notional salary)	0%
14	varies but on average 10%	0
15	0	7
16	6% with wide variations	0-10%
17	0	0 - 10
18	24% of basic or as defined by previous employer scheme	Employer meets this cost where applicable
19	Nil	As desired
20	0	Flat Rate

If you provide death in service cover to your overseas workers please indicate below the level, otherwise go to Q17

answer option	Response Percent	Response Count
Flat amount £	61.54%	8
or Percentage	46.15%	6
Name of	76.92%	10
<i>answered question</i>		13
<i>skipped question</i>		8

Respondents	Flat amount £	or Percentage of salary %	Name of insurer
1		250%	Church of Scotland Pension Scheme
2	20,000		Included with EMA Pension Scheme
3	60,000		EMA Pension Scheme
4		250	self insured
5		4 times salary	Within defined benefits pension scheme
6		3%	Banner
7		300%	
8	40,000		Banner
9	15,000		
10	5,000		L&G
11		400%	Legal & General
12	Based on insurer's premium		Methodist Insurance
13	Standard provision in EMA Scheme		

Question 19 - How often do they return to the UK or home country on extended break and for how long?

answer options	Response Count
	20
<i>answered question</i>	20
<i>skipped question</i>	1

Respondents	
1	Every two years for 90 days
2	Varies greatly. For some, every few years for a year. Others biannually for six weeks or annually for three weeks.
3	Depending on individual circumstances - some every year others every 2 years. Those annually spend 3 months at home the others 6 months.
4	Every three years to home country for at least three months
5	AS arranged could be 10 months Term then 2 months inc holiday 21 Month Term 3 Months at home 30 months/6 months 48 months/12 months or pro rata on the same basis
6	On average every 3 years although we are seeing increasing incidence of shorter & more frequent visits as travel costs reduce.
7	one paid visit to country of origin per annum
8	3 months in UK for every 21 overseas pro rata
9	varies from every 3 years to annually
10	twice a year extended break varies
11	Every 2 - 3 years depending on the contract. Furlough is usually three months.

12	Those based in Europe return fairly regularly, for short periods. Those based further afield return every 3-4 years for about 6 months
13	2 - 4 years. 4 months for 2 years. 12 months for 4 years.
14	at least every 4 years
15	Twentysix weeks home assignment (HA) on completion of a four year term - 3 weeks debrief/departure time; 12 weeks deputation; 2 weeks meetings with home church; 6 weeks holiday; 3 weeks training.
16	Annual or biannual
17	on average every 2 - 3 years. Length varies depending on school holidays, amount of support required to be raised etc but probably averages about 2 months
18	One a year, for tax reasons, normally less than 90 days
19	Q.18 Not applicable. They arrange this with their overseas team and sending church. <input type="checkbox"/> <input type="checkbox"/> Q.19 No standard pattern but normally within 2 years.
20	Normal furlough pattern is four years abroad one year at home.

Question 23 - Please list below any other allowance for children of your overseas workers

answer options	Response Count
	11
<i>answered question</i>	11
<i>skipped question</i>	10

Respondents	
1	Child Benefit at UK rates unless can be claimed in country of service
2	No allowance. Just what they raise.
3	Only a monthly living allowance which is included with parents allowance
4	50% of school uniform / book cost
5	50:50 matching of local school fees
6	We continue to pay an allowance for children in tertiary education but not fees
7	Allowance (but not uni fees) for children in FT education, up to first degree.
8	Salaries are negotiated allowing for children (incl education).
9	Some international Third Culture conferences and projects - again fees / expenses raised by the staff
10	Compensation for loss of UK child benefit
11	NONE

Question 24 - Please describe below any training opportunities or assistance you offer to your overseas workers

answer options	Response Count
	14
<i>answered question</i>	14
<i>skipped question</i>	7

Respondents	
1	Training specific to post/country, language training
2	LOTS of training on related ministry topics - we probably hold fifty seminars annually all over the world. This can be language learning, church planting, leadership, transformational ministry, updates on child protection policies, etc.
3	Advice and resources are provided by member care
4	Can be raised in addition to Support
5	can apply for grant for training, usually academic or ministry specific.
6	We provide identified and agreed training
7	Training when back in UK <input type="checkbox"/> or if needs can be sourced locally
8	A college term in the UK before taking a post overseas is usually recommended. Language studies usually take place overseas.
9	Language Training
10	Any training relevant to ministry paid for.
11	In service training on field; distance learning opportunities; courses during UK leave
12	mainly in house training
13	Pre-posting training over 6 months at Selly Oaks, Birmingham
14	Candidates Course before or on joining. <input type="checkbox"/> Annual area conferences. <input type="checkbox"/> Wide range of online helps. <input type="checkbox"/> Various specialist courses. <input type="checkbox"/> Effective accountability, coaching, mentoring and improvement. <input type="checkbox"/> Mobile training teams e.g. language learning, team relationships etc.

Please list below any other benefits you offer to your overseas workers	
answer options	Response Count
	5
<i>answered question</i>	5
<i>skipped question</i>	16

Respondents	
1	Peace of mind knowing that they're where God wants them.
2	relocation expenses <input type="checkbox"/> 2 additional travel days leave during home country visits.
3	Retreats, debriefing, assistance with fundraising and communication.
4	staff have the option of receiving between 10 - 20% of their salary as an additional amount which must remain in the UK - this is termed a 'Re-entry fund'
5	Working in teams, strong support, strong coaching, mentoring network. Specialist counselling support if needed.

Question 27 - Please list below any other relevant comments or questions you feel should have been included.

answer options	Response Count
	7
<i>answered question</i>	7
<i>skipped question</i>	14

Respondents	
1	Which cost of living index if any do people use for other countries? <input type="checkbox"/> Average salary level of staff overseas
2	I am apparently totally unfamiliar with how other agencies support and provide for their workers. We give our overseas workers HUGE freedom to make decisions on many matters. We offer advice and make recommendations, ie that everyone should have hepatitis jabs, but we do not require this. I was unclear what category we fall into in many cases.
3	maternity & paternity leave / pay arrangements
4	We employ people from countries other than UK for working in countries other than UK.
5	I am surprised that there is nothing about actual levels of remuneration. I guess there is such a wide diversity that comparison could be odious.
6	The above answers embrace all that is done by us worldwide.
7	Each overseas worker, couple or family can include the cost of specific benefits such as housing, vehicle and childrens education in the total amount they need to raise prior to leaving for their assignment. If sufficient funds are raised then these costs are paid for from their support account.