

Our People

The Savills vision and strategy are entirely based on the belief that market leadership and superior financial results can only be achieved with strong teams of outstanding individuals. Great people are the Savills difference and ongoing recruitment and retention of these outstanding individuals remains a top priority for the business. Our reputation in the market comes from clients' interactions with our people who are innovative, professional, responsive to changes in the market, highly motivated and dedicated to excellent client service. It is thanks to them that Savills continues to be so strong.

In a survey by Reading University on behalf of Estates Gazette, graduates of all ages working in UK real estate have voted Savills top service provider employer. This award was also achieved in 2002 and in 2005. It is our clear objective to develop and improve this reputation in every market where we operate.

Remuneration
Profit share Savills' business philosophy is founded on the premise that employees should be motivated and retained through highly incentive-based (and therefore variable) remuneration packages. This is one of our employment advantages and is a distinctive part of our performance based culture. In general, each operating subsidiary has a discretionary bonus scheme where the annual bonus pool available for distribution is directly related to the profit of that subsidiary after charging all costs (but pre-bonus) including central overheads and finance charges. In the UK and Europe, the amounts available for distribution within these bonus pools were calculated in bands between 30% of the pre-tax and pre-bonus profits through to 65% for excellent performance, based on the achievement of predetermined thresholds. These bands are reviewed regularly.

In Asia, the remuneration policy is also incentive based reflecting a mixture of commission and bonus structures that follow the normal reward policies of the respective countries in which we operate. Awards to individuals are assessed by reference to fee earning achievements, profitability of the individual's area of responsibility, contribution to business development and managerial responsibilities.

Share ownership Savills operates a number of different share plans to assist retention and encourage share ownership which allows employees to receive further benefits as a result of the growth of the Group.

An increasingly important part of our total remuneration for top performers is the [Savills Deferred Share Bonus Plan](#) and the [Savills Deferred Share Plan](#), whereby a portion of the individual's bonus or remuneration may be deferred for a period of not less than three years and awarded in shares.

[Savills Share Incentive Plan](#) – Under UK tax legislation all employees with more than three months' service may purchase Savills shares at market price from their pre tax pay subject to an overall limit of £125 per month or 10% of their earnings.

[Savills Save As You Earn Scheme](#) – In June 2006 the Company offered a three year saving scheme to eligible employees.

Pensions The Group offers retirement pensions in line with national practice and local competitive markets. Further details of the pension scheme can be found on pages 97 to 99. In the UK, pensions have been amended to take into account the recent changes in pensions and age discrimination legislation.

Training and development

With talent and hard work there is a clear path for advancement with individual achievement recognised by increased highly incentive-based financial rewards as well as by promotion.

Appraisals Employees take part in a regular review with their manager for training and personal development needs. A personal development plan is produced which is reviewed on a six-monthly basis in relation to the business objectives of the department and office. This ensures training remains focused and appropriate to both the needs of the individual and organisation as a whole. This process continues to improve at all levels of the Company.

Training Our objective is to provide training and development opportunities that will maximise performance and develop a long-term career. Training and development is seen as key to attracting and retaining staff and we are rightly proud of the reputation we have built through the investment made in these areas.

Training is provided in-house for a wide range of subjects both technical and skills based. External training is also provided where appropriate. Encouragement is also given to achieving acknowledged qualifications that will assist with the further development of the employee. Ongoing support and funding is then provided to ensure all staff undertake the continued professional development necessary to ensure we provide the highest possible standards of service to our clients and meet the requirements of the many professional bodies represented amongst our staff.

Recruitment

Graduate recruitment A number of graduate recruitments are undertaken each year in different areas of the business including commercial, residential, rural, planning and development, and building surveying work.

The Company adopts a range of training and development techniques for graduates including internal coaching and mentoring in order to pass on the enormous amount of in-house knowledge. In addition it is also recognised that some skills are better provided by external trainers.

Summer placements of two to four weeks are also offered to students in certain areas of the business. This avails both the student and the Company the opportunity to evaluate each other.

Acquisitions

A large number of people join Savills each year through acquisitions. It is equally important to retain and develop these vital people who have often been targeted because of their specialist expertise.

Health

The Company recognises the importance of good health. In the UK, medical, life assurance and long-term disability benefits are provided subject to eligibility provisions for permanent employees.

In 2006, an Occupational Health Adviser (OHP) was appointed by the Company to advise on health related issues, review pre employment health questionnaires and assist and advise on the management of long-term absences.

Communication

During 2006 the Company launched a new internal communication system known as Connect. This makes available to all employees announcements and information about their own working groups, offices, subsidiaries, and nationally together with information about other parts of the Group and publicly released information.

The Company recognised the importance of sharing information and celebrating success on both a formal and informal basis. A number of informal lunches have been organised to assist with the exchange of information across the Company and all employees are welcomed. In addition, there are a number of training and development days organised within working groups and geographically.

Equal opportunities

The Company is an equal opportunities employer. Recruitment, training, development and promotion are undertaken on the basis of merit regardless of gender, race, age, marital status, sexual orientation, religion or religious belief, nationality, colour or disability. During 2006, we focused on diversity and have created a training programme for all employees to attend. The Company aims wherever possible to accommodate requests for flexible working for careers. Should an employee become disabled, adjustments to facilitate continued work will be considered and if appropriate alternative positions may be offered.

HR Strategy

In 2007, we plan to review and refresh our Human Resource Strategy to ensure we continue to retain our competitive edge in the 'war for talent'. We will be reviewing the competencies required to achieve our growth objectives, recruitment, compensation structures, career development and training and other aspects of the organisation that influence our tremendous success through people.

UK
Bathealton Court
Taunton, Somerset





Left
Bathealton Court,
Devon/Somerset borders.
In May 2006 the Country
Department and Savills Exeter
were instructed in the sale of
this stunning Grade II listed
Country House.

Bathealton Court dates back to the early 18th Century but there has been an important house on the site since Domesday when it was the property of Sir William Moahun, Baron of Dunster Castle.

The house covers 8,234 sq ft (765 sq m) with 141 acres of surrounding garden, parkland and woodland. Also included in the sale were a four bedroom detached farmhouse, three bedroom lodge and a stable cottage. The property was competitively priced inviting offers in excess of £4m attracting a significant amount of interest from both national and international buyers with the eventual sale achieving well in excess of the guide price.