



the sunday times 25 best big companies to work for

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McDonald's Restaurants

Quick service restaurants



TOP RANKS

Wellbeing	13th
Fair deal	15th
Leadership	16th

Male/female ratio	55:45
Average age	21
Graduate vacancies	250
Staff turnover	30%

FAST FOOD IS their specialty but bosses at McDonald's know there is no quick fix to making staff feel safe in their jobs. Employees say the current economic climate does not make them worry about the organisation's future (a 73% positive score) and they feel their job is secure (77%). Both are top results for these questions.

McDonald's, which has more than 38,000 employees, makes

our list for the first time. The firm achieves its highest overall factor score in Wellbeing, taking 13th place. Flexible working options include job sharing, compressed hours, and term-time only and school hour contracts.

Employees range in age from 16 to 85 and number more than 100 nationalities. Last year the firm launched a wellbeing section on its intranet, which now has more than 88,000 subscribers, including former employees, franchise workers and company alumni. The site offers advice on nutrition, health, finance and personal safety.

Staff aren't spending too much time working (61%), don't believe deadlines are unrealistic and are happy with the balance between work and home life (both 65%), and agree they haven't suffered from stress-related symptoms in the past 12 months (75%).

All are top 10 scores.

The average salary is £11,336

and benefits include performance-related pay, free private healthcare including for the family, childcare vouchers, life assurance and discounted services from more than 1,600 retailers. Employees feel fairly paid for the work they do relative to people in similar organisations (51%), as well as relative to colleagues (53%), and are happy with their pay and benefits (54%). The firm makes the top 15 overall for Fair Deal.

Along with regular meetings and road shows, staff can email chief executive Jill McDonald (no relation to Ronald) directly. Members of the senior management team, almost 50% of whom started their careers in a McDonald's restaurant, visit sites across the country. Staff say their leaders truly live the values of the organisation (67%), they see Jill McDonald as inspiring (60%), and have a great deal of faith in her (69%).

mcdonalds.co.uk





PROUD TO BE HERE

There are over 85,000 of us working and learning at McDonald's. Some of us are working towards Apprenticeships or even a Foundation Degree and we're all gaining everyday life skills in a place that's friendly, flexible and where we feel part of a great team. We're proud of our achievements and to work for a Sunday Times 'Best Big Company'.

That's what makes our people.
That's what makes McDonald's.™
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2011



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