



nigel wright recruitment salary survey
2009

NIGEL WRIGHT 
RECRUITMENT



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Welcome to the 2009 edition of the Nigel Wright Recruitment Salary Survey. As a company at the core of recruitment across the UK, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Due to the effect that these fluctuations will ultimately have on any company's recruitment strategy, we see it as essential to provide our clients with the most up-to-date information available.

The information in this survey has been gathered from over 1,000 respondents who completed our online survey, providing a large data-set allowing us to understand in more depth the average salary and the type of benefits people receive within the UK. Other factors covered include the benefits regarded as important in a remuneration package, the reasons why people move jobs internally or externally, as well as the methods utilised to search for a new job. We hope that the results presented will be of interest.

For further information and advice please contact one of our consultants specialising in your specific discipline on 0191 222 0770 or on 0207 405 3921.

IAN SCOTT-BELL

HEAD OF MARKETING AND BUSINESS DEVELOPMENT,
NIGEL WRIGHT RECRUITMENT

ABOUT NIGEL WRIGHT RECRUITMENT

Since its formation in the 1980s, Nigel Wright Recruitment has become a leading name in the recruitment industry across Europe.

We specialise in a range of industry sectors and professionally qualified disciplines and can provide search, selection and database solutions to meet your recruitment needs, nationally and internationally. The teams are able to handle executive and senior management roles, through to junior and entry level for permanent, temporary, interim and contract roles. Nigel Wright Recruitment are structured around four key industry sectors; consumer, industrial and manufacturing, business support and professional services and public and third sector; covering the following disciplines; sales, marketing, operations, finance and accountancy, information technology and human resources.

Nigel Wright Recruitment's specialist consultants are committed to delivering a quality service; most have an industry background and will have experience of dealing with key companies in your sector. This depth of knowledge and expertise ensures that the professional and unique service offered to our clients and candidates is second to none.

CONTACT INFORMATION

For more information on the UK Salary Survey 2009, please contact the Marketing department at Nigel Wright Recruitment on the details below:

Nigel Wright Recruitment
Lloyds Court
78 Grey Street
Newcastle upon Tyne
NE1 6AF

T: 0191 269 0656

F: 0191 222 0770

E: creative@nigelwright.com

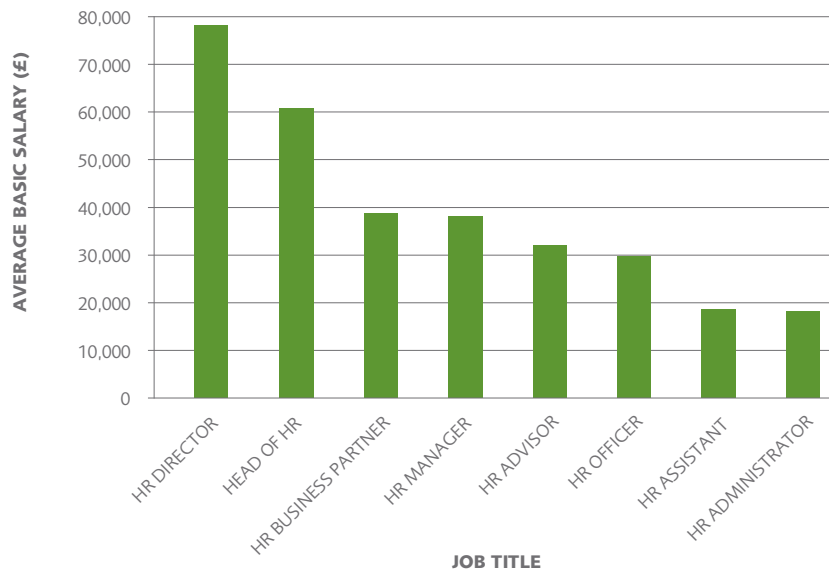
W: www.nigelwright.com



6.3 graphical analysis – human resources



6.31 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSSES, BY JOB TITLE



JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
HR DIRECTOR	50,000-100,000+	77,604
HEAD OF HR	70,000-79,999	60,999
HR BUSINESS PARTNER	30,000-49,999	38,332
HR MANAGER	20,000-59,999	37,221
HR ADVISOR	20,000-29,999	32,999
HR OFFICER	20,000-59,999	29,999
HR ASSISTANT	15,000-19,999	17,499
HR ADMINISTRATOR	15,000-19,999	17,499

When looking at basic salary, the ranges are quite broad, reflecting the wide range of companies within the UK and therefore it should only be used as a guide.

For further information on your recruitment needs or on a particular role/s within this discipline please contact one of our consultants on 0191 222 0770.



Basic salary, excluding benefits or bonuses

From all the respondents surveyed the average basic salary for respondents within HR was £39,017, with the average daily rate for a non permanent employee being £186.

Within HR, 36% of respondents are moderately satisfied within their current job, with 20% being very satisfied.

Salary increase received and expected at last and next review

From all respondents surveyed just over 77% of people within HR received between 0-5% increase as part of their last salary review, with over 86% expecting to receive the same percentage value as part of their next review.

BENEFITS

Within HR, 66% of respondents receive some form of company benefit or bonus as part of their remuneration package. Below provides a more in-depth look at each form of benefit or bonus that respondents receive within this discipline.

Car allowance

48% of respondents are entitled to a car allowance or loan. From these respondents just over 27% of people receive a value between £4,000 and £5,999, with just under 10% receiving between £6,000 and £7,999.

Childcare allowance

Out of the 24% of respondents who are entitled to a childcare allowance, just under 76% of respondents receive between £900 to £1,999, followed by 12% who receive between £600 and £899.

Annual holiday allowance

Just under 62% of HR respondents receive between 21-25 days as part of their holiday allowance, followed by 31% who are entitled to between 26-30 days.

Healthcare

76% of the respondents are entitled to healthcare, with 63% of these having cover which includes themselves and family members.

Pension

96% of HR respondents are entitled to join a company pension scheme. Of these, over 34% have been members of the scheme for up to a year, with 21% holding their pension between four and five years. Of the 96% of respondents, 32% receive between 4-5% from their employer, with 21% contributing 6-7%. 39% of respondents contribute 6-7% towards their pension, followed by 32% contributing 4-5%.

Importance of benefits

There is very little between the top three benefits that people within HR felt were most important, with flexible working at just under 57%, followed by holiday entitlement at 54% and employer contribution to their pension, just over 52%.

BONUSES

Guaranteed bonus

Only 17% of respondents surveyed receive a guaranteed bonus within HR. Unfortunately due to insufficient numbers we can't comment on the value of respondents' last and next expected guaranteed bonus.

Company performance related bonus

62% of respondents receive a company performance related bonus. Out of these respondents just under 39% received between 11-20% as part of their last company bonus, followed by 28% receiving between 0-5%. Just under 50% of respondents are expecting to receive between 0-5% as part of their next company performance, with 28% of respondents expecting to receive 11-20% and the same percentage expecting between 21-40%.

Personal performance related bonus

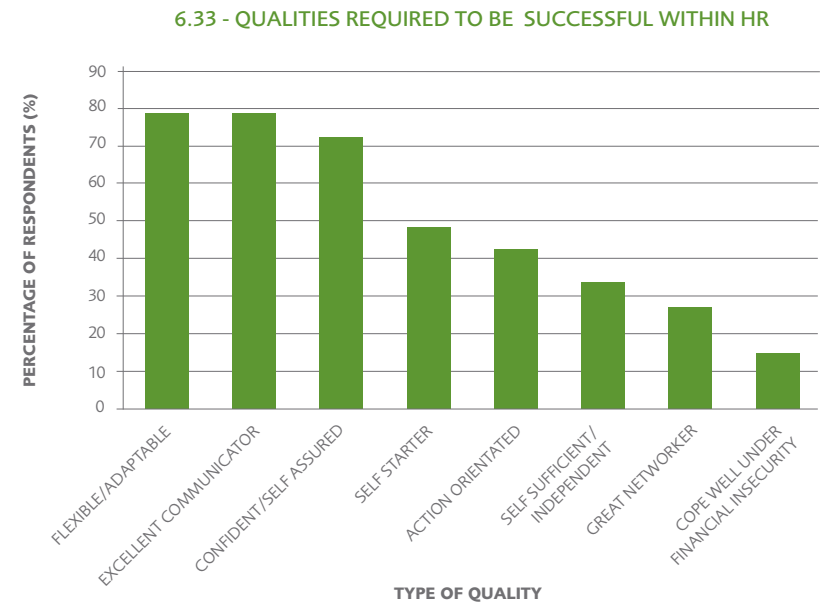
As part of their remuneration package, 48% of respondents receive a personal performance related bonus. Of these, 43% received a value between 0-5% as part of their last personal bonus, with 21% jointly expecting to receive between 6-10% or 11-20%. As part of their next personal bonus, just under 43% are expecting to receive a value between 0-5%, followed by 28% jointly expecting to receive between 6-10% or 11-20%.



Within HR, the top type of skill perceived to be lacking is the right attitude or personality at 54%. Commercial acumen was the second highest at 51%, followed by industry knowledge and experience at just over 38%. Just 7% believed that there are no skill shortages within HR.

The top three qualities that people believe are required to be successful within their job was joint first with flexible or adaptable and an excellent communicator at just under 79%, which is followed by being confident or self assured, 73%. Being an excellent communicator is obviously a vital quality required to be successful as the basis of the work involved in human resources revolves around communication with colleagues or external clients. The quality that people believed was least important was to cope well under financial insecurity at 14%.

Base – All respondents within human resources and were able to provide multiple answers to 6.32 + 6.33



**NEWCASTLE**

LLOYDS COURT
78 GREY STREET
NEWCASTLE UPON TYNE
NE1 6AF

T +44 (0)191 222 0770

F +44 (0)191 222 1786

E info@nigelwright.com

LONDON

PALLADIA CENTRAL COURT
25 SOUTHAMPTON BUILDINGS
LONDON
WC2A 1AL

T +44 (0)207 405 3921

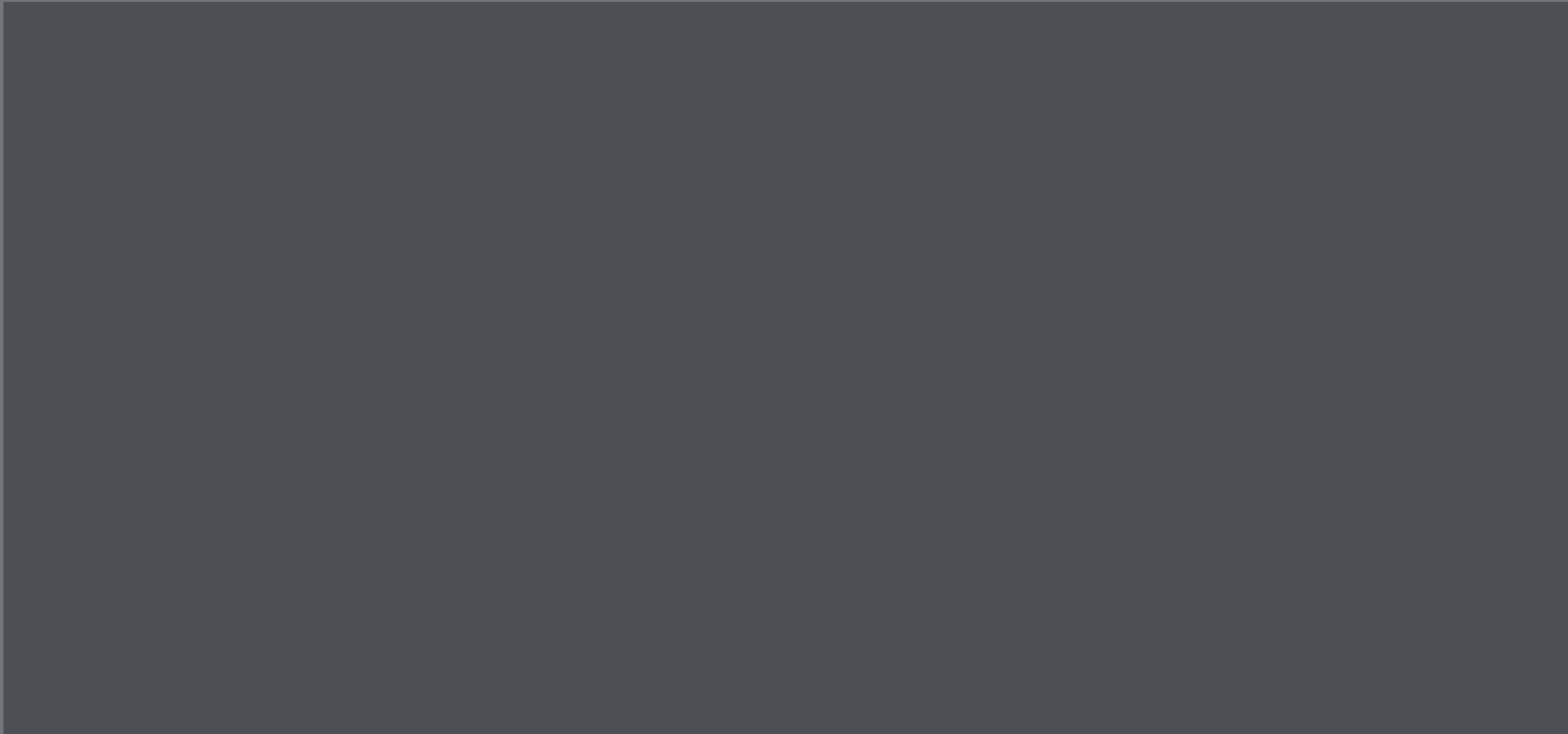
F +44 (0)207 681 1409

COPENHAGEN

RÅDHUSPLADSEN 16
1550 KØBENHAVN V
DANMARK

T +45 7027 8601

F +45 6980 2874



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www.nigelwright.com