



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:

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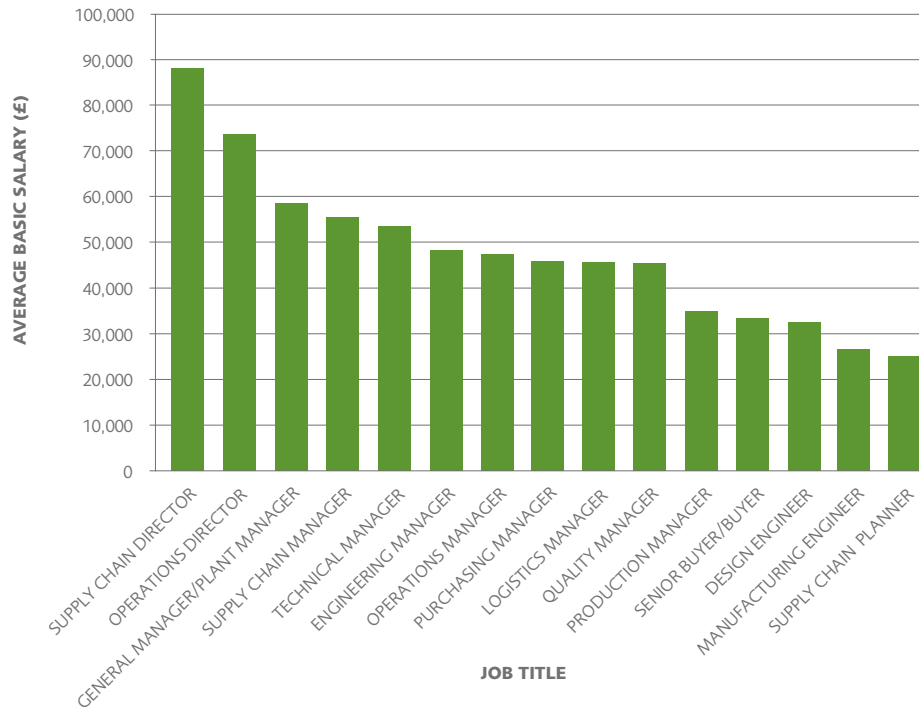
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6.5 graphical analysis – operations



6.51 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE



JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
SUPPLY CHAIN DIRECTOR	70,000-100,000+	88,332
OPERATIONS DIRECTOR	40,000-100,000+	73,460
GENERAL MANAGER/PLANT MANAGER	40,000-84,999	58,570
SUPPLY CHAIN MANAGER	40,000-59,999	55,383
TECHNICAL MANAGER	30,000-79,999	52,999
ENGINEERING MANAGER	30,000-59,999	48,332
OPERATIONS MANAGER	20,000-69,999	47,306
PURCHASING MANAGER	20,000-59,999	44,999
LOGISTICS MANAGER	30,000-69,999	44,999
QUALITY MANAGER	30,000-69,999	44,999
PRODUCTION MANAGER	30,000-39,999	34,999
SENIOR BUYER/BUYER	20,000-49,999	32,499
DESIGN ENGINEER	20,000-59,999	31,665
MANUFACTURING ENGINEER	20,000-39,999	26,999
SUPPLY CHAIN PLANNER	20,000-29,999	24,999
WAREHOUSE MANAGER	20,000-29,999	24,999

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 operations was £48,714, with the average daily rate for a non permanent employee being £306.

Within operations, 32% of respondents are moderately satisfied within their current job, with 17% being very satisfied.

Salary increase received and expected at last and next review

From all respondents, 80% of people within the operations discipline received between 0-5% increase as part of their last salary review, with just over 83% expecting to receive the same percentage value as part of their next review.

BENEFITS

Within operations, 78% 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

Of all respondents surveyed 54% are entitled to a car allowance or loan within operations. From these respondents, 22% of people receive between £6,000 and £7,999 towards their car allowance or loan, with 17% receiving between £4,000 and £5,999.

Childcare allowance

Out of the 13% of respondents who are entitled to a childcare allowance, just under 43% of respondents receive less than £99 as part of their remuneration package within operations.

Annual holiday allowance

57% of operations respondents receive between 21-25 days as part of their holiday allowance, followed by 31% who are entitled to between 26-30 days.

Healthcare

Just under 69% of the respondents are entitled to healthcare and of these, 70% have cover which includes themselves and family members.

Pension

91% of operations respondents are entitled to join a company pension scheme. Of these, 25% have been members of the scheme for up to a year, with 17% between one to two years. Of the 91% of respondents, 28% receive between 4-5% from their employer, with just under 24% contributing 6-7%. 34% of respondents are personally contributing between 4-5% towards their pension, followed by 31% contributing between 2-3%.

Importance of benefits

The top three benefits that people within operations felt were most important was employer contribution to their pension at 57%, with holiday entitlement at 46% and personal bonus, just under 41%.

BONUSES

Guaranteed bonus

Just under 14% of respondents surveyed receive a guaranteed bonus within the operations discipline. Unfortunately due to insufficient numbers we can't comment on the value of respondents' last and next expected guaranteed bonus.

Company performance related bonus

71% of respondents receive a company performance related bonus. Out of these respondents 43% received between 0-5% as part of their last company bonus, followed by 22% receiving between 6-11%. As part of their next company performance bonus, the results revealed that 50% of respondents were expecting to receive between 0-5%, with 22% expecting to receive a value between 6-10%.

Personal performance related bonus

As part of their remuneration package, just under 38% of respondents receive a personal performance related bonus. 42% of these respondents received a value between 0-5% as part of their last personal bonus, followed by 29% who received 6-10%. As part of their next personal bonus, 46% are expecting to receive a value between 0-5%, followed by 32% expecting to receive 6-10%.

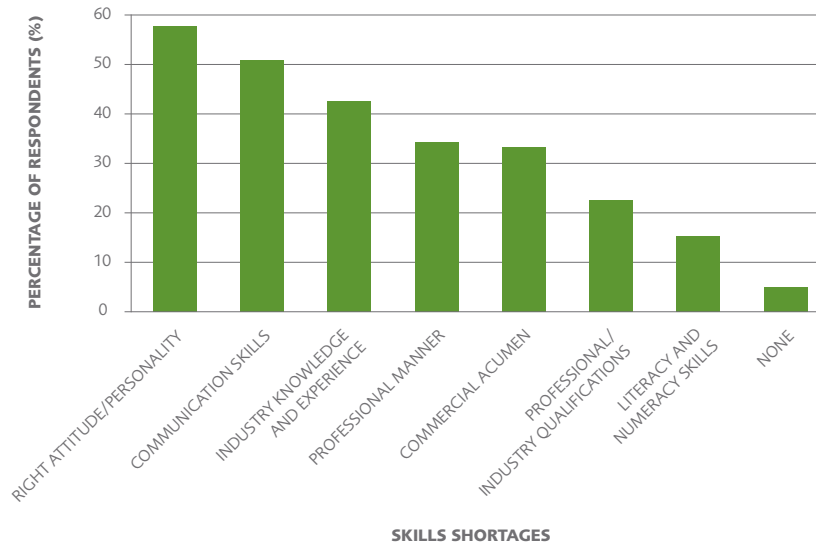


Within operations, the top type of skill perceived to be lacking is the right attitude or personality at just under 58%. Communication skills were second highest, just over 50%, followed by industry knowledge and experience at 43%. Only 4% believed that there were no skill shortages within the operations discipline.

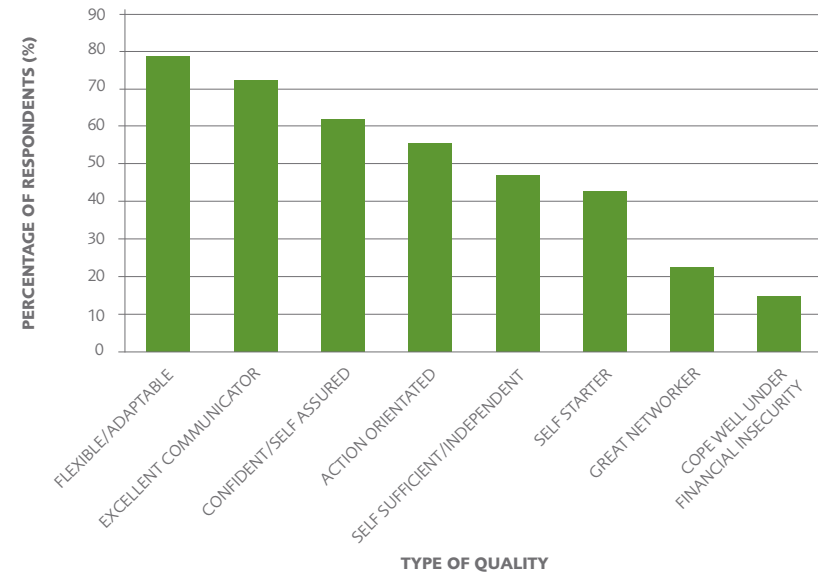
The top quality that people believe is required to be successful within this discipline is to be flexible or adaptable at 79%. This is followed by being an excellent communicator, 72%, and been confident or self assured at 60%. The quality that people believed was least important was to cope well under financial insecurity at 14%.

Base – All respondents within operations and were able to provide multiple answers to 6.52 + 6.53

6.52 - SKILLS SHORTAGES WITHIN OPERATIONS



6.53 - QUALITIES REQUIRED TO BE SUCCESSFUL WITHIN OPERATIONS



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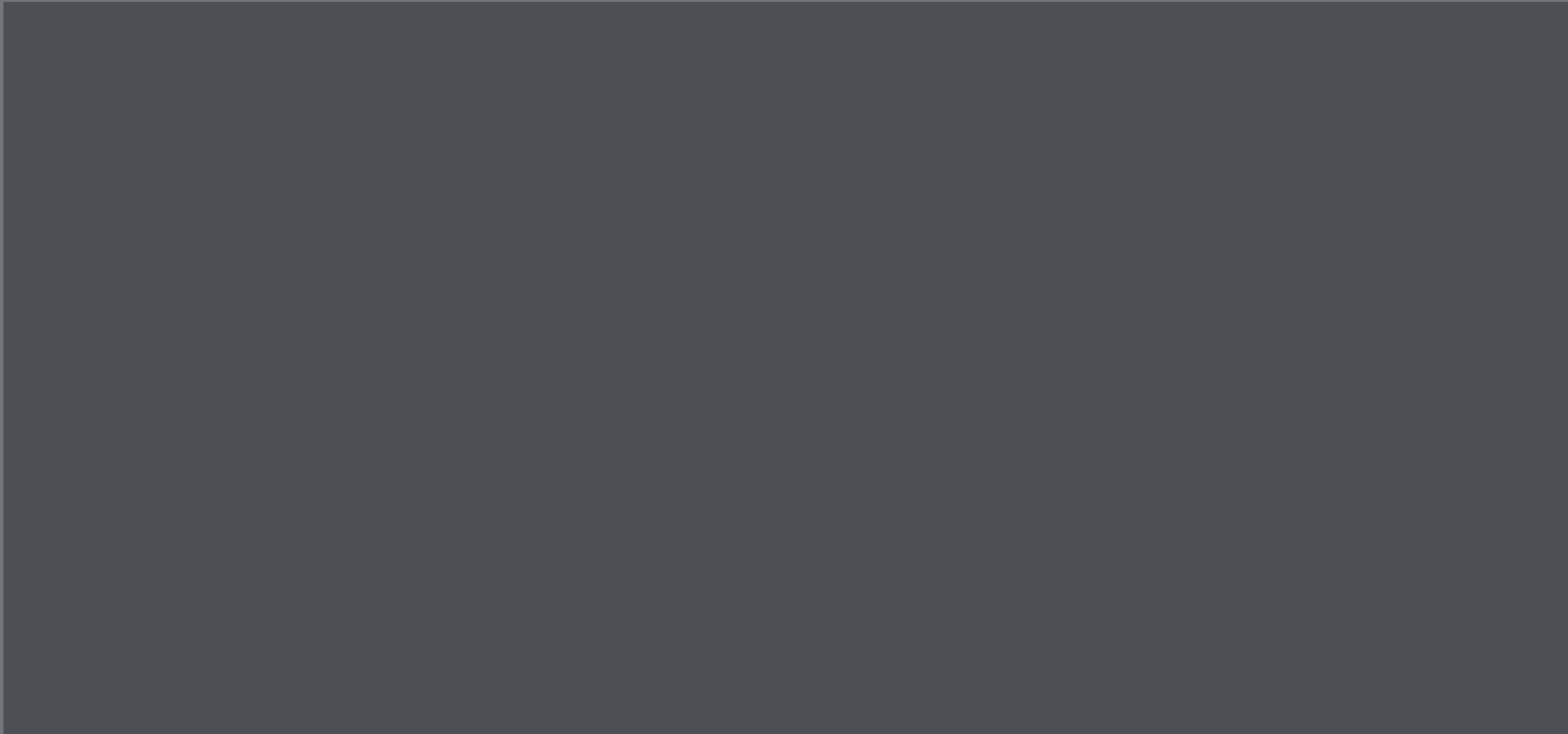
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