

Nigel Wright Recruitment UK Salary Survey 2012

Welcome to the 2012 edition of the Nigel Wright Recruitment UK Salary Survey. As a company that is 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 2000 respondents who completed our online survey in the last quarter of 2011/2012, as well as data from our own extensive database of candidates. This provides us with 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 include what benefits people see as an important part of their remuneration package and the reasons why people move jobs internally or externally, as well as the methods that they utilise to search for a new job. We hope that the results presented within the general overview and discipline specific information will be of interest.

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

ABOUT NIGEL WRIGHT RECRUITMENT

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

Nigel Wright Recruitment 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. Across the UK and Internationally, Nigel Wright is now regarded as a leading Consumer Recruitment Group. We also serve the following key industry sectors: Industrial and Manufacturing, Business and Professional services, Public Sector, Scientific and Digital and Creative and cover the following disciplines; sales, marketing, operations, finance and accountancy, information technology human resources and executive search.

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.

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1. Executive summary

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RESPONDENT'S PROFILE

- Male: 72%
- Female: 28%
- Average age: 42
- 95% work in full time employment
- 84% are educated to degree level or above
- 26% hold a professional qualification such as CIM, IPD, and ACA etc.

COMPANY AND EMPLOYEE PROFILE

- The majority of respondents (59%) are employed by companies or organisations with less than 1000 employees. 23% work for companies and/or organisations with more than 5000 employees.
- Most respondents (55%) are employed by companies or organisations with a turnover greater than £40 million. 24% work for companies or organisations with a turnover in excess of £500 million.
- In the main, respondents work in the industrial and manufacturing (37%) and consumer (28%) sectors. Followed by the business support and professional services (26%) and public sector (10%).

WORK HISTORY AND JOB SATISFACTION

- 51% of respondents have worked for their current employer between 1 and 5 years. Only 12% have been with the same company for more than 10 years with 2% less than twelve months.
- The majority (56%) of respondents have been in their current role for less than two years. 13% have been fulfilling the same role for more than five years while 28% have been in their role for less than 12 months.
- On average, respondents work 46 hours per week.
- The majority of respondents were either satisfied (26%) or moderately satisfied (35%) with their current job. Only 16% described themselves as very satisfied with 5% feeling very dissatisfied.

BASIC SALARY, EXCLUDING BENEFITS AND BONUSES

- The average salary, excluding benefits and bonuses, received by those in permanent employment is £55,000.
- Consumer sector salaries were generally higher with an average of £68,000 followed by salaries in the industrial and manufacturing sector at £53,000.
- The average public sector salary was £41,000 while in the business support and professional services sector the average salary was £45,000.
- There was a significant difference between male and female salaries with men receiving, on average, £59,000 with women receiving £43,000

- The majority of respondents were either satisfied (28%) or moderately satisfied (35%) with their current remuneration. Only 12% claimed to be very satisfied while 5% indicated they are very dissatisfied.

Salary increase received and expected

- As part of their last salary review respondents received, on average, a 3.4% increase.
- Overall, respondents were expecting slightly less in their next salary review, with the average increase expected, falling to 3%.

JOB SEEKING AND JOB CHANGING

- 70% of respondents in permanent employment would use Nigel Wright Recruitment's website to search for a new job.
- This was followed by other recruitment consultancies (55%) and direct approaches to employers (44%).
- 49% use other online tools such as job boards (38%) and social networking sites (24%).
- Respondents in non permanent employment rely more on online job boards (60%) as well as social media sites (35%).
- Nigel Wright Recruitment's website (47%) as well as other recruitment consultancies (52%) and direct approaches (44%), were also important.
- Increased remuneration, promotion and new challenges would be the most important factors for respondents, when looking to change career.

BENEFITS

- 82% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Pension

- 36% have held their company pension fund for up to three years, with employers contributing 7% on average, and respondents personally contributing 5%.

Car allowance or loan

- 61% of respondents are entitled to a car allowance or loan, with an average value of £5000.

Childcare allowance

- 65% of respondents are entitled to a childcare allowance, however only 11% claim it. The average being £1000 per year.

Annual leave

- The majority of respondents (62%) are entitled to between 21 and 25 days of leave per year. A third takes more than 25 days leave every year.

Healthcare

- 74% of respondents are entitled to healthcare with 64% receiving cover for both themselves and family members.

Importance of benefits

- Respondents felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (52%), a personal bonus (46%) and holiday entitlement (41%). Flexible working (38%) was also rated highly.

BONUS

- 38% of respondents receive both a company and personal bonus, with 3% of those also receiving a guaranteed bonus.

Guaranteed bonus

- 8% of respondents overall receive a guaranteed bonus as part of their remuneration package. 30% of those received between six and ten percent, with 34% anticipating 6-10% in their next guaranteed bonus.

Company performance related bonus

- 72% of respondents receive a company performance related bonus as part of their remuneration package. 25% of those received between one and five percent in their last company bonus and 29% of respondents are expecting to receive the same again in their next company bonus.

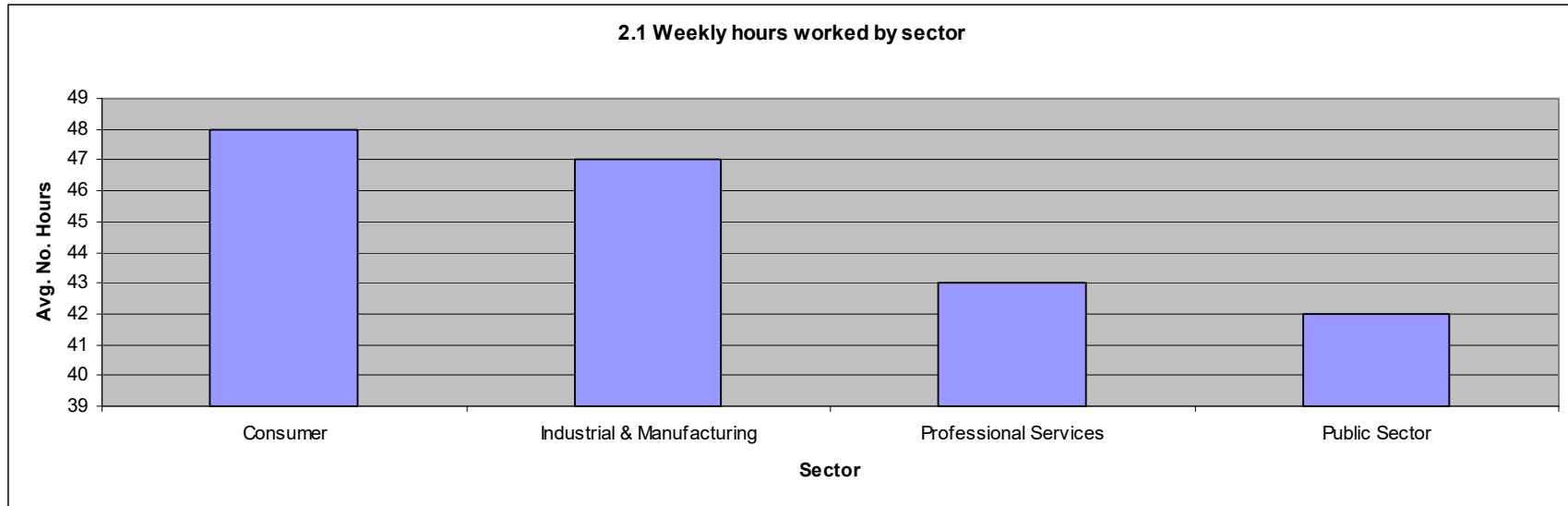
Personal performance related bonus

- 47% of respondents receive a performance related bonus as part of their remuneration package. 32% of those received between one and five percent in their last personal bonus and 37% of respondents are expecting to receive the same again in their next personal bonus.

2. Non-monetary indicators

This section presents information from respondents from all disciplines and levels, on their working hours, levels of satisfaction and the factors that motivate them to change roles.

2.1 Weekly hours worked by sector

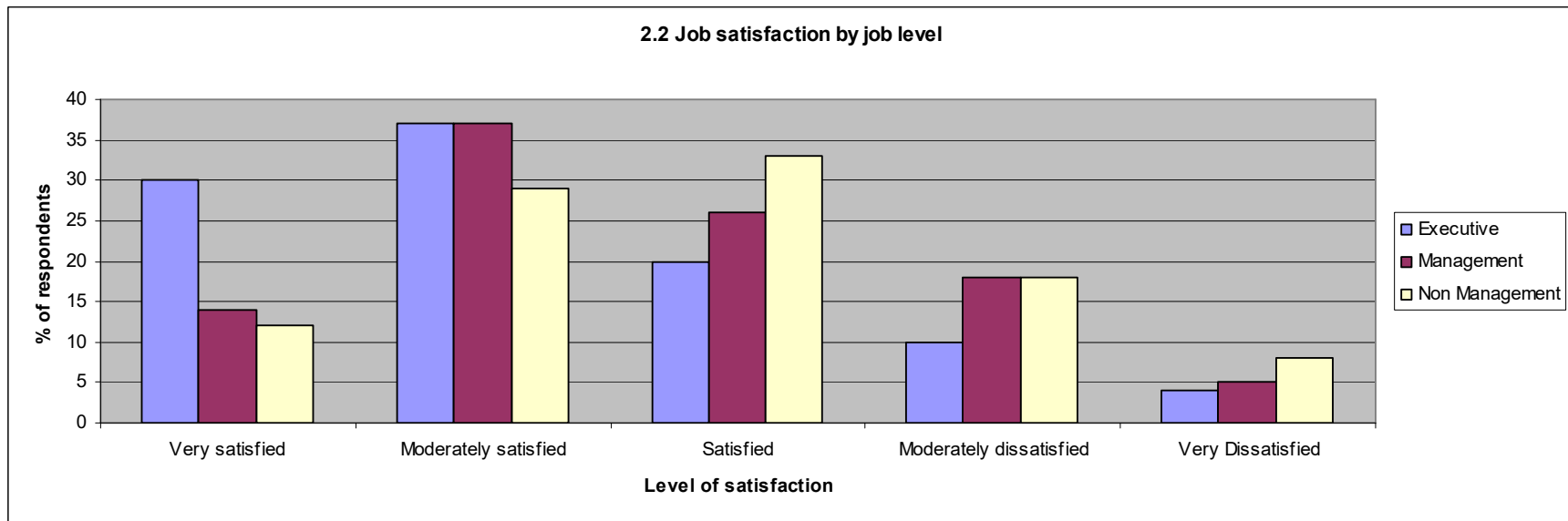


On average, respondents work 46 hours per week. Forty one per cent of respondents work between 41-50 hours per week and a further 20% work between 51-60 hours per week. On average, employees in the consumer and industrial and manufacturing sectors work slightly longer hours per week, than those in the professional services or public sectors.

2.2 Job satisfaction by job level

Respondents were asked to rate their level of job satisfaction on the following five-point scale:

- 1 = very dissatisfied
- 2 = moderately dissatisfied
- 3 = satisfied
- 4 = moderately satisfied
- 5 = very satisfied.



The results show a fairly satisfied workforce in the UK overall. Although there are variations between the strength of respondents' satisfaction, over 70% of respondents at each level of their organisations rated themselves as being between satisfied and very satisfied. This is encouraging for HR professionals and managers alike. The challenge, then, is to find out why the other 20-30% are dissatisfied and what can be done to change this, whilst ensuring that the satisfaction level of the rest of the workforce is maintained.

2.3 Job satisfaction by discipline

Executive = Board level

Commercial = Sales, Marketing & Business Development

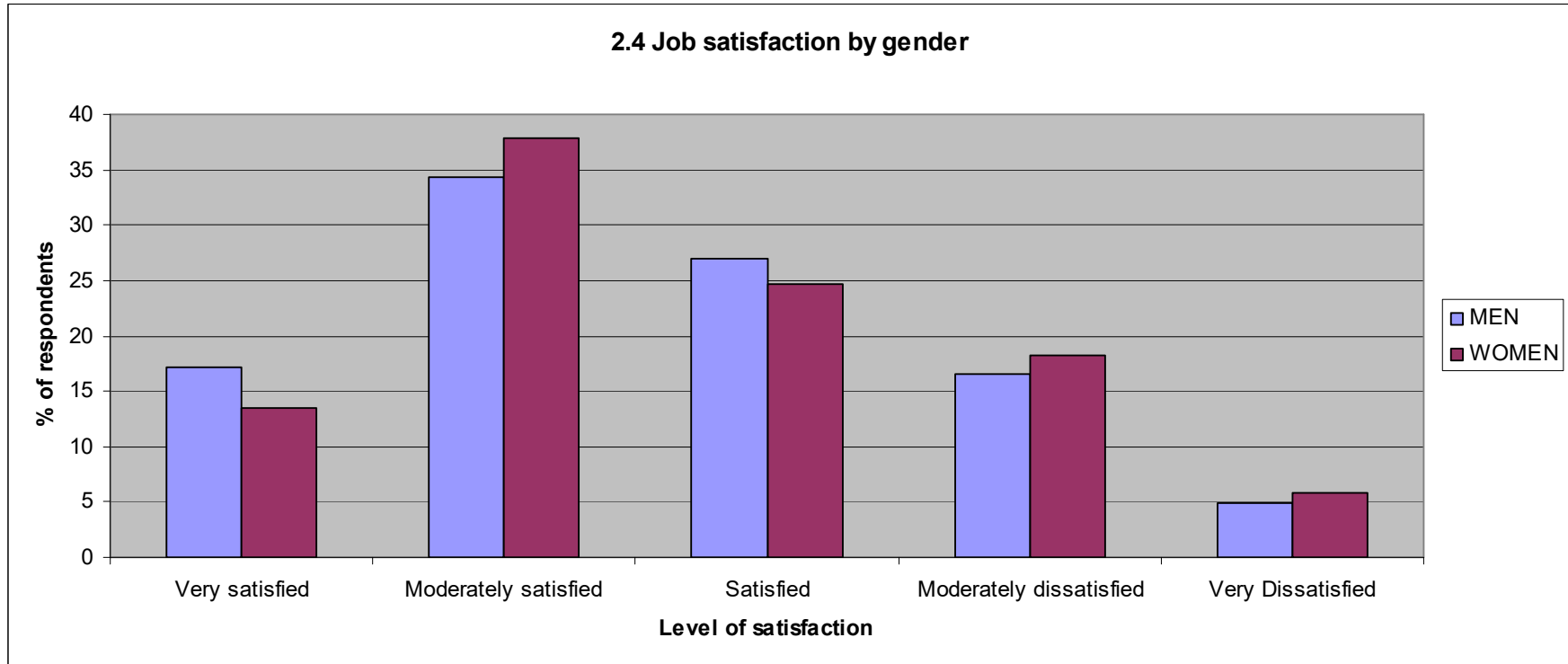
Operations = Engineering, Supply Chain & Manufacturing

Support Services = HR, IT & Finance



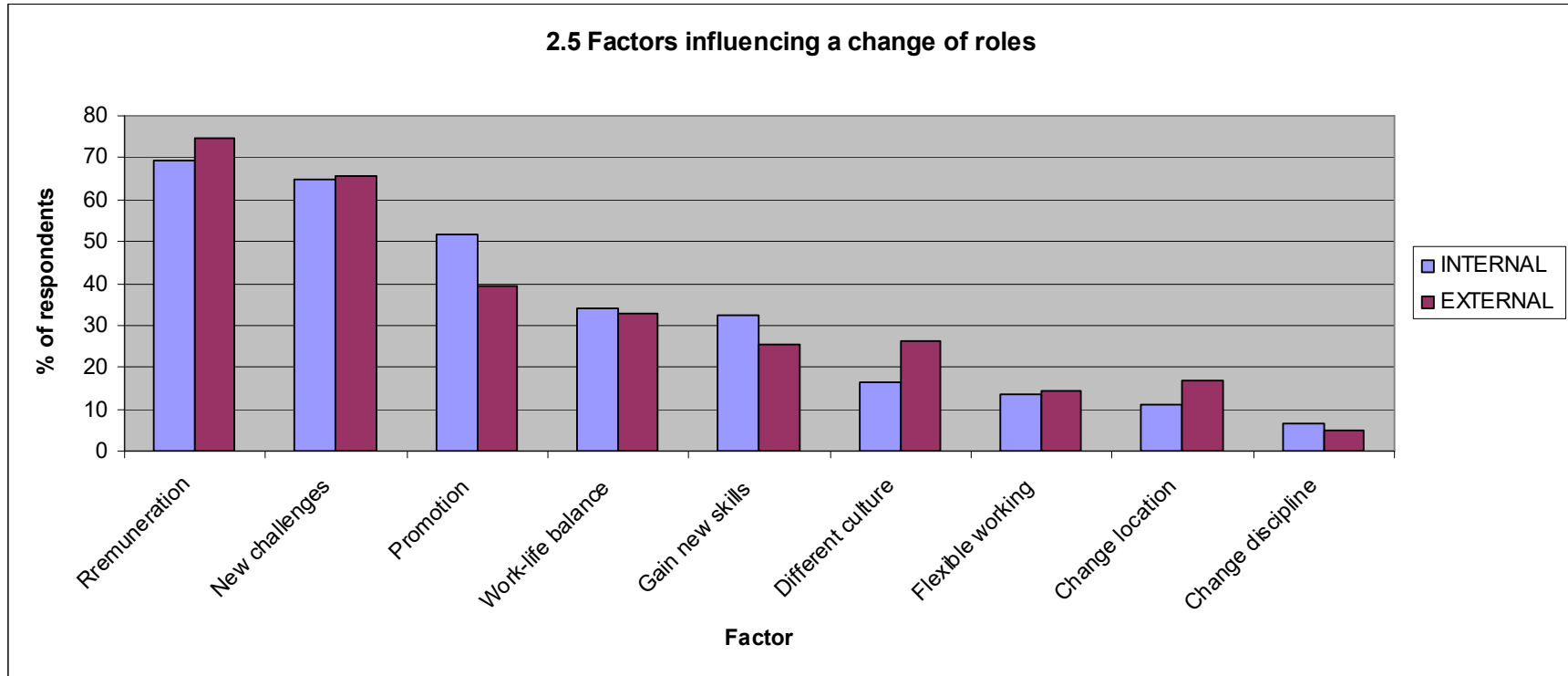
Overall there is little difference in the level of satisfaction across the disciplines below executive level. Those working in commercial roles, however, are slightly (2-3%) less satisfied than those working in either operations or support services.

2.4 Job satisfaction by gender



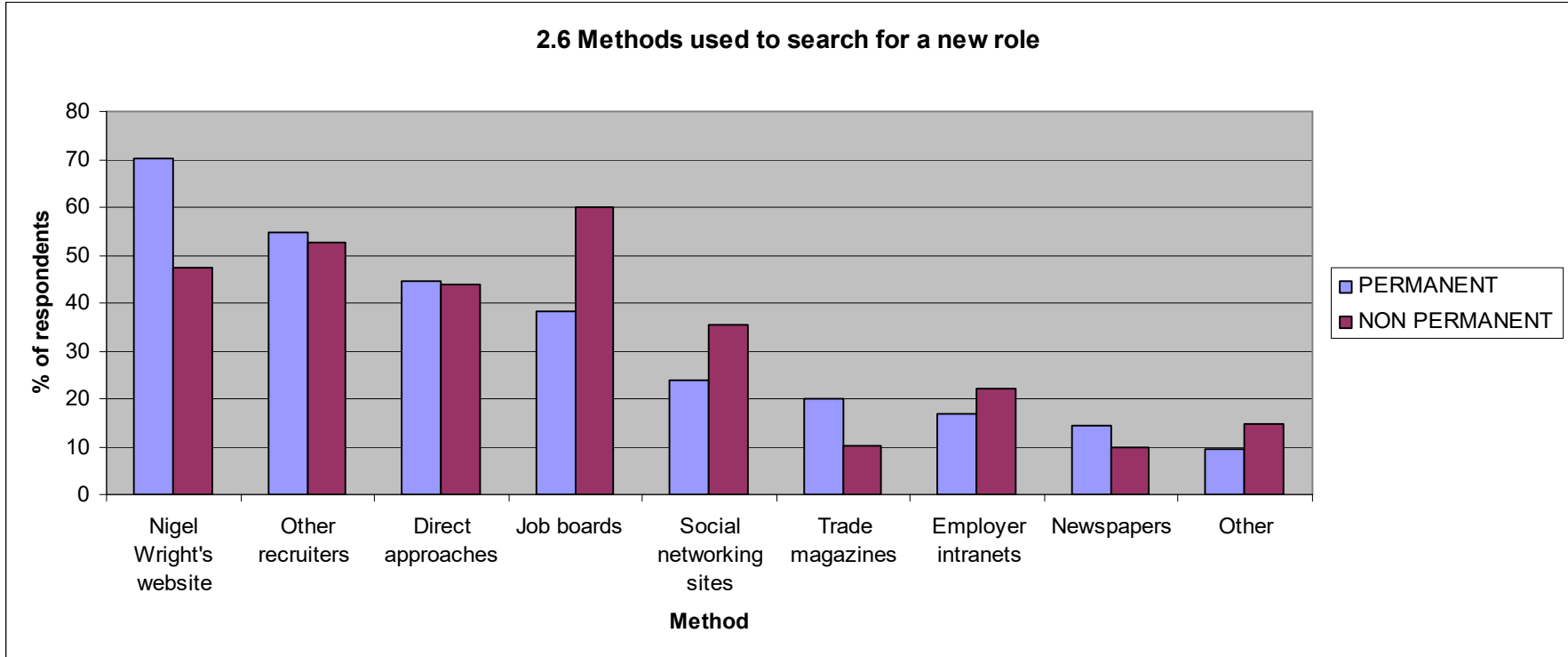
The results show that men are slightly more satisfied in their current job than women, with 79% of men rating themselves satisfied to very satisfied, compared with 76% of women.

2.5 Factors influencing a change of roles



Respondents were asked to select the top three factors that would motivate them to change jobs, both within their current company (internally) and to another organisation (externally). It is perhaps no surprise that the three most popular influencing factors are quite closely linked - one leading to the other in most cases. These were increased remuneration, new challenges and promotion.

2.6 Methods used to search for a new role

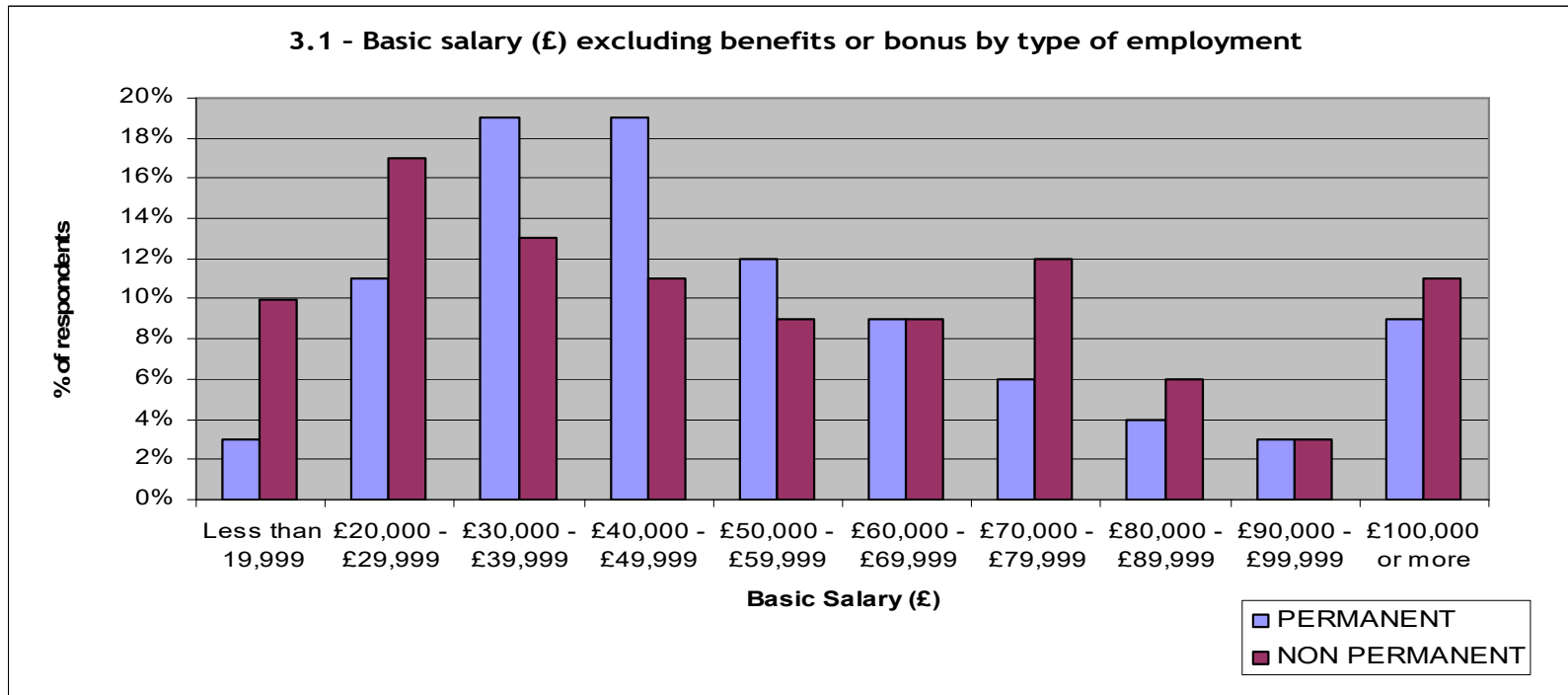


Respondents were asked to select all methods that they would utilise when looking for a new role. As the respondents surveyed were mainly people already known to Nigel Wright Recruitment, it is no surprise that within the top three methods were our website and using a recruitment consultancy. Social networking is also an increasingly important method for job seekers. Using Social Networking sites to identify job opportunities now surpasses the use of traditional media such as newspapers and magazines.

3. Salary, benefits and bonuses

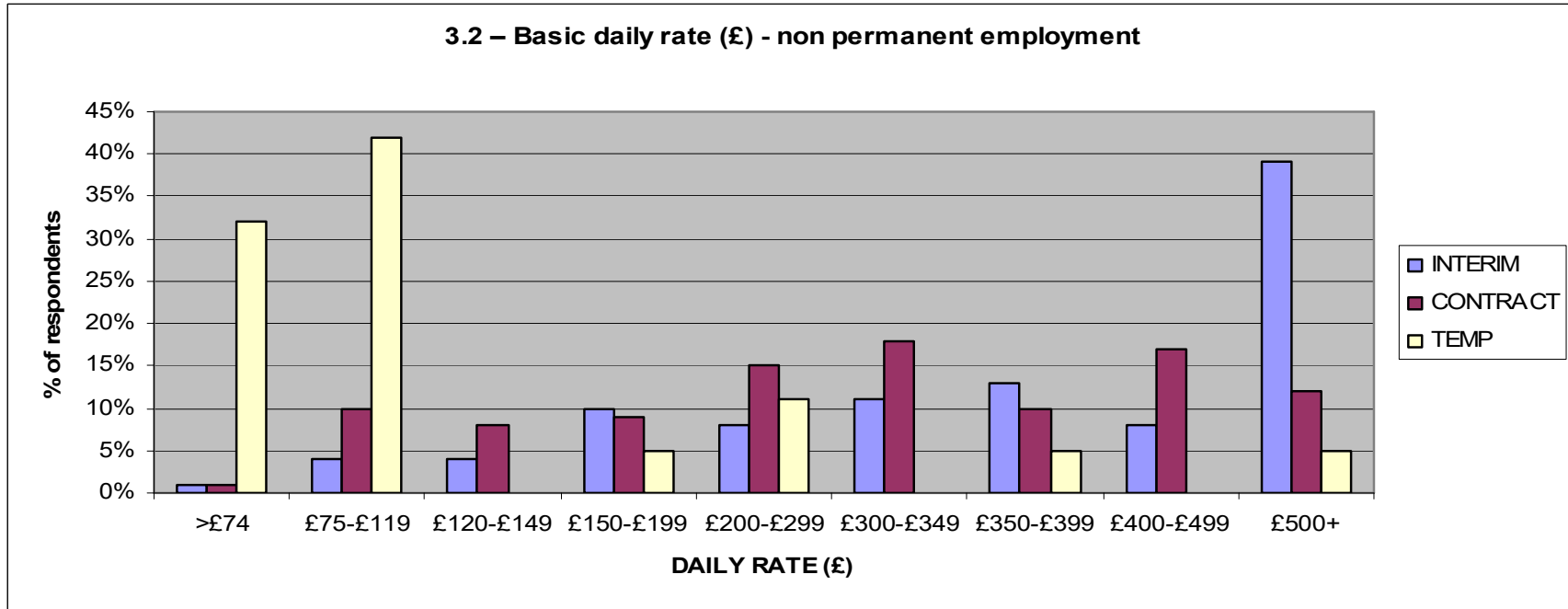
This section presents information from respondents from all disciplines and levels on their salary, benefits and bonuses.

3.1 - Basic salary (£) excluding benefits or bonus by type of employment



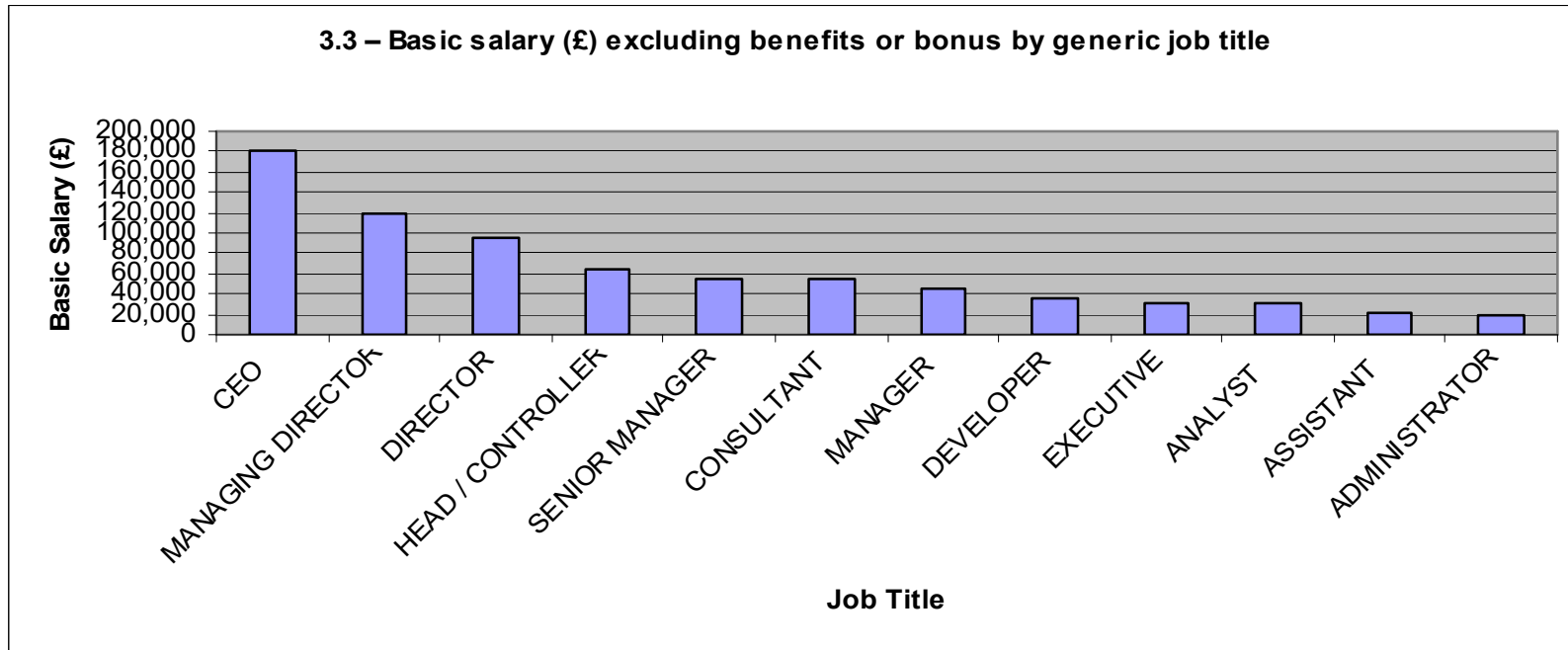
The average salary, excluding benefits and bonuses, received by all respondents, is £55,500. For respondents in permanent employment, the average salary was £55,000, while those in non permanent employment (temporary, interim or contact) receive 56,000.

3.2 - Basic daily rate (£) - non permanent employment



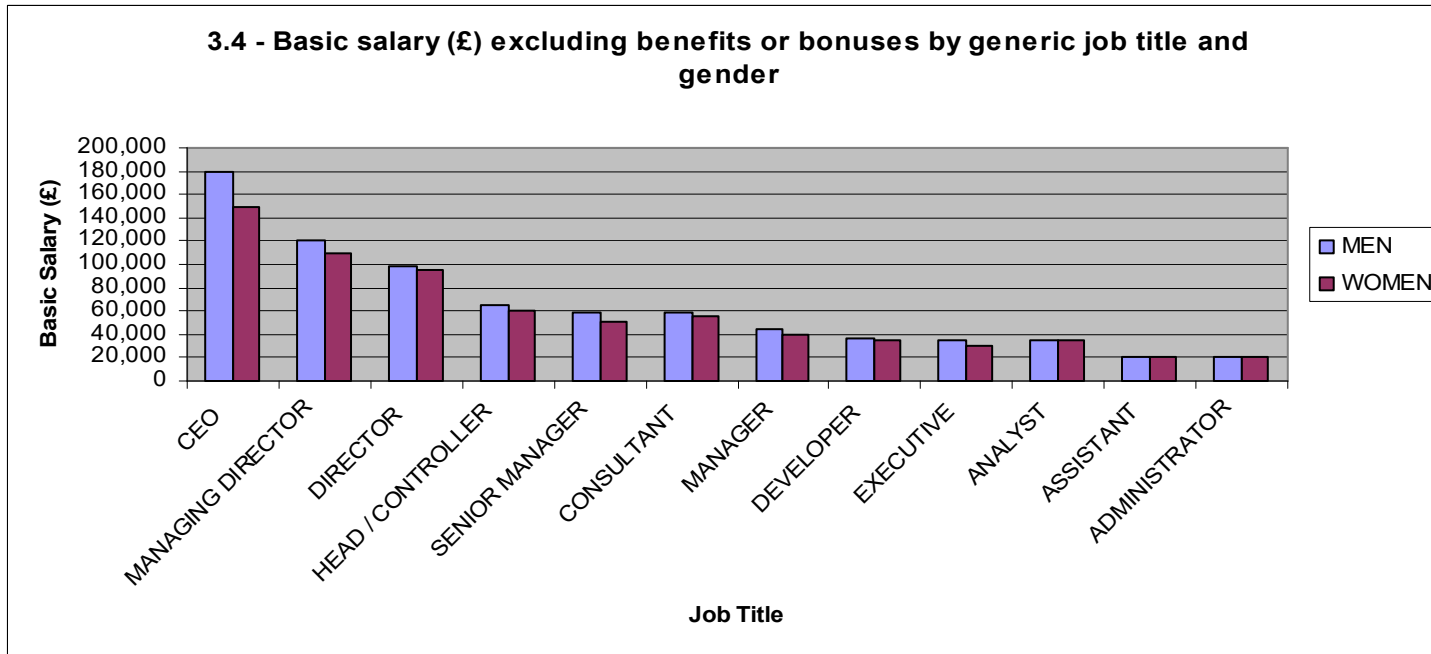
The average basic daily rate for respondents working in non permanent employment is £300. Interim candidates (£380) on average tend to earn more followed by contractors (£300) and temps (£145). Nigel Wright Recruitment interim candidates are typically IT executives or CEOs of SMEs. Our temp candidates, in the main, are HR, Sales and Marketing professionals whereas our contractors tend to work in Finance, IT and Operations across all levels.

3.3 - Basic salary (£) excluding benefits or bonus by generic job title



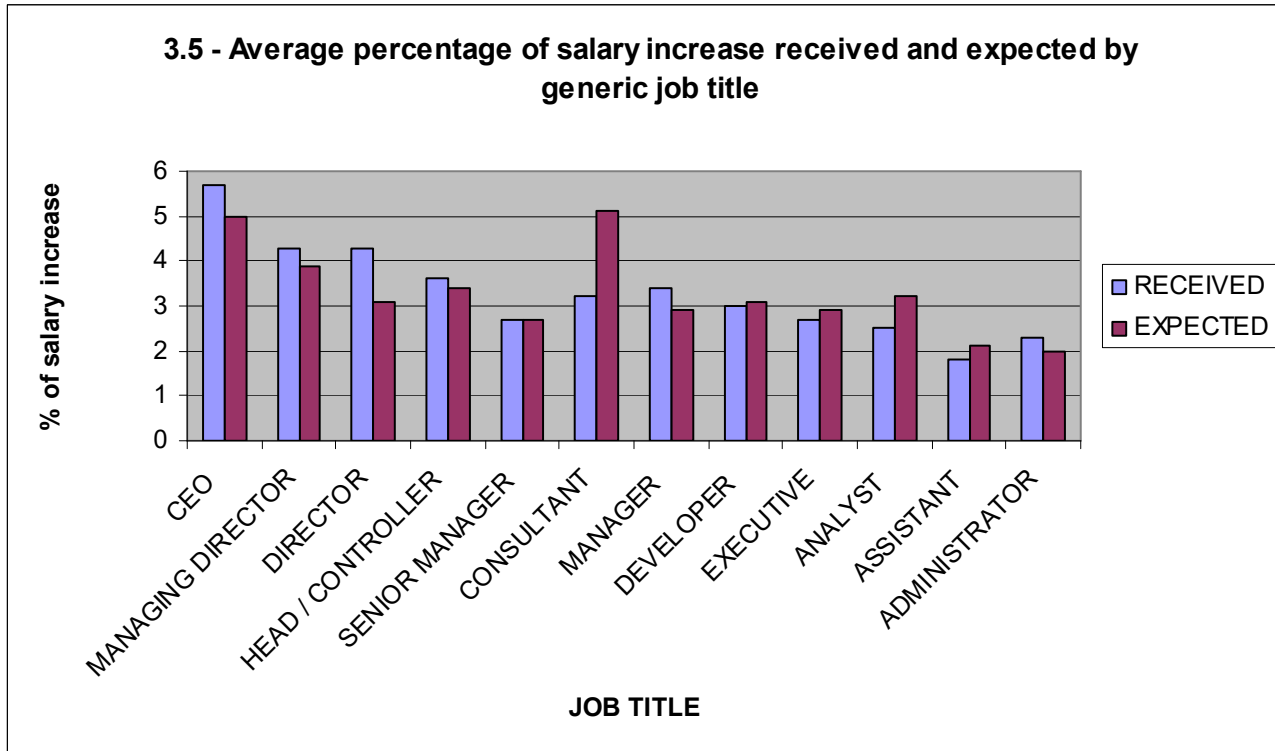
These results highlight the differences in salaries received by respondents fulfilling different, generic roles, within their companies and/or organisations. A more detailed analysis of job titles in relation to function start at page 19. The average CEO salary was £180,000 followed by Managing Directors at £120,000. On average, Directors are earning £95,000 whereas functional Heads or Controllers earn £65,000. Senior Managers earn on average, £55,000 compared to Managers who earn £45,000. As part of the survey, each respondent was asked to select the job title closest to their own. These results, therefore, should only be used as a guide.

3.4 - Basic salary (£) excluding benefits or bonuses by generic job title and gender



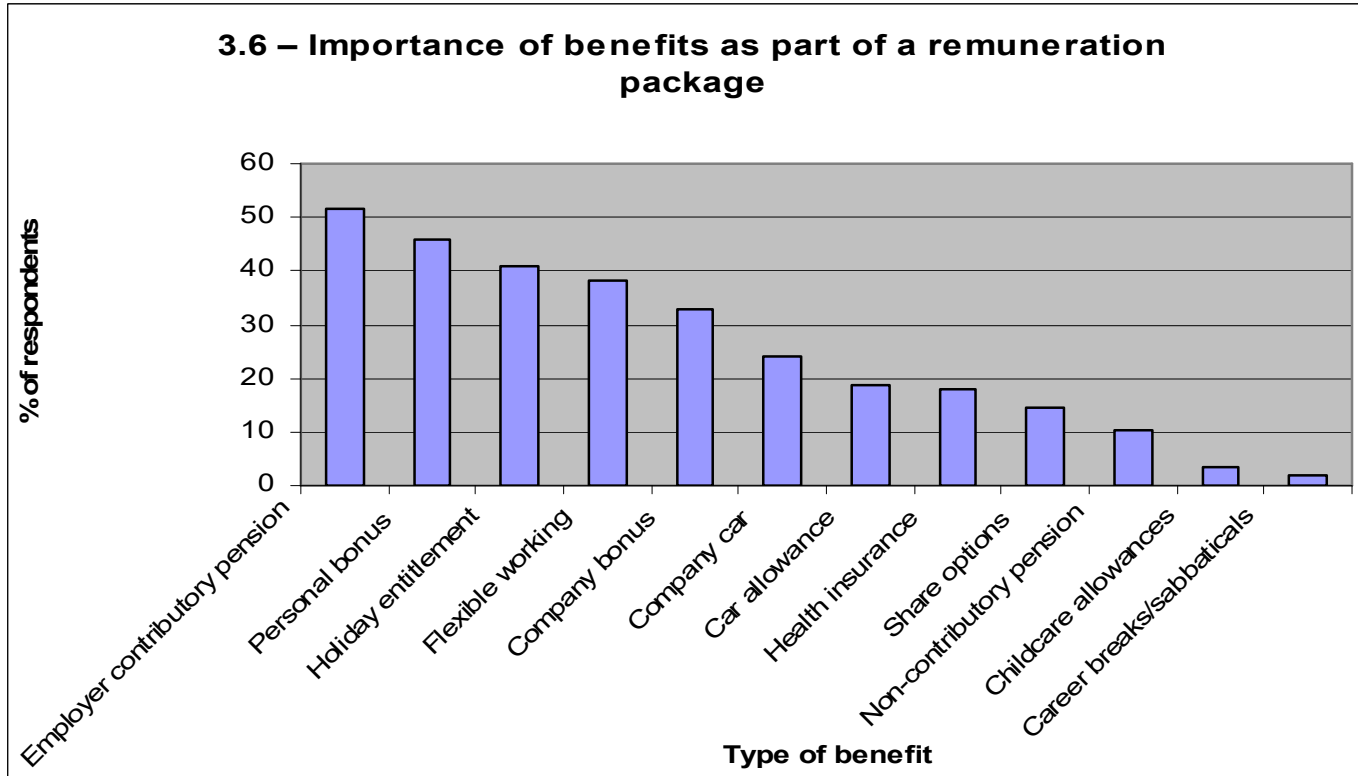
The majority (72%) of respondents are male and this should be taken into consideration when assessing these results. The results do highlight, however, an enduring pay gap between men and woman. There was a significant difference between male and female salaries with men receiving, on average, £59,000 with women receiving £43,000. In every function bar Developer, Analyst, Assistant and Administrator men earn more than women, for fulfilling a similar role. This is particularly apparent at the executive level, where the pay gap between men and woman tends to be higher.

3.5 - Average percentage of salary increase received and expected by generic job title



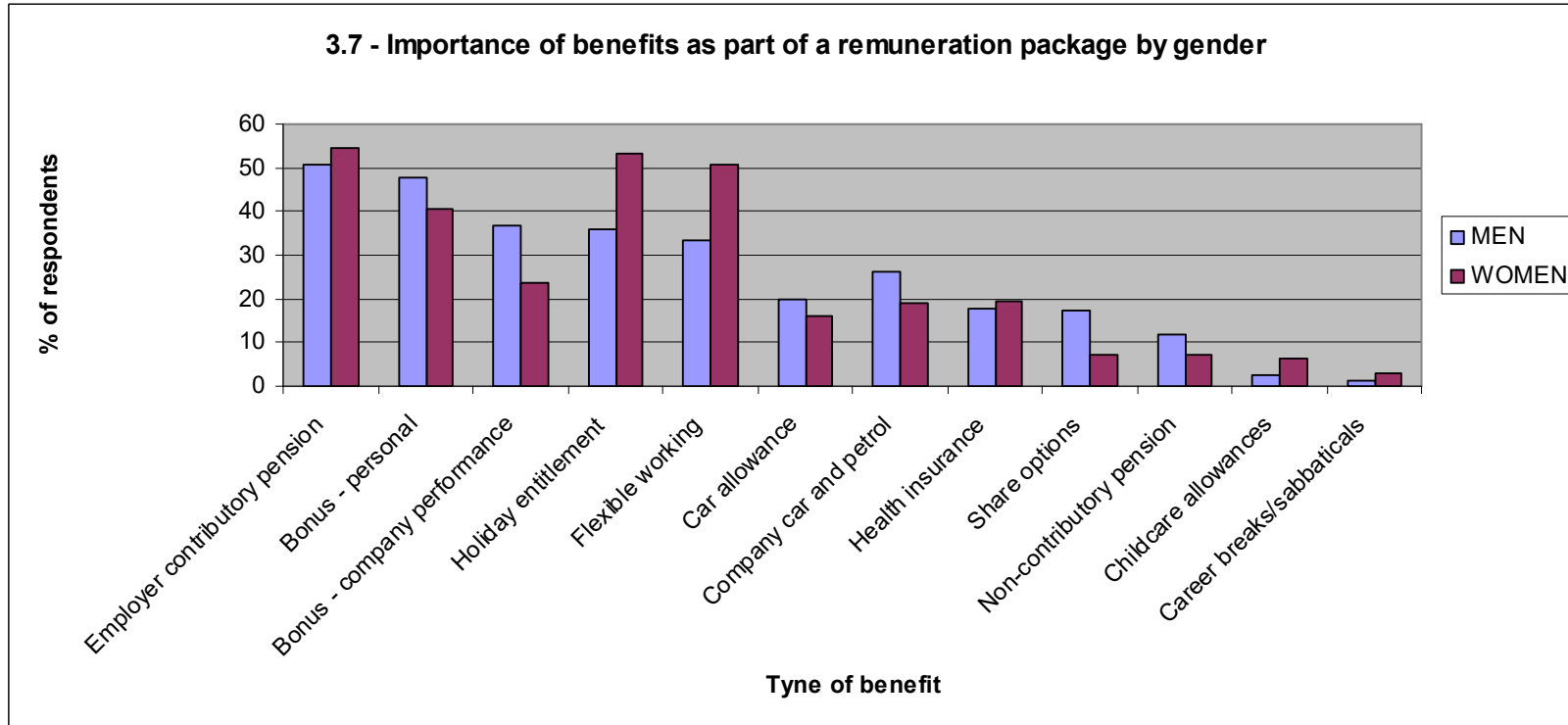
As part of their last salary review respondents received, on average, a 3.4% increase. Overall, respondents were expecting slightly less in their next salary review, with the average increase expected at 3%. Those below executive level including Consultants, Developers, Analysts and Assistants were more likely to be anticipating a raise next year than senior executives. Consultants in particular are expecting their value to increase significantly. The majority (63%) of respondents received between 1% and 5% in their last review and 70% expect to receive between 1% and 5% in their next review.

3.6 - Importance of benefits as part of a remuneration package



82% of respondents receive some form of company benefit or bonus as part of their remuneration package. Respondents felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (52%), a personal bonus (46%) and holiday entitlement (41%). Flexible working (38%) was also rated highly. Child care (4%) and career breaks (2%) were considered the least important benefits.

3.7 - Importance of benefits as part of a remuneration package by gender

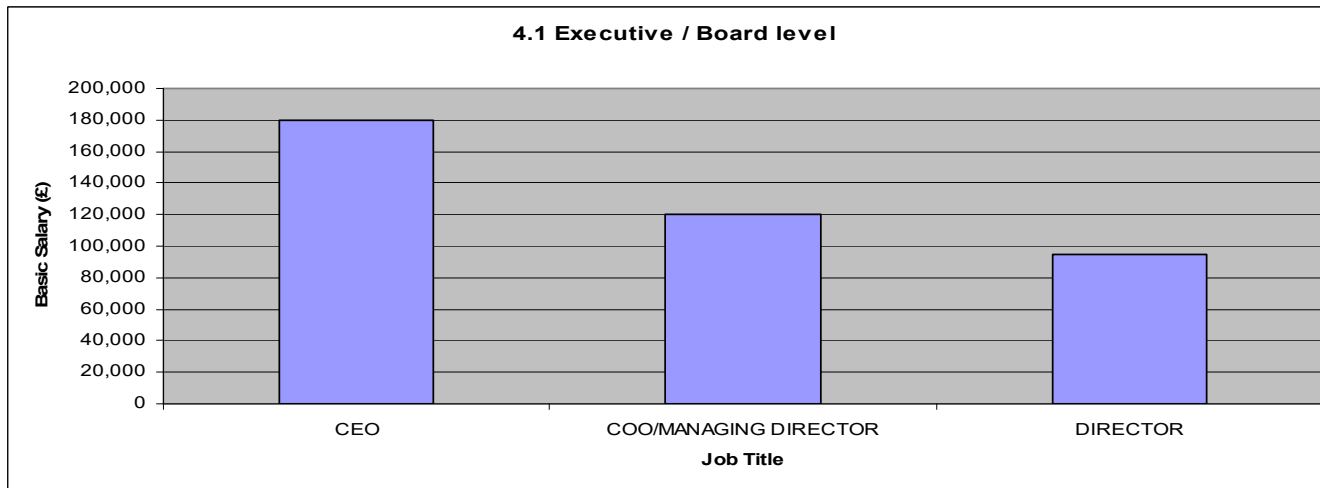


For men and woman an employer contributory pension and health insurance are considered almost equally important to an overall remuneration package. Men tend to value bonuses, share options and a company car as important factors in their overall benefits package. Women tend to value flexible working and holidays as important factors in their overall benefits package.

4. Analysis of salaries in relation to discipline

4.1 Executive / Board level

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
CEO	90 - 250K+	180,000
COO/MANAGING DIRECTOR	75 – 200K+	120,000
DIRECTOR	60 - 150K+	95,000



Salary ranges are broad and reflect the wide range of companies within the UK. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

Basic salary, excluding benefits

The average basic salary, excluding benefits, at executive/board level is £110,000 with the average daily rate for a non permanent executive, £490.

54% of respondents are either satisfied or moderately satisfied with their current remuneration. 18% are very satisfied and less than 3% of respondents are very dissatisfied.

Salary increase received and expected

60% of respondents at executive and board level received between a 1% and 5% increase in their last salary review. 61% were expecting to receive the same percentage value as part of their next review.

BENEFITS

At executive and board level, 93% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Car allowance

84% of respondents at executive and board level are entitled to a car allowance or loan. The majority (65%) receive between £6,000 and £15,000 with only 5% receiving more than £20,000.

Childcare allowance

57% of executive and board level respondents are entitled to a childcare allowance of which only 20% actually claim it.

Annual leave

60% of executive and board level respondents take between 21 and 25 days leave per year. 28% take more than 25 days.

Healthcare

86% of executive and board level respondents are entitled to a healthcare allowance of which 89% have cover that includes themselves and family members.

Pension

96% of executive and board level respondents are entitled to an employer pension fund. 41% have been paying into the fund for five years, with 10% for less than a year. The majority (54%) receive over 9% contributions from their employer. 34% receive in excess of an 11% contribution for their employer.

Typically, executive and board level respondents will contribute between 4% and 8% into their company pension fund; with 21% contributing over 9%.

BONUSES**Guaranteed bonus**

8% of respondents at executive and board level receive a guaranteed bonus. 35% of those received between 11% and 20% in their last bonus. 24% of respondents are expecting to receive between 11% and 20% in their next guaranteed bonus.

Company performance related bonus

82% of respondents at executive and board level receive a company performance related bonus. 29% received between 21% and 40% in their last bonus and 27% are expecting to receive between 21% and 40% in their next bonus.

Personal performance related bonus

51% of respondents at executive and board level receive a personal performance related bonus. 27% received between 6% and 10% in their last bonus and 24% are expecting to receive between 11% and 20% in their next bonus.

VIEWS**Skills shortages**

At executive and board level, respondents highlighted that commercial acumen (58%), having the right personality (55%) and communications skills (35%) were the three key attributes that people often lack at the top.

Qualities required to be successful

To be successful at executive and board level, in the main, respondents indicated that a mix of communication skills (77%), being action oriented (71%) and flexible (74%) were essential.

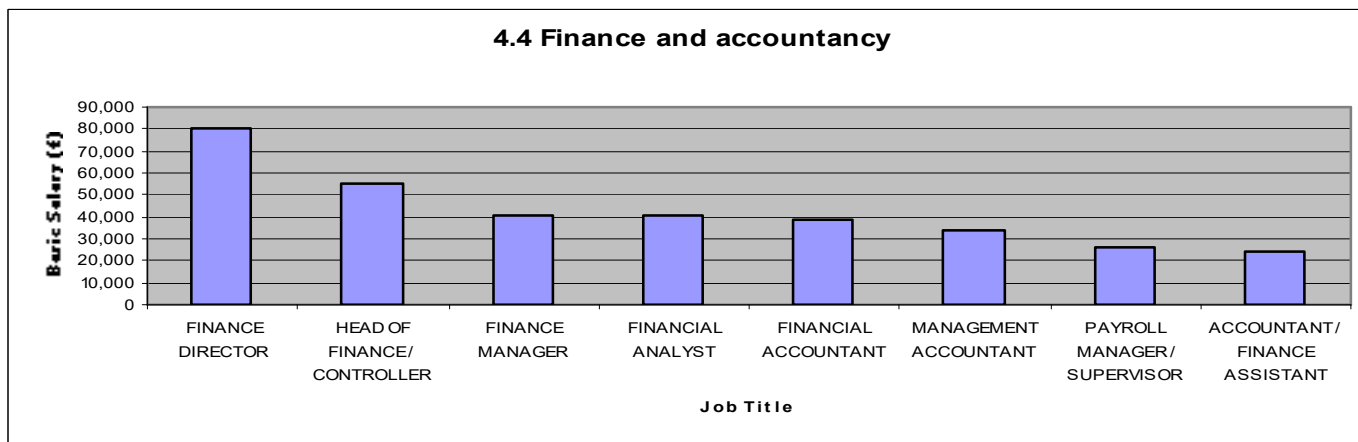
Importance of benefits

Respondents at executive and board level considered a company performance related bonus (56%), employer contributory pension (51%) and a personal performance related bonus (44%) to be the three most important benefits.

4.2 - Finance and Accountancy

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
FINANCE DIRECTOR	40 - 150K+	80,000
HEAD OF FINANCE / CONTROLLER	30 - 150K	55,000
FINANCE MANAGER	30 - 90K	41,000
FINANCIAL ANALYST	30 - 50K	41,000
FINANCIAL ACCOUNTANT	20 - 50K	39,000
MANAGEMENT ACCOUNTANT	25 - 45K	34,000
PAYROLL MANAGER / SUPERVISOR	20 - 30k	26,000
ACCOUNTANT / FINANCE ASSISTANT	18 - 30k	24,000

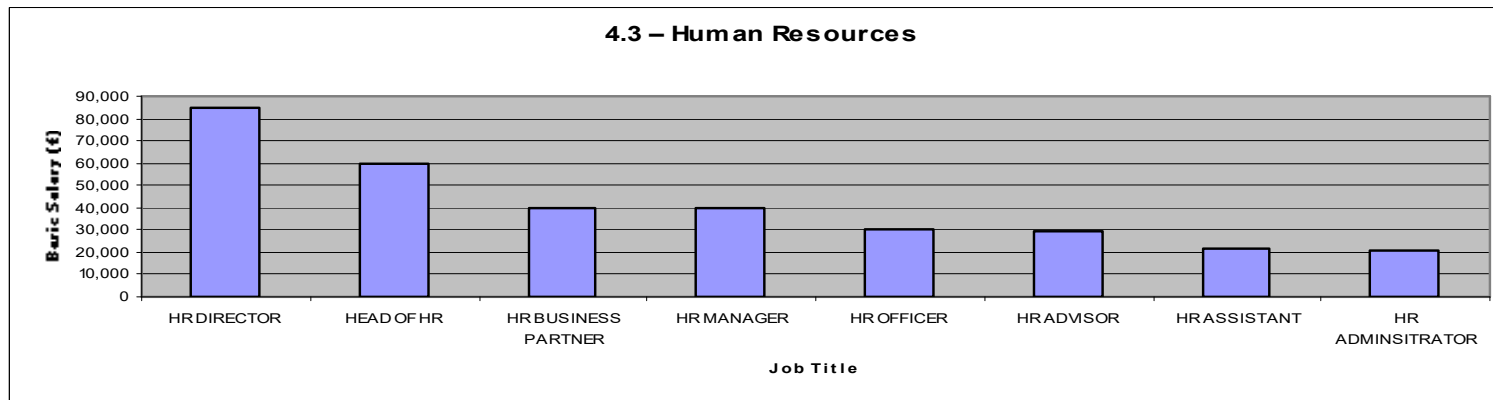
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4.3 - Human Resources

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
HR DIRECTOR	55 - 150K+	85,000
HEAD OF HR	45 - 90K	60,000
HR BUSINESS PARTNER	30 - 50K	40,000
HR MANAGER	20 - 70K	40,000
HR OFFICER	25 - 40K	30,000
HR ADVISOR	20 - 50K	29,000
HR ASSISTANT	18- 30K	22,000
HR ADMINISTRATOR	18 - 40K	21,000

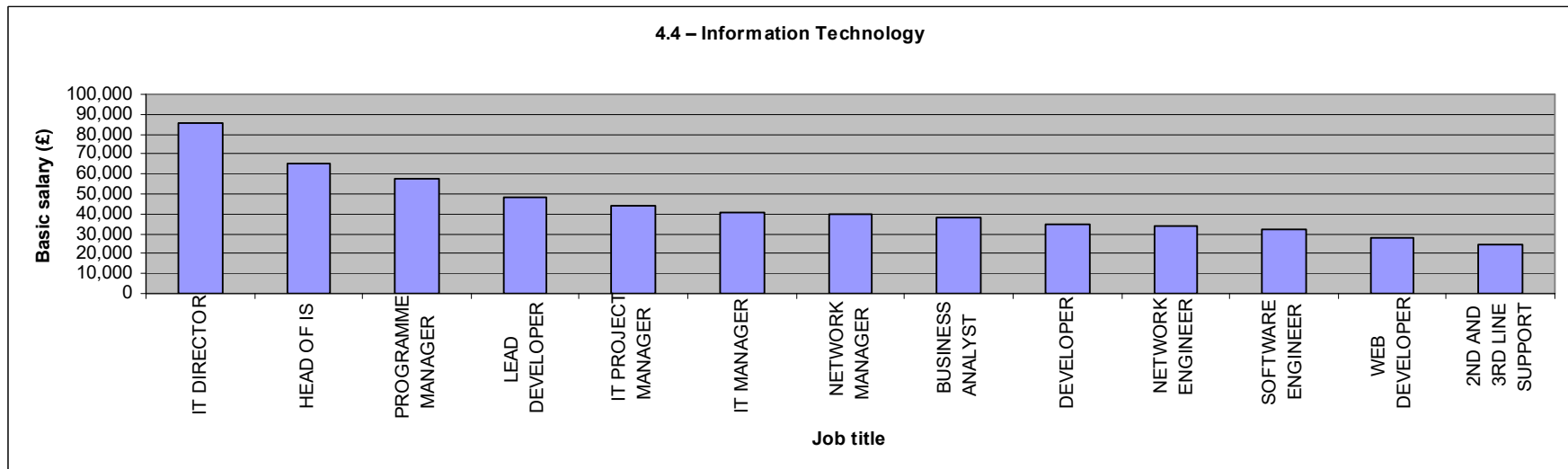
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4.4 - Information Technology

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
IT DIRECTOR	55 - 150K+	86,000
HEAD OF IS	50 - 90K	65,000
PROGRAMME MANAGER	50 - 80K	58,000
LEAD DEVELOPER	30 - 90K	48,000
IT PROJECT MANAGER	30 - 80K	44,000
IT MANAGER	30 - 80K	41,000
NETWORK MANAGER	30 - 50K	40,000
BUSINESS ANALYST	25 - 60K	38,000
DEVELOPER	25 - 90K	35,000
NETWORK ENGINEER	25 - 40K	34,000
SOFTWARE ENGINEER	20 - 50K	32,000
WEB DEVELOPER	20 - 35K	28,000
2ND AND 3RD LINE SUPPORT	18 - 35K	25,000

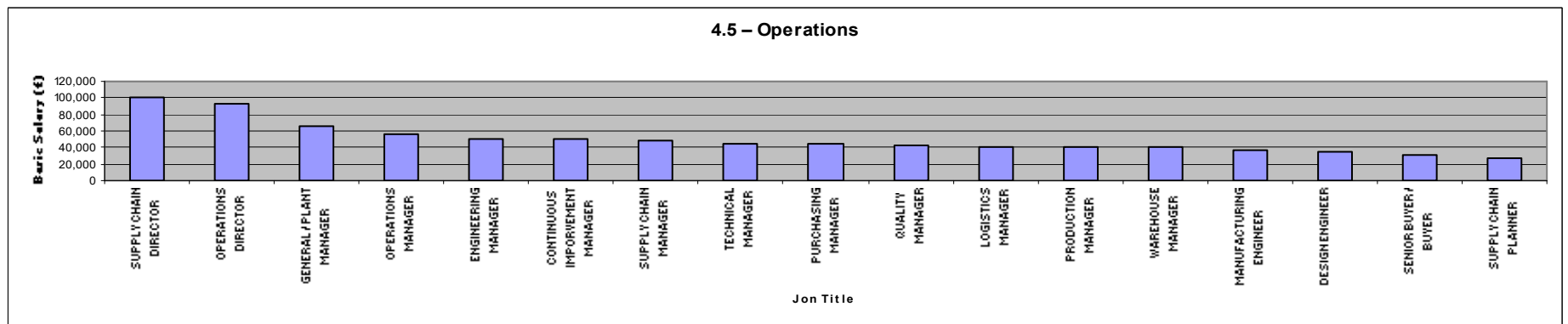
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4.5 - Operations

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
SUPPLY CHAIN DIRECTOR	70-100K+	100,000
OPERATIONS DIRECTOR	40-100K+	93,000
GENERAL / PLANT MANAGER	40 -90K	66,000
OPERATIONS MANAGER	30-80K	56,000
ENGINEERING MANAGER	30-70K	50,000
CONTINUOUS IMPORVEMENT MANAGER	30-60K	50,000
SUPPLY CHAIN MANAGER	40-70K	49,000
TECHNICAL MANAGER	30-80K	44,000
PURCHASING MANAGER	30-70K	44,000
QUALITY MANAGER	30-70K	42,000
LOGISTICS MANAGER	30-70K	41,000
PRODUCTION MANAGER	30-70K	41,000
WAREHOUSE MANAGER	20-60K	40,000
MANUFACTURING ENGINEER	20-50K	37,000
DESIGN ENGINEER	20-60K	35,000
SENIOR BUYER / BUYER	20-50K	31,000
SUPPLY CHAIN PLANNER	20-30K	28,000

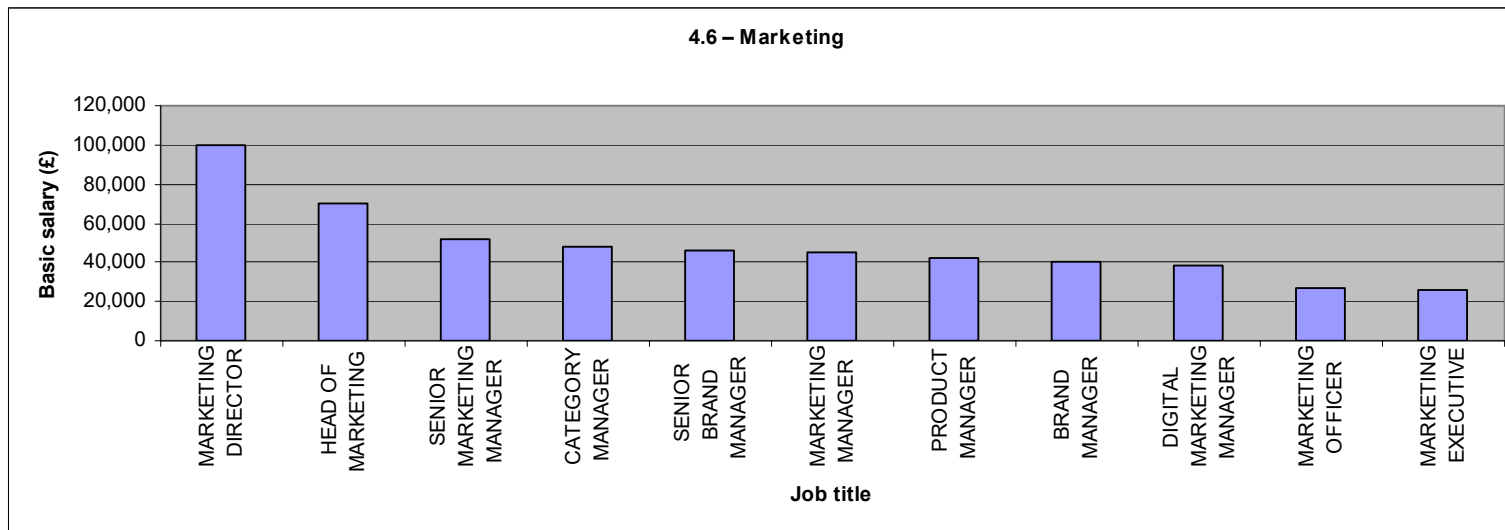
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4.6 - Marketing

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
MARKETING DIRECTOR	50-150K+	100,000
HEAD OF MARKETING	50-100K	70,000
SENIOR MARKETING MANAGER	30-100K	52,000
CATEGORY MANAGER	30-79K	48,000
SENIOR BRAND MANAGER	30-50K	46,000
MARKETING MANAGER	30-80K	45,000
PRODUCT MANAGER	30-60K	42,000
BRAND MANAGER	20-60K	40,000
DIGITAL MARKETING MANAGER	20-50K	38,000
MARKETING OFFICER	20-30K	27,000
MARKETING EXECUTIVE	20-30K	26,000

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4.7 - Sales

JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
COMMERCIAL DIRECTOR	50-150K+	96,000
BUSINESS DEVELOPMENT DIRECTOR	40-100K	90,000
SALES DIRECTOR	50-150K+	90,000
HEAD OF SALES	30-80K	72,000
SENIOR NATIONAL ACCOUNT MANAGER	30-70K	53,000
BUSINESS MANAGER	30-60K	53,000
COMMERCIAL MANAGER	30-60K	50,000
KEY ACCOUNT MANAGER	20-60K	48,000
NATIONAL ACCOUNT MANAGER	20-60K	47,000
BUSINESS DEVELOPMENT MANAGER	20-50K	48,000
SALES MANAGER	20-80K	45,000
AREA SALES MANAGER	20-50K	40,000
ECOMMERCE MANAGER	30-40K	35,000
SALES EXECUTIVE	20-40K	34,000
ACCOUNT MANAGER	20-29K	28,000
BUSINESS DEVELOPMENT EXECUTIVE	20-29K	25,000

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