

# Welcome to our 2014 HR Update

**The UK market has turned dramatically during the last 12 months and the outlook for growth across the country is very good. In line with this growth, the HR talent market has been gaining momentum throughout the year.**

After years of prioritising job security over career development, candidates are increasingly discovering that more opportunities are available and are subsequently looking to see how they can further develop their careers. HR Directors in particular are becoming more confident and open to considering opportunities.

As confidence levels improve, however, candidate shortages become more widespread. Already, interim candidates are becoming less available as competition for the best people has been heightened. In some cases, day rates have risen from £200-£250 to £400-£500.

Permanent salaries are also increasing, especially for HR Business Partners, with some roles earning up to £70,000 in the North East. The junior end of the market is still moving quickly with requirements for good all round generalists at competitive rates.

From a strategic perspective, the main focus seems to be on driving positive growth without increasing headcount. Practitioners are asking questions such as: Are our people in the right place at the right time? What are we doing with our talent? Do we have succession plans in place? Do we need to utilise executive coaching for our leadership team?

Other trends on the rise include HR transformation and OD, which are both currently high on the agenda. HR systems projects are also on the increase as investment from the business improves.

Consequently, HR is busy streamlining processes to make future cost savings.

Many of these issues and trends are discussed in this year's HR update which includes interviews with three of the region's top HR Directors, contributions from PWC and Bond Dickinson, as well as the results from our 2014 trends in HR survey.

Thank you for your continued support and as ever, we welcome any feedback on any of the content.

## **NIGEL WRIGHT HR SALARY SURVEY 2014:**

JOB TITLE	RANGE	AVERAGE BASIC
HR Director	£55,000 – £100,000+	£75,000
Head of HR	£45,000 – £90,000	£57,000
HR Business Partner	£30,000 – £50,000	£46,000
HR Manager	£20,000 – £70,000	£41,000
HR Advisor	£25,000 – £40,000	£29,500
HR Officer	£20,000 – £50,000	£27,500
HR Assistant	£18,000 – £30,000	£22,500
HR Administrator	£18,000 – £40,000	£20,500

## Nigel Wright's charity of choice

**We are proud to announce that Cancer Research is our UK charity of choice for 2014/2015.**

Our fundraising target for this year is £15,000, a large part of which we actually raised during the Nigel Wright National Three Peaks Challenge, which took place in July.

This involved walking the highest mountains in Scotland, England and Wales, all in the space of 24 hours. Seventeen members of staff from our UK and international offices signed up for this challenge, which is considered to be the toughest endurance event for non-professional athletes, and they all completed the course.

In total, the team raised an extraordinary £12,467 for Cancer Research UK! Throughout the year, we will also be organising a number of other fundraising events such as sporting challenges, wine tastings, networking presentations, and cake/bake sales.

**If you would like to contribute to any of our other fundraising initiatives, please visit our company's JustGiving page at [www.justgiving.com/company/NWC](http://www.justgiving.com/company/NWC)**

### **ABOUT CANCER RESEARCH UK:**

Cancer Research is the world's leading charity dedicated to beating cancer through research. They have saved millions of lives by discovering new ways to prevent, diagnose and treat cancer, and survival has doubled over the past 40 years. Every day in the UK there are more than 400 people diagnosed with cancer who will survive the disease for more than 10 years thanks to research.