

# 2015 UK Oil & Gas Salary Survey

In August we published our 2015 UK Oil and Gas Salary Survey. The report was compiled from over 1,000 respondents, across the oil and gas sector, who completed our online survey during the first quarter of 2015. The survey is timely, as the beginning of the year is when pay reviews are announced. >>



Respondents worked across different levels and disciplines within their companies. Analysis is based on C-Level, Director/Senior Management, Management and Non-Management and includes those working in Technical, Operations, Commercial and Support functions.

Our large data-set allows us to understand the average salary and benefits packages people receive within the oil and gas industry. Other factors covered include the benefits regarded as important in a remuneration package, the reasons why people move jobs, as well as the methods utilised to search for a new job. Some of the highlights of the survey are detailed below.

#### Salary, benefits and bonuses

The average salary, excluding benefits and bonuses, received by respondents was £76,000, with salaries ranging from £35,000 at non-management level up to £250,000 at C-Level. Bonuses, on average, could be as high as 28% at C-Level, yet this has declined from the previous year as have salary increases, which have plummeted to an average of 2.3%, with many jobs and levels experiencing declines.

#### Changing jobs

The intention to move jobs was also fairly consistent across the different respondent levels and disciplines. Forty six percent of respondents were in fact planning to change jobs within the next 18 months.

#### Job search methods

Traditional methods of finding a job such as approaching recruiters (74%) or approaching employers directly (56%) still remain important to candidates working within the oil and gas industry. Social networking (36%) is also an increasingly important method for job seekers.

Managing Consultant, Lisa Taylor, commented on the findings:

*"The falling oil price (currently at \$25 per barrel as we go to print) has undoubtedly had a huge impact on the industry, with energy companies slashing capital expenditure and, unsurprisingly, making other cost savings through large scale redundancies. It's a rude awakening, but some argue it's a much needed readjustment in the industry."*

*"Market conditions certainly seem to have affected those at non-management level the most, with over half of respondents working at that level indicating they are dissatisfied with their current role; that's an increase of over 30% compared to 2014, with overall job dissatisfaction rising by 17% overall."*

*"With salaries and bonuses taking a hit, respondents to our survey indicated that factors such as new challenges as well as employee benefits such as flexible working and holiday entitlement, were considered more important than bonuses and increased remuneration. With market conditions not likely to change in the short to medium term, businesses will likely find it easier to incentivise prospective candidates with unconventional benefits packages."*



#### DOWNLOAD

Download our 2015 Oil & Gas Salary Survey online: <http://uk.nigelwright.com/media/1686/5730-uk-oil-and-gas-salary-survey-august-2015.pdf>



## Key trends in HR: Overview of 2015

Sue O'Donovan is Managing Consultant for Nigel Wright's HR practice in the North East. Sue initially joined Nigel Wright in 2004 and has specialised in HR recruitment since 2005. As well as being responsible for senior HR appointments nationally, Sue also manages all of Nigel Wright's HR networking events including HR Directors' Dinners, HR forums and employment law seminars. A member of the North East Leadership team, Sue is also a trusted partner for several key accounts and managing relationships with HR Directors.

It has been another challenging year for HR professionals as they continue to navigate the fluctuating landscape of the global economy. Demographic, technological and societal shifts mean that HR leaders need to constantly analyse and understand the changing nature of work and the needs and the expectations of the workforce and employers, to fully prepare organisations for the future. In this article, we discuss some of the key themes in HR that have dominated, and will continue to dominate, the HR agenda as we move into 2016.



Sue O'Donovan,  
Managing Consultant

