



Introduction

Welcome to the 2014 edition of the Nigel Wright Energy UK Oil and Gas Salary Survey. As a company that is at the core of recruitment in the oil and gas sector, 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.

There continues to be real optimism in the oil and gas industry, with most businesses expecting to increase permanent and contractor staffing levels in the next 12 months. Consequently, average salaries and overall benefits packages have continued to rise. We believe, however, that these inflated labour market conditions are not sustainable.

Many companies within the sector are becoming wise to the fact that these inflated conditions, in some respects, have been made possible by industry stakeholders, such as recruiters, encouraging prospective candidates to demand more. Companies are beginning to combat this by being creative around the benefits packages they offer, in the knowledge that money perhaps isn't always the best way to attract talent.

Certainly, the results of our survey highlight that although financial rewards remain important, there are in fact a range of other benefits that are attractive to candidates in today's market. We fully support creative approaches to incentivising prospective candidates and always make a point of advising clients on what the options are in this area.

The information in this survey has been gathered from over 1000 respondents who completed our online survey in the first quarter of 2014, as well as data from our own extensive networks. This provides us with a large data-set allowing us to understand in more depth the average salaries and the types of benefits people working within the oil and gas industry receive.

Other factors include what benefits people see as an important part of their remuneration package and the reasons why people move jobs, as well as the methods that they utilise to search for a new job. We hope that the results presented within the general overview, discipline and level specific sections will be of interest.

We hope you enjoy reading the report and find the perspectives offered useful. Should you have further questions, please do not hesitate to contact a member of our team who would be more than happy to clarify any of the information presented.

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