



Introduction

Welcome to the 2015 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 want to provide our clients with the most up-to-date information available.

The impact of the falling oil price (currently at \$43 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. Businesses seeking to succeed in this environment will need to be increasingly agile and look for opportunities to diversify while they wait for demand to return to the market.

While salaries increased on average by 5% last year in our survey, this year salary increases have plummeted to an average of 2.3%, with many roles and levels experiencing declines. Similarly, the number of respondents receiving personal and company performance related bonuses has also fallen, with those that did receive bonuses last year generally assuming that they either wouldn't receive one in their next review, or that the percentage of their bonus next time round would likely decline. This was apparent at all levels.

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 last year, with overall job dissatisfaction rising by 17% overall. Clearly, there is increased pressure being put on employees to deliver more for less and those lucky to be in jobs, but who are unhappy, are certainly willing to explore other opportunities. We've seen a significant rise in the number of candidates contacting us and it was reassuring to see that the value of using recruiters has actually increased by 8%.

Last year it was already apparent that employers were becoming wise to the imminent wage inflation problem, by being creative around the benefits packages they offered prospective candidates. This year, with salaries and bonuses taking a hit, respondents to our survey indicated that factors such as new challenges, as well 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.

The information in this survey has been gathered from over 1000 respondents who completed our online survey in the first quarter of 2015, 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, as well as the opinions of those in the sector regarding why people move jobs and the methods that they utilise to search for a new job

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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