

This week we published our annual UK salary survey. The report was compiled from over 2,000 respondents, across different industry sectors, who completed our online survey between the beginning of December 2011 and the end of January 2012. The survey is timely, as the beginning of the year is when pay reviews get announced.

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

- **Job satisfaction**

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. Those working at the executive level were the most satisfied. There was 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.

- **Changing jobs**

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.

- **Job search methods**

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.

- **Salary increase**

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.

The full report can be read and downloaded from [www.nigelwright.com](http://www.nigelwright.com).