

## **FOR IMMEDIATE RELEASE:**

### **Nigel Wright report highlights 3% increase in North East salaries in the last 12 months**

Newcastle-upon-Tyne, United Kingdom – August 17<sup>th</sup> 2016

North East employees have enjoyed a 3% pay rise in the past year, according to Nigel Wright's latest report.

The leading recruitment consultancy surveyed over 1,000 North East respondents working across different disciplines and levels, in sectors such as industrial and manufacturing; business support and professional services; public and third sectors; consumer; and digital and creative.

Using their large data set, the company gathered information on the average salary and benefits people receive within the region, as well as data on job satisfaction, the reasons for leaving jobs, gender differences in pay, and the methods used by candidates in their job search.

Some of the highlights of the survey are outlined below:

#### **Salaries**

- Executive salaries saw the biggest increase at 4.9%, on average, followed by Finance at 3.7% and Manufacturing, 3.4%. Increases in other disciplines varied from between 2.1% to 2.9%.
- The gap between male and female salaries was 12%, the same as last year. This is below the current national average of 18%, though Nigel Wright only recruit professional level jobs and therefore a lower wage gap is expected overall.
- Satisfaction of remuneration has increased again, this time by 2%, compared to 1% last year.

#### **Benefits**

- The number of people who said they received a guaranteed bonus in this year's survey declined by 2%, but the average guaranteed bonus received increased from 7% to 11%;
- Company bonuses increased, on average, from 8% to 10%. Personal bonuses declined, falling from 10% to 9%. In both instances, there were fewer people receiving them, compared to last year;
- 21% of respondents indicated they would be tempted to change jobs if offered better flexible working conditions elsewhere. 71% said they already enjoy some flexible working arrangements in their current role, the most popular being flexi-time (39%) and being able to work from home (38%).
- Respondents also indicated that the factor that would most likely improve their work life balance would be a reduction in the number hours they work (43%). Where respondents highlighted other issues, the key things mentioned were that people would prefer less stress and a greater ability to work from home.

#### **Job satisfaction**

- Overall job satisfaction has remained static during the last twelve months, with 76% of people saying they were at least satisfied, if not very satisfied, in their current role. Job satisfaction had previously fallen by 12% between 2014 and 2015;

- At the executive level those claiming to be 'very satisfied' in their job increased by 14%.

### **Searching for jobs**

- Alongside approaching recruiters and employers directly, using job boards and social networking continue to be popular methods for job seekers when securing a new role.
- Utilising social networking sites when searching for a job has increased by 30% in our survey between 2011 and 2016 and is now an integral part of the recruitment process.

### **Hiring intentions**

- Over a third of respondents (35%) said that they expected their company to recruit more people in the next 12 months;
- A shortage of suitable candidates (80%) followed by competition from other employers (39%) were cited as the key challenges faced by companies seeking to increase headcount;
- To address the skill shortage, respondents highlighted how firms are seeking to recruit apprentices (31%), increase training budgets and recruit from other industries (21%). Only 7% said sourcing talent from overseas was a priority.

Paul Wilson, CEO at Nigel Wright, commented on the findings;

"The market has certainly begun to move forward again after a period of relative stability. Companies are coming out of a lean legacy-based operational model, characterised by a lack of investment, and focusing again on growth through private equity and corporate finance deals. Consequently, there are more opportunities emerging, particularly at the senior end of the market.

At the same time, companies can't afford to lose key people. Because of this, we're seeing a significant increase in the number of counter offers. At the extreme end of the scale, firms are offering up to 50% pay rises to persuade their star people to stay. It is then down to our skills as a recruiter to manage these situations. Firms have also put succession planning very much back on the agenda.

There's an increasing awareness of the importance of strategic talent. Employers need to consider not just the basic salary but also bonuses and other benefits if they want to retain and attract the right sort of talent. Professionals want to work for companies with the right attitude, one that sees itself as ambitious, as a leader in their field and as a brand they believe in and want to work for.

It's worth noting that our survey was conducted prior to the Brexit vote, but it was reassuring to see that recruiting talent from overseas wasn't a major priority for firms seeking to increase headcount this year.

Finally, as more and more individuals are now using online media in their job search, it is increasingly important for businesses to invest in their employer brand and in resources that can maximise their potential of attracting the best candidates."

The full report can be downloaded from <http://ukrecruitment.nigelwright.com/>

###

835 words