

**Hays Human Resources
Salary & Benefits
Guide 2008/9**





The new Hays Human Resources Salary & Benefits Guide is now more extensive than ever, including detailed salary guides by job title, region and sector.

This guide is compiled using details from our nationwide database of candidates, live jobs and research with our clients. For accurate comparison to market rates in your sector or geographical area, the guide includes figures for both commerce and industry and public services. Used either on its own or in consultation with one of our specialist recruiters, the Hays Salary Guide is an invaluable tool to help you manage resources effectively.

Alongside the salary figures on the enclosed CD, we've collated research from HR professionals to gain insight into the way the HR function is perceived, the prevalence of HR at a strategic level, the value placed on employment benefits and the reasons why jobseekers consider switching jobs.

As the UK and Ireland's leading specialist HR recruitment consultancy, Hays Human Resources has a wealth of knowledge and experience with 25 offices across the UK staffed by teams of specialist consultants.

I hope you find the research insightful and useful when considering your own policies and procedures, and the salary data tables an essential tool for benchmarking, budgeting and resource planning and look forward to receiving your feedback.

Heidi Waddington
National Director, Hays Human Resources

Contents

Perception of HR

- Perceptions of the importance of HR within organisations

Recruitment and retention

- Recruitment challenges
- Retention and benefits

“At a time of uncertainty, HR professionals often come to the fore. The focus is on improved retention and enhanced productivity and this can be achieved through effective training and development initiatives.”

Heidi Waddington, MD,
Hays Human Resources



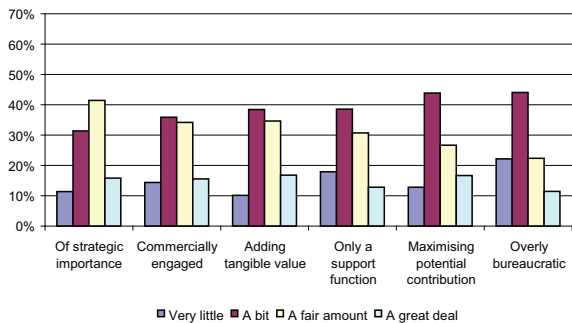
“For many modern, forward-thinking law firms, HR initiatives are now being urgently addressed with full board-level support. Working within a law firm offers a great deal of challenge for the modern HR professional and, as our market place becomes more global, so do the career options as well.”

James Collinge,
Head of HR,
Field Fisher Waterhouse

Perception of HR

We asked HR professionals how they thought their function was viewed within their organisation – the responses are shown in the chart below.

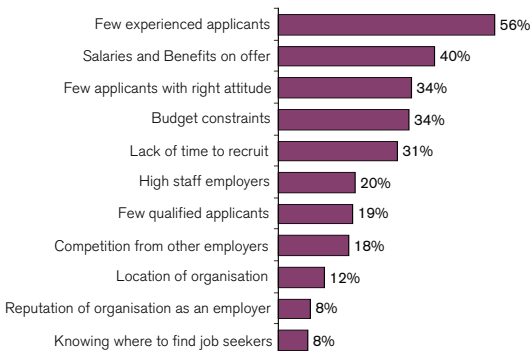
- A slight majority felt that on the whole HR was seen to be of strategic importance and adding tangible value, while half felt that it was considered commercially engaged.
- Only a third (34%) thought it was seen as too bureaucratic and 44% thought it was seen as simply a support function.
- However, 57% felt that it was unlikely to be thought of as maximising its potential contribution.



Recruitment and retention

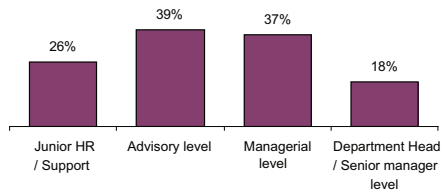
Recruitment challenges

- 56% of HR employers say that their biggest recruitment challenge is the lack of experienced applicants while 40% cite the uncompetitive salaries and benefits they have on offer to prospective employees.
- A third (34%) says that trying to find applicants with the right attitude is their biggest challenge while an equal proportion has budget constraints.



Positions most difficult to recruit

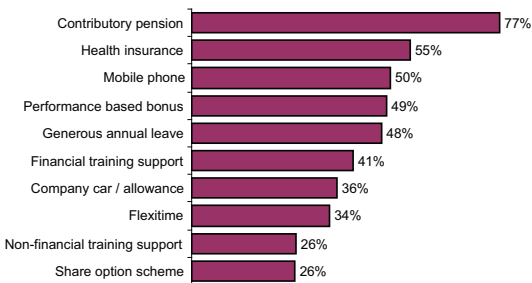
- Advisory level staff are proving the most difficult to recruit, at 39%, followed closely by managerial level staff.
- Surprisingly, respondents say it is harder to find Junior HR / Support staff than it is to recruit department heads / senior management.



Retention and Benefits

Most commonly offered benefits by employers

- More than three-quarters of employers offer a contributory pension – the most commonly offered benefit overall.
- The next most common benefits, offered to around half of employees, are health insurance, mobile phones, bonuses and general annual leave.



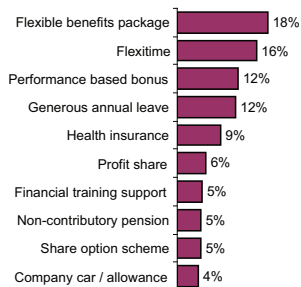
“A recognition that people are motivated by factors other than pay has made L&D opportunities a critical factor in the 'Employer of Choice' debate. I think this has led managers to better protect their training budgets than they did ten years ago.”

Sally McAuley,
Learning & Development
Manager, East Devon
District Council



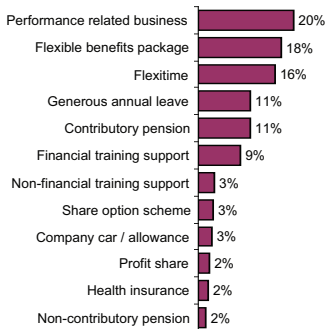
Benefits valued by jobseekers

It is interesting to note though that the most coveted benefit is a flexible package, where employees can mix and match from a range of benefits to create a 'suite' of benefits to suit the employee. This does not feature in the top 10 offered benefits, indicating that most employers are unable or unwilling to meet the demand. Car allowances / company cars are at the bottom of the list, with just 4% of respondents citing this as their most desired benefit.



Impact on retention

Employers felt that offering a performance-related bonus had the greatest positive impact on recruitment and retention of employees, followed by flexible benefits and flexible working hours, which shows that even though they may not be able to necessarily offer the benefits that employees value, they are aware of what works.



To find out more about the information provided
in the Hays Human Resources Salary & Benefits Guide,
or to register a vacancy with Hays Human Resources,
contact us on:

T 01454 207110

E jess.white@hays.com