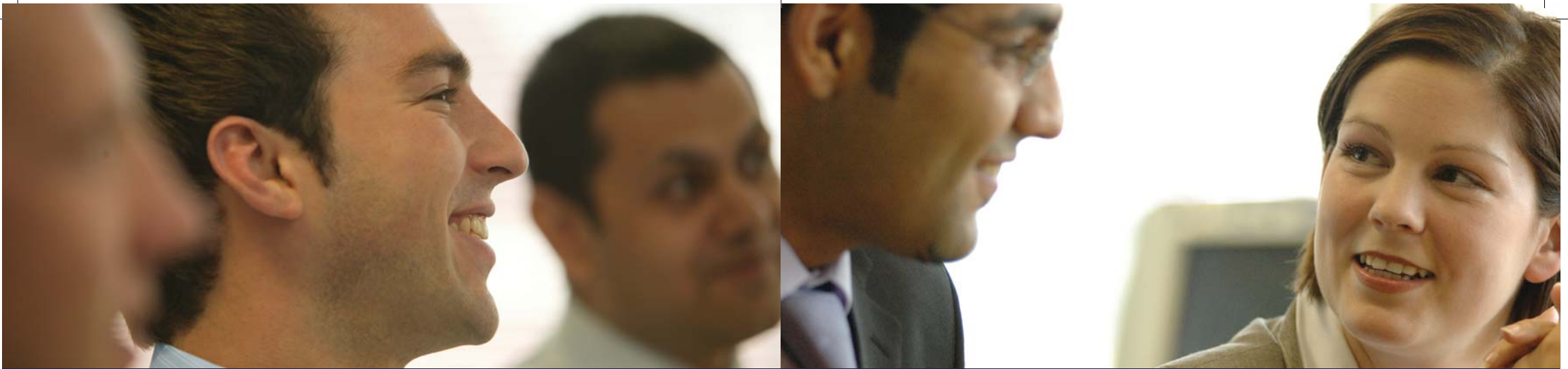




Public Services Salary & Benefits Guide 2008





'I think the NHS offers a great opportunity to people from other sectors to come in and make a real difference, but we also need to get much better within the service at talent management. We have many talented people already working for us, but must be much more systematic in ensuring people with the right skills and ambition maximise their potential.'

Mark Ogden
 Director of Finance
 North West Strategic
 Health Authority

To find out how we can assist you with your specific requirements:

Call 0800 716026 or visit hays.com/accountancy

Welcome to the 2008 Salary & Benefits Guide for the public and not for profit sectors

Once again we would like to thank the numerous clients and candidates that have contributed to our salary guide. Your responses have allowed us to expand the range of information we can provide, particularly on benefits and attitudes to employment.

The guide is divided by government region for England, Wales, Northern Ireland and Scotland into the following sectors:

- NHS Trusts
- Local Government
- Central Government
- Charities
- Education
- Housing

This information will be helpful whether you are recruiting new staff, looking to retain your best talent or making a decision about a job move for yourself.

We trust you find this guide useful, and look forward to hearing any feedback you might have, at salaryguides@hays.com.

Andy Robling
 Director, Public Services
 Hays Accountancy & Finance

Key findings

- 72% of accountancy & finance professionals in the public services and not for profit sectors say they are fulfilled by their career
- 72% would recommend their employer to a friend
- 50% of jobseekers say that the desire for a higher salary contributed to their decision to make their last job move
- 68% believe that even if their employer addressed the issue compelling them to move on, they would probably still leave
- The most commonly offered benefits are 25 days+ annual leave and financial training support
- 80% of employees enjoy flexible working hours - although 43% would like more flexibility
- The most common recruitment difficulty is the shortage of skilled applicants - cited by 27% of employers
- The majority of employers (65%) feel that their level of staff turnover is below the industry average

Please refer to the enclosed CD for detailed salary figures and the complete results of our research with public services finance professionals and employers.

We have kept the job categories as streamlined as possible for ease of use.

'The range of career opportunities within DE&S is very extensive as it is responsible for all equipment acquisition and its support through life. Opportunities even exist for working on operations to directly support the frontline. The rewards include an excellent pension scheme and additional retention allowance for professionally qualified staff.'

Rob Young
 Finance Skills Director
 Defence Equipment
 & Support



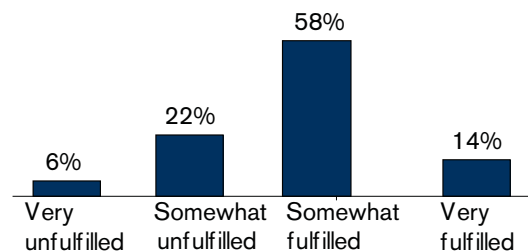
'We are focusing on benefits such as work-life balance, flexitime, emphasis on training, pensions and career development. Hopefully this overcomes - at least in part - the focus on pure remuneration, i.e. salary. We also offer a lot of additional benefits such as salary sacrifice schemes and buying/selling leave options.'

John Baker,
Head of Finance /
Pennaeth Cyllid
Wales Audit Office /
Swyddfa Archwilio Cymru

Job satisfaction is on the up!

On the whole, people who work in public services accountancy and finance are happy: 72% say their career is fulfilling, and only 13% rate their work-life balance as below average - compared to 49% who say it is either 'good' or 'excellent'.

Figure 1. Fulfillment with career



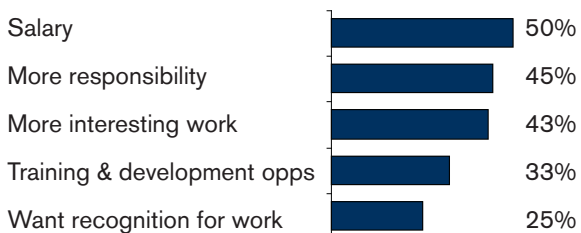
Just under half of public services finance professionals (46%) feel that they are where they thought they would be in terms of their career and 84% say they have the skills they need to succeed.

Looking to the future, 69% of our respondents are confident that they will achieve their career goals, and 37% intend to retire at least five years early.

Motivators to change roles

The most common reason for changing jobs is the desire for a higher salary, cited by one in two finance professionals; however, 45% say they are driven by a need for more responsibility, and 43% seek more interesting work.

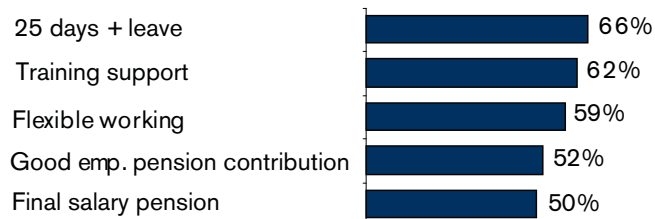
Figure 2. Top 5 motivators to change jobs



Looking to the future

66% of accountancy and finance professionals in the public services and not for profit sectors consider a minimum of 25 days of annual leave 'vital' when considering new roles, while 62% cite training support. Flexible working is a 'deal-breaker' for 59%.

Figure 3. Top 5 benefits considered 'vital' when evaluating new roles



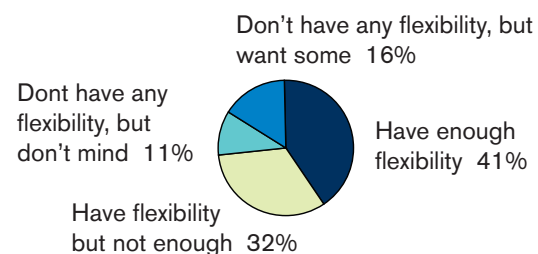
It's clear that employers are tuned in to the needs of their staff, as the top benefits – offered by 78% of employers – are a minimum of 25 days of annual leave and financial training support, while 72% of employers offer flexible working hours.

For full findings of our benefits research, please refer to the enclosed CD.

Flexible working

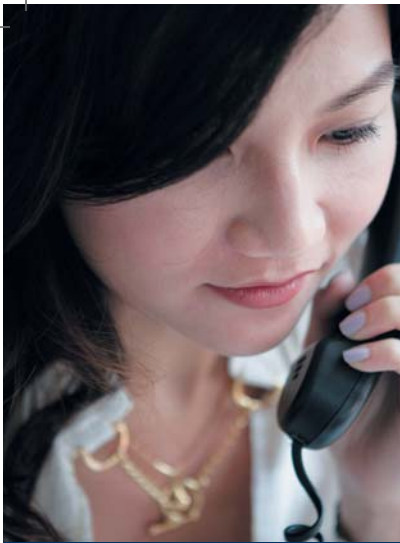
The desire for flexible work is a consistent theme in our research: although the majority of employers offer flexible hours, 48% of professionals say that they don't have enough flexibility in their work.

Figure 4: Satisfaction with flexibility at work



'To attract candidates, we focus on the quality of the job, working in an extremely dynamic and fast moving organisation and emphasise the depth of experience that the successful candidate will gain. In the last 12 months we have found there is a shortage of good quality candidates at a good price.'

Esme Winch
Director of Finance
Newcastle College



'We haven't done an awful lot of recruiting this year, but have been pleasantly surprised at the quality of candidates available. I'm always happy to consider candidates from another sector. Quite often they bring a new approach that moves the finance team forward.'

Chris Skelton
Finance Director
Extracare Charitable
Trust

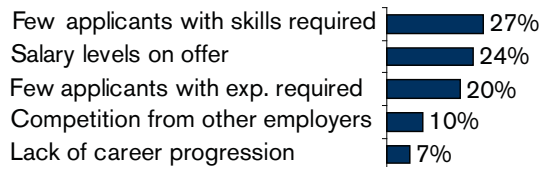
Please refer to the enclosed CD for:

- Detailed salary listings broken down by area
- Complete research results

Recruitment challenges

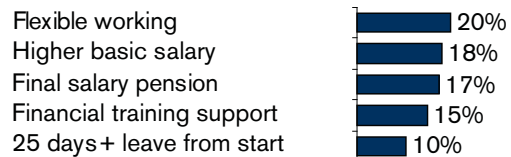
Public services and not for profit employers say that the main recruitment challenge facing their industry is the shortage of skilled applicants in the marketplace, and nearly a quarter say their recruitment efforts are hampered by the low salaries they have on offer.

Figure 5: Top 5 recruitment difficulties



When asked which benefit or working condition had the greatest impact on employers' ability to recruit and retain accountancy and finance staff, flexible working again came out on top, at 20%.

Figure 6: Top 5 benefits with greatest impact on recruitment/retention



To find out how we can assist you with your specific requirements:

**Call 0800 716026 or
visit hays.com/accountancy**

Specialist Recruitment hays.com

Australia Austria Belgium Brazil Canada China Czech Republic France
Germany Hungary Ireland Italy Japan Luxembourg Netherlands New Zealand
Poland Portugal Singapore Slovakia Spain Sweden Switzerland UAE UK

