



Salary and Benefits  
Survey 2018

# Salary and Benefits Survey 2018



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## Using this guide

This guide is intended as a starting point for the analysis of current salary trends based on research we have conducted over the past 12 months. The guide can be used to help determine starting salaries for new employees and assessment of current employee compensation. The results are based on the common average salaries across industries and experience levels.



Salaries in Wales up **8.2%** year-on-year



Average advertised UK wage **£32,940**



Vacancies up by **2%** compared to 2017



**74%** of employees consider opportunity for career progression a must have when considering a new job



**Marketing Manager** voted Glassdoor's best job

# Salary Survey 2018



With the ONS declaring real pay growth of **0.2%** in the three months to February this year and unemployment falling to **4.2%**, the lowest level since 1975, all indications show that salaries are on the rise in 2018.

As the dust is slowly settling around the uncertainty of Brexit and with no sign of the skills shortage abating more businesses are ramping up their hiring with advertised vacancies up **12%** year on year from 2016-2017.

In the last quarter of 2017 pay rose **2.7%** quarter on quarter with the Legal, Recruitment and Education sectors leading the salary increases.

(CV library Recruitment Insight, Q4 2017)

## UK Job Market

- ✔ More than two advertised vacancies to every jobseeker
- ✔ Number of advertised vacancies dropped by 5.8% in past 6 months
- ✔ UK wide salary average decreased by 3.5%

## Wales Job Market

- ✔ 8.2% increase in salaries in Wales
- ✔ Most advertised jobs in Wales are in Healthcare, Nursing & Teaching
- ✔ Average salary of £30,083

## UK Industries for Salary Growth

- ✔ Legal
- ✔ Personnel/ Recruitment
- ✔ Education
- ✔ Automotive/ Aerospace
- ✔ Manufacturing/ Surveying
- ✔ Marketing

(Adzuna Job Market Report February 2018)

(CV Library Job Market Report January 2018)

# IT Salary Survey 2018



## What's happening in the IT market?

In the current market C# and Opensource developers are in equally high demand, Microsoft are making moves to buy Github and have taken steps to integrate more with the open source community by making it easier to use more Javascript frameworks, which has resulted in the opportunity for .NET Developers to use cutting edge technologies.

Another area of growth is Microservices, although experience isn't always necessary in this area as it's a method of architecture that companies use as they look to get all applications and systems on the latest technologies across .NET, Java and PHP. It's an exciting change for developers and really interests them as it means they will be constantly learning and using new tech.

Cloud based hosting is in very high demand so experience with Azure and AWS is becoming much more prominent and we predict demand for these skills will only increase.

Job Title	Junior	Mid	Senior	Contractor
Java Developer	£20,000 – £30,000	£28,000 – £40,000	£40,000 – £60,000	£300-£400
.Net Developer	£20,000 – £28,000	£28,000 – £38,000	£38,000 – £60,000	£350-£450
PHP Developer	£16,000 – £26,000	£26,000 – £35,000	£35,000 – £45,000	£300-£350
Front End Developer	£16,000 – £26,000	£26,000 – £35,000	£35,000 – £45,000	£300 – £400
Javascript Developer	£20,000 – £30,000	£28,000 – 40,000	£40,000 – £55,000	£350 – £400
Development Manager	N/A	£40,000 – £50,000	£50,000 – £70,000	£400 – £500
Software Tester	£18,000 – £25,000	£25,000 – £32,000	£32,000 – £40,000	£250 – £300
Automated Tester	£18,000 – £28,000	£28,000 – £40,000	£40,000 – £55,000	£250 – £350
Test Manager	N/A	£40,000 – £50,000	£50,000 – £80,000	£350 – £400
Dev Ops Engineer	£28,000 – £35,000	£35,000 – £45,000	£45,000 – £60,000	£400 – £450
Solution Designer / Technical Design Authority	N/A	£40,000 – £50,000	£50,000 – £60,000	£400 – £500
Business Analyst	£25,000 – £35,000	£35,000 – £42,000	£42,000 – £55,000	£350 – £400
Project Manager	£25,000 – £35,000	£35,000 – £45,000	£45,000 – £60,000	£400 – £450
Programme Manager	N/A	£50,000 – £60,000	£60,000 – £100,000	£500 – £550
Technical Architect	N/A	£50,000 – £60,000	£60,000 – £75,000	£400 – £500
Solution Architect	N/A	£55,000 – £65,000	£65,000 – £85,000	£500 – £600
Enterprise Architect	N/A	£60,000 – £75,000	£75,000 – £90,000	£500 – £600
Help Desk Support	£16,000 – £18,000	£18,000 – £24,000	£24,000 – £28,000	£100
Desktop Support	£18,000 – £22,000	£22,000 – £28,000	£28,000 – £35,000	£100 – £150
Field Support Engineer	£18,000 – £22,000	£22,000 – £28,000	£28,000 – £35,000	£150 – £200
Infrastructure / Server Support	£20,000 – £30,000	£30,000 – £38,000	£38,000 – £45,000	£200 – £300
Infrastructure Analyst / Engineer	N/A	£35,000 – £42,000	£42,000 – £55,000	£250 – £350
Infrastructure Architect	N/A	£50,000 – £60,000	£60,000 – £75,000	£400 – £500
Network Support	£18,000 – £25,000	£25,000 – £32,000	£32,000 – £40,000	£200 – £300
Network Engineer	£22,000 – £30,000	£28,000 – £40,000	£40,000 – £55,000	£300 – £375
Helpdesk Manager	N/A	£22,000 – £35,000	£32,000 – £45,000	£250 – £300
Support Manager	N/A	£35,000 – £45,000	£45,000 – £60,000	£300 – £400
IT Manager (SME)	£25,000 – £30,000	£30,000 – £40,000	£40,000 – £60,000	£350 – £450
Service Delivery Manager	£25,000 – £30,000	£30,000 – £45,000	£45,000 – £60,000	£400 – £500

## IT in numbers

- ✓ The number of IT applications rose by **37.7%** in Q1 2018
- ✓ The average IT salary is **36%** higher than the national advertised average salary
- ✓ **60%** of IT workers say they believe an IT career path – and it's potential for salary advancement – is more promising than other career paths

# Marketing Salary Survey 2018



## What's happening in Marketing?

Marketing in Wales has experienced a positive growth over the past few years. We've seen a surge in companies choosing the area as their head office due to Welsh Government funding, a rise in the number of companies recruiting their first marketing department and an increase in the size of teams.

Over the last 12 months demand for roles such as SEO & PPC specialists, Marketing Analysts and Digital Marketing specialists and CRM/ Customer Communications Managers with a focus on ROI has grown rapidly. Increasingly companies are placing great value on sales driven and commercially minded candidates for these positions, with some roles paying in excess of £50,000.

The 2018 South Wales market sees more senior and specialist roles becoming available, suggesting the expansion of existing teams creating a need for more niche, expert positions. Digital proficiency is becoming a prerequisite for many traditional roles. For example, graphic designers now need to be familiar with web layouts or social media, and copywriters must have knowledge of search engine optimization. The growth of AI and chatbots means tech teams and marketing are now closer than ever. Expect this pattern to persist as cross-departmental collaboration becomes the norm.

The main industries hiring within these growing areas include manufacturing and financial services, with big hirers including The Royal Mint, Legal and General, Confused.com and Admiral to name a few.

## Skills in Demand

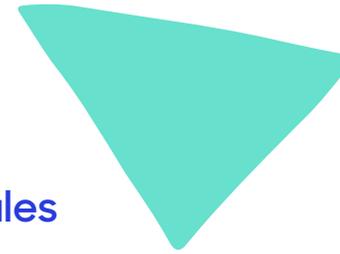
- ✓ Data analytics
- ✓ Commercial awareness
- ✓ Consumer insight
- ✓ Digital proficiency across all roles

Job Title	Min Salary	Max Salary
Marketing Assistant	£15,000	£21,000
Marketing Executive	£20,000	£25,000
Digital Marketing Executive	£20,000	£28,000
Marketing Manager	£30,000	£50,000
Digital Marketing Manager	£32,000	£55,000
SEO/PPC Specialist	£27,000	£37,000
Insight Manager	£30,000	£45,000
Marketing Director	£60,000	£90,000

## Marketing in numbers

- ✓ 98% of marketers most value a good working environment
- ✓ 43% have a greater confidence in the digital job market this year
- ✓ The average starting salary for marketing and advertising jobs is expected to increase 3.6% in 2018

# Sales Salary Survey 2018



## What's happening in the Sales market?

With the ever expanding tech start-up scene in Wales we're finding an increasing demand for specialist IT/Software sales professionals who embrace technology and can get involved in the IT world.

Technology is also transforming the day-to-day of sales jobs with the explosion of AI and chatbots as companies use these more and more to speak to customers and boost efficiency. This means sales professionals are finding they have to evolve and learn new skills at a faster rate with more new concepts, tools and technologies to drive sales than ever before.

Employers are therefore often looking for sales professionals with a strong understanding of new technologies as well as familiarity with social media to create leads and build their networks.

## Sales in numbers

- ✓ 63% of Sales Managers said they would increase inside sales headcount this year
- ✓ 57% of sales workforce cite internal recognition as their top motivator
- ✓ Telesales and customers service roles have seen an increase of 14% on average in UK job growth

## Inside Sales

Job Title	Min Salary	Max Salary
Telesales	£14,000	£20,000
Phone Based Account Manager	£18,000	£28,000
Sales Team Leader	£19,000	£32,000

## Regional Sales

Job Title	Min Salary	Max Salary
Key Account Manager	£25,000	£45,000
Field Sales Executive	£25,000	£41,000
Area/Regional Sales Manager	£35,000	£65,000
Business Development Executive	£25,000	£30,000
Business Development Manager	£30,000	£50,000
Sales Director	£50,000	£90,000

# Legal Salary Survey 2018



## What's happening in the Legal market?

The market has been and is being reshaped in 2018 by Brexit; with increased pressure to offer more fixed-price work and make prices more transparent; the growth in third-party funding; the increasing use of digital technology; moves to limit the number of cases going to court; and the development ABS practices from companies outside of the legal market especially by accountancy firms.

Brexit has had a knock on effect to salaries in the legal market with firms considering pay freezes. Firms are recruiting non-qualified staff, such as Paralegals and Claims Handlers, to do the work of a qualified Lawyer where possible to reduce costs. UK firms cannot afford to keep pace with the US firms salaries and so many are looking at different ways of compensating through attractive benefits packages including private medical care, gym memberships and holiday purchase schemes. However Yolk's recent Employee Benefits Survey found that 64% of employees consider training and development and 74% consider progression most important elements of employee benefits.

Nearly half (49%) of all participants of a recent survey said that their department's legal spend was growing in the area of regulatory compliance, increasing most recently with the introduction of GDPR.

Overall, both demand and spend for legal services are growing. Particular areas have experienced faster growth than others such as the demand for Corporate and Commercial Lawyers. Following the recent demand for Commercial Property Lawyers, firms are more settled in this area due to an influx in recruitment movers and shakers and now demand has increased within other commercial areas.

Job Title	Min Salary	Max Salary
Legal Secretary	£15,000	£25,000
Claims Handler	£16,000	£19,000
Paralegal	£15,000	£21,000
Trainee Solicitor	£16,000	£25,000
Newly Qualified Solicitor	£25,000	£42,225
Junior Solicitor (1PQE+)	£25,000	£45,000
Associate Solicitor	£40,000	£55,000
Senior Associate	£55,000	£60,000
Salaried Partner	£50,000	£150,000

## Legal in numbers

- 62% of those working in the legal sector are satisfied or very satisfied in their role
- 17% of lawyers report that they work on a flexible basis
- 55% of trainees say they would like to work their way up to partnership in a Law Firm

# Engineering Salary Survey 2018



## What's happening in the Engineering market?

As Britain moves towards Brexit, Engineering and technology will play an ever more vital role in driving our economy and creating employment.

The 2018 engineering market faces tough competition: the underlying trend towards the "hourglass economy" predicts increasing demand for highly skilled jobs which leverage a strong "STEM" (Science, Technology, Engineering and Maths) skills set, and fast growth of knowledge-based services.

A recent Engineering UK study predicts a decreasing demand for 'blue collar' jobs (intermediate skills) which are vulnerable to automation and off-shoring. It also predicts increasing demand for lower skilled jobs (especially driven in health and social care by an aging population) and for highly skilled jobs (technician and above) requiring science, technology, engineering and maths based competences.

This is already being reflected in employers' reports of skills shortages and the government's shortage occupation list for skilled immigrants. This situation is expected to be exacerbated by the growth of new industries, some of which scarcely yet exist, emerging from new technologies and knowledge.

As engineering graduate supply falls well short of demand and the market is dependent on EU talent, it is vital to promote the role and contribution of engineering and technology to the UK and improve the supply of engineers, and of engineering and technology skills.

Companies look to do this by encouraging pupils to choose STEM subjects, draw on talent already in workforces by increasing skills and improving retention as well as attracting employees from other sectors..

Job Title	Min Salary	Max Salary
Mechanical Design Engineer	£30,000	£45,000
Electrical Design Engineer	£30,000	£48,000
Electronics Design Engineer	£33,000	£48,000
Design Manager	£42,000	£53,000
Draughtperson	£25,000	£33,000
Mechanical Maintenance Engineer	£29,000	£40,000
Multi-skilled Maintenance Engineer	£29,000	£40,000
Electrical Maintenance Engineer	£30,000	£42,000
Maintenance Manager	£40,000	£54,000
Project Manager	£35,000	£60,000
Project Engineer	£35,000	£49,000
Engineering/Technical Manager	£40,000	£60,000
Operations Manager	£50,000	£70,000
Production Manager	£35,000	£45,000
Manufacturing Engineer	£30,000	£48,000
Quality Engineer	£30,000	£45,000
Quality Inspector	£24,000	£34,000
QA Inspector	£24,000	£33,000
NDT Technician	£28,000	£32,000
Quality Manager	£40,000	£55,000
Regulatory Affairs Associate	£35,000	£43,000
CNC Setter/Operator	£25,000	£32,000
CNC Programmer / Setter	£29,000	£34,500
Skilled Manual Machinist	£25,000	£30,000
Semi-Skilled Machinist	£24,000	£26,000
Tool maker	£29,000	£37,000
Welder/Fabricator	£21,000	£25,000
Welder Supervisor	£25,000	£28,000

## Engineering in numbers

- ✓ Engineering contributes **26%** of the UK's Gross Domestic Products, its contribution is more than that of the retail and wholesale and financial and insurance sectors combined.
- ✓ Engineering employees make up **19%** of total UK employment
- ✓ Engineering activity has a particularly high wider employment multiplier effect: every extra person employed in engineering supports another **1.74** other jobs

# HR Salary Survey 2018



## What's happening in the HR market?

As such a people-centric occupation HR professionals have to adapt and change quickly to new situations with any employment implications this brings.

The move towards a more flexible workforce with the growth in the gig-economy means that HR departments may have to manage a larger number but less permanent staff bringing with it its own unique challenges.

The further growth in technology and pressure to cut costs mean home and part time working is on the up which means HR departments are having to find new ways to manage these employees.

This has created a demand for HR professionals with experience in performance and people management, staff engagement and change management.

As more HR departments utilise HR software for their administration there is an expectation that HR professionals are comfortable using technology such as Breathe HR, My HR Toolkit and Octopus HR as well as having the traditional softer people skills associated with HR.

## Skills in Demand

- ✓ Engagement/Motivation
- ✓ Change Management
- ✓ Developing Staff
- ✓ Performance Management
- ✓ People Management

Job Title	Min Salary	Max Salary
HR Administrator	£16,000	£22,000
HR Officer	£24,000	£28,000
HR Advisor	£24,000	£28,000
HR Manager	£25,000	£35,000
HR Business Partner	£35,000	£55,000
HR Director	£50,000	£100,000

## HR in numbers

- ✓ **HR Manager** voted the 5th best job in the UK
- ✓ Salaries in Wales up **7.6%** in final quarter of 2016 compared to previous quarter
- ✓ **74%** of employees consider opportunity for career progression a must have when considering a new job.

Glassdoor.co.uk 2017

CIPD HR Outlook winter 2016-17

CV library Recruitment Insight 2017

Yolk Recruitment employee benefit survey 2017

# Accountancy & Finance Salary Survey 2018



## What's happening in the Accountancy & Finance market?

As the economy continues to grow the demand for part and newly qualified accountants is increasing with more companies looking to employ at this stage and train in-house to their own specification.

With the political landscape still unsettled after the Brexit vote senior financial professionals are being called upon to offer their advice on how this could impact businesses and assist with strategic forecasting. This also means accountants are increasingly getting involved with the wider business so the ability to translate financial jargon into non-financial language is important.

As most companies are now using financial software to manage their payroll and accounts experience of using software such as SAGE and Oracle is a must for financial professionals on top of a good working knowledge of general IT systems. It is likely growth in Cloud technology will mean companies start to store their financial data remotely creating a demand for financial professionals who have experience of accessing data from the Cloud.

Yolk have seen an increase in job roles such as part and newly qualified accountants, payroll and audit risk and compliant roles and expect this to continue throughout the year.

Job Title	Min Salary	Max Salary
Finance Assistant	£16,000	£22,000
Assistant Accountant	£20,000	£26,000
Finance Manager	£30,000	£40,000
Management Accountant	£35,000	£45,000
Financial Controller	£50,000	£60,000
Finance Director	£60,000	£80,000
Chief Financial Officer	£80,000	£110,000

## Finance in numbers

- ✔ **Finance Manager** voted Glassdoor's Best Job in 2017
- ✔ **20%** of UK financial professionals are actively looking for a new job

# Office Support Salary Survey 2018



## What's happening in the Office Support market?

Office Support staff are key to any business, whereas it used to be seen as a less lucrative and a more junior career we are now seeing a trend towards companies paying a premium for experienced and more senior administration staff. This means there are real career opportunities in office support with a path from Administrator through to Office Manager and Executive PA with senior level salaries on offer.

As well as the all-round skills of organisation, Microsoft Office and people management we are seeing a move towards companies demanding more technical ability from their Office Support Staff. Smaller organisations especially are looking for Administrators and Office Managers with more specialised skills such as SAGE accountancy software or HR programme experience and are happy to pay a premium for them.

Languages are another key area which are in demand causing a rise in wages for those who can speak at least one additional language. In Wales those who are fluent at both written and spoken Welsh are always in demand at all levels, especially in the charity and public sector, and can expect to earn up to 11% more on average. As more companies expand globally we are also frequently now tasked with finding staff who speak European languages such as German, French and Dutch.

Job Title	Min Salary	Max Salary
Receptionist	£15,000	£18,000
Administrator	£17,000	£20,000
PA	£22,000	£28,000
Sales Support	£17,000	£20,000
Import/Export Executive	£17,000	£22,000
Executive Assistant	£25,000	£35,000
Office Manager	£25,000	£35,000

## Office Support in numbers

- ✓ 18% of employers plan to increase their permanent staff headcount in the next 4 - 12 months
- ✓ 63% of employers offer flexible working to some or all of their staff

# Healthcare Salary Survey 2018



## What's happening in the Healthcare market?

The healthcare sector is changing rapidly, in the last few years we have seen a massive growth in private hospitals as the NHS outsource some of their theatre and operations to private providers. This means there is a huge requirement for theatre staff from scrub nurses to ODPs to meet this new demand.

As the UK population ages demand for elderly care specialists and care home workers are increasing. Another area of growth is mental health care as there has been such a focus on the subject across the media. This means demand for staff in these areas are higher than ever.

Popular benefits for healthcare workers include salary, a good pension scheme and annual leave allowance. We are also seeing a growth in demand for services of onsite support for workers own health via Healthcare Support Coaches.

## Skills in Demand

- ✓ Theatre/Scrubs Nurses
- ✓ Palliative Paediatric Care Nurses
- ✓ Mental Health workers

Job Title	Min Salary	Max Salary
Nurse (RGN)	£28,000	£33,500
Scrub Nurse/ODP	£32,000	£38,000
Critical Care Nurse	£30,000	£35,000
Clinical Leads	£35,000	£40,000
Mental Health Nurse (RMN)	£28,000	£35,000
Care Home Manager	£40,000	£50,000
Director of Nursing	£65,000	£100,000

## Healthcare in numbers

- ✓ Salaries in Healthcare & Nursing increased by **5.9%** in 2016
- ✓ **78%** of Nursing Directors are women
- ✓ Health & Social Care is one of the **top three** areas of concern for skills shortages from employers

careerswales.com 2017

Adzuna 2017

hsj.co.uk

REC - JobsOutlook February 2017

# Temporary Staff Salary Survey 2018



## What's happening in the Temporary Staff

Although there has always been a place for temporary staff the global rise of the so called gig-economy has put a renewed focus on temporary and contract staff. With 1 in 3 people having worked as a temporary worker and that number only set to rise the flexibility that temporary working offers sees no signs of abating.

As well as cover for permanent staff temporary and contract staff also enable companies to bring in specialised skills and knowledge for short term projects. Temporary staff with strong Microsoft Office and people skills will always be in demand but we are seeing a rise in demand for temporary workers in more niche sectors. Working as a temp is also a great way to build up experience and to try out number of industries with temp staff often being offered permanent contracts if they impress the company.

Since the introduction of Agency Workers Regulations in 2011 any temporary staff are entitled to the same employment conditions and pay as permanent employees in a similar role after 12 weeks in the job.

Job Title	Min Salary (Hourly)	Max Salary (Hourly)
Receptionist	£7.83	£9.00
Administrator	£7.83	£9.00
PA	£10.00	£15.00
Customer Service Advisor	£8.00	£10.00
Marketing Assistant	£8.00	£13.00
Finance Assistant	£7.83	£11.00

## Temporary Recruitment in numbers

- ✓ 17% of companies suggest they will increase temporary workers in 2017
- ✓ 38% of employers expect to see a shortage of suitable agency workers in at least one job function

# Benefits Salary Results 2018



Although salary is frequently the driving force behind people looking to move jobs it isn't the only motivator. We surveyed 100 Welsh companies and 100 employees to find out what they currently offer and what benefits employees look for when thinking about moving jobs. In the current climate where it often isn't possible for companies to offer a higher wage benefits are a great way of showing appreciation for you employees without it costing a lot.

Whilst 63% of employee respondents state a poor benefits package alone would not cause them to leave a job, other areas such as progression and training are key motivators that play a part in job satisfaction and can be brought into a benefits package to improve attraction and retention.

Our findings show Welsh companies feel they bring a healthy offering to employee benefits packages. However, our survey also suggested that employees are not always aware of all benefits that are on offer. Results also show that a high percentage of employers aren't aware of the cost, even though this was seen as the biggest challenge.

Welsh employers may improve their employee attraction and retention by being transparent and clear about what their benefits package offers and what the cost and implications are for the business.

## Ways to shout about your benefits package:

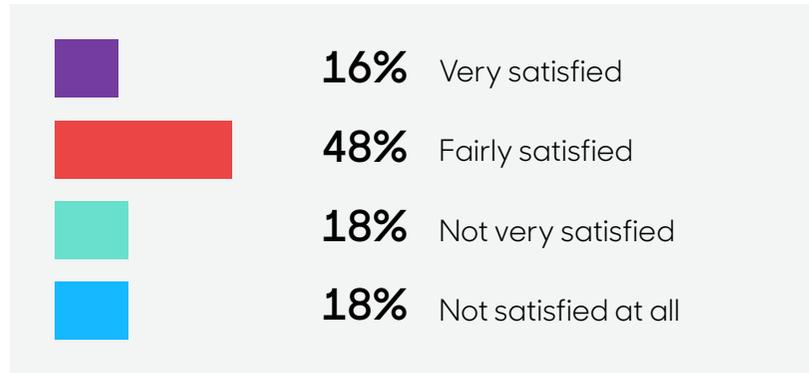
- ✔ Educate all new employees on your benefits offering including more specific ones such as maternity and bereavement leave
- ✔ Update employees regularly of any changes to your benefits package
- ✔ Include all your benefits on job adverts
- ✔ Ensure you communicate all of your benefits to your recruiter

# Welsh Employees

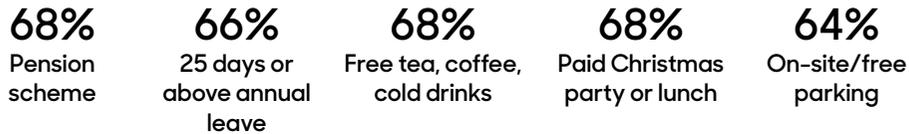


## Satisfaction

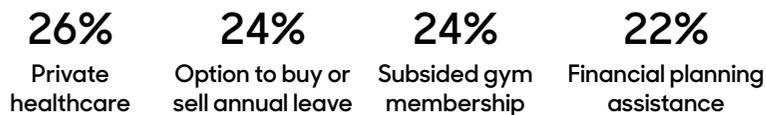
'How satisfied are you with your current benefits package?'



## Most common benefits currently received:



## Most uncommon benefits currently received:



✓ **20%** don't know if they receive leave for bereavement.  
22% don't know if they receive enhanced maternity/paternity/shared parental leave, suggesting a need for transparency for benefits packages.

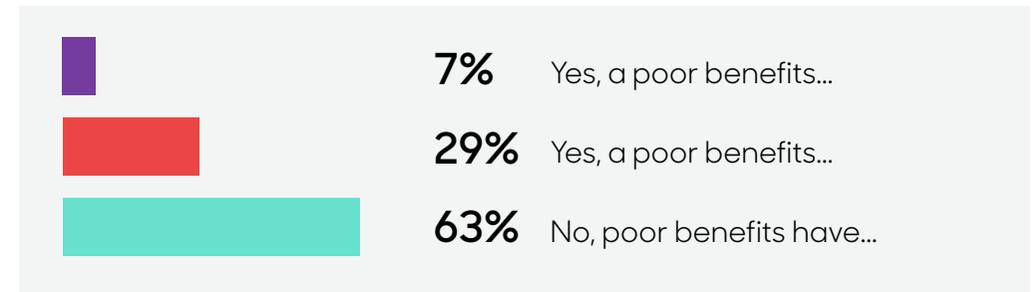
## Most important when considering a job

Most important benefits when considering a job were training and development (**64%** consider a must have or important) and opportunity for career progression (**74%** consider a must have or important).

This suggests candidates are more motivated by self-development benefits rather than tangible perks such as paid for Christmas party and subsidised meals.

## Benefits as factor to leave

'Has a poor benefits package ever been a factor in you leaving a job?'



✓ **63%** say a poor benefits package alone has not been a factor for leaving a job. This suggests that other areas such as management or progression may contribute to leaving which backs up findings on career progression and development being a top motivator.

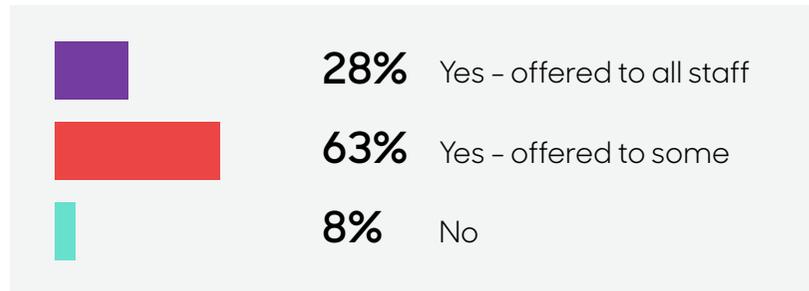
# Welsh Employers



From the 100 companies we surveyed, on average **85%** believe their annual leave, salary, pension, working hours, bonuses and training are good enough to attract and/or retain talent. Only **24%** of respondents offer a flexible benefits scheme.

## Flexibility

'Do you offer flexibility in hours worked?'



Who qualifies for this benefit is most commonly dependent on personal circumstances upon request (**47.3%**) and requirements of the role (**33.78%**) and performance plays no part (**1.35%**).

✓ **63%** of respondents offer flexible working hours to some or all staff and **28%** offer to all

## Benefits offered

Most common benefits offered by respondents include free onsite parking (**74%**) and free tea/coffee/cold drinks (**92%**). Dental cover and subsidised gym membership are offered the least with only **23%** and **32%** offering respectively.



## Leave

'What is your basic annual leave allowance?'



✓ **59%** of respondents offer service related accrual (most commonly a maximum of 5 days) and **78%** do not give option to buy or sell leave

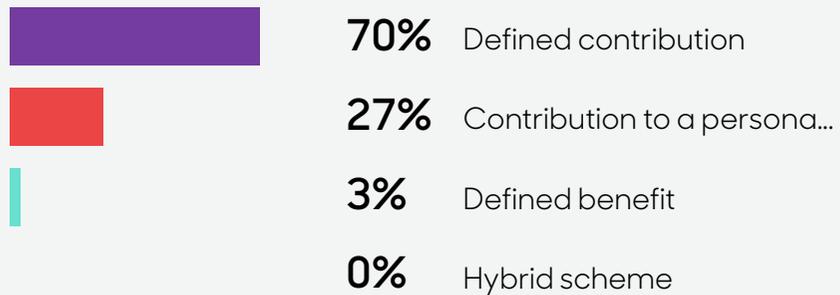
✓ **18%** believe their annual leave policies are not good enough to attract or retain talent

# Welsh Employers



## Pension

'What pension scheme to you operate?'

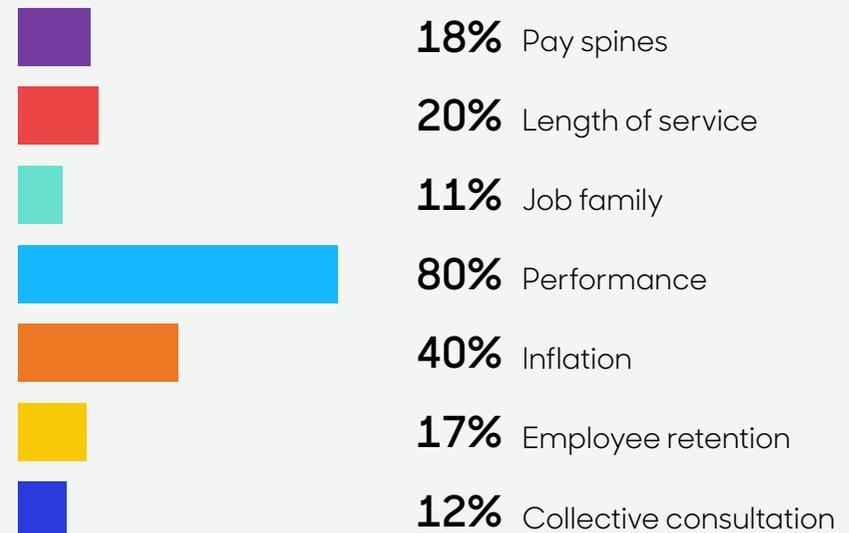


✔ 70% of respondents offer a defined contribution pension and 67% of these companies give standard 3% contribution. Only 3% offer a defined benefit pension and no respondents offer a hybrid scheme

## Salary

90% of companies' review salaries regularly, most commonly annually (69%). Salary increases are most frequently based upon performance (80%) with collective consultation/bargaining having little impact (12%)

'Which of the following are salary increases based upon?'



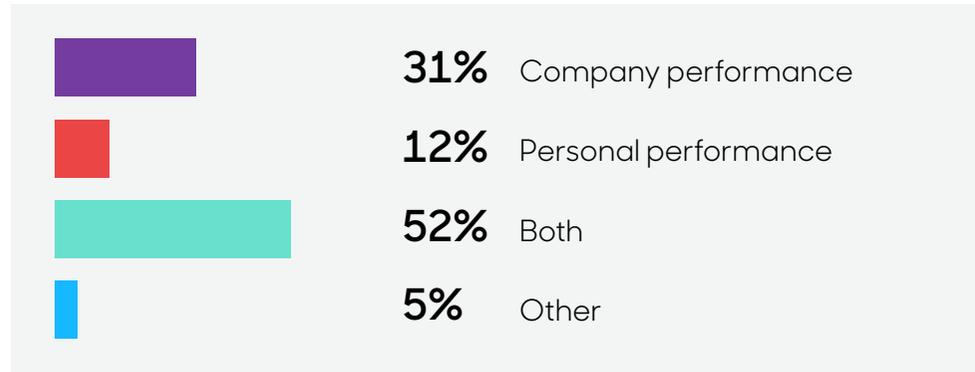
✔ 93% of respondents feel their salaries are competitive locally. However, our candidate survey results suggests progression and training are bigger motivators

# Welsh Employers



## Bonus

'What are bonuses based on?'



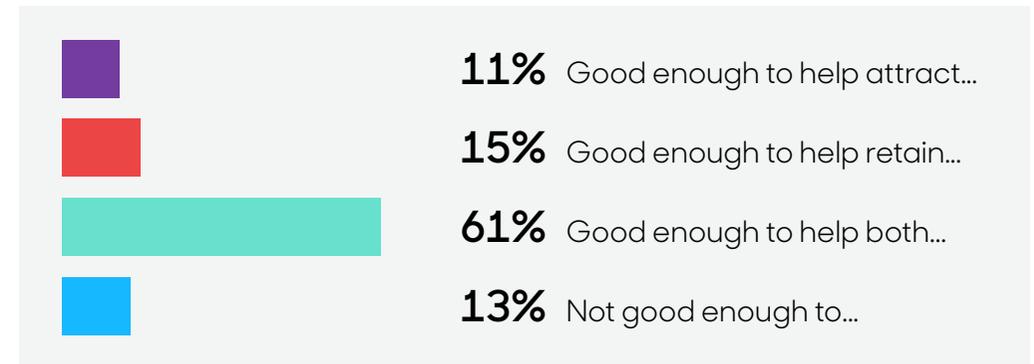
'What is the average annual value of the bonus scheme to employees?'



## Training

Respondents show awareness of key candidate motivators of personal development (as displayed in our candidate survey results by offering paid leave for training or studying (**74%**) and funding training (**94%**).

'Do you feel your 'training & development' benefit is...'



- ✓ 94% of companies also offer external development courses and 90% internal training programmes
- ✓ 64% of respondents feel their training and development offering is good enough to both attract and retain talent

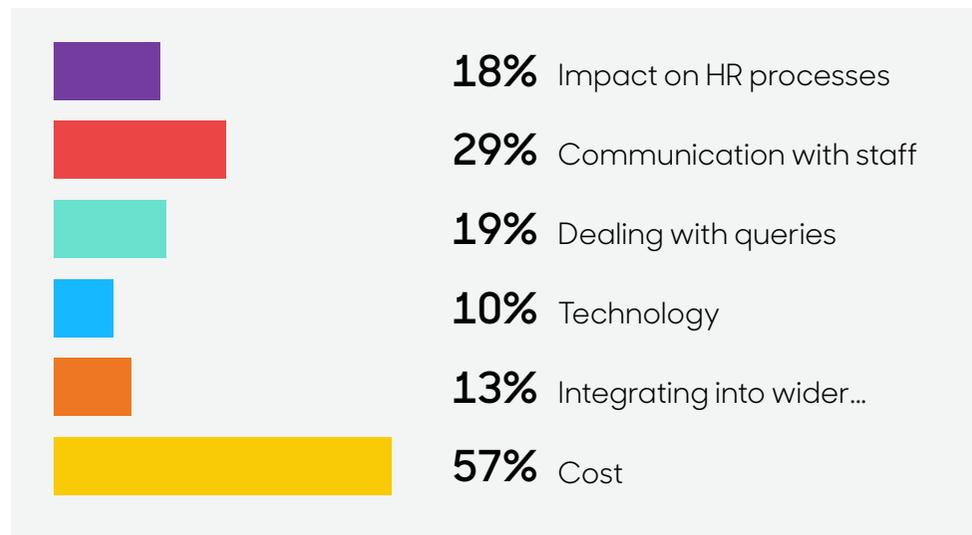
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## Challenges

Cost was seen as the biggest respondents challenge faced in relation to their benefits scheme (58%) whilst technology was the least challenging factor (10%).

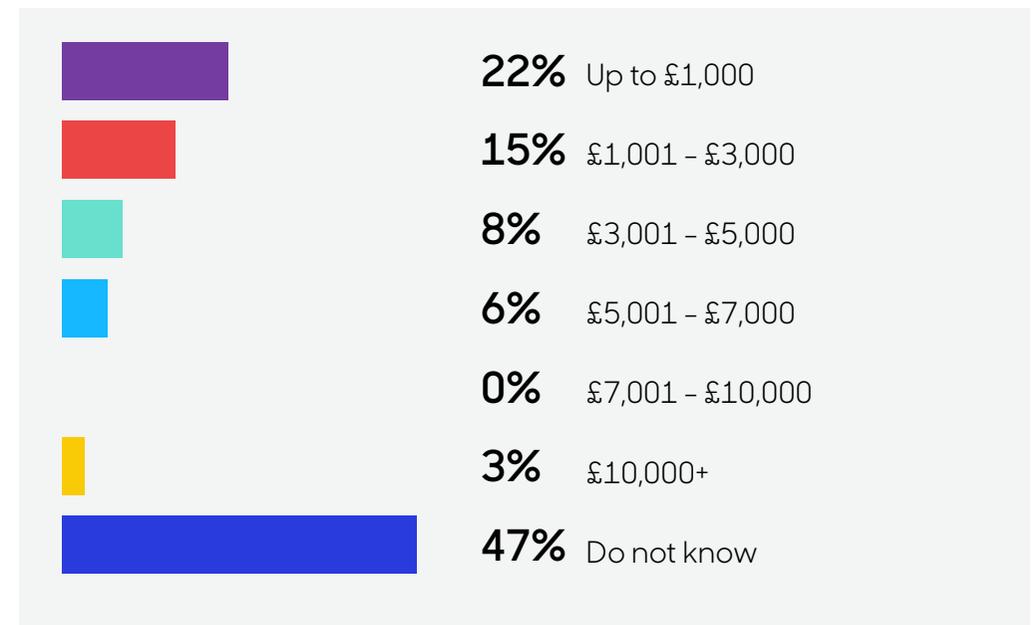
'What are the challenges you've faced in relation to your benefits scheme?'



## Cost

The most common cost per head for benefits packages was 'up to £1000', however, 47% of respondents answered 'do not know'.

'What is the average cost per head of your overall employee benefits package including pension, bonus, insurance etc?'



✔ Respondents plan to spend roughly the same (61%) or more (35%) on employee rewards signifying an awareness of the importance of their packages on candidate attraction and retention



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