

Welcome to the Red Berry Recruitment Salary Survey. We hope that you find this report insightful and useful for benchmarking your company salaries for 2019.

This report focuses on the South-West of England. Here at Red Berry Recruitment we have gathered salary information by carrying out a local survey of our temporary and permanent candidates that we have placed in local businesses over the last year.

Alongside the survey we have also used our own knowledge gained from Red Berry Recruitment's 13 years in business and the 45 years combined experience of the management team, to capture information on minimum, average and maximum salaries for each discipline in a range of industries.

Please note that some of the salaries may be influenced by factors outside of the scope of the research. For example, the size and profile within a current market. As such please treat all data as a guide. We can, of course, offer bespoke salary surveys to our clients on request.

THE OUTLOOK FOR 2019/20

Skills Shortages and Quality of Hires

In summary, for the South West of England data shows that there is a significant shortage of available candidates. Candidate availability continues to decline each month, and from the table below you can see that there is a shortage of candidates in many disciplines for both temporary and permanent placements. In the South West the decline is sharper and quicker than national figures indicate. Evidence shows that the reduced candidate supply is due to a generally low unemployment rate and greater reluctance to change roles amid an uncertain economic outlook. Just under half of employees from a recent survey conducted by the REC (45%) expressed a concern over sufficient availability of candidates for permanent hire, with engineering and technical, health and social care and construction being the three skills area where employers reported the greatest level of concern.

Skills in Short Supply - Permanent Staff			Skills in Short Supply - Temporary Staff	
Accounting/Financial	Construction	IT/Computing	Accounting/Financial	Hotel and Catering
Accountants	Construction	CAD	Accountants	Catering
Accounts	Construction Sales	Cyber	Accounts	Hospitality
Auditors	Quantity Surveyors	Data Analysis	Credit Controllers	IT/Computing
Book Keepers	Engineering	Developers	Finance	CAD
Estimators	Design Engineers	Digital	Payroll	Developers
Finance	Engineers	IT	Blue Collar	Technology
Financial	Installation Technicians	Technology	Cleaners	Nursing/Medical Care
Financial Advisors	Technicians	Nursing/Medical/Care	Drivers	Nurses
Payroll	Executive/Professional	Chemists	FLT Drivers	Sonographers
Risk	Compliance	Nurses	LGV Drivers	Secretarial/Clerical
Tax	Executives	Ultrasound Staff	Warehouse	Administration
Blue Collar	Legal	Secretarial/Clerical	Welders	Clerical
Forklift Drivers	Litigation Lawyers	Administration	Engineering	Office Staff
HGV Drivers	Management	Office Staff	Engineers	Receptionist
LGV Drivers	Marketing	Other	Executive/Professional	Other
Manufacturing	Hotel and Catering	B2B Sales	Human Resources	Customer Service
Meter Readers	Catering	Customer Service	Legal	Graduates
Production	Chefs	Logistics Managers	Marketing	Sales
Warehouse	Hospitality	Sales	Project Management	Unskilled Workers
		Technical Sales		
		Unskilled Workers		

Real Wage Growth

In the South West we have also noticed a further sharp increase in salaries given to Permanent starters. This is basically due to skill shortages and greater competition for scarce candidates. Regular pay increased by an average of 1.5%

The rate of temp wages has also increased with a rate of growth that was sharper and quicker than the national average. Again, this was due to attract applicants because of the widespread candidate's shortage.

Workforce Capacity

Eight in ten (80%) UK employers indicated this quarter that they had either no surplus workforce capacity (39%) or such a small amount that they may need to increase headcount if demand increased (41%). This rose to 85% amongst the UK's largest (250+ employee) organisations.

Recruitment Channels used

When recruiting for permanent staff employers have been recruiting more and more through word of mouth and referral. This has risen from 74% in February – April 2018 to 82% in the same period this year. Similarly, the proportion of businesses recruiting temporary agency workers in this way has risen from 64% to 77% year-on-year, making this the most popular method of recruitment by some margin.

Salary Information

The following pages contain tables of the minimum, maximum and average salaries for a range of job roles across a whole host of industries. These can be used to benchmark the salaries at your business and may also help with planning future recruitment activities. If you are looking to benchmark a salary and it is not contained in this document, do not hesitate to contact any of our three branches and a member of our recruitment team will be happy to help. Full contact details can be found on our website – www.redberryrecruitment.co.uk

We hope you find this document informative and a useful resource.

Average Salaries – South West England 2019

SECRETARIAL			
Role	From £	To £	Average £
Executive Assistant	£28,000	£40,000	£34,000
Office Manager	£30,000	£38,000	£33,000
Personal Assistant	£20,000	£26,000	£23,000
Receptionist	£16,000	£21,000	£17,500
Administrative Assistant	£17,500	£22,000	£20,000
Data Entry	£16,000	£18,000	£17,000
Secretary	£17,000	£24,000	£21,000
Legal Secretary	£25,000	£34,000	£29,000
Sales Administrator	£19,700	£25,700	£22,200
Senior Customer Service Assistant	£19,000	£26,700	£22,900
Customer Service Assistant	£16,000	£22,600	£19,500
Contact Centre Customer Service Manager	£30,000	£50,000	£35,000

HUMAN RESOURCES (HR)			
Role	From £	To £	Average £
HR Director	£60,000	£120,000	£85,000
Head of HR	£50,000	£80,000	£65,000
HR Manager	£45,000	£70,000	£50,000
HR Officer	£25,000	£38,000	£35,000
HR Assistant/Admin	£18,000	£25,000	£22,000
Talent and Requisition Manager	£40,000	£60,000	£47,000
Talent and Requisition Advisor	£30,000	£35,000	£32,000
Talent and Requisition Coordinator	£20,000	£25,000	£23,000
L&D Manager	£40,000	£55,000	£45,000
L&D Officer	£30,000	£38,000	£35,000

CREATIVE AND MARKETING			
Role	From £	To £	Average £
Marketing Director	£60,000	£100,000	£75,000
Marketing Manager	£45,000	£61,000	£52,000
Marketing Executive	£22,000	£30,000	£27,000
Marketing Assistant	£18,500	£25,000	£21,000
Social Media Manager	£30,000	£45,000	£35,000
Social Media Executive	£25,000	£35,000	£28,000
E-Commerce Executive	£25,000	£34,000	£30,000
Web Designer	£40,000	£55,000	£52,000
Digital Marketing Manager	£40,000	£50,000	£40,000
Digital Marketing Executive	£25,000	£35,000	£28,000
Design Studio Manager	£30,000	£40,000	£35,000

WAREHOUSE			
Role	From £	To £	Average £
General/Depot Manager	£60,000	£80,000	£70,000
Warehouse/Factory Manager	£35,000	£45,000	£38,000
Shift Manager	£33,000	£43,000	£36,000
Team Leader	£28,000	£35,000	£32,000
Machine Operator	£18,000	£24,700	£21,500
Labourer	£18,500	£25,700	£22,600
Warehouse Operative	£17,500	£23,200	£21,000
FLT	£18,800	£25,300	£22,200
Van Driver	£17,000	£22,500	£20,000

FINANCE			
Role	From £	To £	Average £
Financial Accountant	£40,000	£50,000	£47,000
Tax Accountant	£35,000	£50,000	£46,000
Management Accountant	£40,000	£50,000	£47,500
Financial Controller	£55,000	£90,000	£85,000
Senior Purchase Ledger	£25,000	£32,000	£28,000
Purchase Ledger	£22,000	£30,700	£26,500
Senior Credit Controller	£24,000	£30,000	£26,000
Credit Controller	£20,000	£26,000	£23,500
Bookkeeper	£21,500	£28,500	£25,000
Payroll Manager	£38,000	£50,000	£43,000
Payroll Supervisor	£27,000	£35,000	£32,000
Payroll Clerk	£21,000	£26,000	£24,000
Accounts Assistant	£29,000	£38,500	£34,000
Audit Manager	£50,000	£80,000	£70,000
Senior Auditor	£45,000	£60,000	£52,000
Auditor (newly qualified)	£45,000	£50,000	£48,000

IT			
Role	From £	To £	Average £
Business Analyst	£35,000	£45,000	£42,000
Network Engineer	£35,000	£52,500	£42,000
IT Manager	£40,000	£60,000	£54,000
IT Support First Line	£18,000	£26,000	£24,000
Java Developer	£35,000	£65,000	£47,000
PHP Developer	£40,000	£50,000	£45,000
Test Analyst	£33,000	£40,000	£35,000
Field Engineer	£25,000	£35,000	£30,000

CATERING AND HOSPITALITY			
Role	From £	To £	Average £
Bar Staff	£15,100	£20,300	£17,600
Catering Assistant	£15,900	£21,700	£18,600
Chef	£22,800	£30,000	£26,300
Cleaner	£16,400	£22,700	£19,700
Kitchen Assistant	£14,500	£18,800	£16,600
Retail Assistant	£16,000	£21,000	£18,600
Store Manager	£24,000	£32,000	£26,000

ENGINEERING			
Role	From £	To £	Average £
Welders/Fabricators	£22,000	£29,000	£26,000
CNC	£20,000	£32,000	£26,000
Quality Engineer	£30,000	£40,000	£35,000
Quality Assurance Inspector	£25,000	£32,000	£29,000
Operations Manager	£45,000	£60,000	£50,000
Production Manager	£35,000	£50,000	£42,000
Electrical Manufacturing Engineer	£35,000	£42,000	£40,000
Mechanical Maintenance Engineer	£33,000	£43,000	£36,000
Mechanical Engineer	£35,000	£45,000	£40,000
Design Engineer/Manager	£35,000	£45,000	£40,000
CAD Technician	£25,000	£33,000	£28,000
Engineering Manager	£60,000	£70,000	£65,000
Electrical Engineer	£35,000	£40,000	£37,000

LOGISTICS			
Role	From £	To £	Average £
Transport Manager	£40,000	£50,000	£44,000
Transport Planner	£26,000	£32,000	£28,000
Stock/Inventory Manager	£30,000	£40,000	£35,000
Import/Export Manager	£38,000	£50,000	£43,000
Import/Export Coordinator	£25,000	£28,000	£26,000

SUPPLY CHAIN			
Role	From £	To £	Average £
Supply Chain Director	£85,000	£110,000	£90,000
Head of Supply Chain	£70,000	£85,000	£80,000
Supply Chain Manager	£50,000	£65,000	£60,000
Supply Planner	£27,000	£30,000	£28,000
Supply Chain Coordinator	£18,600	£24,000	£21,500

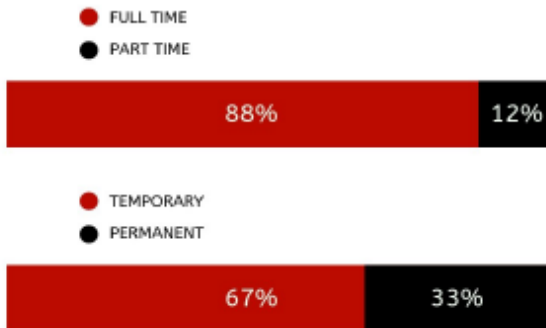
PROCUREMENT			
Role	From £	To £	Average £
Procurement Director	£80,000	£120,000	£98,000
Head of Procurement	£60,000	£80,000	£75,000
Procurement Manager	£45,000	£70,000	£50,000
Procurement Assistant	£19,500	£25,000	£22,000
Senior Buyer	£34,000	£45,000	£40,000
Buyer	£30,000	£33,000	£33,000
Assistant Buyer	£23,000	£28,000	£24,000
Procurement Analyst	£30,000	£33,000	£33,000

SALES			
Role	From £	To £	Average £
Business Development Manager	£31,000	£52,000	£40,000
Business Development Executive	£22,000	£30,000	£25,000
Field Sales Executive	£26,000	£31,700	£28,500
Account Manager	£25,000	£32,000	£28,000
Telesales Manager	£23,000	£30,000	£25,000
Telesales	£18,500	£25,000	£21,000

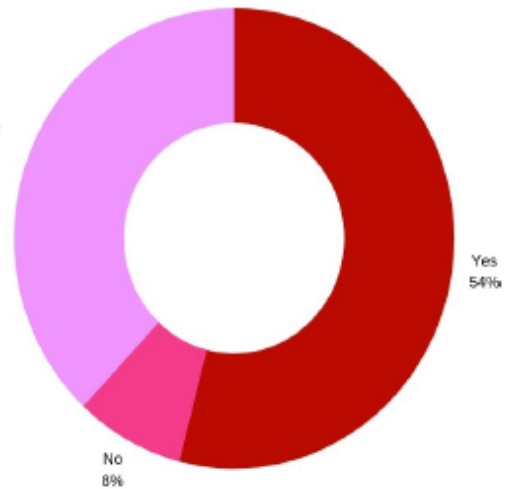
Salary Survey Results 2019

Red Berry Recruitment have completed a survey of all of our temporary and permanent candidates in both the industrial and commercial sectors. The aim was to find out how satisfied employees are with their current role, especially with regard to pay and benefits. The results, and some key findings, are presented in this document and are intended to help your business gain an understanding of what employees are looking for from their job.

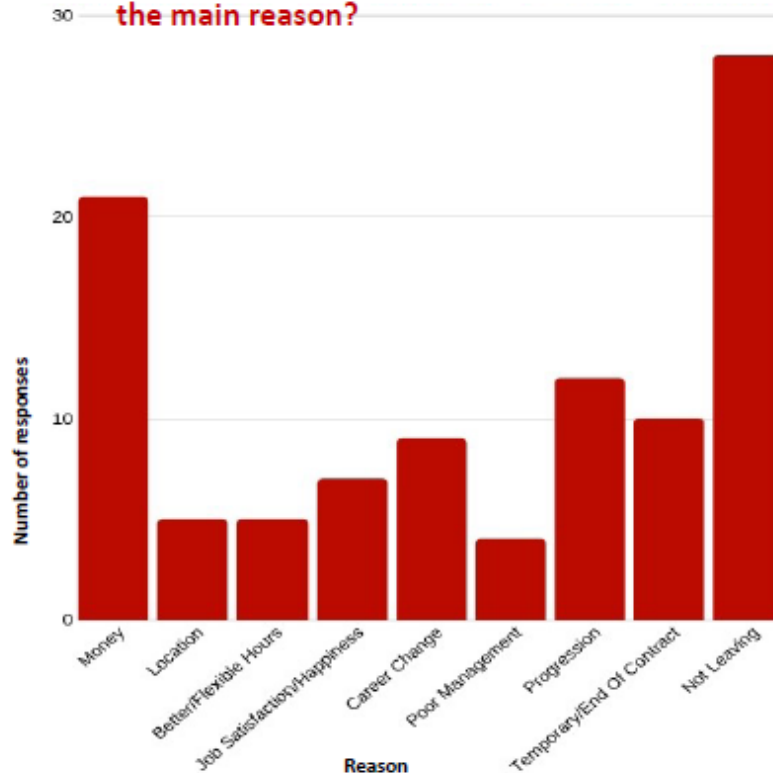
How are you currently employed?



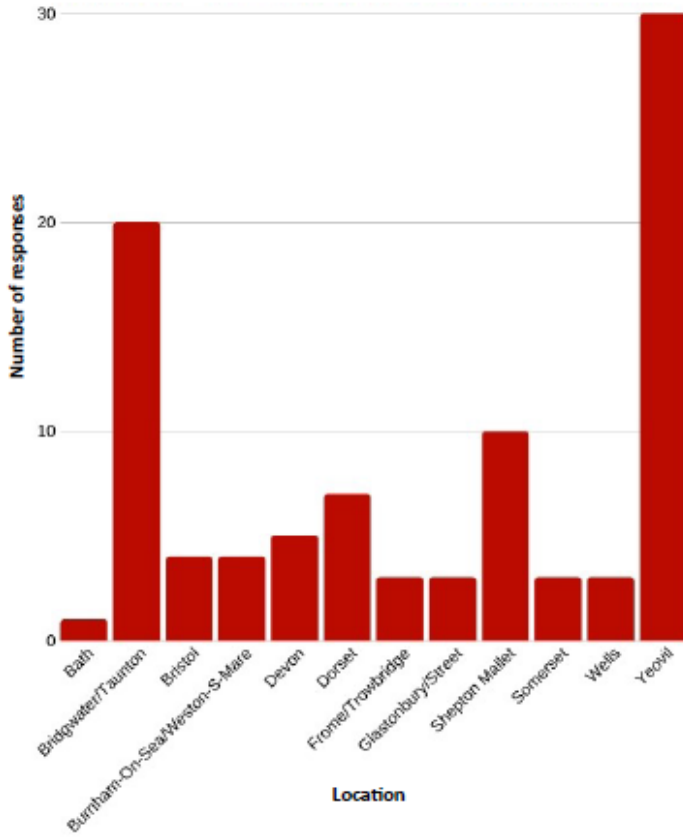
Are you happy in your current role?



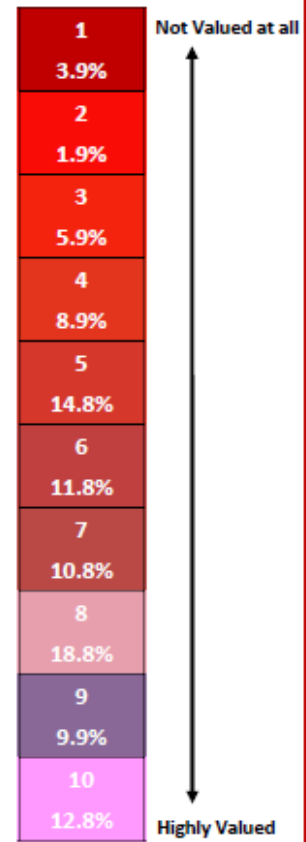
If you are considering leaving your role, what is the main reason?



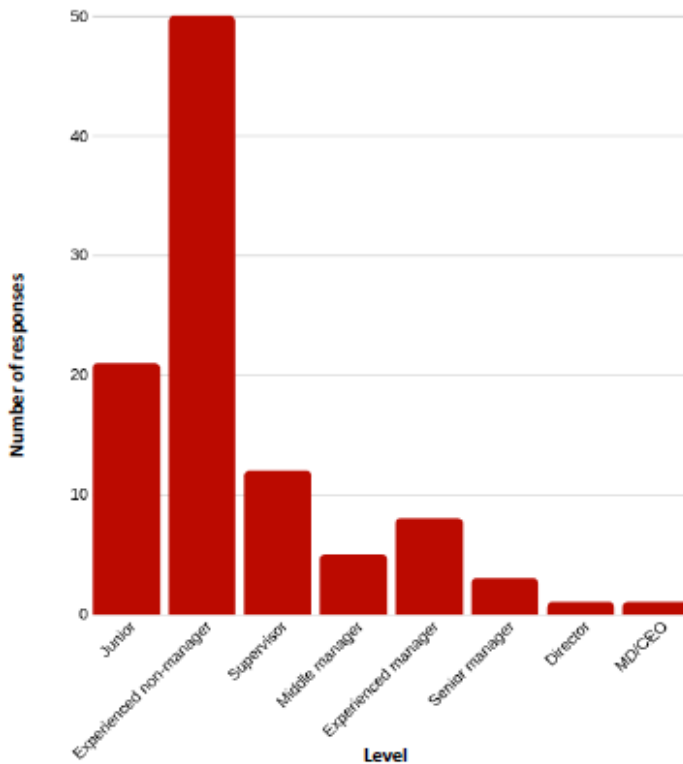
What is your location?



On a scale of 1-10 how much does your organisation value you?



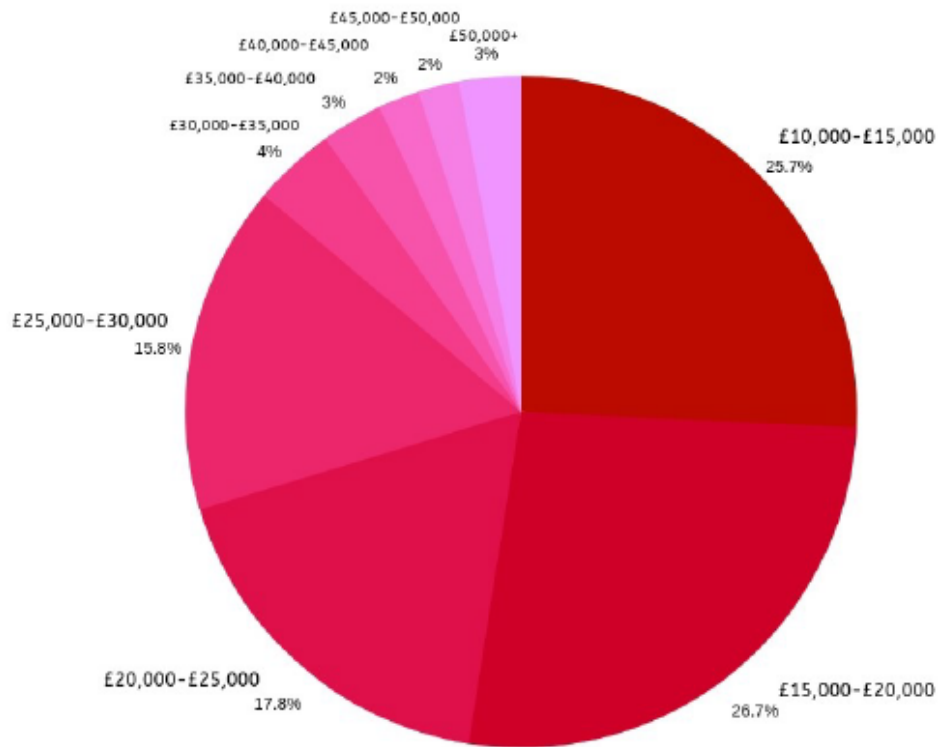
What is your location?



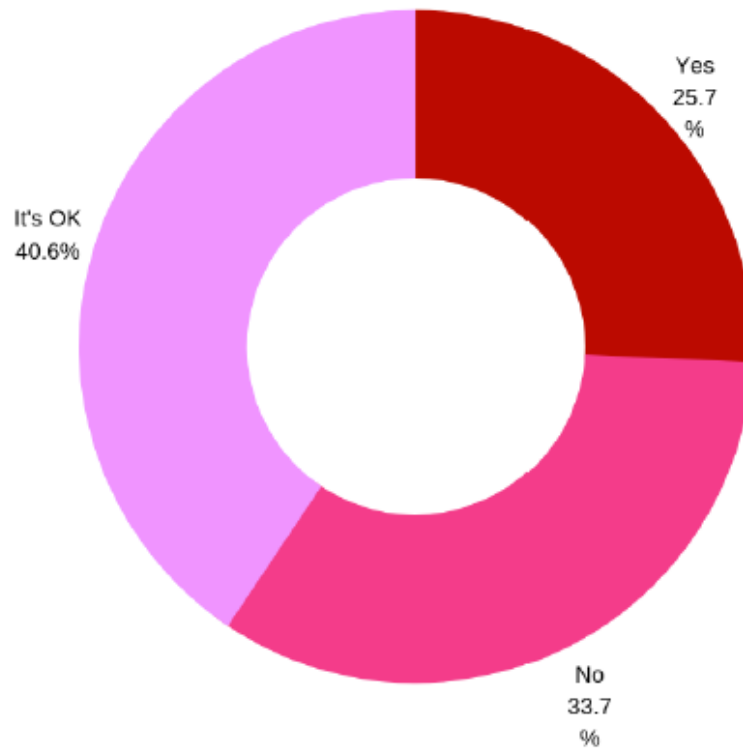
Does your employer support a work-life balance?



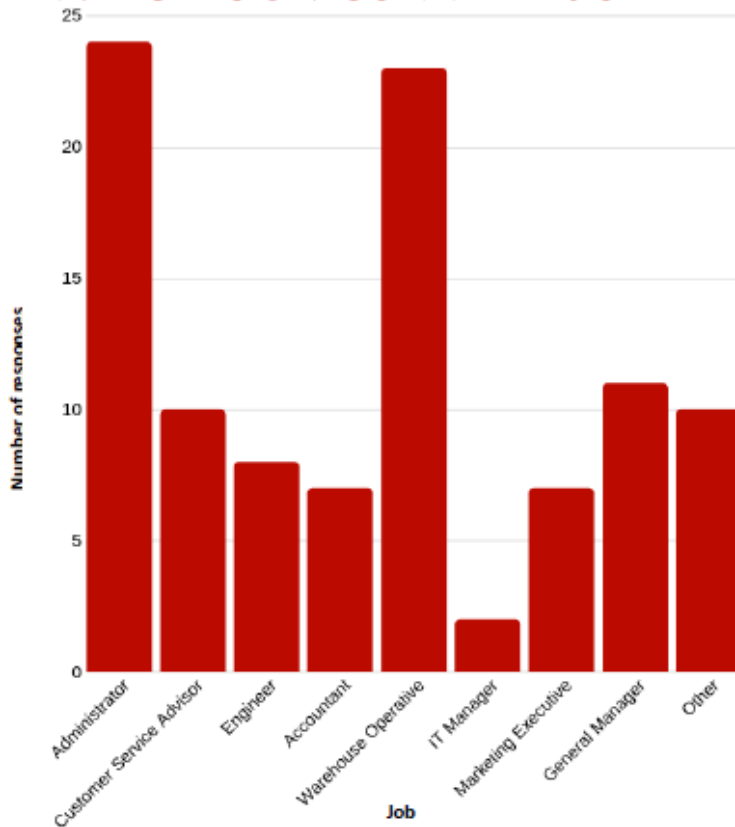
What is your current salary?



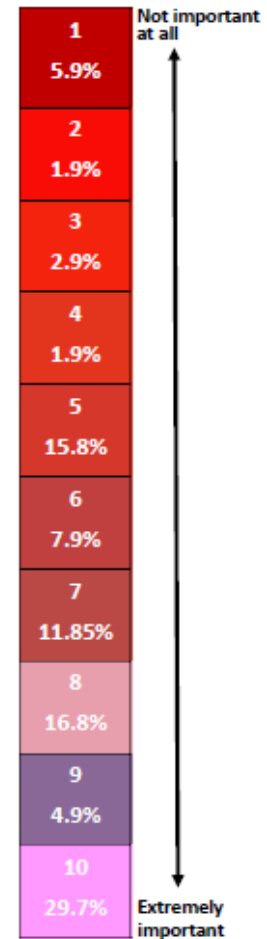
Are you happy with your current salary?



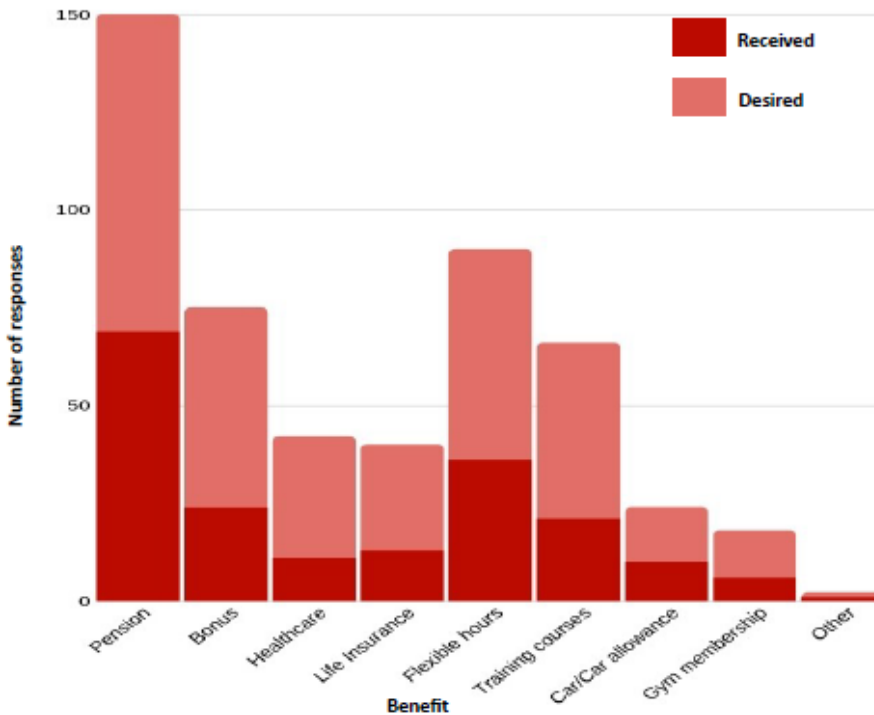
What is your current job title?



On a scale of 1-10 how important is progression to you?



What benefits do you receive and which do you desire?



Key Findings

We have pulled out some key findings from our survey results

Are you happy with your current salary? (Results by pay band)

£10,000 - £15,000

Yes - 16%

No - 53%

It's O.K. - 31%

£15,000 - £20,000

Yes - 7%

No - 26%

It's O.K. - 67%

£20,000 - £35,000

Yes - 39%

No - 28%

It's O.K. - 33%

£25,000 - £30,000

Yes - 44%

No - 31%

It's O.K. - 25%

£30,000 - £35,000

Yes - 25%

No - 25%

It's O.K. - 50%

£35,000 - £40,000

Yes - 34%

No - 0%

It's O.K. - 66%

Are you happy in your current role?

50% of those earning between £10,000 and £15,000 say "no"

56% of those earning £20,000 - £25,000 are unhappy in their role

100% of respondents earning £40,000 - £45,000 are not happy in their role

Which benefits are most desirable?

46% of all respondents want access to paid training courses

66% of people who completed the survey want flexible working arrangements

47% of respondents consider a bonus to be the most attractive benefit

Did you know? Our survey results have shown the following results:

100% of senior managers are happy in their current role

61% of respondents who work full time are currently happy in their role

100% of respondents who class themselves as middle managers could be happier and are looking for new roles

Only 11% of respondents said that flexible working is available to them

Just 5% of those earning £50,000+ are looking to move role in the next 12 months

The two most desired and received benefits among respondents are pension and bonus