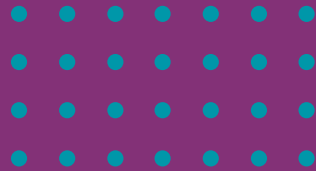


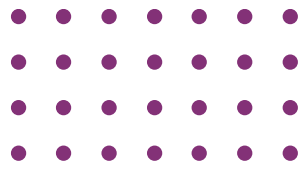


Ashley Kate
HR & Finance



HR Salary & Benefits Guide **2022/23**





Introduction

We are delighted to bring you the 2022/23 Ashley Kate HR Salary & Benefits Guide, which is highly regarded in the HR community, offering an annual source of value year-on-year. This guide aims to provide HR professionals with helpful information about salaries and benefits to give insight into the sector.

It has been produced using data from our nationwide survey of over 1000 HR professionals, combined with insight from our market-leading network and UK-wide database. Utilising this has allowed us to explore the sector more prominently and identify some common trends across businesses.

2022 was an eventful year for the UK economy, with businesses facing a variety of challenges. According to a recent REC survey, permanent placements had fallen for the first time in February 2021. This is due to a knock-on effect from the war in Europe which broke out in early 2022 and caused a number of problems for businesses in the UK.

Quarter 1 saw a record number of vacancies available as employers faced skills shortages, retaining employees and absence. 41% of businesses increased recruitment over the first three months of 2022, with most introducing a more flexible talent model to stay ahead of the game. It has become very important for candidates to be given the option of hybrid working and more flexibility, which is something businesses have had to adapt to in 2022.

Quarter 2 saw continued growth, with only 4% of companies planning to decrease their recruiting needs. But Quarter 3 arrived with a lot of change, causing a ripple effect for many businesses. The cost-of-living crisis hit full force and the UK job market took a U-turn and started to decline as a result.

The UK unemployment rate reached a new low of 3.5% up to August 2022- a figure which was forecast to continue. Despite this, labour economists say that job openings are still high compared to historical levels.

We would like to acknowledge and thank the large number of HR professionals who responded in our survey, enabling us to create an in-depth and comprehensive insight into the world of HR recruitment.

If you are looking to access more data or information regarding this HR Salary Guide, whether it is linked to HR requirements or benchmarking salaries, please contact us by calling [0115 922 3000](tel:01159223000) or email solutions@ashleykatehr.com

We hope you find this HR Salary & Benefits Guide helpful to you.

Survey Response Data

HR Specialism		Level	
Generalist HR	72%	Manager	24%
Talent & Recruitment	10%	Officer/Advisor	21%
L&D/Training	5%	Head of Department	20%
Organisational Development	5%	Director	15%
Reward & Benefits	3%	Business Partner	10%
HR Systems	2%	Senior Manager	7%
Projects	1%	Assistant/Admin	4%
OD & Change Management	1%		

Sector		Employment Status	
Manager	24%	Permanent	92%
Charity/NFP/Gov Body/Housing/Care	29%	Contract	6%
Financial & Professional Services	23%	Temporary	2%
FMCG/Manufacturing/Facilities	17%		
Technology	13%		
Engineering/Construction/Utilities	10%		
Retail	8%		

*Percentages found in these tables have been rounded to the nearest whole number

Key Points

3.5%

record low for
unemployment rate

41%

increase in
recruitment

4%

planning to
cut recruitment

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This is the menu for our HR Salary & Benefits Guide, where you can find out more about each section by clicking on the images. Each page will have a home button that will return to this page.





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HR & RECRUITMENT OVERVIEW

HR Overview

2022 began with the number of vacancies reaching a new record of almost 1.3 million. But according to the Office for National Statistics, growth rate was just 9.6%, the lowest since February to April 2021 and down almost 25% from the previous quarter.

There is usually a three month lag between market conditions having an impact on figures, which suggests that the end final Quarter of 2021 caused the surge in vacancies for 2022. This could be down to a number of factors, including increased social distancing measures in response to another COVID-19 outbreak.

At Ashley Kate HR & Finance, we continue to enjoy a close and productive relationship with Personnel Today. We asked them to provide an overview of the HR sector to include in this guide.



9.6%

growth rate was the
lowest since February 2021



Expert Insight

"The final quarter of 2022 suffered from external factors such as the instability created by the two changes in government, leading to some businesses pausing their hiring activity. But the lack of skills in the labour market means that recruiters are still looking for the right talent, and still struggling to find it.

For most employees, wages are lagging behind inflation. This can make a change of job attractive as candidates continue to have the upper hand when negotiating a new salary, with many employers on the back foot."



Rob Moss
Editorial Director
Personnel Today



Recruitment Overview

According to the latest KPMG and REC UK Report on jobs survey compiled by S&P Global, recruitment activity slowed across the UK in the third quarter of 2022. Research from REC identified how permanent placements have declined for the first time since February 2021, suggesting it has been booming until recently.

However speaking in late 2022, REC Chief Executive Neil Carberry stated:

"Today's data shows businesses and candidates are reacting to the economic situation, but the overall picture remains one of strong demand for employers."

The cost of living crisis has placed strains on businesses to look towards consolidation, which is one of the major factors contributing to the sudden fall in the number of permanent placements across the UK market. As a result of the downturn in candidate availability and the rising cost of living, starting salaries and temporary pay increased steeply. S&P Global compiled the report based on responses to questionnaires sent to around 400 recruitment companies operating across the UK.

Demand for talent is far greater than the supply of labour, with talent shortages reaching a 10-year high.

The weakened economic climate and reduction in the number of available, qualified candidates meant that overall growth was stunted through 2022. The reductions in qualified talent created a need for recruitment to accelerate well beyond the end of 2022. High-volume recruitment will become a major focus for businesses as we move on into the next 12 months of business.





Ashley Kate
HR & Finance



SURVEY RESULTS

HR Generalist

Assistant/Admin

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£19k-23k	£19k-23k	£22k-27k	£23k-28k
Engineering/Construction/Utilities	£20k-25k	£20k-25k	£24k-30k	£25k-30k
Financial & Professional Services	£25k-30k	£25k-30k	£27k-40k	£27k-40k
FMCG/Manufacturing/Facilities	£20k-25k	£19k-25k	£25k-30k	£25k-33k
Retail/Leisure/Hospitality	£23k-26k	£20k-25k	£25k-28k	£25k-30k
Technology/Telecoms/Media	£23k-26k	£20k-25k	£27k-31k	£27k-35k

Officer/Advisor

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£26k-33k	£25k-32k	£32k-40k	£32k-42k
Engineering/Construction/Utilities	£30k-40k	£25k-38k	£35k-45k	£35k-48k
Financial & Professional Services	£35k-45k	£35k-45k	£40k-55k	£43k-57k
FMCG/Manufacturing/Facilities	£30k-40k	£30k-40k	£35k-45k	£40k-50k
Retail/Leisure/Hospitality	£30k-40k	£30k-40k	£30k-50k	£30k-50k
Technology/Telecoms/Media	£30k-40k	£30k-40k	£37k-50k	£40k-55k

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£35k-46k	£35k-45k	£40k-50k	£45k-55k
Engineering/Construction/Utilities	£45k-60k	£45k-60k	£50k-75k	£50k-70k
Financial & Professional Services	£50k-65k	£50k-65k	£60k-90k	£65k-90k
FMCG/Manufacturing/Facilities	£45k-60k	£45k-60k	£70k-90k	£60k-70k
Retail/Leisure/Hospitality	£45k-60k	£45k-60k	£45k-65k	£45k-65k
Technology/Telecoms/Media	£50k-65k	£50k-65k	£55k-75k	£55k-75k





continued...

Business Partner

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£40k-50k	£40k-50k	£45k-60k	£52k-60k
Engineering/Construction/Utilities	£45k-60k	£45k-60k	£50k-70k	£60k-75k
Financial & Professional Services	£50k-65k	£50k-65k	£60k-85k	£65k-90k
FMCG/Manufacturing/Facilities	£45k-60k	£40k-60k	£55k-70k	£55k-70k
Retail/Leisure/Hospitality	£45k-65k	£42k-55k	£48k-60k	£55k-70k
Technology/Telecoms/Media	£50k-70k	£50k-60k	£55k-70k	£65k-80k

Head of Department

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£50k-75k	£50k-70k	£60k-90k	£65k-85k
Engineering/Construction/Utilities	£65k-80k	£60k-80k	£70k-90k	£75k-90k
Financial & Professional Services	£70k-90k	£70k-90k	£75k-100k	£90k+
FMCG/Manufacturing/Facilities	£70k-80k	£70k-85k	£70k-85k	£70k-90k
Retail/Leisure/Hospitality	£60k-70k	£60k-70k	£65k-80k	£65k-85k
Technology/Telecoms/Media	£60k-90k	£70k-100k	£75k-100k	£90k+

Director

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£65k-80k	£55k-85k	£60k-100k+	£85k-95k
Engineering/Construction/Utilities	£80k-100k+	£75k-100k+	£85k-100k+	£95k-110k+
Financial & Professional Services	£85k-120k+	£85k-120k+	£90k-150k+	£100k+
FMCG/Manufacturing/Facilities	£70k-100k+	£75k-100k+	£85k-100k+	£85k-110k+
Retail/Leisure/Hospitality	£75k-100k+	£70k-100k+	£80k-100k+	£85k-110k+
Technology/Telecoms/Media	£85k-120k+	£80k-110k+	£90k-110k+	£110k+

L&D/Training

Assistant/Admin

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£20k-25k	£20k-23k	£25k-35k	£22k-35k
Engineering/Construction/Utilities	£20k-25k	£20k-24k	£25k-35k	£25k-35k
Financial & Professional Services	£20k-25k	£20k-25k	£25k-35k	£27k-40k
FMCG/Manufacturing/Facilities	£20k-25k	£20k-25k	£25k-35k	£25k-35k
Retail/Leisure/Hospitality	£20k-25k	£20k-23k	£25k-35k	£25k-25k
Technology/Telecoms/Media	£20k-25k	£20k-24k	£25k-30k	£27k-35k

Advisor

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£35k-40k	£40k-45k	£30k-45k	£32k-45k
Engineering/Construction/Utilities	£35k-45k	£33k-40k	£40k-50k	£35k-55k
Financial & Professional Services	£45k-50k	£30k-45k	£40k-55k	£40k-60k
FMCG/Manufacturing/Facilities	£35k-45k	£30k-40k	£40k-50k	£35k-50k
Retail/Leisure/Hospitality	£35k-40k	£30k-35k	£40k-50k	£30k-50k
Technology/Telecoms/Media	£35k-40k	£30k-40k	£40k-55k	£37k-60k

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£40k-50k	£40k-50k	£50k-55k	£55k-70k
Engineering/Construction/Utilities	£45k-60k	£45k-60k	£50k-65k	£55k-75k
Financial & Professional Services	£50k-65k	£50k-65k	£50k-70k	£70k-85k
FMCG/Manufacturing/Facilities	£40k-55k	£40k-55k	£50k-60k	£60k-70k
Retail/Leisure/Hospitality	£40k-50k	£40k-50k	£50k-65k	£60k-75k
Technology/Telecoms/Media	£48k-65k	£48k-65k	£55k-70k	£60k-75k

Head of Department

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£50k-60k	£45k-60k	£60k-70k	£65k-75k
Engineering/Construction/Utilities	£60k-70k	£60k-70k	£65k-80k	£70k-85k
Financial & Professional Services	£60k-75k	£60k-75k	£70k-85k	£75k-90k
FMCG/Manufacturing/Facilities	£60k-70k	£60k-70k	£70k-80k	£75k-85k
Retail/Leisure/Hospitality	£60k-70k	£60k-70k	£65k-80k	£70k-80k
Technology/Telecoms/Media	£65k-80k	£65k-80k	£70k-90k	£75k-100k

Director

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£55k-75k	£55k-70k	£70k-90k	£80k-100k
Engineering/Construction/Utilities	£70k-100k	£75k-95k	£80k-100k+	£90k-120k+
Financial & Professional Services	£80k-100k+	£85k-100k+	£90k-110k+	£100k-150k+
FMCG/Manufacturing/Facilities	£75k-90k+	£75k-90k+	£80k-100k+	£85k-110k+
Retail/Leisure/Hospitality	£70k-90k+	£70k-90k+	£80k-100k+	£85k-100k+
Technology/Telecoms/Media	£85k-100k+	£85k-100k+	£90k-110k+	£110k-135k+

OD & Change Management

Advisor

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£30k-42k	£30k-42k	£35k-47k	£38k-50k
Engineering/Construction/Utilities	£35k-45k	£35k-45k	£38k-52k	£42k-55k
Financial & Professional Services	£35k-47k	£30k-45k	£40k-55k	£40k-58k
FMCG/Manufacturing/Facilities	£35k-45k	£35k-45k	£38k-52k	£42k-55k
Retail/Leisure/Hospitality	£30k-40k	£30k-40k	£35k-47k	£40k-50k
Technology/Telecoms/Media	£35k-45k	£35k-45k	£40k-55k	£40k-55k

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£45k-65k	£50k-60k	£55k-65k	£60k-65k
Engineering/Construction/Utilities	£60k-80k	£55k-80k	£50k-80k	£65k-80k
Financial & Professional Services	£60k-70k	£60k-70k	£60k-70k	£70k-80k
FMCG/Manufacturing/Facilities	£60k-80k	£60k-80k	£60k-80k	£60k-80k
Retail/Leisure/Hospitality	£50k-70k	£50k-70k	£55k-70k	£65k-75k
Technology/Telecoms/Media	£60k-80k	£60k-75k	£60k-80k	£70k-80k

Director

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£60k-80k	£65k-80k	£70k-90k	£75k-90k
Engineering/Construction/Utilities	£70k-90k	£75k-90k	£80k-100k	£90k-100k+
Financial & Professional Services	£85k-120k	£85k-120k	£100k-140k	£110k+
FMCG/Manufacturing/Facilities	£70k-90k	£70k-90k	£75k-100k	£90k+
Retail/Leisure/Hospitality	£65k-80k	£65k-80k	£75k-100k	£85k+
Technology/Telecoms/Media	£80k-100k	£80k-100k	£90-120k+	£100k+

HR Systems

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£30k-50k	£30k-50k	£45k-55k	£50k-55k
Engineering/Construction/Utilities	£45k-60k	£45k-60k	£50k-60k	£55k-65k
Financial & Professional Services	£50k-65k	£50k-65k	£50k-70k	£60k-70k
FMCG/Manufacturing/Facilities	£40k-50k	£40k-50k	£45k-60k	£55k-70k
Retail/Leisure/Hospitality	£40k-50k	£40k-50k	£50k-60k	£55k-70k
Technology/Telecoms/Media	£50k-60k	£40k-50k	£50k-70k	£60k-70k

Head of Department

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£50k-65k	£55k-70k	£60k-75k	£65k-75k
Engineering/Construction/Utilities	£65k-80k	£65k-80k	£75k-90k	£80k-90k
Financial & Professional Services	£70k-90k	£70k-90k	£80k-100k	£90k+
FMCG/Manufacturing/Facilities	£60k-80k	£60k-80k	£70k-90k	£75k-95k
Retail/Leisure/Hospitality	£55k-75k	£55k-75k	£70k-80k	£75k-95k
Technology/Telecoms/Media	£80k-100k	£80k-100k+	£90k-100k+	£95k+

Rewards & Benefits

Assistant/Admin

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£20k-25k	£20k-22k	£23k-30k	£22k-35k
Engineering/Construction/Utilities	£22k-27k	£22k-25k	£25k-32k	£25k-35k
Financial & Professional Services	£22k-27k	£22k-27k	£27k-34k	£27k-40k
FMCG/Manufacturing/Facilities	£22k-27k	£20k-25k	£23k-30k	£25k-35k
Retail/Leisure/Hospitality	£20k-25k	£20k-25k	£25k-30k	£25k-25k
Technology/Telecoms/Media	£22k-27k	£22k-27k	£27k-32k	£27k-35k

Officer/Advisor

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£30k-40k	£25k-45k	£35k-50k	£32k-45k
Engineering/Construction/Utilities	£35k-45k	£30k-45k	£40k-60k	£35k-55k
Financial & Professional Services	£35k-45k	£35k-50k	£45k-60k	£37k-60k
FMCG/Manufacturing/Facilities	£35k-45k	£35k-45k	£35k-50k	£35k-50k
Retail/Leisure/Hospitality	£30k-40k	£30k-35k	£35k-55k	£30k-50k
Technology/Telecoms/Media	£35k-45k	£30k-50k	£45k-50k	£37k-60k

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£40k-50k	£40k-50k	£55k-65k	£55k-70k
Engineering/Construction/Utilities	£45k-65k	£50k-65k	£60k-75k	£60k-75k+
Financial & Professional Services	£45k-50k	£45k-50k	£60k-80k	£75k-90k
FMCG/Manufacturing/Facilities	£45k-65k	£45k-65k	£55k-70k	£70k-90k
Retail/Leisure/Hospitality	£40k-50k	£45k-50k	£50k-60k	£60k-70k
Technology/Telecoms/Media	£45k-65k	£50k-65k	£60k-80k	£65k-85k

Head of Department

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£55k-70k	£65k-90k	£60k-90k	£70k-85k
Engineering/Construction/Utilities	£60k-80k	£70k-80k	£70k-90k	£90k-100k+
Financial & Professional Services	£60k-80k	£70k-90k	£75k-100k	£95k+
FMCG/Manufacturing/Facilities	£60k-80k	£70k-90k	£60k-100k	£80k-100k+
Retail/Leisure/Hospitality	£55k-70k	£65k-80k	£65k-100k	£80k-95k
Technology/Telecoms/Media	£70k-90k	£70k-90k	£75k-100k	£85k-110k

Director

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£70k-90k	£75k-90k	£90k-100k+	£90k+
Engineering/Construction/Utilities	£80k-100k+	£80k-100k+	£100k+	£110k+
Financial & Professional Services	£100k+	£100k+	£100k-120k+	£120k+
FMCG/Manufacturing/Facilities	£80k-100k+	£80k-90k	£90k-110k+	£90k+
Retail/Leisure/Hospitality	£70k-90k	£75k-90k	£85k-110k+	£90k+
Technology/Telecoms/Media	£80k-100k+	£70k-100k+	£95k-120k	£100k+

Employee Relations



Advisor

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£25k-35k	£25k-35k	£32k-45k	£32k-45k
Engineering/Construction/Utilities	£35k-45k	£30k-38k	£35k-55k	£35k-55k
Financial & Professional Services	£35k-45k	£35k-45k	£37k-60k	£37k-60k
FMCG/Manufacturing/Facilities	£35k-45k	£30k-40k	£35k-50k	£53k-55k
Retail/Leisure/Hospitality	£30k-40k	£30k-40k	£40k-50k	£40k-50k
Technology/Telecoms/Media	£30k-40k	£35k-40k	£38k-55k	£40k-55k

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£38k-48k	£38k-50k	£40k-55k	£50k-65k
Engineering/Construction/Utilities	£45k-65k	£45k-65k	£50k-70k	£60k-75k
Financial & Professional Services	£45k-60k	£45k-60k	£65k-80k	£70k-85k
FMCG/Manufacturing/Facilities	£50k-65k	£50k-65k	£50k-70k	£65k-80k
Retail/Leisure/Hospitality	£45k-55k	£45k-55k	£50k-70k	£65k-75k
Technology/Telecoms/Media	£50k-60k	£50k-60k	£60k-70k	£70k-90k

Head of Department

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£50k-60k	£50k-60k	£60k-80k	£65k-80k
Engineering/Construction/Utilities	£55k-70k	£55k-70k	£70k-90k	£75k-95k
Financial & Professional Services	£55k-70k	£55k-70k	£75k-90k	£80k-95k
FMCG/Manufacturing/Facilities	£55k-70k	£55k-70k	£65k-85k	£70k-90k
Retail/Leisure/Hospitality	£50k-65k	£50k-65k	£65k-85k	£70k-80k
Technology/Telecoms/Media	£55k-70k	£55k-70k	£70k-90k	£75k-90k

Director

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£60k-70k	£60k-75k	£70k-90k	£75k-95k
Engineering/Construction/Utilities	£70k-120k	£70k-120k	£85k-100k+	£90k+
Financial & Professional Services	£70k-100k	£70k-100k	£100k+	£110k+
FMCG/Manufacturing/Facilities	£75k-100k	£70k-110k	£75k-100k	£90k+
Retail/Leisure/Hospitality	£65k-90k	£65k-90k	£75k-100k	£85k+
Technology/Telecoms/Media	£65k-90k	£65k-90k	£85k-100k+	£95k+

Talent & Recruitment

Assistant/Admin

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£20k-25k	£20k-25k	£23k-30k	£22k-30k
Engineering/Construction/Utilities	£25k-30k	£25k-30k	£27k-33k	£25k-30k
Financial & Professional Services	£22k-28k	£22k-28k	£25k-35k	£25k-35k
FMCG/Manufacturing/Facilities	£25k-30k	£25k-30k	£27k-33k	£27k-35k
Retail/Leisure/Hospitality	£22k-28k	£22k-28k	£25k-30k	£25k-35k
Technology/Telecoms/Media	£25k-30k	£25k-30k	£25k-35k	£27k-35k

Advisor

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£27k-35k	£25k-33k	£30k-35k	£32k-45k
Engineering/Construction/Utilities	£35k-45k	£30k-40k	£35k-45k	£35k-55k
Financial & Professional Services	£35k-45k	£35k-45k	£40k-50k	£45k-60k
FMCG/Manufacturing/Facilities	£35k-45k	£35k-45k	£35k-45k	£45k-50k
Retail/Leisure/Hospitality	£30k-40k	£30k-40k	£40k-50k	£40k-53k
Technology/Telecoms/Media	£35k-45k	£35k-45k	£40k-50k	£45k-60k

Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£40k-50k	£40k-60k	£45k-60k	£55k-70k
Engineering/Construction/Utilities	£45k-60k	£50k-65k	£50k-60k	£65k-75k+
Financial & Professional Services	£45k-65k	£45k-55k	£55k-75k	£70k-90k
FMCG/Manufacturing/Facilities	£45k-60k	£40k-60k	£50k-60k	£70k-80k
Retail/Leisure/Hospitality	£40k-55k	£45k-55k	£50k-60k	£55k-65k
Technology/Telecoms/Media	£45k-60k	£40k-55k	£50k-65k	£65k-80k





continued...

Senior Manager

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£50k-60k	£50k-80k	£65k-80k	£22k-35k
Engineering/Construction/Utilities	£55k-85k	£55k-85k	£70k-85k	£25k-35k
Financial & Professional Services	£55k-85k	£50k-85k	£80k-95k	£27k-40k
FMCG/Manufacturing/Facilities	£55k-85k	£50k-70k	£60k-80k	£25k-35k
Retail/Leisure/Hospitality	£55k-75k	£55k-75k	£65k-80k	£25k-25k
Technology/Telecoms/Media	£55k-85k	£55k-80k	£70k-85k	£27k-35k

Head of Department

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£50k-65k	£55k-70k	£60k-80k	£70k-80k
Engineering/Construction/Utilities	£60k-75k	£60k-70k	£65k-75k	£75k-90k
Financial & Professional Services	£55k-65k	£55k-75k	£80k-100k	£90k+
FMCG/Manufacturing/Facilities	£60k-75k	£65k-75k	£70k-85k	£70k-85k
Retail/Leisure/Hospitality	£55k-65k	£65k-80k	£70k-80k	£75k-85k
Technology/Telecoms/Media	£55k-70k	£60k-75k	£75k-90k	£80k-90k

Director

	NORTH	MIDLANDS	SOUTH	LONDON
Charity/NFP/Gov Body/Housing/Care	£60k-75k	£70k-85k	£70k-90k	£80k+
Engineering/Construction/Utilities	£65k-90k	£65k-85k	£80k-90k	£95k+
Financial & Professional Services	£75k-95k	£65k-90k	£100k-130k	£100k+
FMCG/Manufacturing/Facilities	£65k-90k	£65k-85k	£80k-100k	£95k+
Retail/Leisure/Hospitality	£65k-75k	£60k-75k	£80k-90k	£90k+
Technology/Telecoms/Media	£80k-100k	£80k-100k	£100k+	£100k+



Ashley Kate
HR & Finance



BENEFITS REPORT

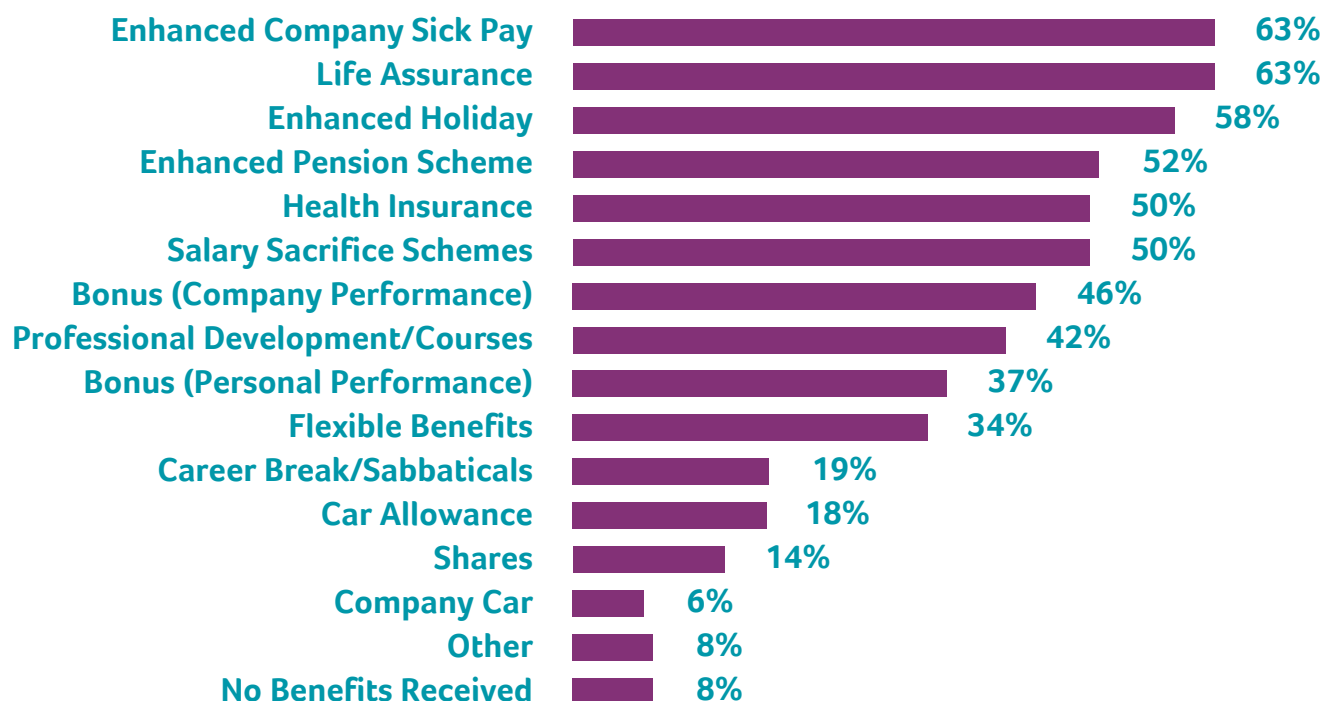
Benefits

Given recent market conditions, hiring managers have been finding it more difficult to attract candidates, and an effective way to entice applicants is by offering improved company benefits. As a result, businesses are starting to increase the number of benefits provided to both existing and new employees. We asked the HR community to identify which benefits they receive from employers.

Our research found that the benefits received from most HR professionals were Life Assurance and Enhanced Company Sick Pay, with 63% of respondents receiving these. This follows a similar pattern from our 2021 guide, where the same benefits were received by 62% and 60% respectively.

Other benefits that at least 50% of respondents received were Enhanced Holiday (58%), Enhanced Pension Scheme (52%), Salary Sacrifice Schemes (50%) and Health Insurance (50%). Many respondents received benefits directly linked to monetary values. 46% of professionals received a bonus based on Company Performance, with a further 37% gained bonuses related to Personal Performance. It was found that 14% received Shares as a benefit too.

We found that Car Allowance was received by 18%, and 6% seeing Company Car as one of their perks. Professionals received a number of other benefits too, including Professional Development/Course Reimbursement (42%), Flexible Benefits (34%) and Career Breaks/Sabbaticals (19%). We found that out of over 1000 professionals who responded, only 8% claimed to have received no benefits from their company throughout 2022.



*Percentages found in this table have been rounded to the nearest whole number

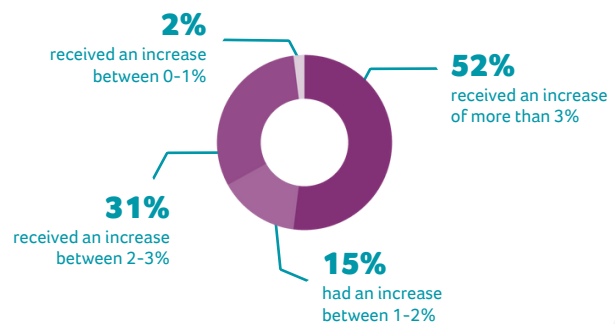


Salaries

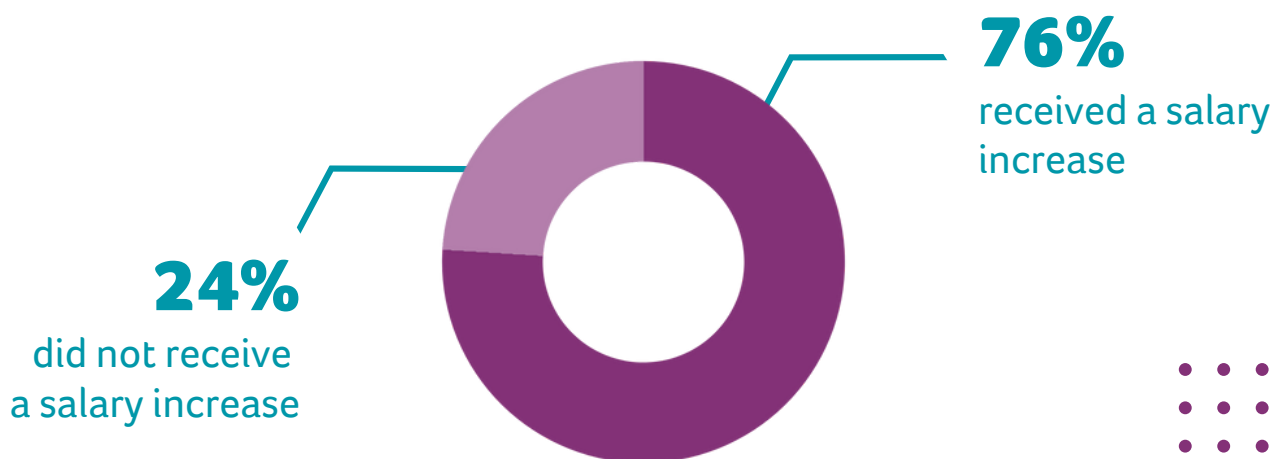
In our survey respondents were asked about their current salaries, whether they had received an increase and what percentage if so. Here is what we found...

Given the recent market conditions, it was slightly surprising to find that over three quarters of respondents had in fact received a pay increase in 2022. Of the 76% who did, more than half (52%) of these professionals saw their salaries increase by more than 3%, with another 31% seeing a rise of between 2-3%.

What percentage has pay increased by?



Have you received a pay change in the last 12 months?





Commentary from the HR community

Businesses faced a difficult 2022, with many challenges in recruitment brought about by the economic crisis. They have had to battle through the cost-of-living crisis, deal with an ongoing talent shortage, manage differing supply chain issues, ongoing mental health difficulties and more. We wanted to gain insight into the impact it has had on businesses and measures they have implemented in reaction to market changes. So, we asked our valued HR community to provide some explanation.

The cost-of-living crisis has seen an increase in demand from candidates, meaning hiring managers are having to offer higher salaries in order to secure talent. Businesses have found it difficult attracting talent as they do not have resources to meet candidate demands. One respondent commented "Rising salaries are a concern as we try and attract talent and try to minimise pay disparity."

Another common problem linked to the economic difficulties are supply chain issues. The cost of raw materials, transportation and energy has heavily impacted certain sectors like manufacturing particularly negatively. Commentary provided from another respondent claimed "Recent supply chain issues has seen our business shift focus from growth to rationalisation."

Businesses commented on the difficulties of recruiting due to a lack of available candidates. Less movement across Europe has shrunk the talent pool of available candidates. A member of the HR community explained "Recruitment has been very difficult due to the lack of enough people to fill vacancies across the sector."



Ashley Kate
HR & Finance



TRENDS & OUTLOOK

HR & Recruitment Overview and Trends



Amanda Underhill

HR Recruitment Business Manager
Ashley Kate HR & Finance

Below is a brief summary of Amanda's thoughts on 2022 and predicted trends for 2023.

Candidate demands

It has been an interesting period for the recruitment industry. Job opportunities were surging at the start of 2022; fast-forward eighteen months and the UK is now in a cost of living crisis.

Businesses are required to think more strategically on how to attract and retain talent moving into 2023. Candidates are demanding salary increases in line with inflation with flexibility to work remotely for 2/3 days a week as a minimum, putting those who can offer flexibility in a stronger position.

Honesty and transparency

Businesses need to be fully transparent when recruiting. If salaries are not advertised, candidates are more than happy to wait for employers to headhunt them instead of actively applying for new positions.

LinkedIn Hiring Insight revealed quality candidates leaving the market within 10 days, with 55% stating job offers should be received less than two weeks after a first interview. Could your business be losing out on future talent through delays in communication?

Support through the cost-of-living crisis

Supporting their people through a cost-of-living crisis will be a major focus for businesses in 2023. The number of employees asking for pay rises may leave small businesses struggling to cope and may lead to higher turnover of people.

Diversity and inclusion

Diversity and inclusion is a priority for every hiring manager, as it is not enough to recruit and hire people of diverse backgrounds; you must also help them adjust to your organisation, show that you value their voice and set them up to succeed.

Companies are adding headcount to their HR function to manage their D&I strategy, ensuring it is incorporated into their company culture. To attract people, businesses need to be more transparent about D&I activities when advertising roles or on their company websites. However, some businesses are shifting priorities away from diversity and inclusion as the cost-of-living crisis is forcing them to spend budget in other areas.

Focus on wellbeing

Employers are starting to focus more on employee wellbeing as part of safeguarding mental health, starting to offer one-off bonus payments, subsidised food services and better utilisation of company EAP systems.

ESG

There is a growing awareness among business leaders that more transparency is needed when it comes to ESG activities. As people can monitor businesses' activities more easily, companies are being held more accountable.

Likewise, social and environmental issues are more urgent than ever as investors and customers alike become more aware and demand higher standards from the companies they invest in.

Growing evidence suggests that employees are prioritising ethically and environmentally conscious brands/companies when job seeking.

As businesses look to gain a competitive edge in the recruitment sector, investing in an aligned CSR strategy or adopting a more sustainable approach could play a significant role in that.

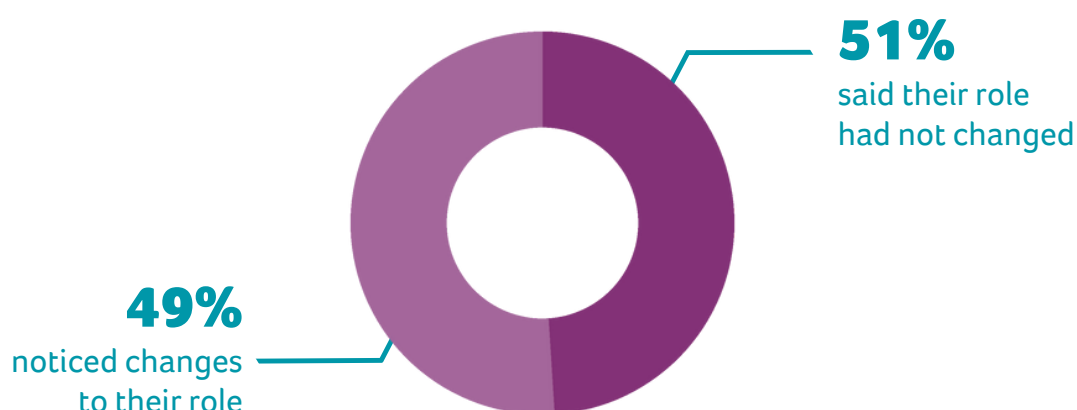
People want to work with companies who are seen to be making a positive difference.



Changes within businesses throughout 2022

To gain insight into the challenges businesses faced through 2022, we asked respondents to discuss whether their role had changed. This was split almost equally, with 51% stating their role remains the same as it was 12 months ago, with 49% claiming to have noticed changes within their roles.

Has your role changed over the last 12 months?



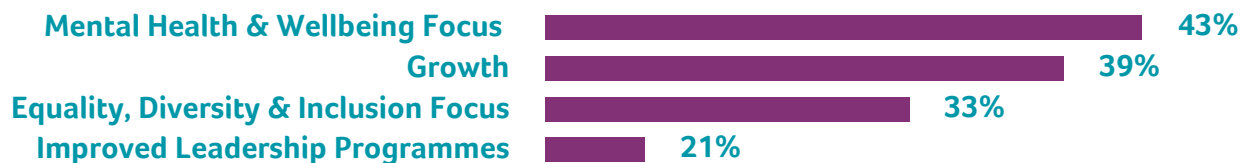
HR professionals were also asked whether they had noticed changes within their respective businesses throughout 2022, and the results were quite evenly spread. The change most respondents had noticed was more a focus on mental health & wellbeing (43%) followed closely by growth, which is interesting given the economic strains brought on by the cost-of-living crisis. A third of professionals stated how equality, diversity & inclusion was a change that had been implemented within their business in 2022, with just over a fifth recognising improved leadership programmes as a change within their organisation.





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What changes has your business seen over the last 12 months?



*Percentages found in this table have been rounded to the nearest whole number



Jacqui Wall

Head of HR & Finance
Recruitment at Ashley
Kate HR & Finance

In relation to the market across 2022 some positive changes for the 12 months were most definitely around growth and leadership development.

As highlighted 2022 saw an incredibly buoyant market only really starting to slow as we entered Quarter 4; and it was pleasing to hear that for many companies growth was a key focus, be it through M&A activity or simply operating in a more commercially biased way.

Businesses for the most part were still continuing their focuses on wellbeing and EDI, but we definitely saw a real increase in terms of companies acknowledging that with growth comes the need for true leadership development and ensuring that their managers have the capability to lead and navigate teams through periods of change and identify future leaders within the business.

Eversheds Sutherland LLP

Professional Pensions UK Pensions Awards 2022 Pensions Law Firm of the Year
European Pensions Awards 2020 Law Firm of the Year
Financial Times PIPA 2020 Commended, Pensions Law Firm of the Year

Key themes expected to remain at the top of the HR agenda into 2023 include potentially significant reform of employment law and practice.

The Government retained EU (Revocation and Reform) Bill could potentially bring about radical reforms of current EU-derived UK employment law provision and employment practices from 2023 too.

Employers will need to be ready to revise their policies and practices in response to the Government's changes in employment law provisions.

Potential restructuring

At a time of increased inflation, strains on global supply chains and volatile labor relations, employment challenges are greater than ever. But modern working models and practices have also moved on. Employer responses will need to be preceded by a review or rethink of previous understanding or application of the law around redundancies, changing employment terms and TUPE, including communication strategy.

Hybrid working

Hybrid working is here to stay but its scope continues to evolve, presenting

strategic options for organisations but also an ongoing challenge of consolidating and improving current working arrangements, and reducing risk. Being seen to be fair, consistent and to communicate effectively continues to be key to a successful hybrid-working policy.

To receive the Eversheds Sutherland monthly Employment Law Digest which reports on the latest news and practice including bi-monthly Employment talking points highlighting selected topical and emerging employment law developments in the UK, visit their [website](#).





About us

Ashley Kate HR & Finance is part of the Nicholas Associates Group, a business that truly prides itself on delivering exceptional service levels internally, that transitions externally. This is demonstrated by our accreditation of a 2 star 'Outstanding' company to work for by workplace management specialist Best Companies.

Whether you are an employer attracting or developing talent, or a candidate seeking a permanent, temporary or contract position, Ashley Kate is your partner for HR and Finance professionals.

Every day our experienced consultants help, support and guide professionals in taking their careers to the next level on their journey through the HR sector.

We do this by bringing our vast industry experience with an unwavering focus on candidate quality and complete dedication to our client relationships.

We work with an array of businesses from global blue-chip brands, small businesses, and everyone in between, providing a flexible, innovative and fit for purpose range of recruitment and consulting services.

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Contact us



If you are looking for a new opportunity in the HR sector or a business looking to recruit a HR professional, please get in touch.

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