

GUIDE TO PAY & BONUS EXPECTATIONS FOR HR PROFESSIONALS

ROBERT WALTERS

WHAT PAY AND BONUSES ARE YOUR HR TEAM EXPECTING TO RECEIVE?

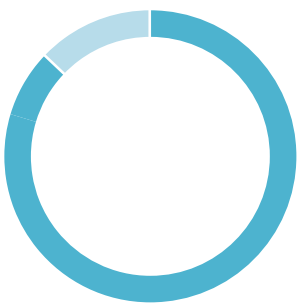
We surveyed HR professionals working across the UK on their annual pay, benefits and incentives packages in advance of the upcoming annual salary review period. In 2015, 90% received a payrise, and 53% received a bonus.

As the economy continued to recover throughout 2015, HR professionals began to see growth in pay and compensation packages. The growing skills shortage also influenced the rise in salaries, with employers recognising that they needed to increase compensation to retain top talent. When asked what their expectations are for the upcoming annual salary review period, 90% of HR professionals said that they expect to receive a salary rise in 2016, while 63% expect to receive a bonus.

As a consequence of rising candidate confidence, 63% of HR professionals surveyed stated that they plan to move jobs within the next year, with 43% already looking for a new opportunity.

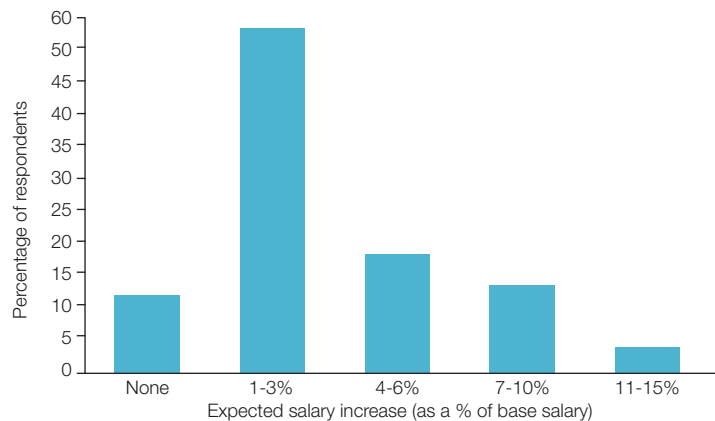
SALARY EXPECTATIONS IN 2016

Percentage of HR professionals expecting a salary increase in 2016



- 90% expect to receive a salary increase
- 10% do not expect to receive a salary increase

Size of salary increase expected in 2016



The majority of HR professionals anticipate a base salary increase in 2016. While 57% are expecting a rise of between 1% and 3%, 30% are hoping for a raise of between 4% and 10%.



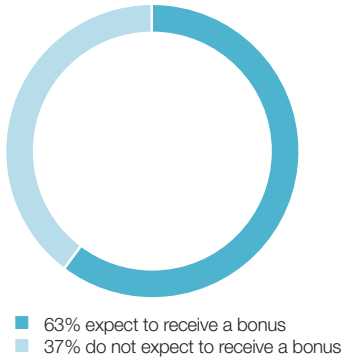
"In 2016 we anticipate employers will continue to compete to secure top HR talent, with hiring managers expanding their recruitment criteria to consider professionals from other backgrounds, as well as responding to market forces pushing salary and bonuses higher."

Charlotte Matthew, Manager, HR Recruitment



BONUS EXPECTATIONS IN 2016

Percentage of HR professionals expecting a bonus in 2016



Size of bonus expected in 2016 (as a % of base salary)



40% of HR professionals are anticipating a bonus of up to 15% of base salary, and 13% are hoping to receive over 20% of their base salary as a bonus.



“As conditions improved throughout 2015, demand for HR professionals saw significant growth, with professionals at the mid and junior level most sought after. Restructuring projects and increased regulation in banking and financial services saw particular demand for HR professionals specialising in reward, compensation, HR systems and HR projects, with salaries in these areas growing significantly.”

Nick Allwood – Manager, HR Recruitment



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CHANGING JOBS IN 2016

When are you next looking to move jobs?



- 43% I am already looking for a new opportunity
- 7% The next 3 months
- 7% The next 3-6 months
- 6% The next 6-12 months
- 17% The next 1-2 years
- 20% I am not looking to change jobs in the near future

It is clear that the majority of HR professionals are looking to change roles soon. Almost two thirds plan to look for a new opportunity in the next 12 months, with 43% already looking for a new opportunity.



MOTIVATION FOR MOVING JOBS

If you were to change jobs, which of the following would be your primary motivation for thinking about moving?



- 53% Career progression
- 13% A pay rise/change in compensation package
- 13% Improved work/life balance
- 10% A change in role and responsibilities
- 4% Better working culture
- 4% The opportunity to relocate
- 3% Improved stability or job security

At 53%, career progression is the most commonly cited reason for HR professionals to want to change jobs. 13% also state that an opportunity that offered a higher salary or improved work life balance would tempt them to leave their current role.



"Hiring managers will need to recognise candidates' priorities if they want to attract top talent. Particularly in the case of Millennial professionals (born between 1980-1999), the offer of career progression is key to attracting and retaining the best workers."

Paul Kalo, Manager, HR Recruitment



50%

of those who accepted a counter offer returned to the job market within a year

COUNTER OFFERS TO RETAIN STAFF

We asked HR professionals if they had ever received a counter offer from their current firm during their resignation process. Of those who had received a counter offer, 83% stated that the offer included a pay rise, and a third were offered a promotion. However, half of those who accepted the counter offer reported that they began looking for another opportunity within one year. This suggests that a significant number of professionals who have considered leaving a firm will not be persuaded to stay long term, even with the offer of a pay rise or increased responsibility.

Let us advise you on hiring the best HR professionals. Contact **Charlotte Matthew** on **0207 509 8856** or charlotte.matthew@robertwalters.com.

