

2016 | H1

HR

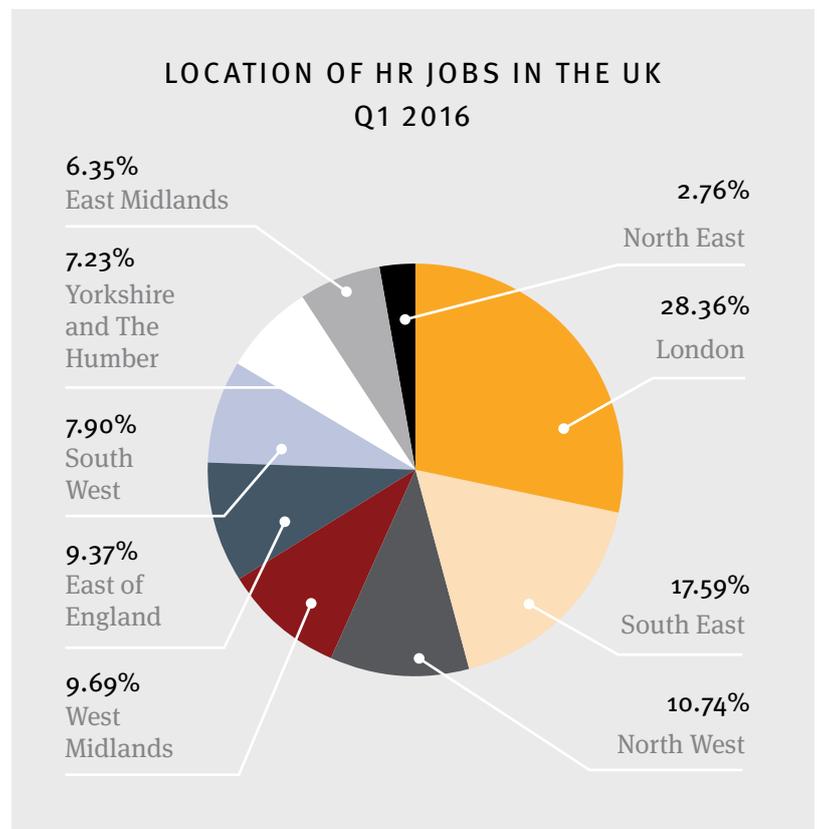
MARKET INSIGHT



Despite quiet pockets, war for talent rages on

The first half of the year was relatively quiet for the HR space in both the east and west of the country, particularly when compared to the same period last year; while in the midlands, entry-level roles saw a decided downturn. In the south east however, junior level roles were up 100% - bolstered by a 70% rise in contract vacancies.

The relocation of HSBC, along with the BBC, led to an increase in demand for HR professionals during the latter part of H1, with organisations in Reading vying for the same candidates. As with any war for talent, we'd urge employers to consult with a reputable recruitment agency, like Badenoch & Clark, to pinpoint precisely what in-demand professionals are looking for from their next HR role.



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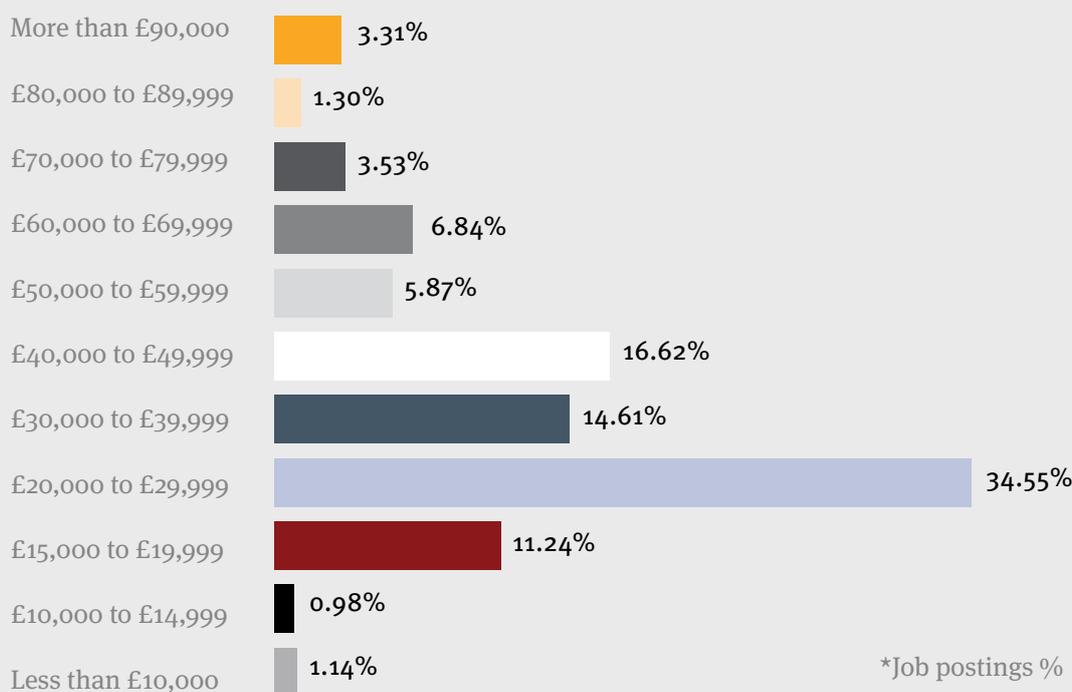
L&D skills in high demand

In terms of industries, the retail sector has been particularly busy, with construction seeing a continuous flow of HR vacancies, and learning and development skills becoming highly sought-after. As the sector becomes increasingly stable, additional talent can be placed in the pipeline – as we move from a reactive to a proactive market, worthy of investment.

Within retail, logistics and automotive, a number of businesses have gone full circle with their HR structures – returning to the traditional Ulrich model, which in turn has created ample operational and strategic HRBP roles. In fact, some employers have completely transformed their HR structures, with up to double the headcount.



SALARY DISTRIBUTION FOR COMPENSATION & BENEFITS PROFESSIONALS ACROSS THE UK DURING Q1 2016



Focus on fiscal rewards

Reward professionals – particularly those with experience in pensions – were in high demand during the first half of 2016. We also witnessed a rise in the frequency of pay reviews for senior consultants with pensions' experience – a testament to the value these professionals add to businesses in today's climate.

There was also a slight increase in HR salaries in the south, as the economic outlook looks a little rosier than during the same period last year, and the battle for the best HR professionals rages on. Candidates attuned to this are using the skills shortage to negotiate better rates amongst those employers willing to pay.

As for the midlands, benefits packages as a whole took a turn for the better, with many candidates focusing on such extras as car allowances. Salaries also increased slightly due to a number of companies moving into the area – inflating demand, and salaries along with it.

Increase in HR salaries in the south

BREXIT - WHAT NEXT?

What's next for UK businesses following the landmark decision to leave the European Union? Only time will tell. The immediate, day-to-day impact of the vote is difficult to forecast as major changes – such as the terms of the UK's withdrawal, new-look trade agreements and freedom of movement rules – will take considerable time to negotiate and implement.

So the uncertainty that caused companies to adopt a 'wait and see' strategy in the run up to the Referendum looks set to become business as usual.

Bracing themselves for Brexit, our clients, where possible, have opted for contract over permanent hires for many months. It's likely that this cautious approach to recruitment will continue for some time, resulting in hiring freezes, limited new project roles and 'critical appointments only' policies.

Brexit could also seriously impact our clients' ability to access the skills they need, particularly within the construction and manufacturing arenas. The importance of a flexible labour market to our economy is undeniable, but to what extent this will be affected is currently uncertain.



The year ahead

In the spirit of growth, we expect the focus of our larger corporate clients to remain that of transformations and restructures, while the SME market will continue to be active in terms of HR recruitment.

Contact us

Take the first step in a lasting partnership.
Contact us to discuss your career or business goals.

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