



HR Salary Survey 2010

Summary

Against a backdrop of wider economic uncertainty and malaise, 2009 saw reduced recruitment volumes pretty much across the board. The demand for HR and Communications staff, too, was generally more sluggish than previous years. With many organisations downsizing, recruitment activity was centred largely around business-critical posts and bringing in specialist resource to manage change programmes, Reward and Employee Relations.

However, in recent months the market has picked up considerably, with a marked increase in demand for a broad range of HR and Communications skills. Most organisations we spoke to planned to recruit during 2010, with many focusing on Change Communications, Organisational Development, Business Partnering, Reward and Talent Management.

Key Findings

One of the major trends we've identified is the increasing demand for commercially aware HR Business Partners. As an operational link between business strategy and people performance the Business Partner is seen as a real enabler around growth and change.

Another significant trend is around OD and Talent – essentially organisations reshaping their leadership around future business need, with an eye too to developing and retaining high potential employees.

Linked to both these trends, and observed more broadly, is the increase in hiring on an Interim basis. From a commercial perspective this route brings on board skill and experience without requiring structural change to HR teams or an increase in long-term head count. We would anticipate further growth in Interim hiring moving forward.

Methodology

As previously our annual Salary Survey covers our core disciplines of Human Resources and Internal Communications / Engagement. Geographically, it includes the wider South West, Thames Valley and South Wales – our core territories. We have drawn data from three key, primary sources; a) over 3,000 of our own candidate's current remuneration, b) actual salaries offered on the live roles we have worked on and c) a wider pool of advertised vacancies.

About Us

Artis HR are a leading independent specialist recruitment business placing mid to senior level Human Resources and Internal Communication / Engagement professionals across the wider South West, Thames Valley and South Wales; typically, the M4 & M5 corridors. We serve a great many major blue chip and other commercial clients as well the public and not for profit sectors. For more information please visit www.artishr.co.uk

	Min	Max	Average	Day Rate
HR Director				
South West	£55,000	£110,000	£82,000	£500-800
Thames Valley	£59,000	£120,000	£90,000	£500-900
South Wales	£48,000	£90,000	£70,000	£400-600
HR Manager				
South West	£30,000	£58,000	£45,000	£300-400
Thames Valley	£30,000	£60,000	£45,000	£300-450
South Wales	£26,000	£48,500	£35,500	£200-350
HR Business Partner				
South West	£28,000	£59,800	£43,900	£300-350
Thames Valley	£32,000	£59,800	£45,900	£300-400
South Wales	£28,000	£48,500	£38,000	£250-300
Senior HR Business Partner				
South West	£38,000	£70,000	£55,000	£400-500
Thames Valley	£42,000	£75,000	£55,900	£400-500
South Wales	£35,000	£58,000	£46,000	£300-400
Talent Manager				
South West	£44,000	£68,000	£55,800	£400-500
Thames Valley	£45,000	£70,000	£58,000	£400-550
South Wales	£28,000	£40,000	£36,000	£300-350
Resourcing Manager				
South West	£28,000	£48,000	£40,000	£200-350
Thames Valley	£30,000	£50,000	£40,000	£200-350
South Wales	£22,000	£38,000	£29,000	£175-250
Reward Manager				
South West	£45,000	£65,000	£55,000	£400-500
Thames Valley	£45,000	£70,000	£60,000	£400-550
South Wales	£30,000	£40,000	£36,000	£250-350
Learning & Development Manager				
South West	£35,000	£55,000	£45,000	£300-500
Thames Valley	£34,000	£65,000	£48,000	£300-500
South Wales	£28,000	£50,000	£40,000	£250-400
Employee Relations Manager				
South West	£31,000	£60,000	£46,000	£300-400
Thames Valley	£34,000	£65,000	£50,000	£300-450
South Wales	£28,000	£40,000	£36,000	£250-350
Organisational Development Manager				
South West	£45,500	£70,000	£58,500	£450-550
Thames Valley	£47,000	£75,000	£60,000	£450-600
South Wales	£38,000	£60,000	£45,000	£250-400
Head of Internal Communication (IC)				
South West	£50,000	£90,000	£70,000	£400-800
Thames Valley	£60,000	£100,000	£80,000	£500-900
South Wales	£35,000	£55,000	£45,000	£300-500
IC Manager				
South West	£31,000	£60,000	£45,000	£300-500
Thames Valley	£33,000	£65,000	£49,000	£300-500
South Wales	£28,000	£42,000	£36,000	£250-400
IC Business Partner				
South West	£33,000	£62,000	£45,000	£300-500
Thames Valley	£35,000	£70,000	£48,000	£300-500
South Wales	£28,000	£42,000	£36,000	£250-400