



Human Resources

Salary Survey & Market Report 2012

Introduction

The HR recruitment market has been surprisingly active during the course of 2011, particularly during what can often be the “slow” summer months of June July and August. Conversely, September, October and November have seen a slight decrease in volume (and client confidence), intrinsically linked to the volatility within the domestic and European economic situations... and particularly evident in certain sectors.

Trends

The general increase in activity during 2011 can be partially explained by those individuals who remained in post throughout 2009-10 waiting to see if the market improved and now creating openings as they move: this candidate-driven demand has been relatively inconsistent, however. The other, and arguably greater, pull on demand has come from those organisations within the private sector that made the decision to push forward and either restructure or grow their HR function – most corporate sector clients have seen growth in their HR teams grow to some extent in the last 12 months. Specific commercial ‘success stories’, mostly away from financial services, have also improved demand: Telecoms, utilities and energy sectors have perhaps seen most interesting growth, and this is a trend we see as continuing into 2012.

Analysing the *types* of roles within HR that saw most demand is interesting. Niche roles such as Reward, ER and Talent have proved to be particular sought after compared to more generalist HR roles; this is most noticeable on the Interim side. For example, interim demand for exceptional Reward professionals saw day-rates creeping back up towards the pre-2008 levels, although still quite not equivalent.

Looking ahead

So, what does the future hold for 2012? It is becoming increasingly difficult to predict volumes even within the FTSE organisations. Inconsistency is still prevalent and will continue to be the major theme for at least Q1 & Q2. Financial Services is, however, still a major area for demand within the HR recruitment market. Instability within the Eurozone and the potential exposure to “bad debt” still concerns the major brands based within the UK, and this will impact on confidence, growth and hiring strategy.

However, there will always be demand for the niche areas within HR, particular those HR professionals that can demonstrate tangible commercial value and a track record of delivering Change and Transformation projects.

About Us

Artis HR is a leading independent specialist recruitment business placing mid to senior level Human Resources and Internal Communication / Engagement professionals across London and the M3, M4 & M5 corridors. We supply FTSE plc's and major brands. For more information please visit www.artishr.co.uk.

	Min	Max	Average	Interim Day Rate
HR Director				
South West	£60,000	£120,000	£90,000	£500-800
Thames Valley	£65,000	£150,000	£107,500	£500-900
London	£80,000	£200,000	£140,000	£800-1,200
HR Manager				
South West	£30,000	£58,000	£44,000	£300-400
Thames Valley	£30,000	£60,000	£45,000	£300-450
London	£45,000	£60,000	£52,500	£350-450
HR Business Partner				
South West	£29,000	£59,800	£44,400	£300-350
Thames Valley	£33,000	£59,800	£46,400	£300-400
London	£40,000	£65,000	£52,500	£300-450
Senior HR Business Partner				
South West	£40,000	£75,000	£57,500	£400-500
Thames Valley	£44,000	£75,000	£59,500	£400-500
London	£50,000	£80,000	£65,000	£400-700
Talent Manager				
South West	£44,000	£68,000	£55,800	£400-500
Thames Valley	£45,000	£70,000	£58,000	£400-550
London	£50,000	£60,000	£65,000	£400-700
Resourcing Manager				
South West	£28,000	£48,000	£40,000	£200-350
Thames Valley	£30,000	£50,000	£40,000	£200-350
London	£35,000	£60,000	£47,500	£300-600
Reward Manager				
South West	£45,000	£70,000	£57,500	£400-500
Thames Valley	£45,000	£75,000	£60,000	£400-550
London	£50,000	£110,000	£80,000	£500-900
Learning & Development Manager				
South West	£40,000	£60,000	£50,000	£300-500
Thames Valley	£34,000	£65,000	£48,000	£300-500
London	£38,000	£70,000	£54,000	£350-600
Employee Relations Manager				
South West	£35,000	£65,000	£50,000	£300-400
Thames Valley	£34,000	£65,000	£50,000	£300-450
London	£40,000	£75,000	£57,500	£400-600
Organisational Development Manager				
South West	£45,500	£70,000	£58,500	£450-550
Thames Valley	£47,000	£75,000	£60,000	£450-600
London	£50,000	£85,000	£67,500	£500-800