



Linear News



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OUR SUMMER 2023 NEWSLETTER



Welcome to the Linear Recruitment Summer 2023 newsletter publication. As always it has been an extremely busy, productive and at times challenging six months. As with any business in the UK we are having to navigate through the challenging economic climate which has thrown many, and will continue to throw many, hurdles at us. With rising interest rates, rising energy costs and high inflation, the country's economic growth has stalled. The consequences of these conditions are clearly showing on the construction industry with construction output on the decline throughout the year. The housing market in particular has had a torrid time, resulting in a 51% fall in project starts compared to 2022 levels at this point.

Despite the economic challenges, the labour market remains reasonably resilient, with notable demand for skilled workers, both permanent and temporary, across many of the sectors that we work in. For clients that are recruiting there has been a step up in the number of candidates looking for a new role but there still remains a skills shortage, particularly in the construction industry and this needs addressing in order for the expected "bounce back" in 2024 and beyond to happen.

As we moved into the second half of 2023 we at Linear are finding the market incredibly busy, particularly in our Construction, Architecture and Rail, Power & Infrastructure divisions in which we are forecasting a 30% increase in revenue for Q3 compared to Q3 in 2022. Within these industries we are already seeing signs of recovery in sectors such as Health projects, Education projects and Hotel and Leisure projects and the general forecasts are predicting an increase in project starts at the back end of 2023. We also expect public spending to increase which will particularly increase the workload in our RPI sectors. All of this news is of course very positive and encouraging for the future months and years ahead.

Throughout 2023 Linear has been investing in new recruits and the downturn in economic activity has aided us as we have recruited a number of extremely talented individuals who may have not entered the jobs market if economic conditions had been better. In the first half of the year we have invested and restructured our Manchester office and we plan to continue the investment. A new Regional Manager Gary Jones has been appointed in what has been a very successful move, and we are extremely excited about the future of the office with big plans for growth in place.

As a company we are always looking at how we can improve. Not only have we invested in our people and recruitment but we are also investing in technology. In the second half of the year we will be introducing a new state of the art CRM system. The new technology will improve our working practices and create slicker processors which will result in an all-round superior experience for our staff, clients and candidates alike when working with ourselves.

At Linear we always strive to go the extra mile to help our clients and candidates wherever possible. One of the ways we believe we do this is through the production of our fantastic salary surveys. At the start of the year we produced an Architecture Industry salary survey and more recently we have just released one for Construction (see page 10 for more information on that one). If you operate in these sectors I would highly recommend obtaining a copy from ourselves as they are full of detailed remuneration data and also have some very insightful survey findings and information. Just contact us for more information.

Finally keep a look out for our charity cycle event that we're completing in September, cycling the length from John O'Groats to Land's End across our offices for two new nominated charities. You can read more about this on the next page.

As always I do hope you enjoy the newsletter and find it informative. If you require any information or advice please feel free to contact one of our offices.

Gareth

CHARITY NEWS

We've two new nominated charities for 2023, TOFS and Daft as a Brush

Linear's very own Iron Man

On 2nd July Donal Collins completed his first (and possibly last!) Iron Man challenge. The Northumbrian – The Ultimate Triathlon in Kielder is a full and half iron-distance triathlon and Don completed the half iron challenge, which consists of a 1.2 mile swim, 56 mile bike ride followed by a half marathon in an incredible in an amazing 7 hours, 8 minutes and 22 seconds.



The training was brutal - six days a week, three to four hours per day, and Don found the swimming to be his biggest challenge, as he only learnt to swim properly 6 months ago, when the idea of swimming 1.2 miles seemed unachievable considering he was exhausted after 25 metres. Now he's an expert at wading through freezing cold water, trying to dodge reeds, ducks and goose poo!

Other than that, Don found the juggling of time between training, work and family a challenge, his 3 hour cycles at 4:30am on a Saturday morning will not be missed.

And what did he look forward to most having completed the challenge? The post event beer!

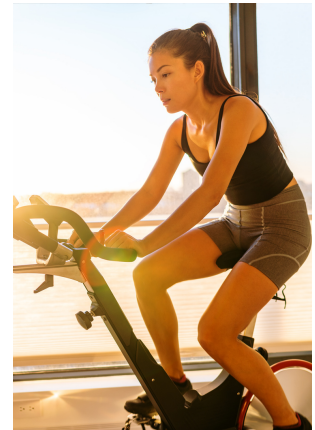
Don wanted to raise as much as possible for one of our nominated charities for 2023; TOFS, and he managed to raise an incredible £505. Everyone at Linear is so proud of you Don!

Linear's September Charity Event

Our next charity event will take place across the week of 25th - 29th September across our Sheffield, Manchester and Newcastle offices.

We are embarking on a combined indoor cycle the distance between John O'Groats and Land's End, a mere 1000 miles.

What's more, to add an element of competition, we're also awarding prizes for the office that racks up the most miles, and the individual with the most miles. Is the money on Don?!



We'll be trying to raise as much money as we can for our two nominated 2023 charities; TOFS and Daft as a Brush, and we've set up a JustGiving team fundraising page below:

[You can donate to our JustGiving team page here.](#)

Every pound really does help, so we'd appreciate any donation you could make.

Daft as a Brush Cancer Patient Care provides a free transport service to and from the Freeman/RVI Hospitals in Newcastle for outpatients undergoing chemotherapy and/or radiotherapy treatment. We've got personal experience of the service they offer, and we'd love to raise lots for them.



TOFS offers support to people born with Tracheo-Oesophageal Fistula (TOF) and/or Oesophageal Atresia (OA), rare congenital malformations of the gullet and windpipe. Immediate neonatal surgery is a treatment, not a complete cure. TOFS are UK-based and receive no public-sector support. Linear's Elliot Birtwistle has a child affected by the condition, and has had lots of support from this amazing charity.

OFFICE FOCUS: MANCHESTER

New Regional Manager for Linear Recruitment's Manchester office

Gary Jones joined us in May 2023 as the Regional Manager for our Manchester office. He has a wealth of experience in both recruitment and the Construction industry. As we welcome him on board, we took some time to learn more about him and his aspirations for our North West office.

Tell us a bit about yourself

I graduated from Salford University, having studied Economics and Maths. I had the intention of becoming a professional Rugby Union player with Sale but unfortunately I had a car crash which meant that I had to retire. I then went to work for Hilti as a Sales Rep and Technical Advisor then ultimately fell into recruitment with Hays. I worked in Central London, Canary Wharf, Surrey, Oxford and Melbourne in Australia, before returning to the North West. My most recent role prior to joining Linear was as a Regional Construction Trades Manager, predominantly looking after the North West of England.

Can you tell us a bit more about your time in Australia?

I had two years in Melbourne in recruitment, supplying freelance Site Management staff. The lifestyle was amazing, but you don't realise how far away it is until you are there. I explored almost all of the country along with New Zealand. My wife Sarah and I also made it on to Australian national TV on a programme called My Restaurant Rules, which was a reality cooking show. We weren't actually doing the cooking though - even though I do love cooking!

Why Linear Recruitment?

Linear Recruitment is a well-renowned and thought-of recruiter who do things the right way, with hard work and integrity. They have some excellent client relationships, and they look after their clients, candidates and staff. I am delighted to be a part of the team and can't wait to see what the future holds for both the office and the team.



What ambitions do you have for the Manchester office?

I'd like to see a real increase in the number of weekly temps working in 2023, and to build on the team, and increase its size to 6, with a dedicated permanent Consultant added to the mix. We've just added Danny Munir to the team to take us up to 5, so we're making some real progress. In terms of a longer term goal both for Manchester and the North West, I want additional increases in the numbers of workers out with us, and I'd like to see the addition of extra offices - potentially in Liverpool and / or Birmingham within the next five years.

How do you enjoy spending your time outside of work?

I like the normal, good food, good wine and good company. I love indie and rock music and am an avid gig-goer. I'm also a Manchester United season ticket holder, and enjoy following the team. We can see Old Trafford from our office so that is extremely handy!

Tell us something people might not know about you

I was born in Singapore, learned to walk in the Maldives and started school in Cyprus! My mum was from Finland and I am related to the former Prime Minister David Lloyd George.

[You can connect with Gary on LinkedIn here](#) or to speak to him, give him a call on 0161 2147940.

RISQS AUDIT PASS

Great news that Linear has once again successfully passed our Rail RISQS audit for another year.

Many thanks to the rail team, especially Sarah Twibell, who did an amazing job for us.

Great work team..... Huge well done.

SPONSORSHIP NEWS

We're delighted to be a proud sponsor of T L Racing and Tyson Lewis for 2023.

After a brilliant 2022 season, with T L Racing winning the Newcomers Crown, we can't wait to see what 2023 holds and we'll be there cheering them on!

Good luck and thanks for letting us be part of the journey



We're also delighted to be a proud sponsor of Caribbean Angels U14s for their season ahead. They're currently in division D in the Sheffield leagues and they're aiming to have a go at winning both the league and a cup this year with the addition of some good new players. They're a family-run team running silently on good will gestures and fundraising bases, with the last two seasons having resulted in a promotion and a 3rd place finish. Good luck for the new season and we're proud to be a sponsor!



BUON VIAGGIO A MILANO

What a great weekend some of Team Linear had in Milan in May. Despite the original flights being cancelled, they managed to re-arrange and finally touch down in the beautiful Italian city a little later than scheduled, but that didn't dampen the mood!

Great food and company, and one of the highlights was watching AC Milan at the San Siro - very similar to watching Team BarcaLinear at their 5-a-side games ⚽⚽

Well done to everyone who made the trip, which was based on budget targets and billing in 2022. Good luck to everyone for 2023's targets.



INDUSTRIAL NEWS

SUCCESSFUL TENDER

Linear Industrial & Engineering continues to flourish in 2023 and having supplied The Frasers Group for the last three years, we have recently gone through a tense tender process but we are delighted to say we were successful and won.



Congratulations to the teams in Sheffield & Shirebrook; it is through their hard work and dedication in their roles which has meant that the service we provide on the Frasers contract saw us through and allowed us to become the sole supplier of temporary staff on the Sheffield site and in the Flannels warehouse in Shirebrook.

Well done to all involved.

NEW STARTERS

We've welcomed onboard four new starters to our Sheffield site: Patrycja Kaminska, Gintare Elezi, Tomas Putys and Kristina Pavlikova. Welcome to the team and we wish you all every success in your new roles.



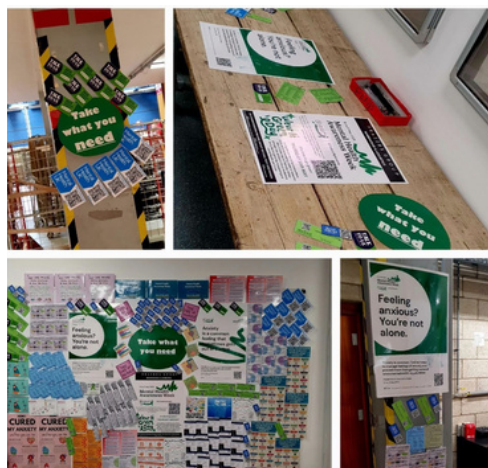
In July we also welcomed Clare Talbot on board the Industrial team. Clare joins us as Senior Co-ordinator.

Lily Turner left the Industrial team to transfer to Linear's Head Office to take on the role of Payroll Administrator. She is missed by her colleagues at Jack Wills but she has quickly become a popular and integral part of her new team, adapting to her new tasks confidently.

Lily really cares about getting things right and works really hard to make sure all the payroll deadlines are met. Amy Haynes' payroll boots are big ones to fill but Lily is proving more than capable of doing that. Congratulations Lily!

CLIENT INITIATIVES

We've marked some events at our sites across the region. Here we are enjoying the King's Coronation and also marking Mental Health Awareness Week, supporting our clients and our employees.



STAFF UPDATES

We've had a lot of new talent join the ranks this year.

Gary Jones joined us in May as our new Regional Manager for the Manchester office. Gary has a wealth of experience in both recruitment and the construction industry, and has big ambitions for the direction of Linear across the North West. He's worked in recruitment in many parts of the UK, along with a stint in Australia. You can learn more about Gary in our interview with him on page 4. We welcomed Danny Munir to the Manchester team at the end of July. Danny will be focusing on mechanical and engineering trades roles in the North West, and we look forward to seeing how his career at Linear progresses.

We're also delighted to welcome back Ryan Hayes into the Linear fold. Ryan will be working with our Construction and Civil Engineering clients with their permanent recruitment across the North East and Yorkshire regions. This is another forward step in our growth plans for 2023.

Our Architecture division has seen some changes too. Elliot Birtwistle now has the role of Divisional Manager, and we welcomed Ish Azam to the team in June. Ish will be focused on Landscape Architecture, Urban Design and Planning recruitment across the UK. We're incredibly busy in this sector and we're excited to see how it grows.

In our Rail | Power | Infrastructure sector, we welcomed Tom Burgin to the team in February. As a qualified Mechanical Engineer, Tom recruits on the permanent side for our project delivery and M&E white collar requirements. He has hit the ground running, earning his promotion to Recruitment Consultant in May. He also won Star of the Quarter for quarter two. Jack James also earned his promotion to Recruitment Consultant after a fantastic start to 2023. Alex Wasawo joined the Rail, Power & Infrastructure Division in June, working alongside Jack and Tom. His remit will be on the Technical side, focusing on Design Engineer & Design Manager roles, for Civils and M&E. This is all fantastic progression for RPI and demonstrates the superb work the team are doing this year.

A huge congratulations to Donal Collins who became Branch Manager for the Construction team in our Newcastle office. Don is already a huge positive influence across the white collar and Trades teams and we are looking forward to him leading the group and taking them from strength to strength. Well done also to Alex Moth who has been promoted to Managing Consultant. Alex joined in the midst of the Covid Pandemic in September 2020 and has had an extremely successful start to his career at Linear. More importantly, he has shown the enthusiasm and dedication to help support his colleagues and we are certain he will continue to lead by example in his new role.

STARS OF THE QUARTERS



We are delighted that [Amy Kaur](#) won our Star of the Quarter for Quarter One here at Linear Recruitment.

Operating within our Trades and Labour Team in Manchester Amy had an extremely strong first three months to the year and continuously goes the extra mile to make sure her candidates and clients are well supported.

Even up against the continual challenge of identifying quality labour, Amy is always doing her upmost to ensure her clients' requirements are fully met. Well done Amy.



Our Star of the Quarter for Quarter 2 is Tom Burgin.

Having only commenced with Linear late in February, Tom delivered some sensational work and is 140% above his budget. More than the financial milestones, Tom has received fantastic feedback from a number of candidates he's been working with, which is most important for Linear. There has been much recognition of the clear effort and extra mile he goes to, always trying his best to help candidates progress their career, whilst remaining honest and realistic throughout.

Special mentions to our other nominees too: Grant Patterson, Morgan Burgess, Lily Turner and Ryan Hayes; it was a really close call this quarter with lots of outstanding performances.

AN INCREDIBLE 20 YEARS WITH LINEAR



Geoff Taylor is Linear Recruitment's longest serving employee, having been with the company for twenty years. In that time his role has continued to develop, and he now holds the fort as Operations Director for the North, along with Director for Linear's Employee Owned Trust.

Here we learn more about him and his career development.

Tell us about your career with Linear so far, how it started, how it's developed and what it is you do now?

I graduated from Sheffield University with a degree in Business and Economics in 2002; there wasn't any real thought process behind the degree other than I knew it would stand me in fairly decent stead for any kind of employment afterwards. I joined Linear in January 2003 and after a short period I commenced working on the Permanent Housing desk across the Yorkshire region. I always enjoyed working within the Construction sector as it was clear to see the contribution our work was making to the various clients we dealt with. After 7 years working in Sheffield I, along with my now wife, made the move to her homeland, Newcastle upon Tyne where, alongside a colleague, we set up Linear's North East region out of a small cupboard of an office looking on to the Tyne Bridge.

Since 2010 we have been providing complete services from Trades and Labour, Freelance White Collar and Permanent Recruitment across the North East of England and into Scotland with a wide range of clients, and I am proud that we are still working with clients that we brought up from Yorkshire with us all those years ago.

I am now responsible for our Newcastle and Manchester offices and our Construction Team in Sheffield, making sure we achieve the high standards our clients and candidates expect of us, while continuing to look for new business opportunities across the North East, Yorkshire and the North West. Last year I was delighted to be asked to become Director of the Employee Owned Trust (EOT) for Linear too.

What exactly is an EOT and what will it mean for Linear and for you?

An EOT is a trust that enables a company to become owned by its employees and can be set up by a company's existing owners. Linear Recruitment has grown over the years due to the hard work of the employees within and it's a sign of

trust and gratitude that the owners of the business decided to transfer the ownership into an EOT. This will help us attract and retain high quality staff and help us achieve our long term growth goals.

How has the industry changed in the time that you've been with Linear?

The basics of the Recruitment Industry are the same and will continue to be so going forward; it's about forging strong relationships with clients and identifying the right talent for their requirements. How recruitment operates around this has changed wildly; when I first started out we still used fax machines and in some cases the post to send out resumes to our clients! One thing I have noted is the increase in the number of Recruitment firms currently operating; this shows that there is a big demand for Recruitment services and it helps keep all of us on our toes, making sure our service provision is up to scratch.

How clients interact with Recruitment Agencies has changed fundamentally with many companies operating with internal Recruitment teams, but in my humble opinion there will also be a place for Recruitment firms within.

What's been your biggest challenge in your career?

Challenges are common within Recruitment – anyone who tells you otherwise is lying! There is a constant battle with identifying candidates for hard-to-fill roles, trying to coax clients through the recruitment process and of course dealing with the occasional counter-offer scenario.

The biggest challenge I have personally faced was the economic downturn in 2008. Looking back, I remember having a board full of vacancies one week, then wiping it down and replacing those vacancies with names of people looking for work the next. We lost a great deal of talent during that period, and it also affected the amount of young people entering the Construction Industry; I think we are still feeling the affects of this over 10 years later.

It took a lot of grit, determination and a lot of resolve from our Directors to get us through that very tough period.

What's been the best thing to happen in your career?

Being given the opportunity to open a new office in a completely new region to both Linear and myself – it hasn't been a completely comfortable ride, but it has been

rewarding to see us develop longstanding relationships with Clients and Candidates, and also to see the team here growing, allowing our employees to forge out long term careers.

What do you enjoy most about your role?

I still genuinely get a buzz from identifying, targeting and working with a new client for the betterment of the Linear brand. I still love speaking to clients regarding their plans for their businesses going forward and establishing how we can support them on that journey.

What are you looking forward to achieving?

We are always looking to expand our horizons; we appointed our first Architectural Consultant at the start of 2022 and following a very strong first year I am particularly looking forward to helping this team develop and grow over the course of the next 12 months. In line with this, I am looking forward to plotting the next steps in the careers of our teams in Newcastle, Manchester and Sheffield.



And work aside, what do you like to do in your spare time?

I am Bradford born and so I am an avid (from afar) follower of Bradford City and still try to get to local away games and the odd home game when I can. When I am not working, I spend my time taking my two beautiful daughters to various sports clubs, whilst trying to convince them (and failing) that they should be spending their pocket money on Bradford City shirts and not Black & White ones. Aside from family life I like to spend my time running; I have completed numerous half marathons in my time and have one full one under my belt – I am planning for a second marathon in the not-too-distant future....

FEEDBACK PLEASE!

At Linear feedback is incredibly important to us - not only does it form a crucial part of our ISO:9001 audit, but it's also incredibly important for us to learn where we're performing well - but also where we could do better, and if we need to address any training requirements or service level improvements. Our annual Customer Satisfaction Survey for 2023 is now live - the survey only takes a few minutes, and will really help us to understand more about how we are performing.

To take part in the survey, you can either scan the below QR code, or follow the link. We really appreciate your support.

<https://www.surveymonkey.co.uk/r/SGFKHZU>



We're also currently in the process of trying to collect as many Google reviews as we can for our different locations.

If you could spare a few minutes to leave us a review, we'd really appreciate it. You can simply scan the QR codes for each office below, and click on the Reviews button.



Linear Industrial & Engineering



Newcastle office



Sheffield office including
Rail | Power | Infrastructure



Manchester office

CONSTRUCTION SALARY SURVEY

LINEAR RECRUITMENT CONSTRUCTION SALARY SURVEY



Welcome to our Construction salary survey. We're excited to be able to present this data, and will be building on it each year, with the aim to provide valuable insight into the Construction sector pay and conditions, as well as gauging job satisfaction.

To produce this report, we've combined our own data on placements made between April 2022 and March 2023 and vacancies we are currently working on as at June 2023, along with the results from an external salary survey that we created, sending the survey out to candidates on our database along with distributing it across our social channels.

We believe this report will help us continue to improve our service levels and give us a greater understanding of our market, enabling us to serve our clients and candidates better and better. It will help us to ensure we work with the best clients and place the best candidates in roles that are well-remunerated and where job satisfaction is paramount. Moreover it will also give you more information on market pay levels, along with how Linear works.

The UK construction industry contributed approximately £330 billion to the country's economy in 2022. However with UK economic growth stalling, the consequences on the construction industry are visible. In fact as we headed in to Spring 2023, construction output continued its decline, with the value of work starting on site falling 23% in the three months to April, 42% lower than in 2022 (source: Gleanigan). Inflation, rising material costs, rising energy prices and higher interest rates are all affecting output. The squeeze on household incomes from rising prices and interest rates has affected consumer-related areas such as retail construction, private housebuilding and hotel and leisure facilities as developers pause work. According to Gleanigan, private housing construction suffered a 51% fall in project starts compared to 2022 levels, and social housing a 10% fall on the previous year. Retail project starts fell 47% compared against 2022 levels, with a 27% fall compared to the first three months to April and in hotel and leisure, project starts decreased 43% against the same time period in 2022. Education however, was an area of growth, with the value of projects up 23% against 2022 figures, and increasing 9% in the three months to April.

On a more regional level, all regions have seen falls, but notably the North East experienced the largest decrease in project starts in the three months to April this year (50%), with levels being 27% lower than a year ago. There was a similar picture in Yorkshire, where figures fell 28% on the previous three months, and were 35% lower than the same period last year.

With UK interest rates at their highest level for fifteen years, forecasts are predicting a further increase or two in 2023, but also a quicker economic recovery than first expected, with the economy expected to make up ground lost since the pandemic by the end of the year / early 2024, rather than by 2025, although inflation levels are still expected to be above 5% at the end of the year, and 3-4% by mid-2024, above the Government's 2% target. We are seeing Government investment increasing in areas such as education facilities, health and prison facilities and transport infrastructure and the number of planning approvals has also been rising in the last three months to April - particularly in large new housing developments, where the value stood at almost £4billion, 79% higher than the same period last year. We are also seeing a surge in planning approvals for health-related construction projects and industrial buildings. We're finding at Linear Recruitment that the market is incredibly busy and hasn't experienced any downturn.

www.linearrecruitment.co.uk

LINEAR RECRUITMENT CONSTRUCTION SALARY SURVEY

Linear Recruitment Placements - Contract

	Average	Min	Max
Administrator	19	16	24
Assistant Site Manager	24	23	30
Document Controller	17	17	18
Electrical Commissioning Eng.	35	34	39
Finishing Foreman	20	20	20
Quantity Surveyor	30	29	32
Site Engineer	35	35	40
Site Manager	27	26	31

Non-PAYE hourly rates

	Average	Min	Max
Assistant Site Manager	190	184	200
Contracts Manager	350	330	350
Procurement Manager	257	250	275
Project Manager	335	275	375
Quantity Surveyor	422	275	430
Senior Engineer	353	350	375
Senior Site Manager	324	275	350
Site Engineer	298	270	320
Site Manager	254	180	320

Non-PAYE day rates

The data on the left shows the average hourly rate of pay on a Non-PAYE basis, on placements that we have made between April 2022 and March 2023. We've seen some good increases over the last couple of years; for example the average hourly rate of pay for an Assistant Site Manager increased 20% from an average rate of £20/hour to £24/hour from 2019 rates to current rates, and the minimum rate increased by 27% from £15/hour to £23/hour. The hourly rate for a Site Engineer has seen an increase of almost 30%, to an average of £35 an hour compared to £27/hour - in fact we saw that the maximum rate of pay for that role a few years ago was £35, whereas this last year it has reached £40 per hour. Similarly the rate of pay for a Site Manager has increased 17% to an average of £27 per hour.

There's been a similar picture with the performance of day rates (on PAYE) over the last few years. The day rate of pay for a Contract Manager has seen a rise of almost 30%, with an average rate of pay now at £350/day. The average day rate for a Quantity Surveyor has increased by 34% and sits at an average of £422 and the rate for a Senior Engineer is now over 20% higher. It is worth noting again, that the pay rates are affected by the type of construction sector in which the role is, so it's not a one-size fits all approach.

Linear Recruitment has been a specialist in recruiting Construction & Property professionals since 2001 and know the industry inside out. With consultants in our offices in Sheffield, Newcastle and Manchester, we work on temporary, contract and permanent roles for hundreds of construction companies nationwide, recruiting for all construction and related roles at all levels. We offer a truly consultative approach, and work with you to provide a personal service that goes beyond expectations. Some of our key construction contacts are below, and should you have any queries, or need any further information or help with recruitment, then do not hesitate to contact us.



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We recently conducted a salary survey for our Construction sector, and we're really excited to be able to present this data. We'll use it every year and build on it, to provide invaluable insight into the sector pay and conditions as well as help gauge overall job satisfaction, learning what matters most to candidates in terms of their overall job package.

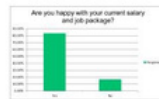
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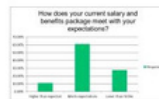
LINEAR RECRUITMENT CONSTRUCTION SALARY SURVEY

Survey Findings

How are job satisfaction levels in the construction industry?



According to our survey respondents, job satisfaction is pretty high, with almost 78% stating that they were happy in their role. When asked about remuneration levels, almost 83% were happy with their current salary and package offering which is positive, especially given the current cost of living crisis. In terms of the salary and benefits package meeting expectations, around 61% of respondents stated it met their expectations, but 28% said it was lower than and only 11% said higher than their expectations.

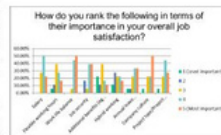


In terms of what people receive in addition to their salary, over 80% of respondents received some form of bonus. Almost 94% received either a car or a car allowance, and 73% of respondents receive private health insurance as part of their remuneration package. The shift to a more hybrid model of working is clear as well as over 80% of respondents have the option of flexible/remote working. According to recent research, around half of employees now work flexibly in some form, while nine in ten people say they want flexibility in their next position. The normalisation of hybrid and flexible working is something positive that has arisen from the covid pandemic, as people look for an improved work-life balance.

What's deemed important?

We tried to determine what aspects of a role people find important other than their salary. This really helps us to understand what candidates are looking for in their job searches and ensures we work with clients who are the best fit. We asked people to rank how they viewed certain aspects of their job package, including being able to work flexibly, hybrid working, their work-life balance, the culture of the business etc.

Whilst salary is clearly an important part of people's overall job satisfaction, this chart demonstrates other factors that people consider in their career. It's staggering 94% of respondents ranked a work-life balance as one of the most important factors in overall job satisfaction, and we're also seeing how people value the company's culture - over 70% of respondents ranked it either a four or a five out of five for its importance, and this was also echoed in the Architecture Salary Survey that we carried out last year too. A company's values, its ethos, how it values its employees and engages with them has a huge role



to play in helping shape staff turnover, productivity and performance - along with company growth.

We can also see that job security is particularly important, and this might be more so currently given the cost of living crisis we're enduring, with rising inflation, mortgage rates, food and energy prices impacting our lives.

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Alternatively, you can contact one of our offices and we'll happily email it to you or pop a copy in the post. If you have any questions or feedback, we'd love to hear from you; just get in touch with us.

Hardworking

Integrity

Passionate

Uncomplicated

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