



# SALARY AND BENEFITS REPORT 2017/2018



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## HOW THIS REPORT CAN HELP

Our 2017/2018 salary and benefits report is one of our added value services supplied to give you a useful insight into the local recruitment market.

The information presented has been gained from a cross section of Hertfordshire businesses, ranging from small to medium enterprises through to larger blue chip companies, offering an accurate overview of the local employment market. Over 300 available jobs have been analysed, and we've collated the information to provide you with a guideline of what is currently being offered to attract and retain top talent!

### SALES

Job Role	Minimum Salary	Ave. Min. Salary	Maximum Salary	Ave. Max. Salary
Lead Generator	£15,000.00	£17,333.33	£20,000.00	£18,000.00
Appointment Booker	£15,000.00	£15,750.00	£18,000.00	£16,500.00
Retentions Advisor	£15,000.00	£17,000.00	£20,000.00	£18,666.67
Telesales Executive	£15,000.00	£18,500.00	£22,000.00	£18,833.33
Telesales Team Leader	£26,000.00	£26,241.00	£28,000.00	£27,500.00
Sales Executive	£16,000.00	£19,403.36	£35,000.00	£22,403.36
Sales Manager	£25,000.00	£26,631.00	£40,000.00	£36,121.00
Internal Sales Executive	£20,000.00	£21,500.00	£25,000.00	£22,750.00
Account Manager	£16,000.00	£22,500.00	£30,000.00	£24,256.00
Business Development Executive	£16,000.00	£21,000.00	£30,000.00	£25,000.00
Business Development Manager	£18,000.00	£24,333.33	£35,000.00	£32,333.33
Field Sales Executive	£25,000.00	£25,000.00	£28,000.00	£27,500.00

### BUSINESS SUPPORT

Job Role	Minimum Salary	Ave. Min. Salary	Maximum Salary	Ave. Max. Salary
Receptionist	£16,250.00	£18,451.82	£25,000.00	£21,724.55
Administrator	£15,000.00	£18,159.65	£25,000.00	£19,116.17
Senior Administrator	£20,000.00	£21,000.00	£25,000.00	£22,500.00
Sales Administrator	£17,000.00	£19,111.11	£24,000.00	£22,264.78
Financial Services Administrator	£18,750.00	£20,187.50	£24,000.00	£22,749.00
PA/Executive Assistant	£21,000.00	£25,000.00	£40,000.00	£31,000.00
Office Manager	£25,000.00	£25,638.00	£31,000.00	£28,695.00
Operations Coordinator	£18,000.00	£22,000.00	£26,000.00	£23,333.33
Logistics Coordinator	£20,000.00	£21,500.00	£25,000.00	£23,250.00
Maintenance Coordinator	£21,000.00	£22,169.33	£24,000.00	£23,492.33
Project Administrator	£20,000.00	£21,200.00	£25,000.00	£23,200.00
Bids Coordinator	£18,000.00	£19,333.33	£25,000.00	£22,333.33
Export/Import Coordinator	£18,000.00	£20,666.67	£22,000.00	£21,333.33
Operations Manager	£50,000.00	£51,250.00	£55,000.00	£53,695.00
Data Analyst	£19,000.00	£24,666.67	£30,000.00	£26,666.67
Procurement/Buying Administrator	£15,500.00	£16,088.00	£21,000.00	£20,000.00
Procurement/Buying Assistant	£22,000.00	£22,236.00	£25,000.00	£24,859.00

## HUMAN RESOURCES

Job Role	Minimum Salary	Ave. Min. Salary	Maximum Salary	Ave. Max. Salary
Training Administrator	£10,666.00	£17,888.67	£24,000.00	£19,555.33
HR Administrator	£16,666.00	£20,861.00	£26,500.00	£21,361.00
HR Advisor	£27,000.00	£31,666.67	£45,000.00	£33,333.33
HR Business Partner	£35,000.00	£37,420.00	£55,000.00	£42,546.00
HR Manager	£45,000.00	£48,333.00	£62,500.00	£57,233.00
Recruitment Administrator	£16,000.00	£20,583.33	£25,500.00	£21,833.33
Internal Recruiter	£23,000.00	£23,000.00	£27,000.00	£25,975.00
Recruitment Manager	£27,000.00	£27,440.00	£29,500.00	£28,265.00

## FINANCE

Job Role	Minimum Salary	Ave. Min. Salary	Maximum Salary	Ave. Max. Salary
Finance Administrator	£20,000.00	£20,666.67	£24,000.00	£22,333.33
Accounts Assistant	£20,000.00	£22,333.33	£27,000.00	£23,333.33
Purchase Ledger Clerk	£15,000.00	£18,000.00	£22,000.00	£18,600.00
Payroll Clerk	£20,000.00	£20,995.00	£25,000.00	£23,441.00
Credit Controller	£20,000.00	£20,225.00	£23,000.00	£22,236.00
Bookkeeper	£25,000.00	£26,857.00	£32,000.00	£29,996.00
Finance Manager	£22,000.00	£29,365.67	£50,000.00	£36,032.33

## MARKETING

Job Role	Minimum Salary	Ave. Min. Salary	Maximum Salary	Ave. Max. Salary
Marketing Assistant	£17,000.00	£18,625.00	£29,500.00	£22,125.00
Marketing Executive	£14,000.00	£20,000.00	£23,000.00	£21,000.00
Digital Marketing Executive	£18,000.00	£20,000.00	£25,000.00	£21,500.00
Graphic Designer	£18,000.00	£21,000.00	£29,000.00	£22,333.33
Ecommerce Administrator	£22,000.00	£23,592.00	£26,000.00	£29,990.00
Senior Marketing Executive	£25,000.00	£26,425.00	£31,000.00	£29,850.00
Marketing Manager	£30,000.00	£32,000.00	£38,000.00	£36,759.00

## CUSTOMER SERVICE

Job Role	Minimum Salary	Ave. Min. Salary	Maximum Salary	Ave. Max. Salary
Contact Centre Advisor	£17,000.00	£18,900.00	£23,000.00	£19,500.00
Contact Centre Team Leader	£20,000.00	£24,320.00	£32,000.00	£27,800.00
Contact Centre Manager	£30,000.00	£35,950.00	£58,000.00	£45,750.00
Customer Service Administrator	£18,000.00	£20,696.00	£25,500.00	£23,625.00
Customer Service Advisor	£15,000.00	£17,694.00	£22,000.00	£18,360.67
Customer Service Manager	£23,000.00	£24,780.00	£45,000.00	£34,525.00

## BENEFITS

Number of days holiday offered- Min: 20, Max: 30, Average: 24

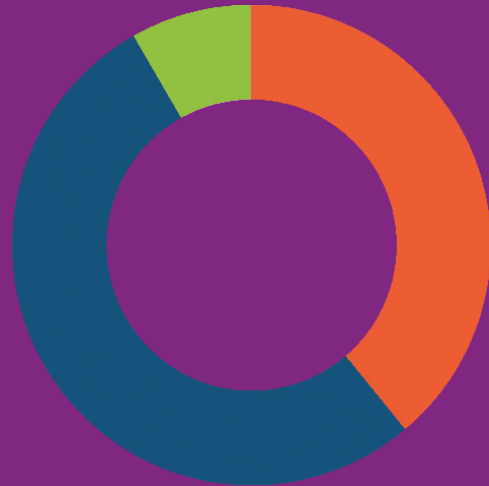
Enhanced Workplace Pension	69%	Enhanced Sick Pay	63%
Dental Care	9%	Subsidised Travel	21%
Healthcare (Individual)	43%	Subsidised Food Facilities	18%
Enhanced Maternity	34%	Share Incentive Schemes	23%
Healthcare (Spouse/Family)	11%	Flexible Working	37%
Enhanced Paternity	27%	Ability to Work From Home	17%
Eyecare Vouchers	61%	Flexible Benefits	14%
Annual Company Bonuses	53%	Free Parking	85%
Childcare Vouchers	62%		

## IN 2018 WHAT DO YOU EXPECT TO HAPPEN?

### TURNOVER



### HEAD COUNT



INCREASE

STAY THE SAME

DECREASE

## WHAT EFFECT WILL GDPR HAVE ON YOUR BUSINESS?



POSITIVE

NOT YET CONSIDERED

NEGATIVE