

SALARY & BENEFITS SURVEY 2021

Inside...

Survey results in full

Drill-down results for the Fresh
Produce, Food, Horticulture &
Agriculture sectors

INTRODUCTION

The MorePeople Salary Survey is back again for its third iteration. What a time everyone has had since we released the 2020 version!

Thinking back to the priorities in Spring 2020, the world looks a different place today. Yes, the caution with regards to Covid19 protocols is still ever-present, but the volume of work we are experiencing and the positive attitudes, general optimism and decisiveness amongst our clients and candidates is a far cry from those first few months of lockdown.

I am thrilled and thankful that we are working in an industry so fundamental. Food literally props up the hierarchy of needs and we have all had to do our part in feeding 65 million Brits. The stoicism and pragmatic nature of a massive number of people who work in the food sector has been so so evident over the tough months – we're now here in Summer 2021 and we're reporting record months and record quarters thanks to everyone's efforts. We should all be able to build on this in the months and years ahead. We've all proved that we can handle anything.

Every year we approach the salary survey with as much objectivity as possible. Avoiding all biases can be hard to do but, given the nature of how the data contained here is collected, I hope we have managed to achieve a snapshot of the priorities in the market. I hope too that the numerical data is accurate and proves to be useful for everyone who reads it.

As ever, we are always happy to help and talk so if you have any questions on any of what is contained in this report please do get in touch.



ANDREW FITZMAURICE
MANAGING DIRECTOR

METHODOLOGY

The data in this report is based on a survey that was sent out in June 2021 to our full client and candidate databases and shared via our social media channels and website.

We have worked with a diverse range of companies over the last 21 years, placing us in the ideal position to collect this information on behalf of the industry. The questions remained the same as the 2019/2020 survey, with the addition of a few questions that referred directly to the impact of the pandemic on the workplace.

All data is anonymous, providing an independent review of the sectors with information that will allow you to benchmark role types, salary ranges, benefits and motivations. Any included commentary is based on the views and experience of our recruitment professionals.

The results are presented in full and also drilled down for the following sectors - Fresh Produce, Food, Horticulture and Agriculture.

Any quotes in speech marks are responses made by participants to a concluding open-ended question - 'Do you have any other comments with regard to salary or benefits?'

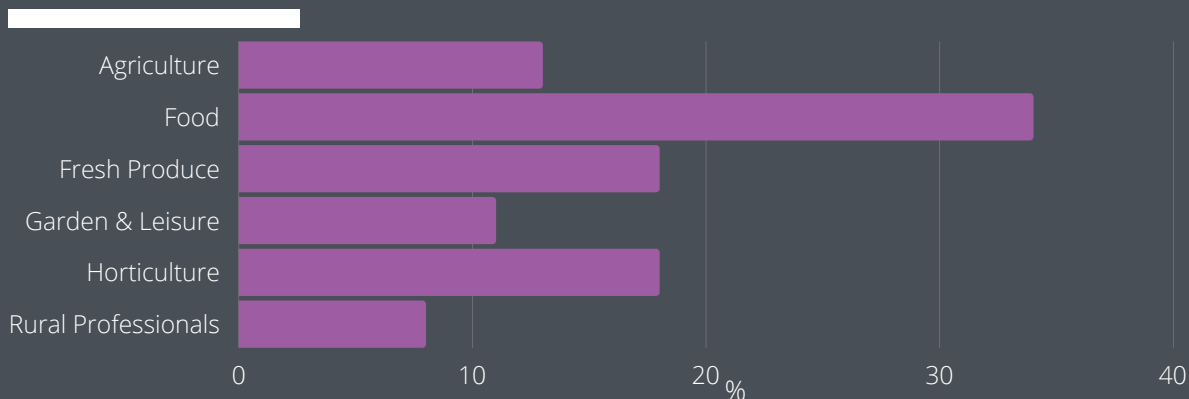
We hope you enjoy reading this report and find the results interesting.

CONTENTS

Responses in Full	4
Fresh Produce	11
Food	17
Horticulture	23
Agriculture	29

RESPONSES IN FULL

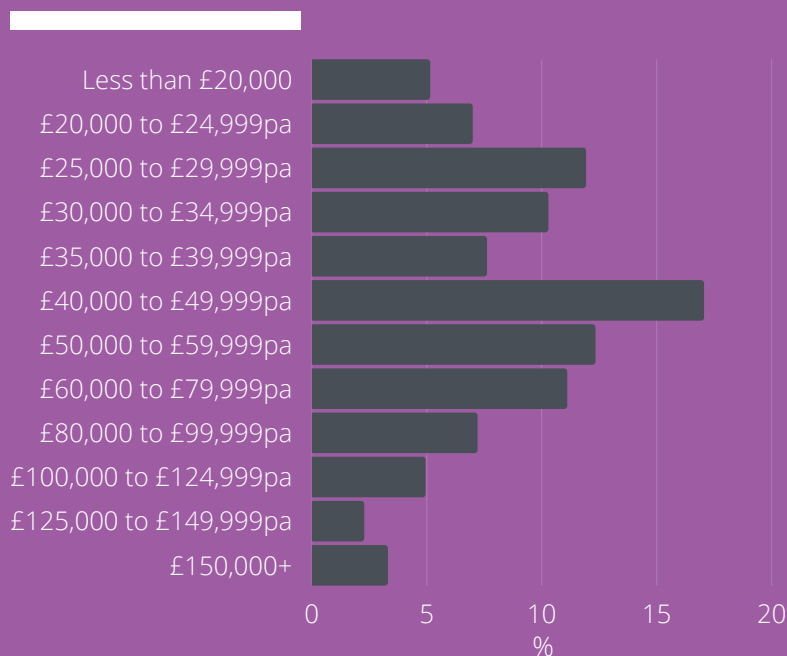
WHICH SECTOR BEST DESCRIBES WHERE YOU WORK CURRENTLY?



WHICH FUNCTION BEST DESCRIBES YOUR ROLE?

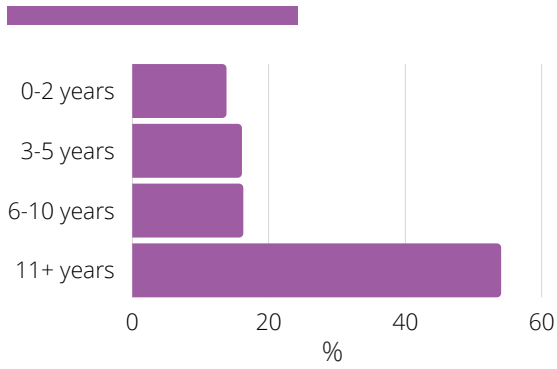
Sales/Marketing/PR/Customer Service	15%	HR/Training & Development	3%
Director/MD/CEO/Board Member/NED	13%	Engineering	3%
Technical/NPD/Nutrition/Food Science	12%	QA/QC	3%
General Management	7%	Landscaping/Garden Design/Maintenance	2%
Operations/Production/Warehouse Mgmt	7%	Retail Management	2%
Buying/Procurement	6%	Supply Chain/Logistics	2%
Consultancy	5%	Admin/Secretarial/PA	1%
Finance	4%	Health & Safety/Hygiene	1%
Farm Management	4%	IT/Systems Management	1%
Growing/Agronomy	3%	Graduate	1%
Garden Centre/Nursery/Plantarea Mgmt	3%	Planning	1%
Rural Professionals	3%	Other	1%

WHAT IS YOUR CURRENT BASIC SALARY?

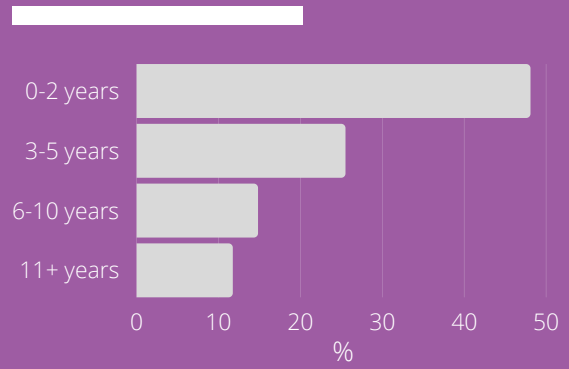


We often describe our focus as a 'bell-shaped curve' and it's reflected here. We recruit main board roles at £150k-250k but, as you can expect, those positions don't exist in large numbers. At the more junior end of the market, our volume drops too. At some point our focus on the 'professional and white collar' roles ceases to feature or, where grads/entry-level roles are concerned, companies typically start to hire directly.

HOW LONG HAVE YOU WORKED IN YOUR CURRENT INDUSTRY?



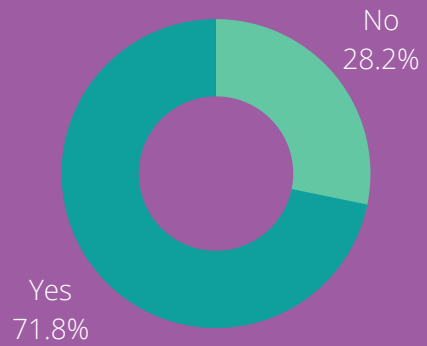
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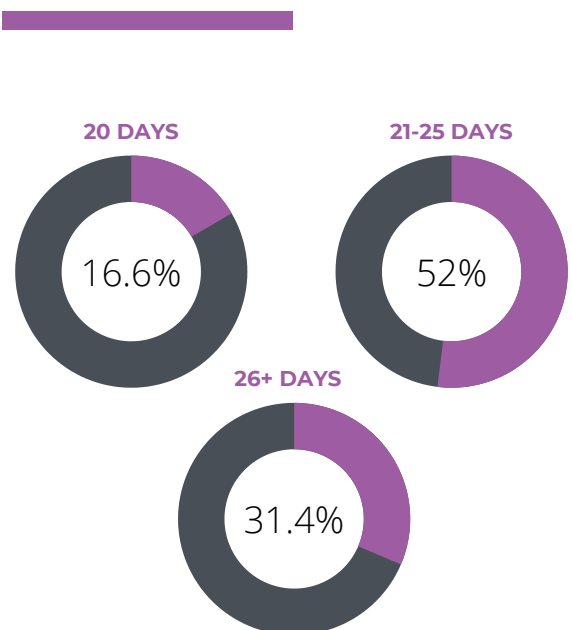
WHICH OF THE FOLLOWING EMPLOYEE BENEFITS DO YOU RECEIVE?



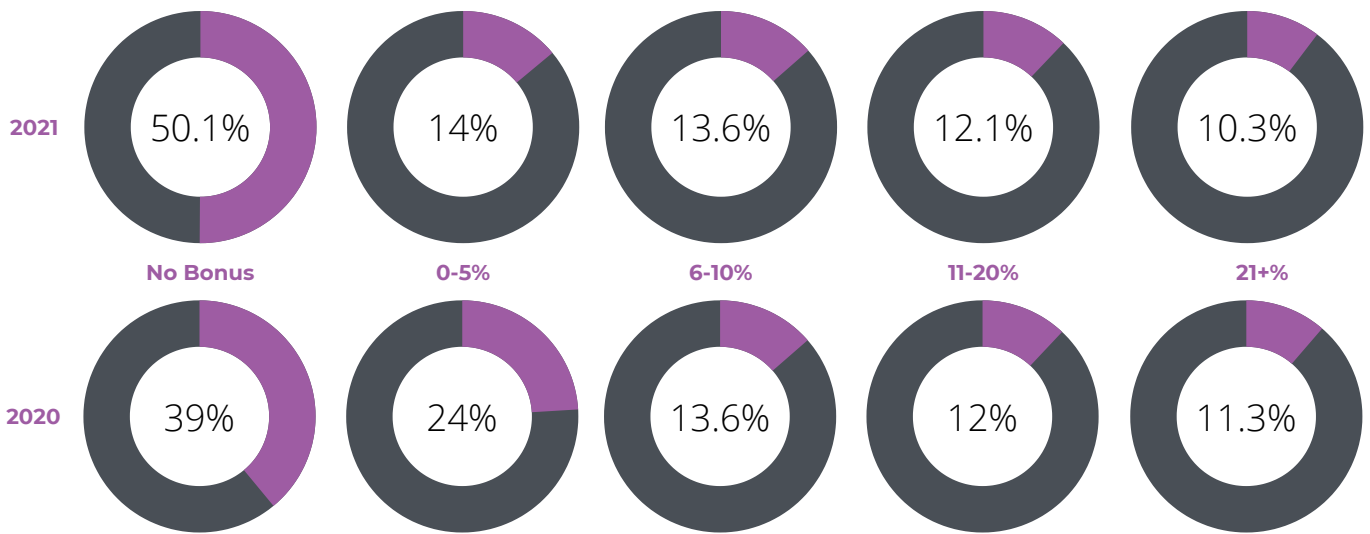
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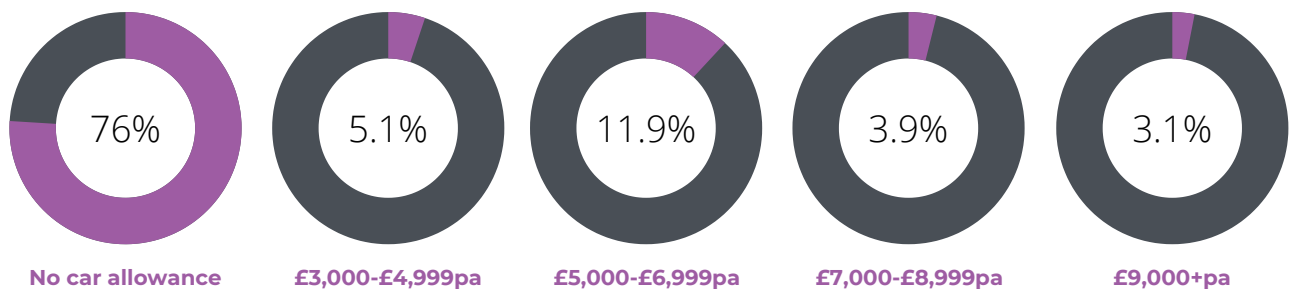
WHAT IS YOUR CURRENT HOLIDAY ALLOWANCE? (excluding bank holidays)



IF YOU RECEIVE A BONUS, HOW BIG IS IT?



IF YOU RECEIVE A CAR ALLOWANCE, HOW BIG IS IT?



WHAT ARE YOUR PRIORITIES WHEN LOOKING FOR A NEW JOB?

1. Job Satisfaction —
2. Company culture —
3. Location ↑
4. Salary ↓
5. Office/work environment ↑
6. Flexible working ↑
7. Employee benefits —
8. Training & progression opportunities ↓

- ↑ Increase on last year
- ↓ Decrease on last year
- No change

It's always exciting to see the results in this section. How priorities are going to evolve is a vital part of recruitment and retention.

Millennials are all starting to turn 40 and Generation Z who follow on are as old as 24 now. Understanding the future workforce, how they think and what they value, will put employers ahead in the race for talent.

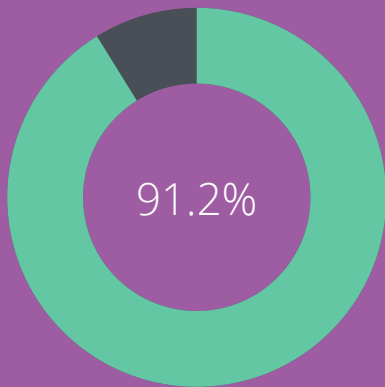
"Money isn't everything. Company culture is very important to me and the enjoyment in my job."

"Being appreciated is more important than most people think, it motivates."

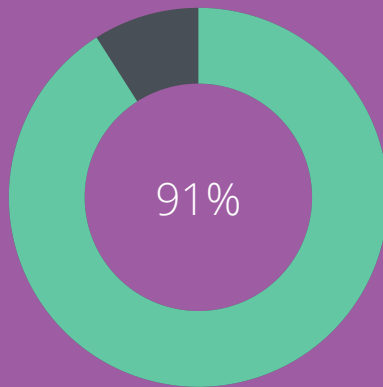
"Benefits are good but working for a company who considers your wellbeing is much more attractive."

"Job satisfaction plays a huge role in deciding what salary is acceptable."

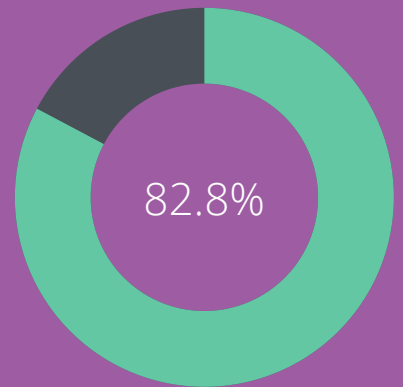
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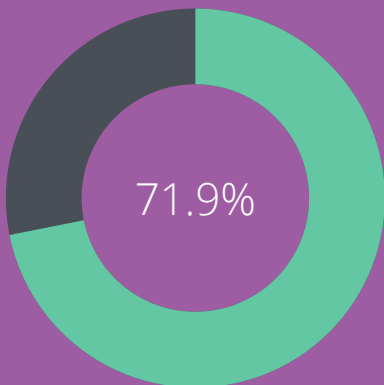
Good relationship with your line manager / senior management



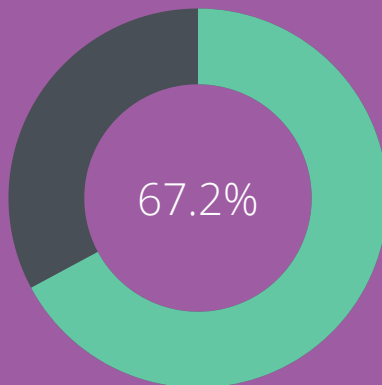
Feeling appreciated for the work that you do



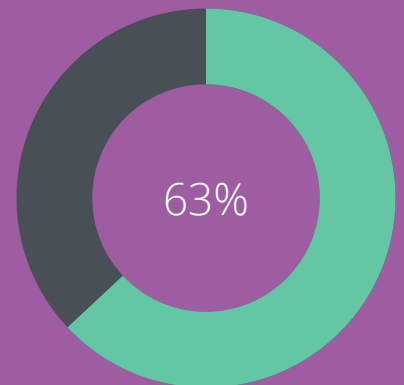
Good relationship with your colleagues



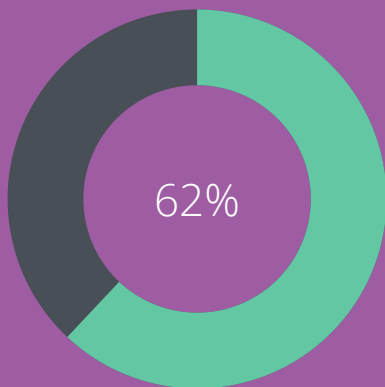
Interesting job content



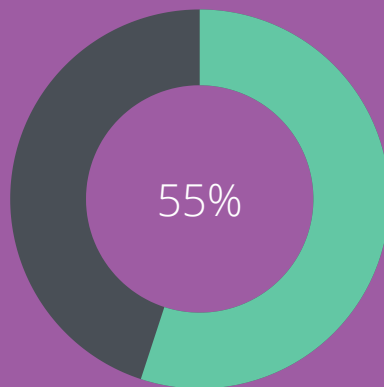
Support to achieve a good work-life balance



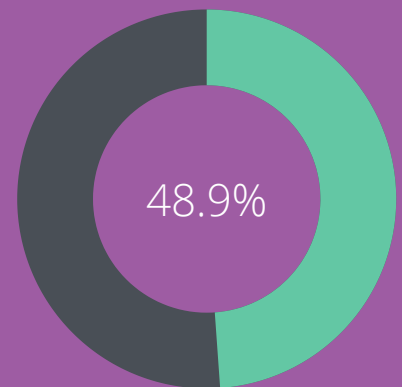
The company values align with your own



Feeling safe at work and secure in your role



Company's financial stability



Clear career planning and learning opportunities

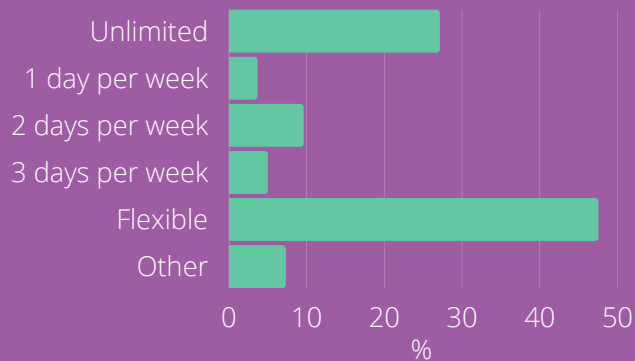
DO YOU HAVE THE OPTION OF REMOTE WORKING?



DID YOUR EMPLOYER OFFER FLEXIBLE WORKING BEFORE OR AS A RESULT OF THE PANDEMIC?



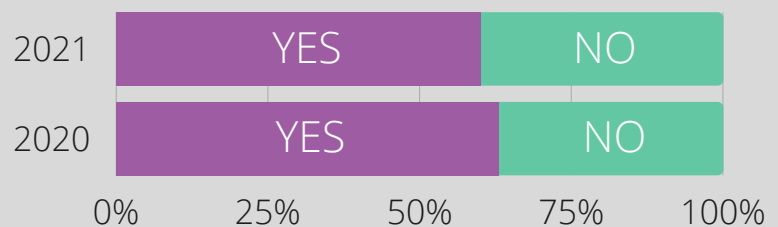
IF YES, IS YOUR REMOTE WORKING POLICY:



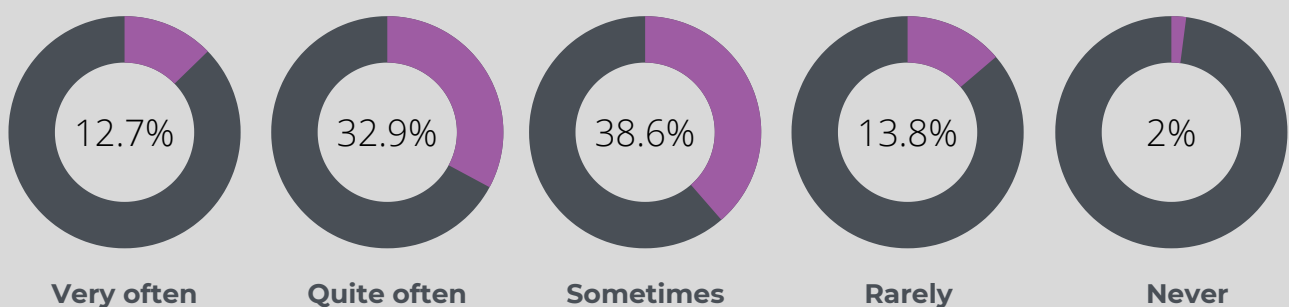
WOULD YOU BE WILLING TO RELOCATE FOR A JOB?



DO YOU BELIEVE INVESTING IN SKILLS AND DEVELOPMENT IS A PRIORITY FOR YOUR CURRENT EMPLOYER?

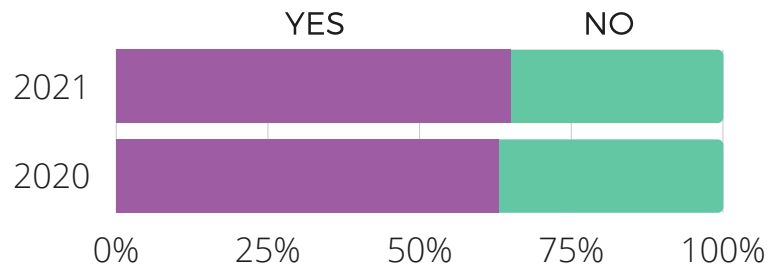


HOW OFTEN DO YOU PICK UP NEW SKILLS AT WORK?

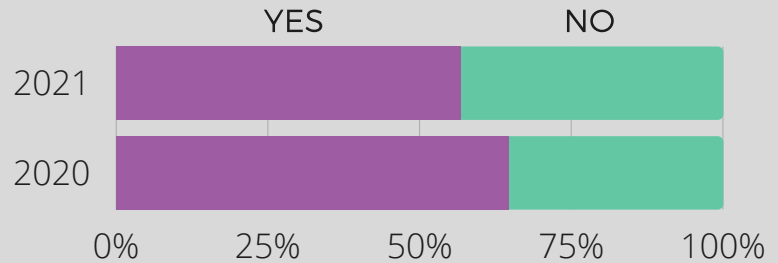


"Learning opportunities around wellbeing, mental health, integration, LGBT+ etc have been well received."

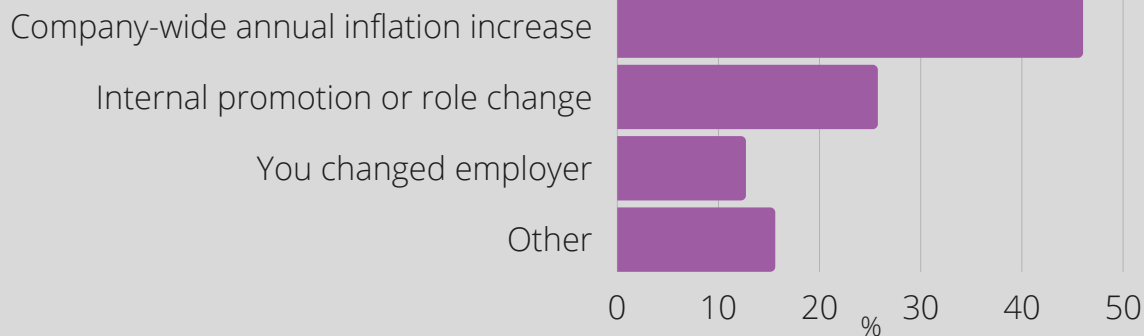
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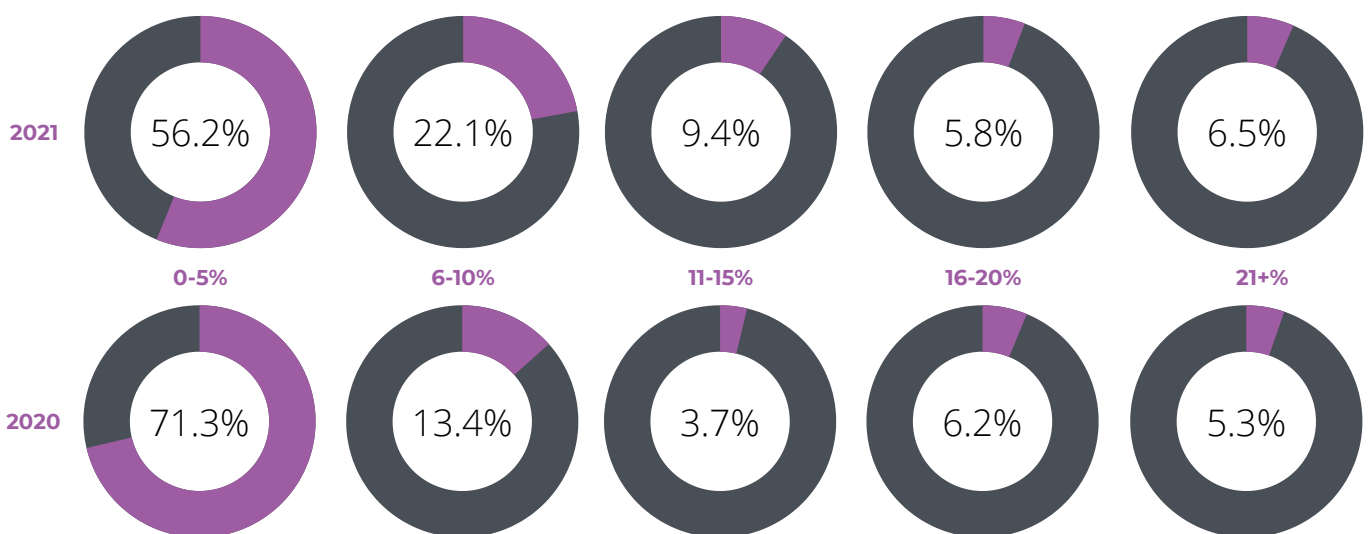
HAVE YOU HAD A PAY RISE IN THE LAST 12 MONTHS?



IF YES, WAS THIS DUE TO:

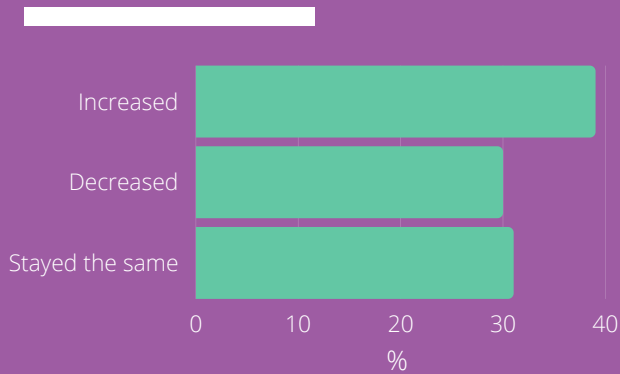


HOW BIG WAS THE PAY RISE?

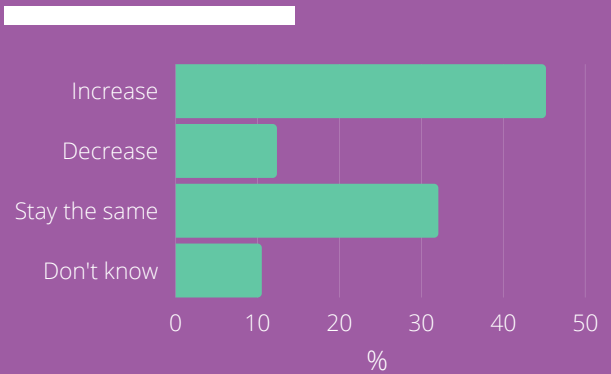


"Thinking outside of the box in terms of salary and benefits will definitely attract the best, but the vision and culture of the company will always need to be aligned with our own values to create the perfect relationship."

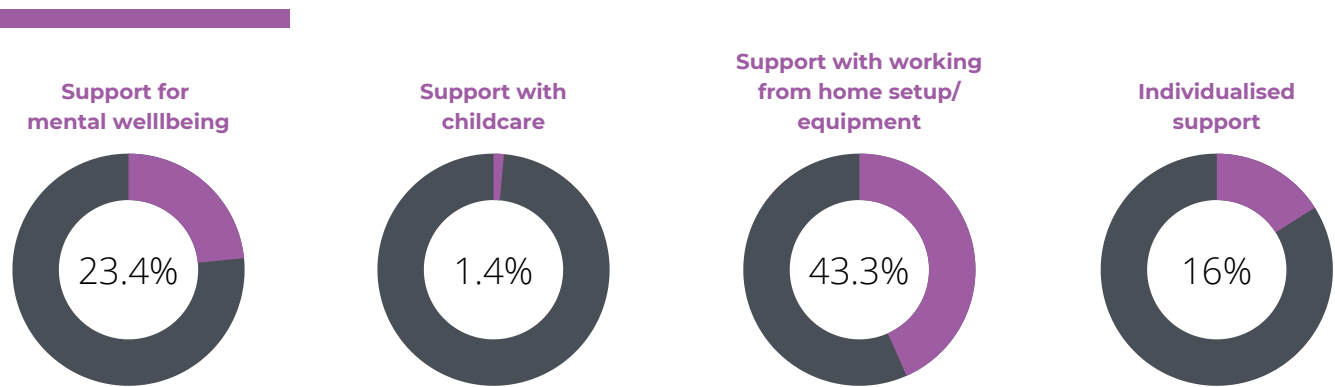
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HOW DO YOU EXPECT THE NUMBER OF PEOPLE WORKING FOR YOUR ORGANISATION TO CHANGE OVER THE NEXT 12 MONTHS?



HAS YOUR ORGANISATION INTRODUCED ANY NEW INITIATIVES TO HELP EMPLOYEES DEAL WITH THE PANDEMIC?



"It is important to get a work/life balance even more after Covid than before, with home/family even more important to me now."

"Hybrid working or working from home would now be seen as a standard expected benefit. I would actively seek out employers offering this."

"More and more people are looking for flexibility. Covid has taught us that we can be productive without being in the office."

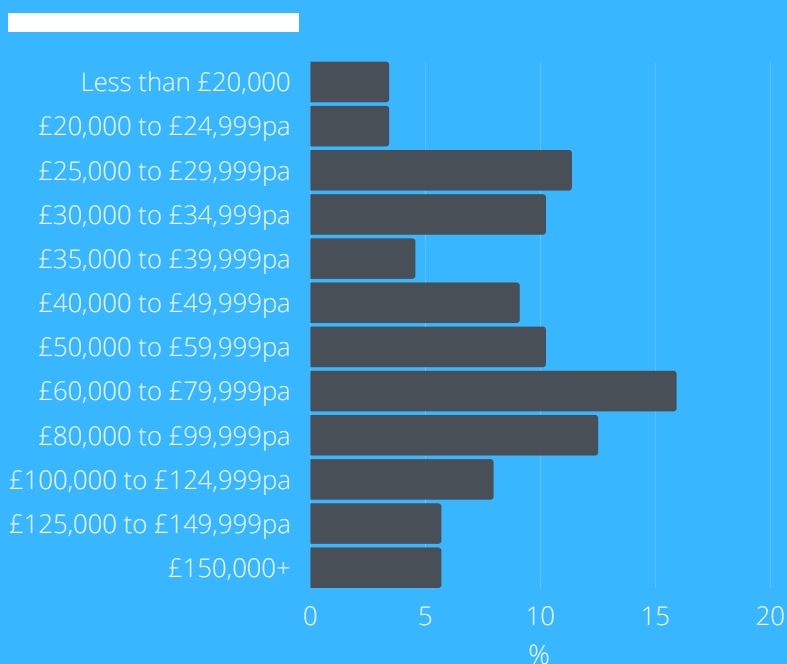
"I am a huge fan of incentivisation and it has proved very successful with companies I have introduced it into, both for the company and the employees."

SECTOR - FRESH PRODUCE

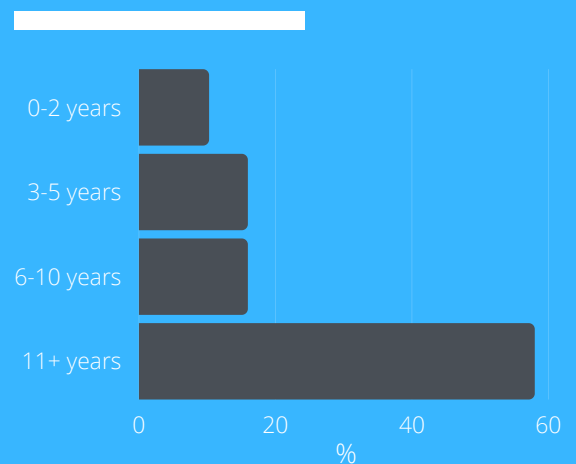
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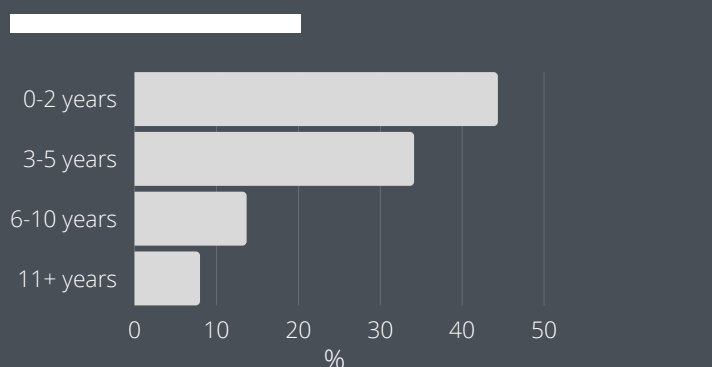
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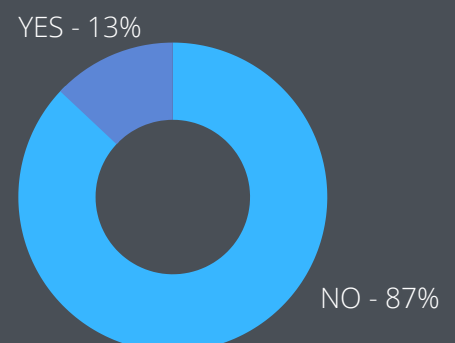
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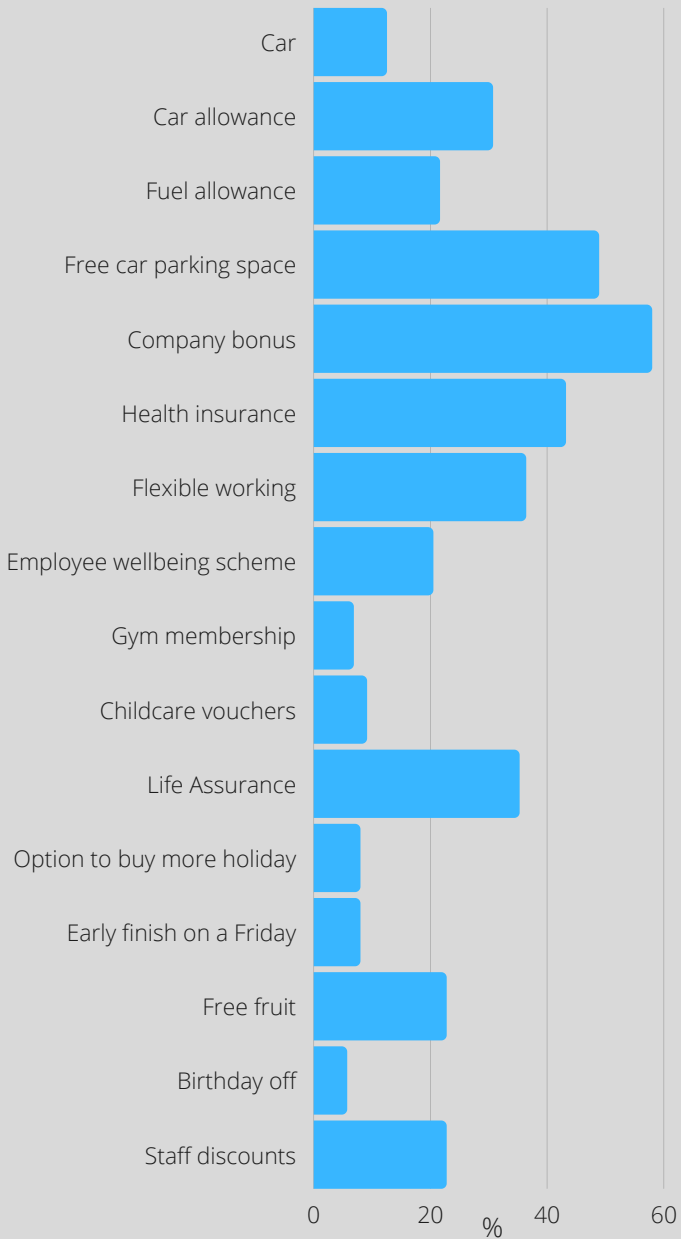
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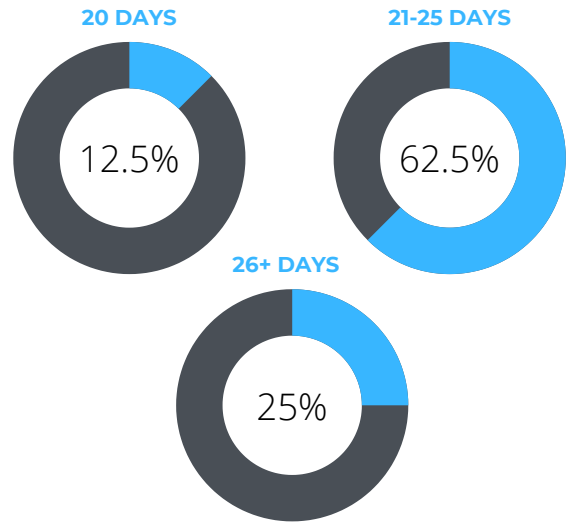
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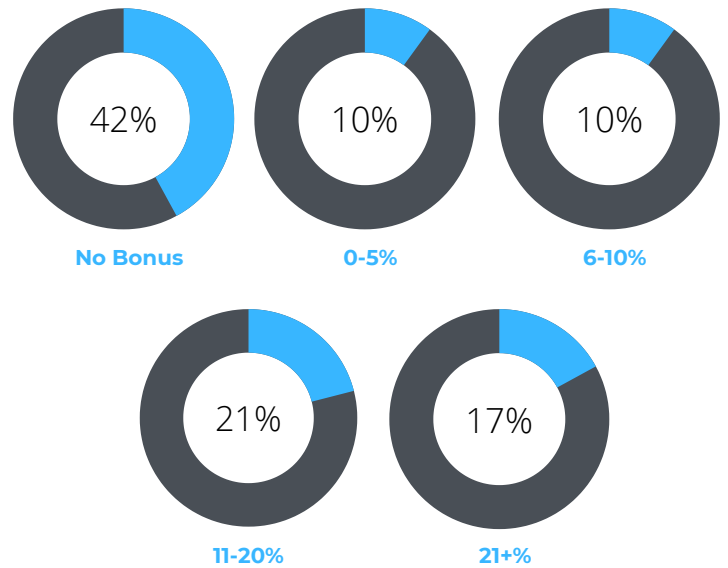
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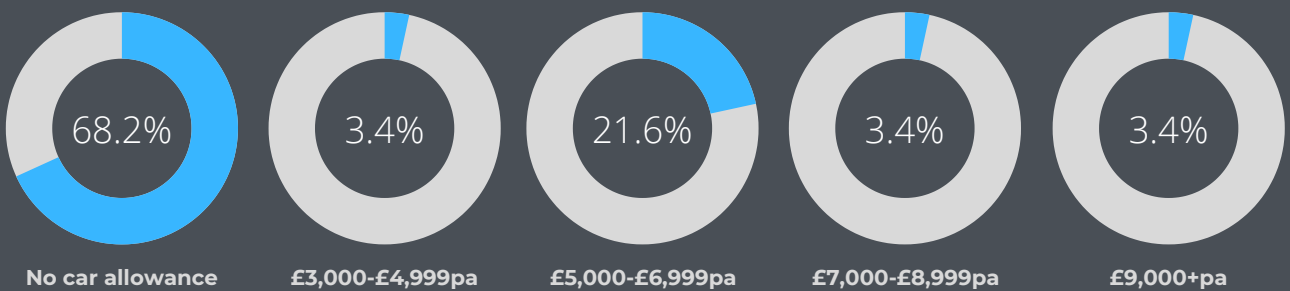
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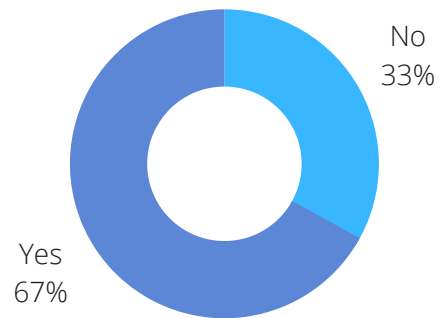


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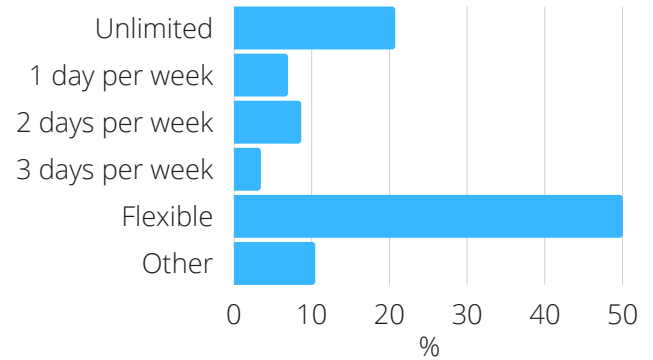
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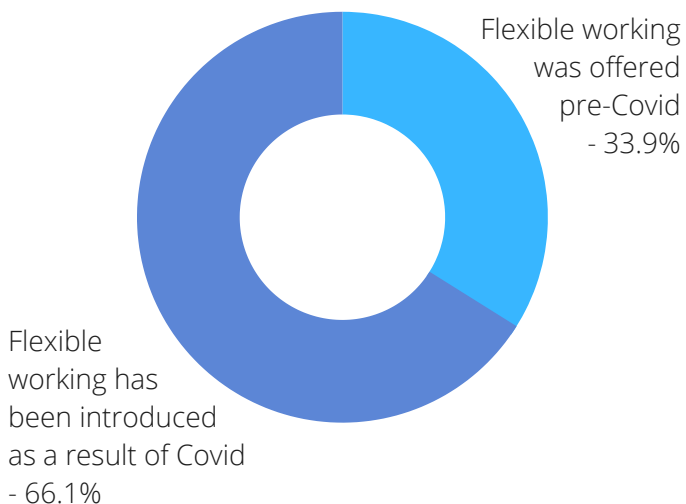
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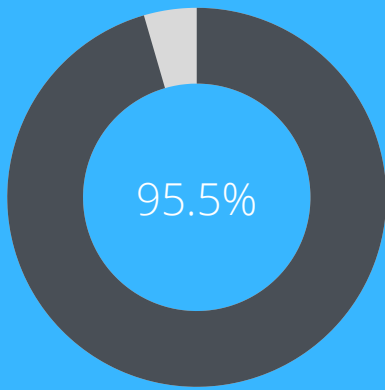
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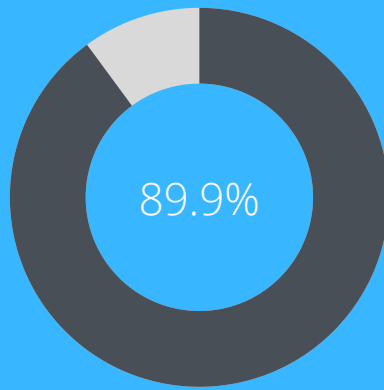
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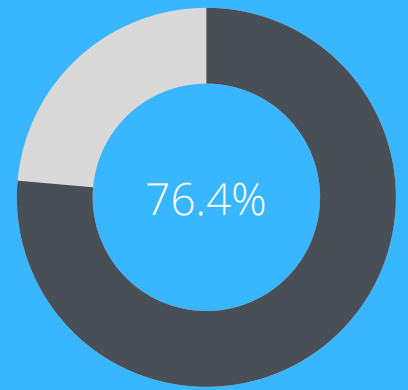
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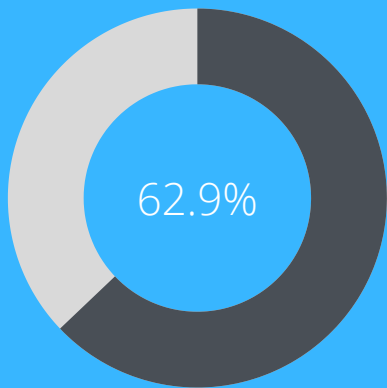
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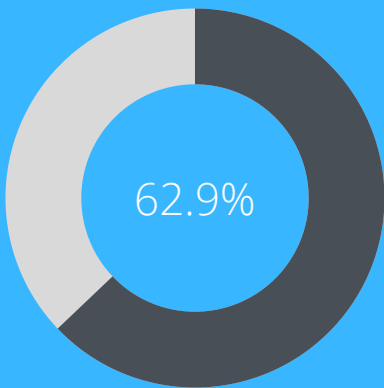
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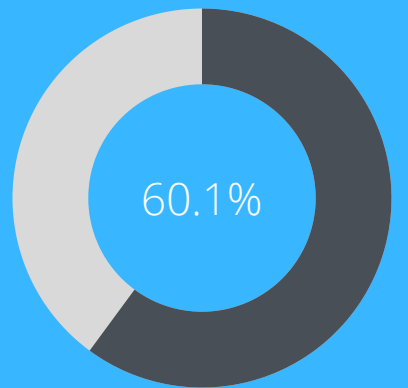
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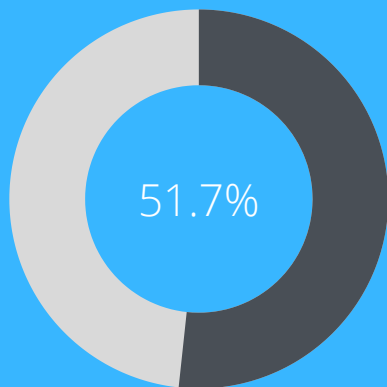
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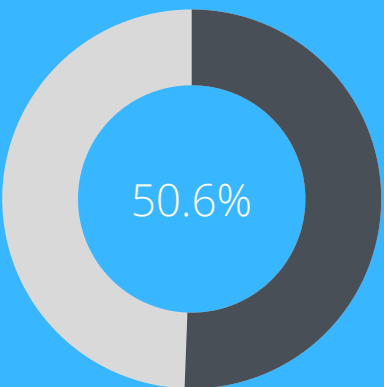
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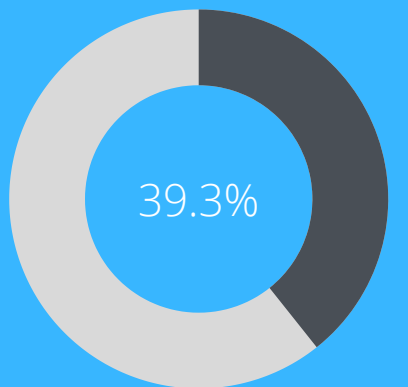
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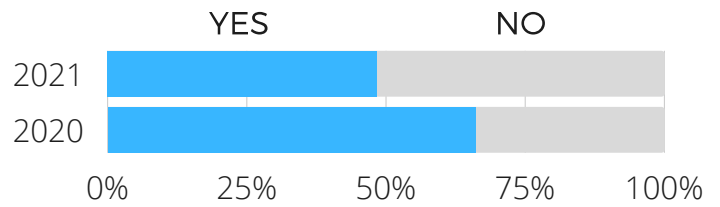


Feeling safe at work and secure in your role

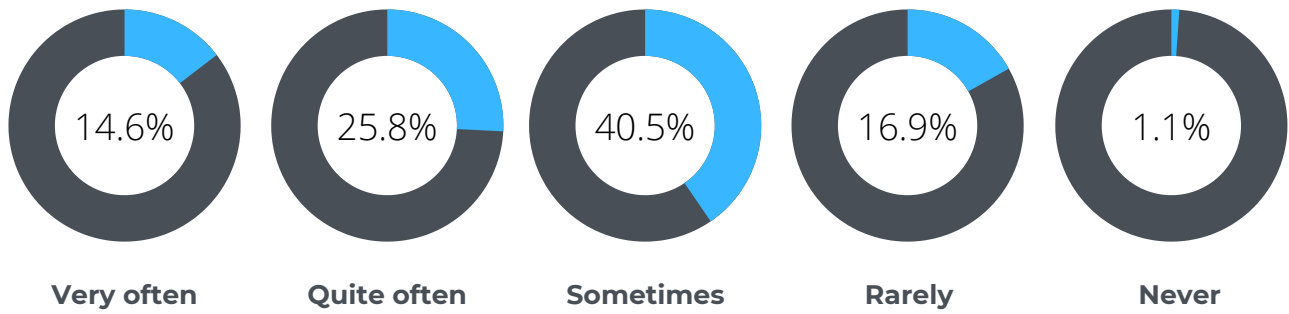


Clear career planning and learning opportunities

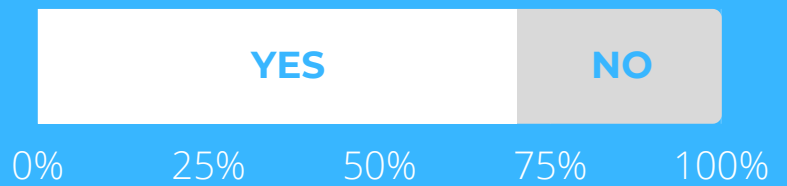
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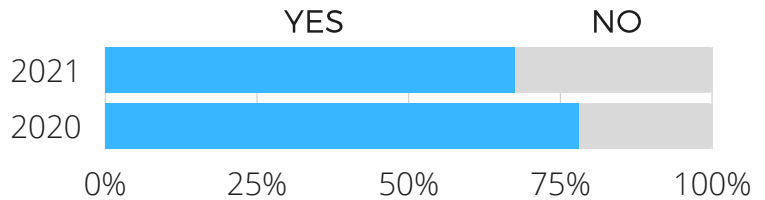
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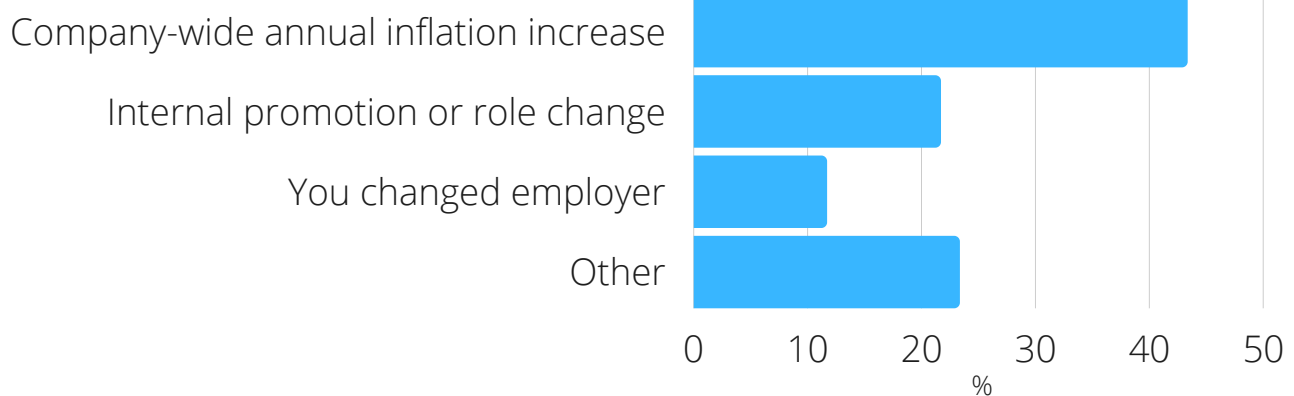
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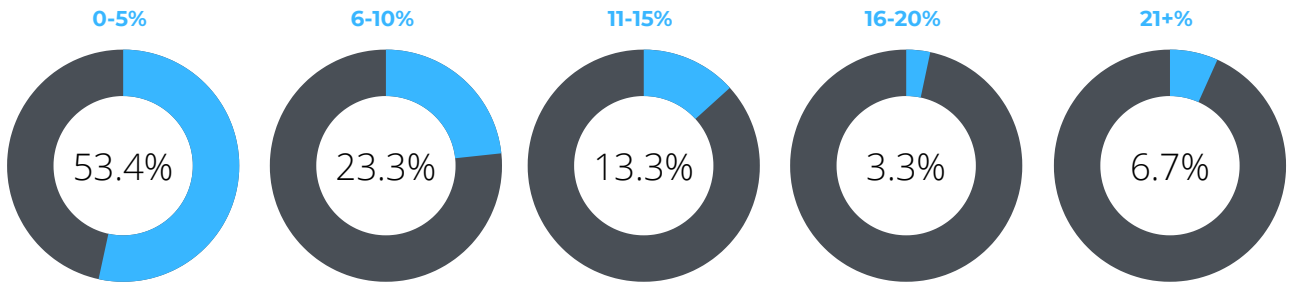
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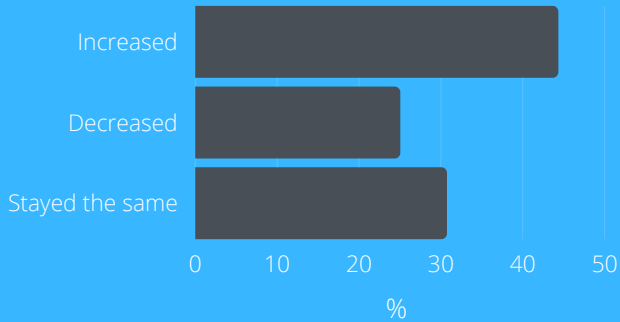
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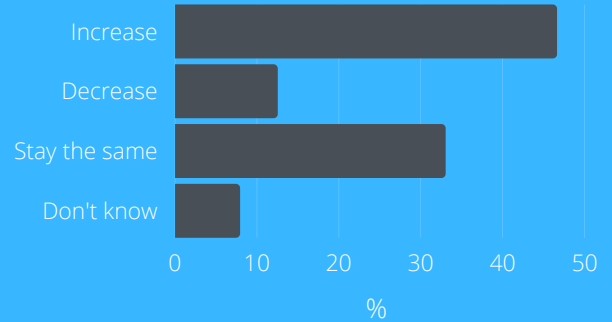
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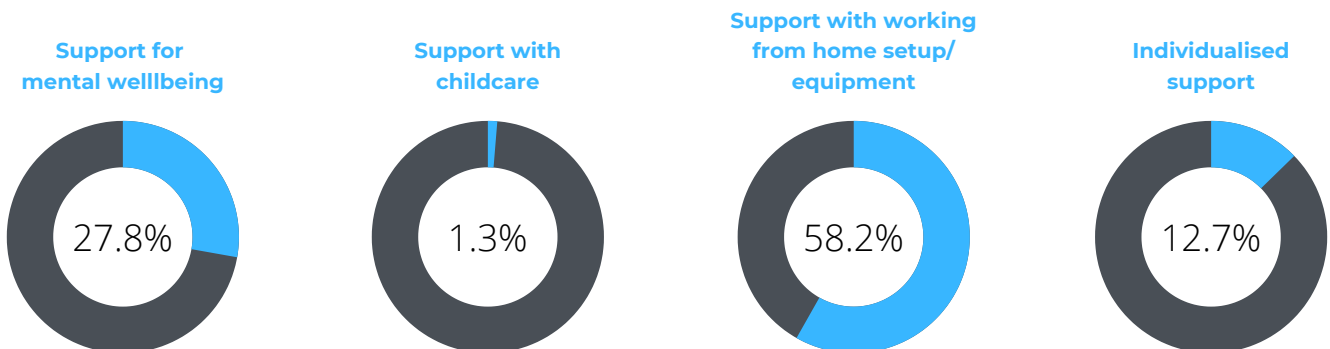
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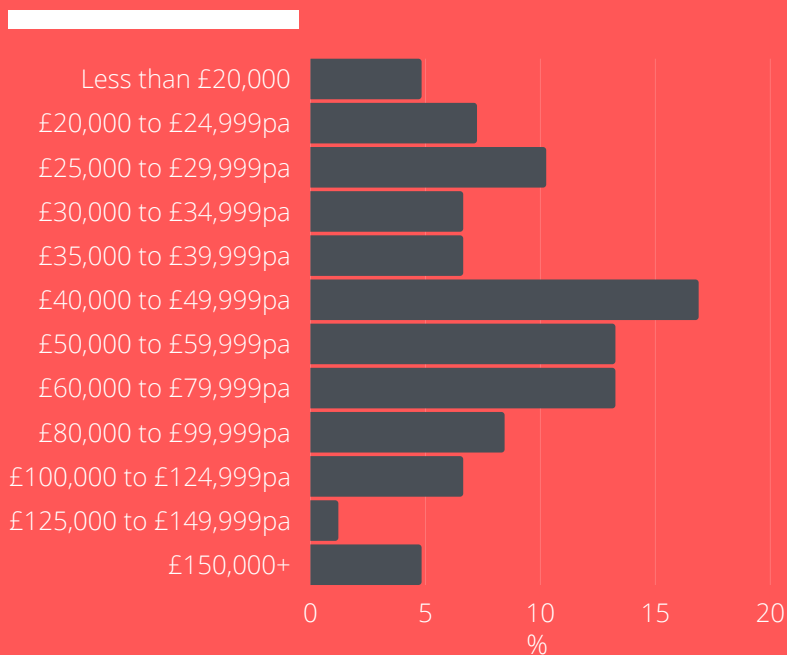


SECTOR - FOOD

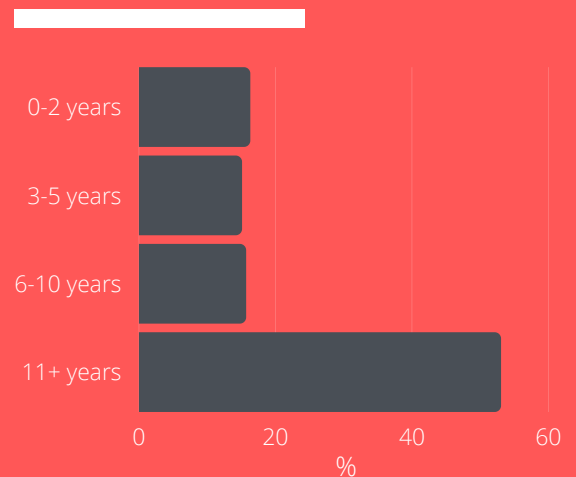
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Operations/Production/Warehouse Mgmt	8%	Supply Chain/Logistics	2%
Buying/Procurement	6%	Planning	1%
General Management	5%	Admin/Secretarial/PA	1%
Engineering	5%	Graduate	1%
Consultancy	4%	IT/Systems Management	1%
HR/Training & Development	4%	Other	1%
Finance	4%		

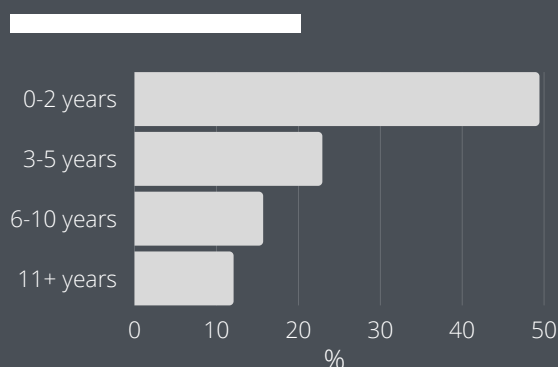
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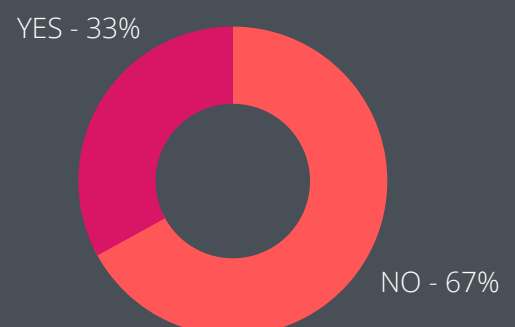
HOW LONG HAVE YOU WORKED IN YOUR CURRENT INDUSTRY?



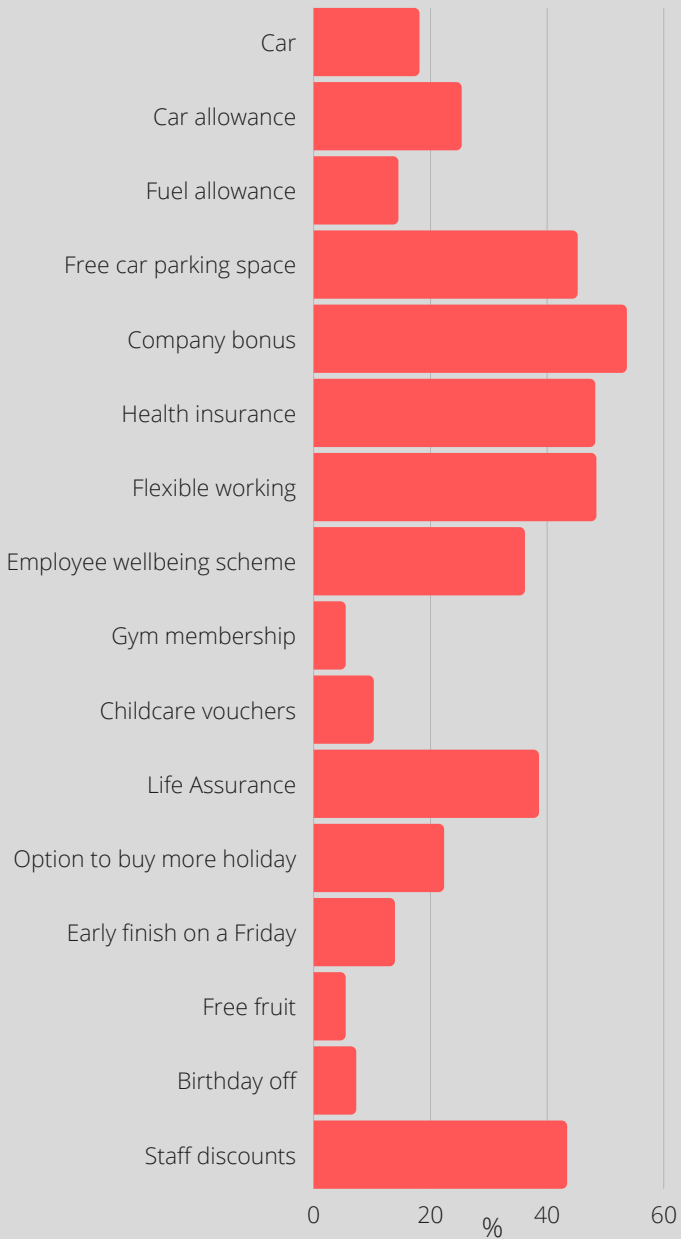
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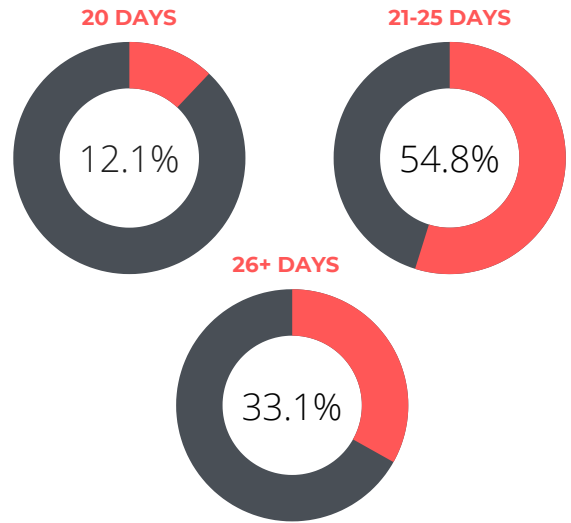
IF 0-2 YEARS, HAVE YOU CHANGED JOBS AS A RESULT OF COVID?



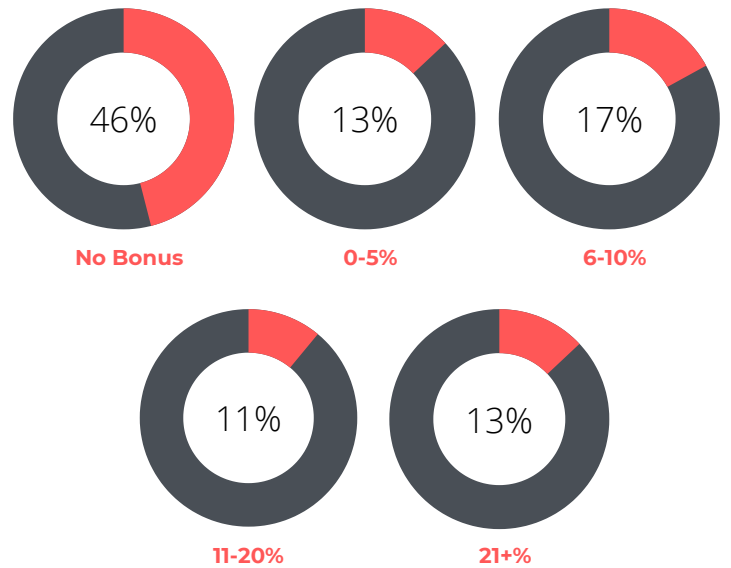
WHICH OF THE FOLLOWING EMPLOYEE BENEFITS DO YOU RECEIVE?



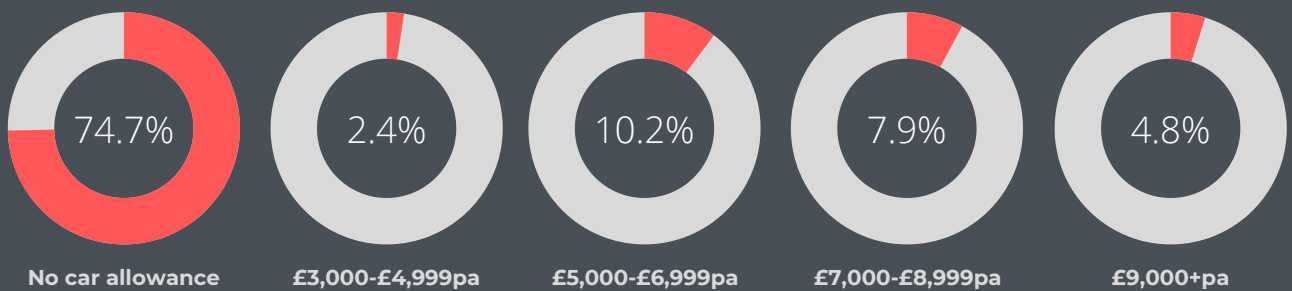
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IF YOU RECEIVE A BONUS, HOW BIG IS IT?



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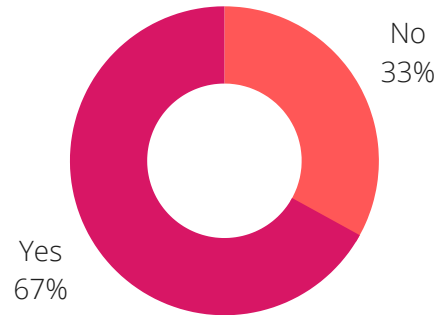


WHAT ARE YOUR PRIORITIES WHEN LOOKING FOR A NEW JOB?

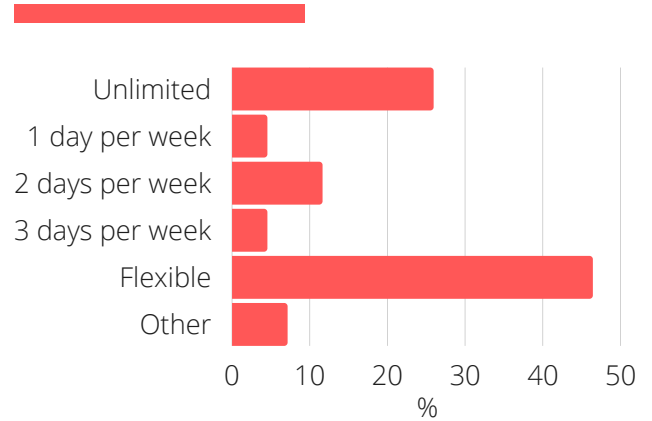
- 1. Job Satisfaction —
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- 8. Employee benefits ↓

- ↑ Increase on last year
- ↓ Decrease on last year
- No change

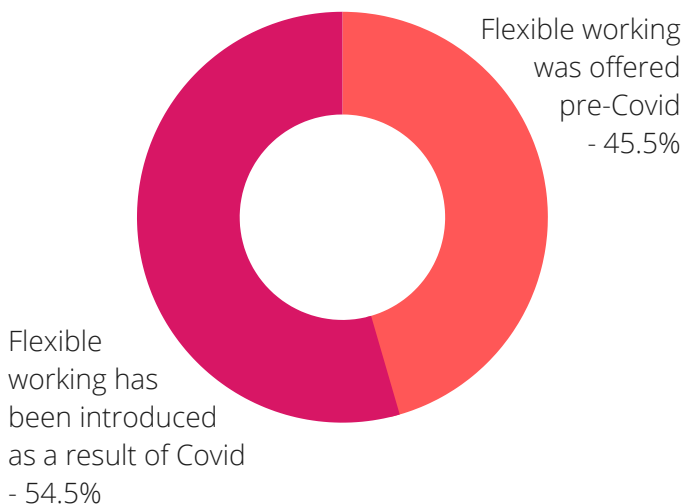
DO YOU HAVE THE OPTION OF REMOTE WORKING?



IF YES, IS YOUR REMOTE WORKING POLICY:



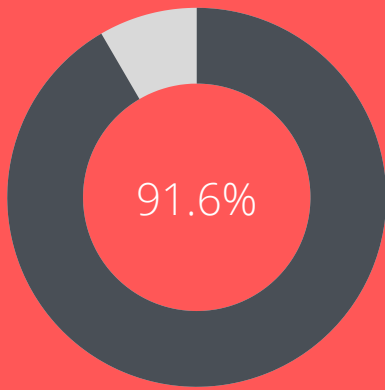
DID YOUR EMPLOYER OFFER FLEXIBLE WORKING BEFORE OR AS A RESULT OF THE PANDEMIC?



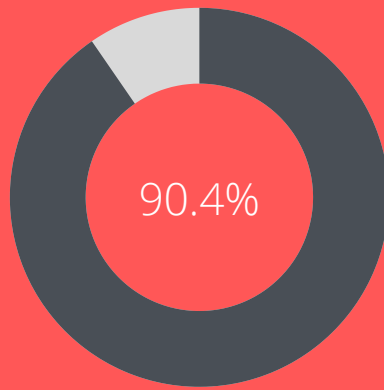
WOULD YOU BE WILLING TO RELOCATE FOR A JOB?



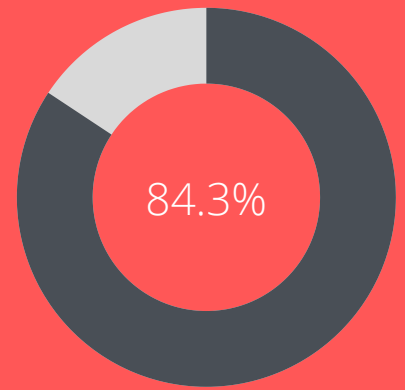
WHAT FACTORS WOULD LEAD TO JOB SATISFACTION FOR YOU?



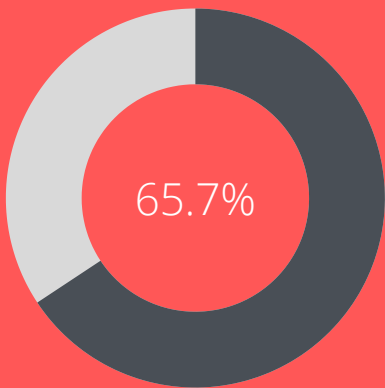
Good relationship with your line manager / senior management



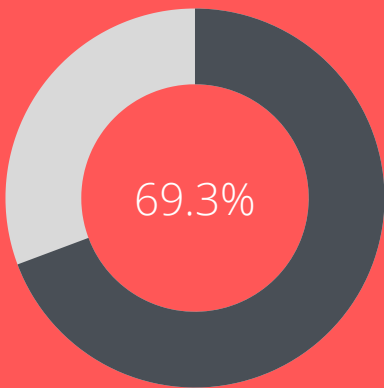
Feeling appreciated for the work that you do



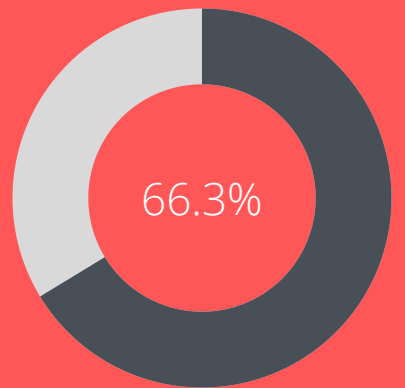
Good relationship with your colleagues



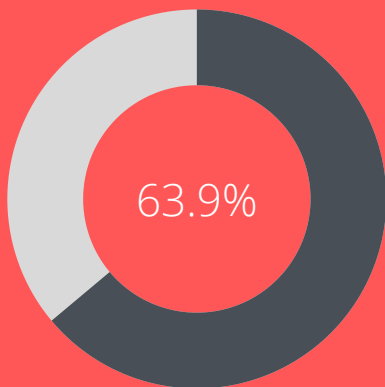
Interesting job content



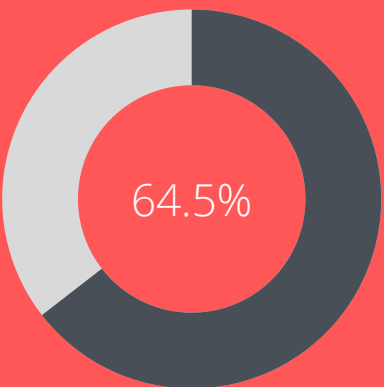
Support to achieve a good work-life balance



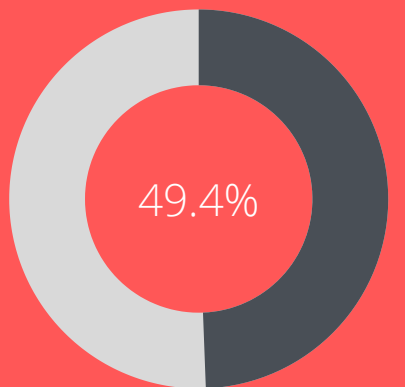
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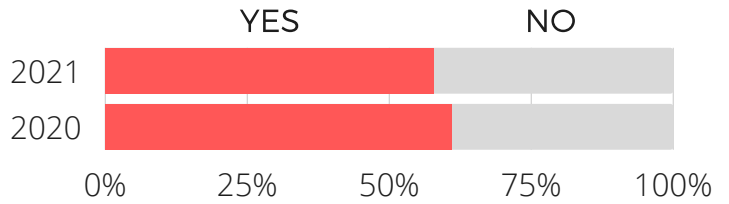


Feeling safe at work and secure in your role

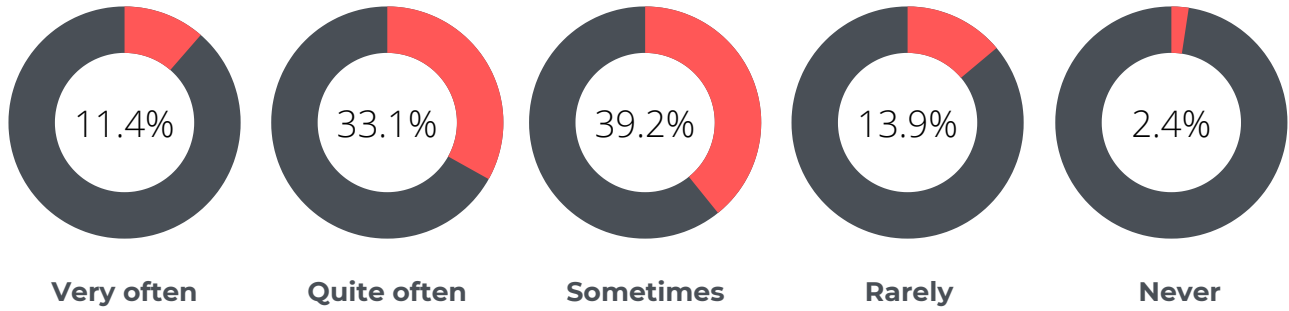


Clear career planning and learning opportunities

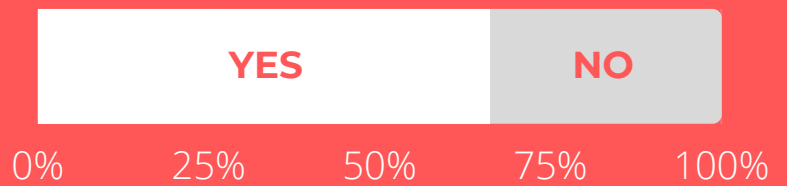
DO YOU BELIEVE INVESTING IN SKILLS AND DEVELOPMENT IS A PRIORITY FOR YOUR CURRENT EMPLOYER?



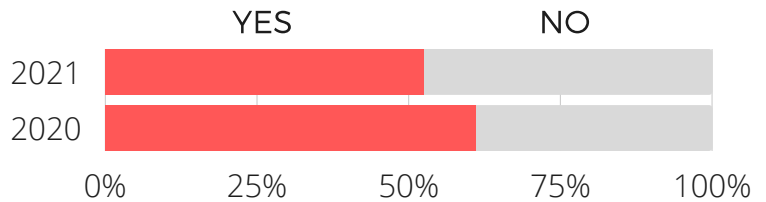
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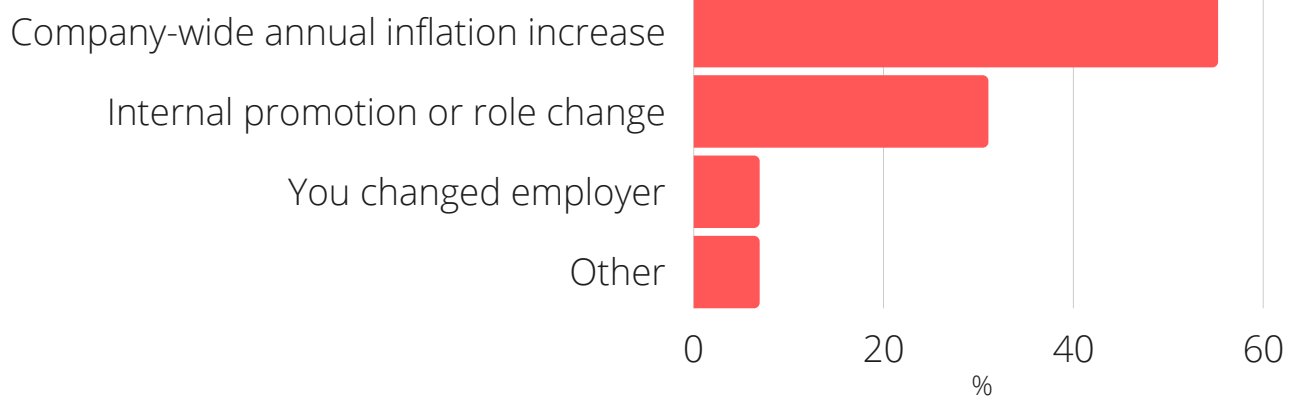
WOULD YOU CONSIDER TAKING LOWER SALARY TO SECURE YOUR DREAM JOB?



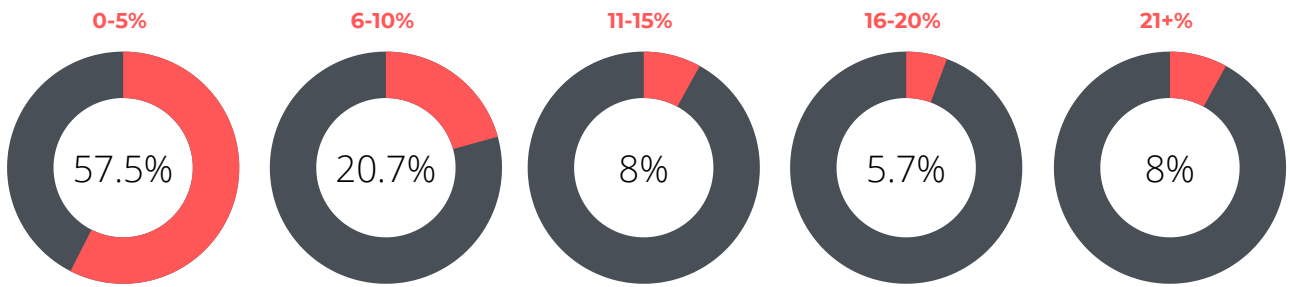
HAVE YOU HAD A PAY RISE IN THE LAST 12 MONTHS?



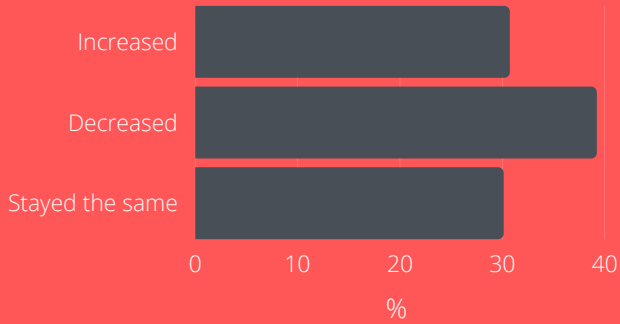
IF YES, WAS THIS DUE TO:



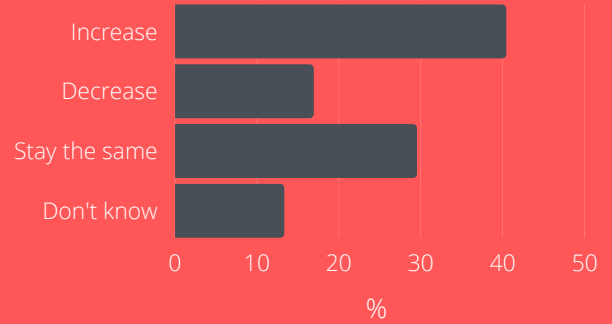
HOW BIG WAS THE PAY RISE?



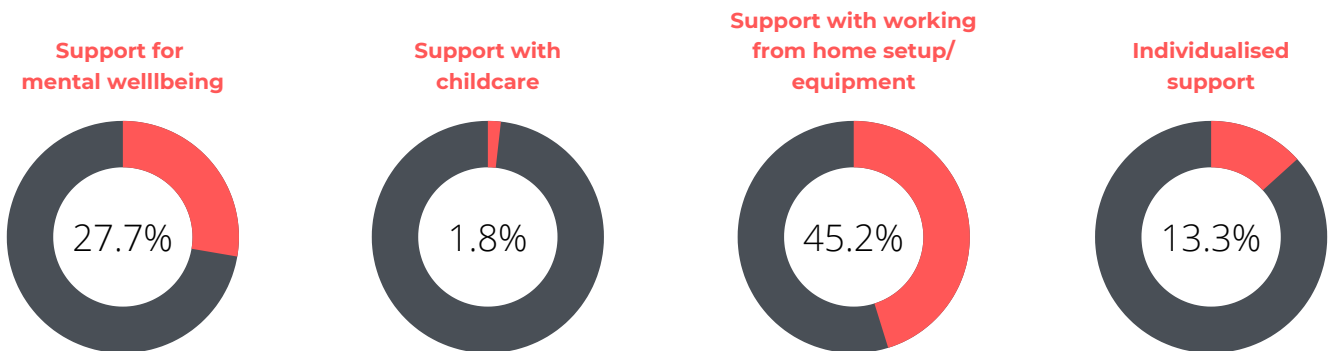
HOW HAS THE NUMBER OF PEOPLE WORKING FOR YOUR ORGANISATION CHANGED OVER THE LAST 12 MONTHS?



HOW DO YOU EXPECT THE NUMBER OF PEOPLE WORKING FOR YOUR ORGANISATION TO CHANGE OVER THE NEXT 12 MONTHS?



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SECTOR - HORTICULTURE

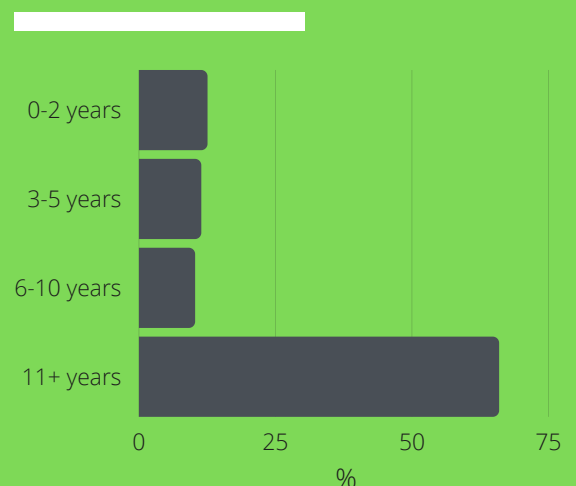
WHICH FUNCTION BEST DESCRIBES YOUR ROLE?

Director/MD/CEO/Board Member/NED	18%	Buying/Procurement	6%
Sales/Marketing/PR/Customer Service	14%	Finance	2%
Landscaping/Garden Design/Maintenance	13%	HR/Training & Development	2%
Garden Centre/Nursery/Plantarea Mgmt	11%	Other	2%
Growing/Agronomy	10%	Consultancy	1%
Technical/NPD/Nutrition/Food Science	7%	Engineering	1%
General Management	6%	Admin/Secretarial/PA	1%
Operations/Production/Warehouse Mgmt	6%		

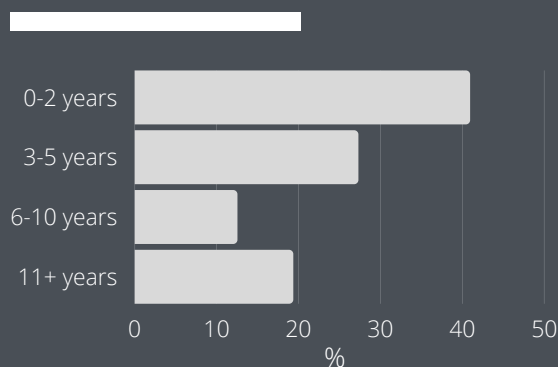
WHAT IS YOUR CURRENT BASIC SALARY?



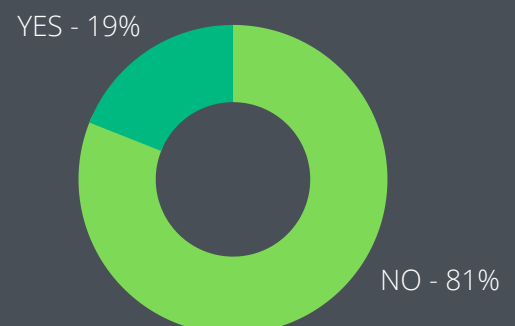
HOW LONG HAVE YOU WORKED IN YOUR CURRENT INDUSTRY?



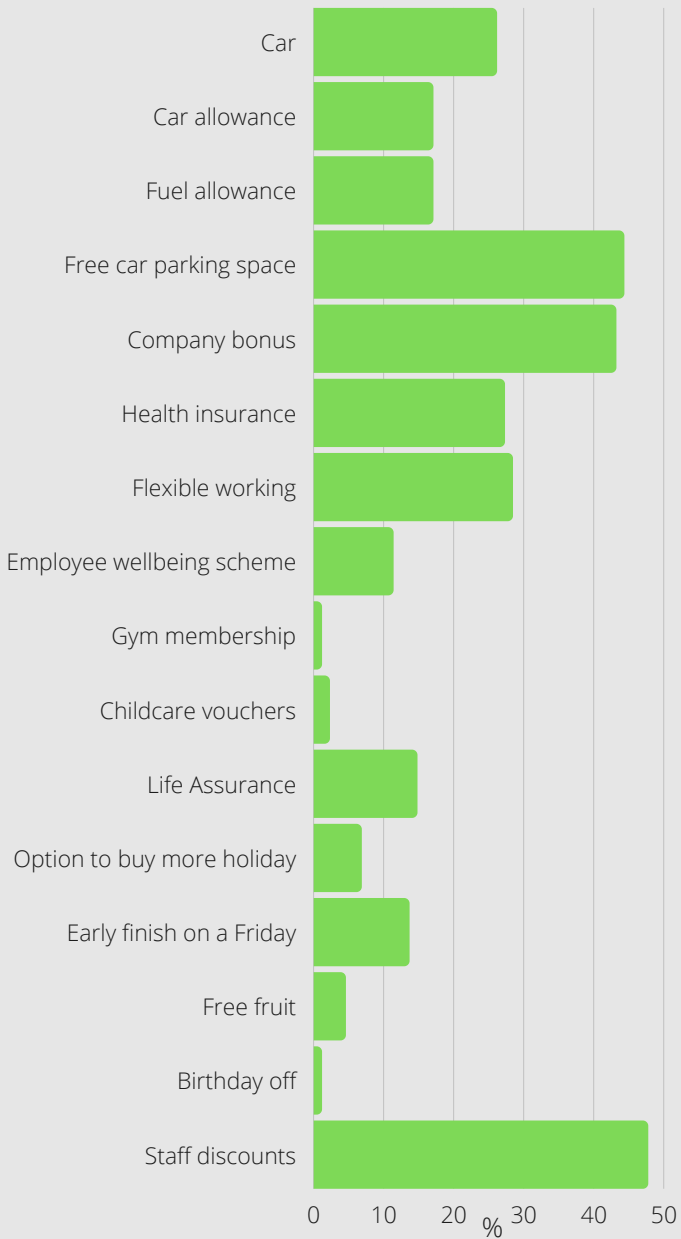
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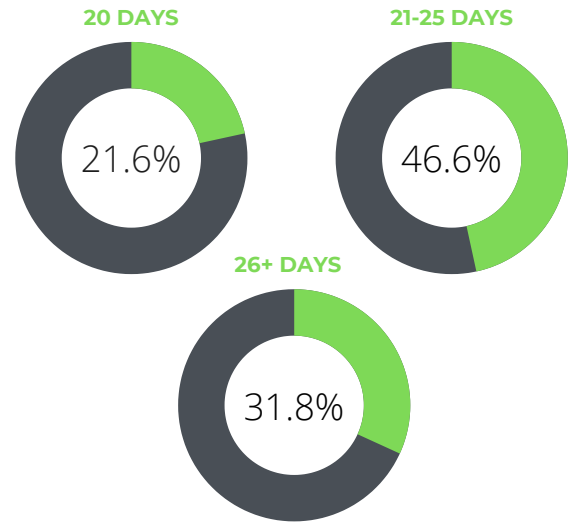
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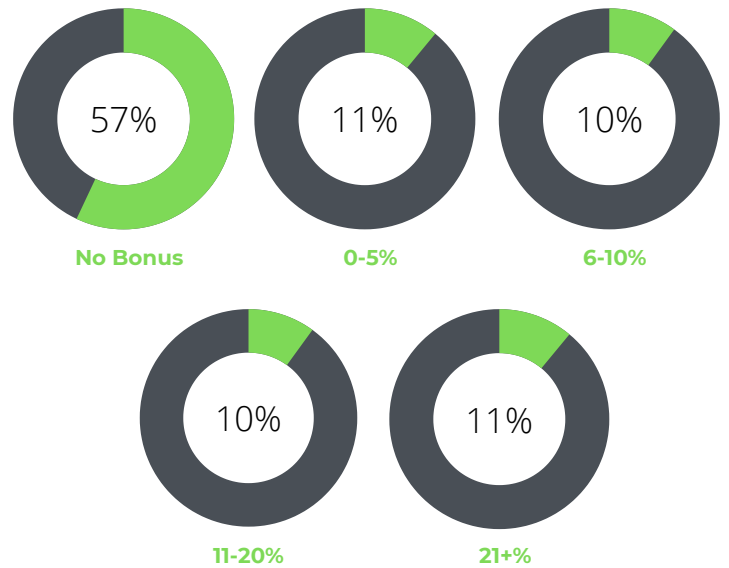
WHICH OF THE FOLLOWING EMPLOYEE BENEFITS DO YOU RECEIVE?



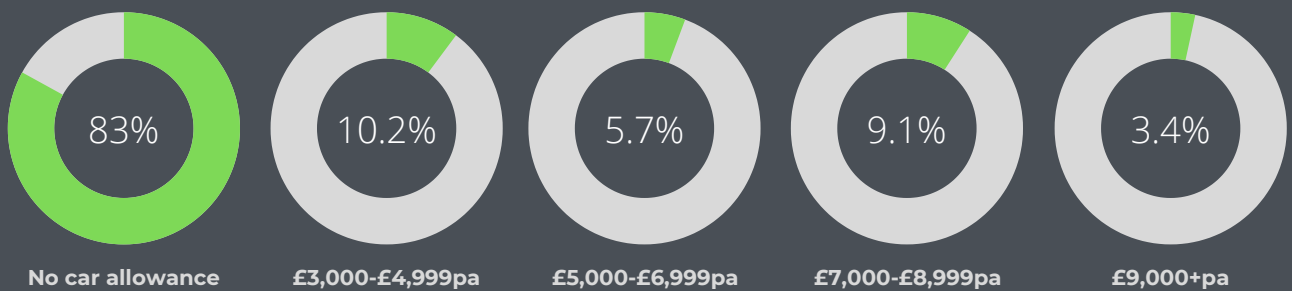
WHAT IS YOUR CURRENT HOLIDAY ALLOWANCE? (excluding bank holidays)



IF YOU RECEIVE A BONUS, HOW BIG IS IT?



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WHAT ARE YOUR PRIORITIES WHEN LOOKING FOR A NEW JOB?

1. Job Satisfaction —
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3. Location —
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- ↑ Increase on last year
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- No change

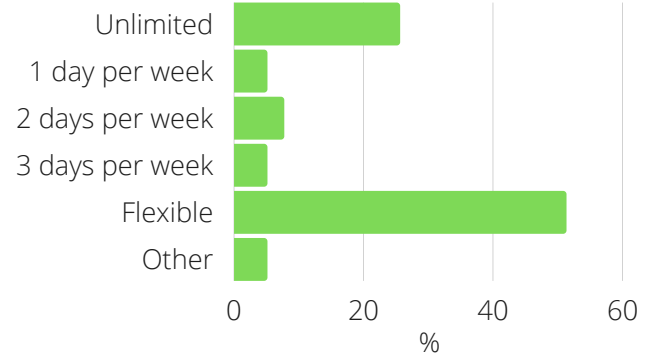
DO YOU HAVE THE OPTION OF REMOTE WORKING?

Yes
44%

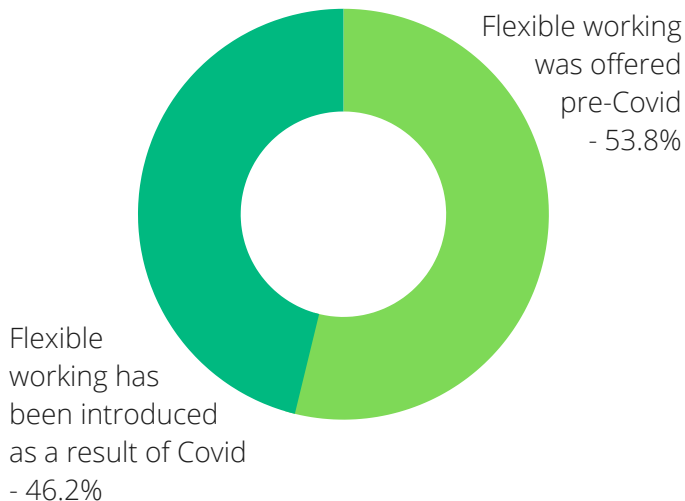


No
56%

IF YES, IS YOUR REMOTE WORKING POLICY:



DID YOUR EMPLOYER OFFER FLEXIBLE WORKING BEFORE OR AS A RESULT OF THE PANDEMIC?



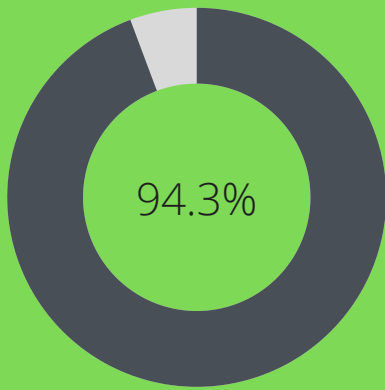
WOULD YOU BE WILLING TO RELOCATE FOR A JOB?

Yes
52.3%

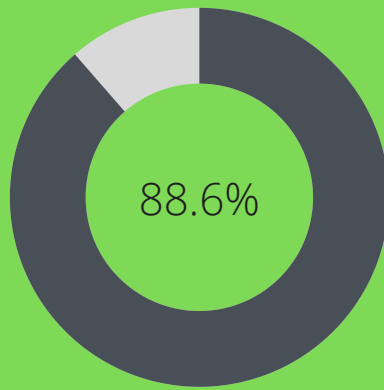


No
47.7%

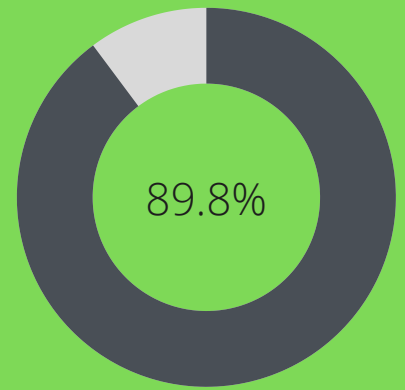
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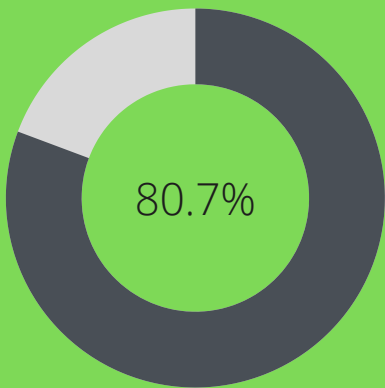
Good relationship with your line manager / senior management



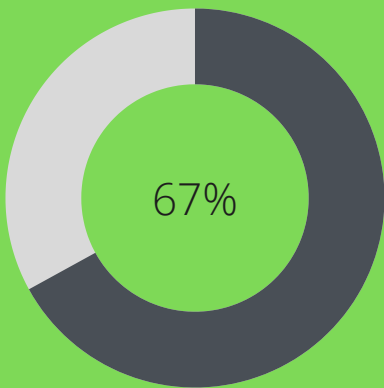
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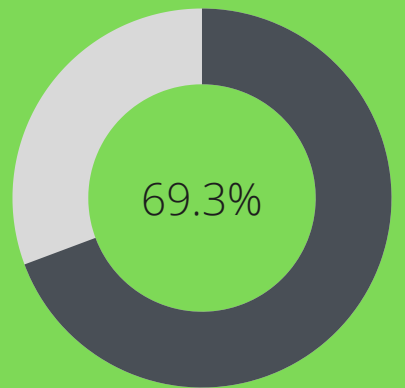
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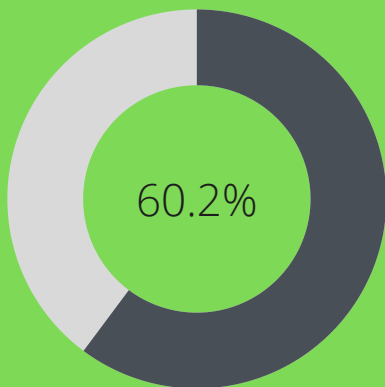
Interesting job content



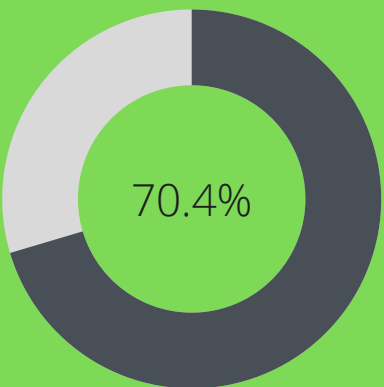
Support to achieve a good work-life balance



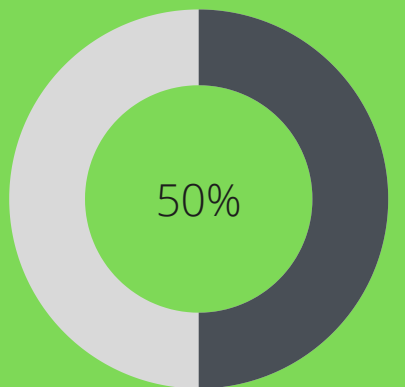
The company values align with your own



Company's financial stability

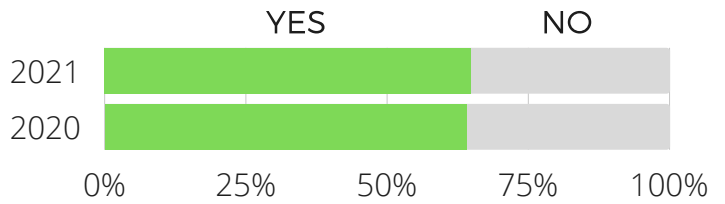


Feeling safe at work and secure in your role

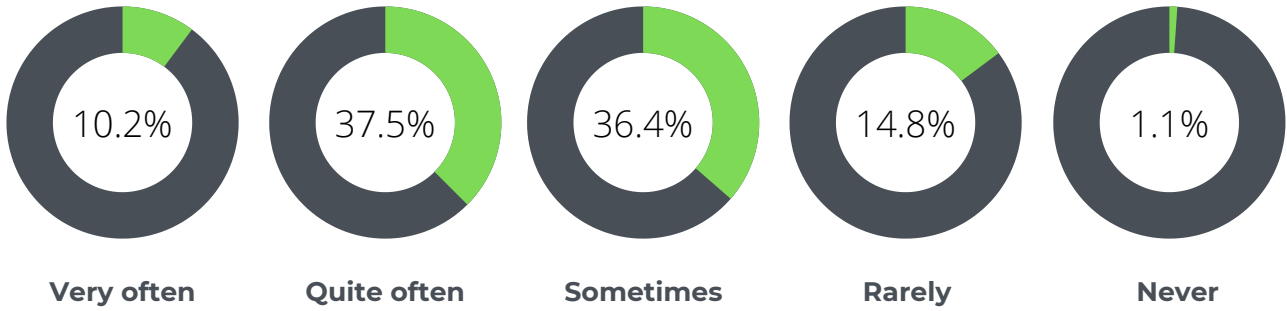


Clear career planning and learning opportunities

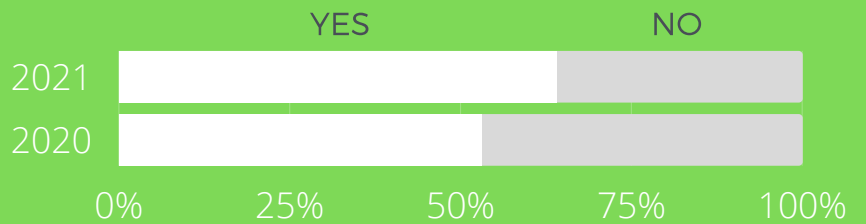
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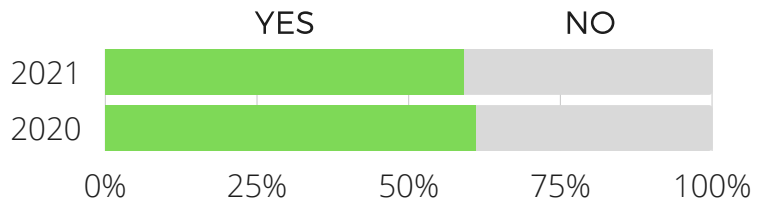
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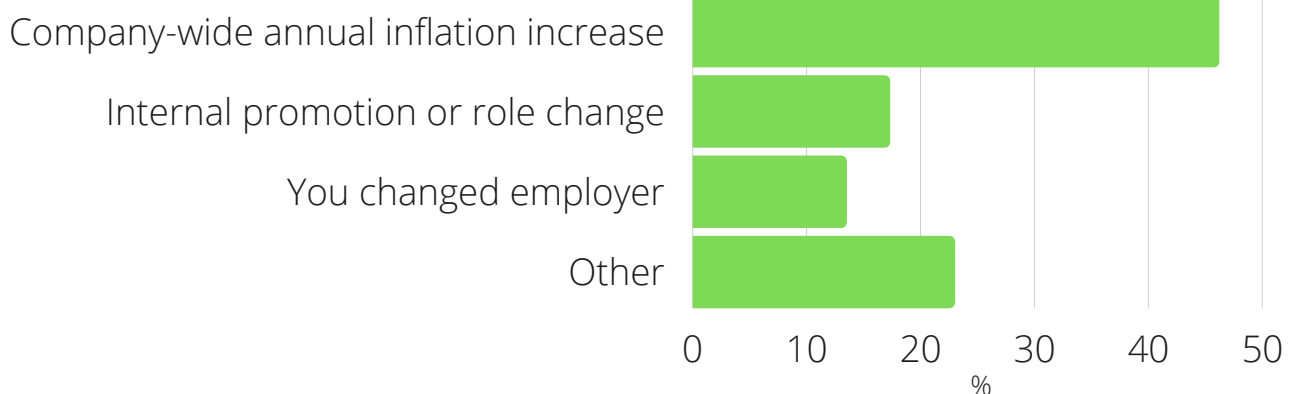
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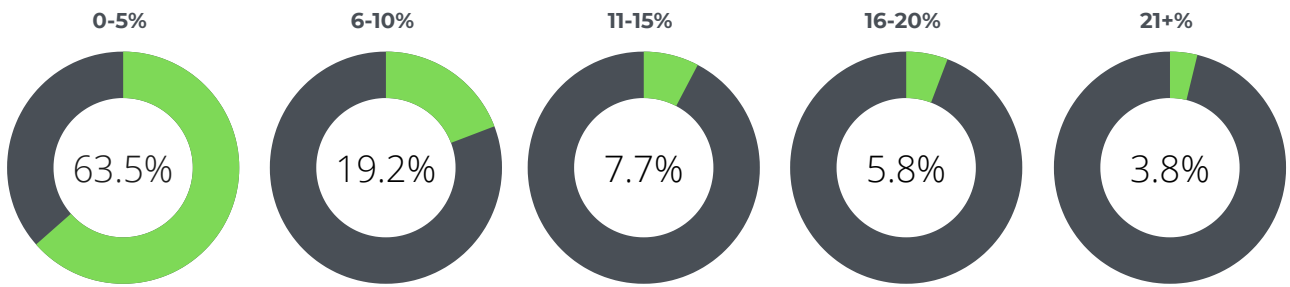
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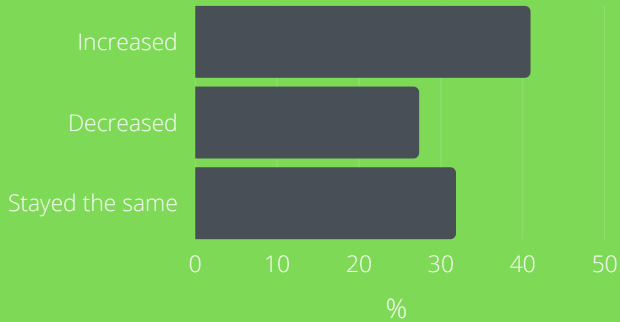
IF YES, WAS THIS DUE TO:



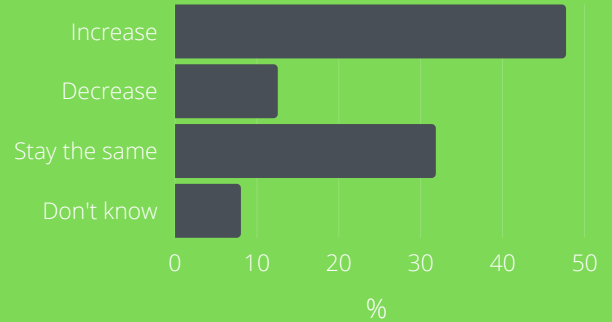
HOW BIG WAS THE PAY RISE?



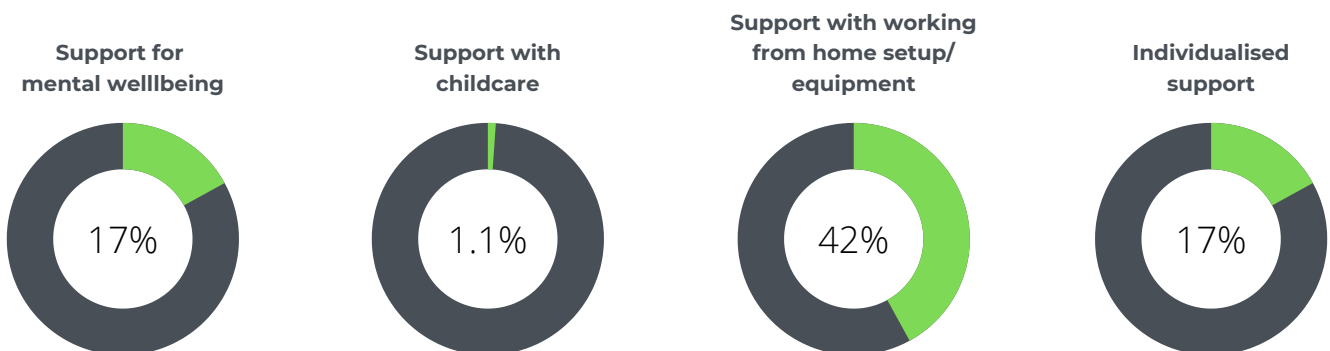
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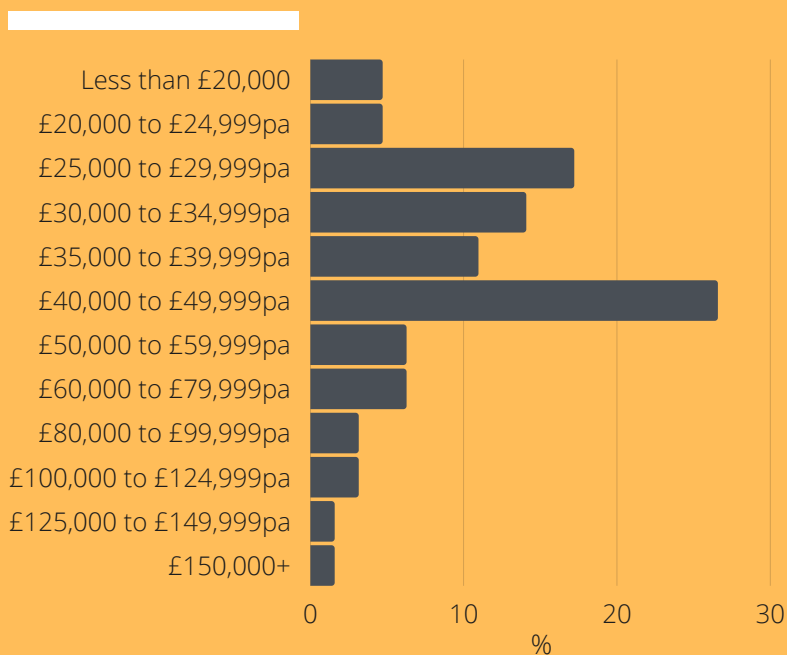


SECTOR - AGRICULTURE

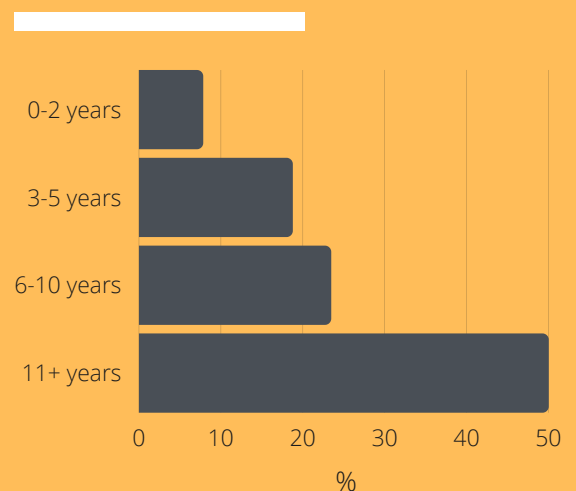
WHICH FUNCTION BEST DESCRIBES YOUR ROLE?

Farm Management	25%	Technical/NPD/Nutrition/Food Science	3%
Sales/Marketing/PR/Customer Service	11%	Operations/Production/Warehouse Mgmt	3%
Director/MD/CEO/Board Member/NED	11%	Buying/Procurement	3%
Consultancy	11%	Graduate	3%
Growing/Agronomy	9%	Engineering	2%
General Management	6%	Retail Management	2%
Finance	5%	Planning	2%
Other	5%		

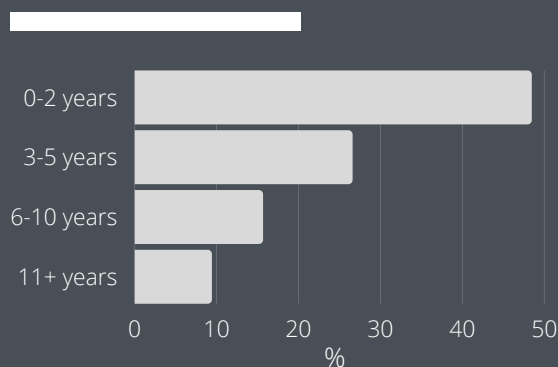
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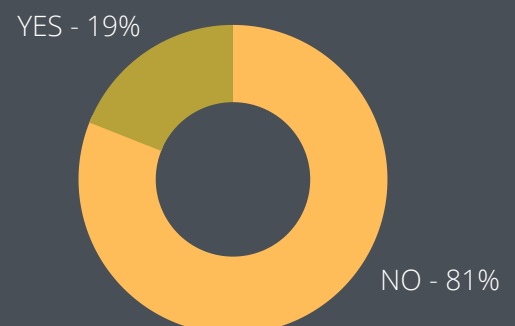
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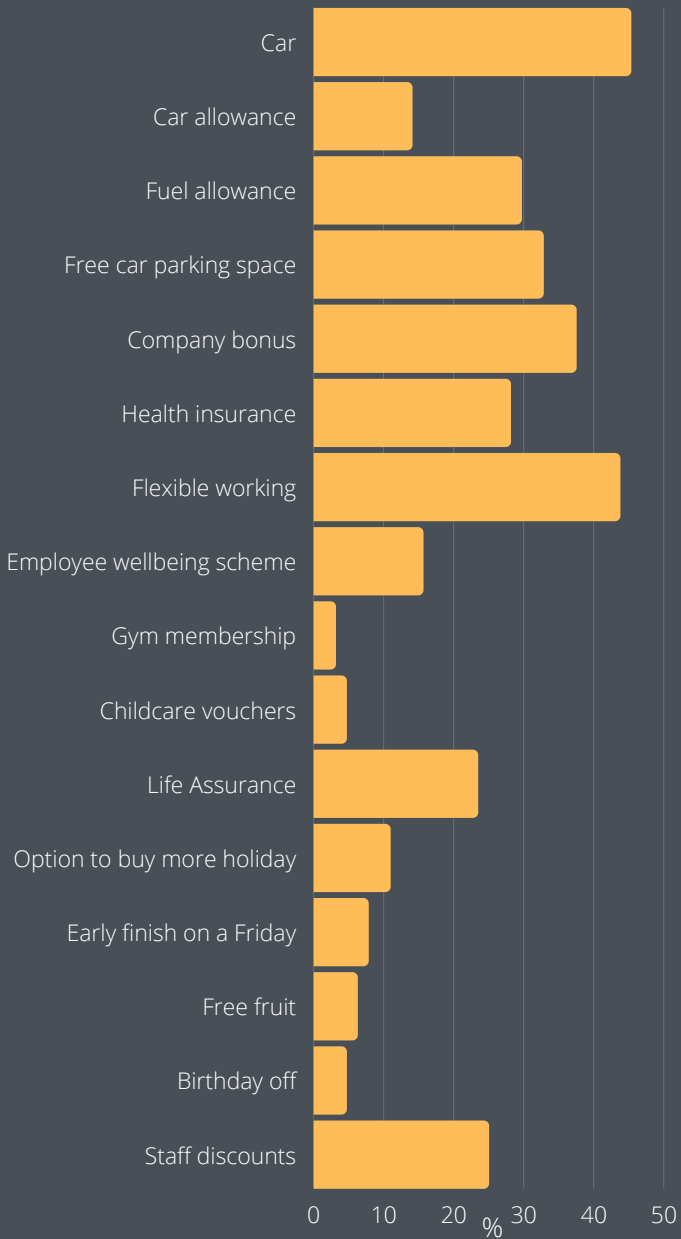
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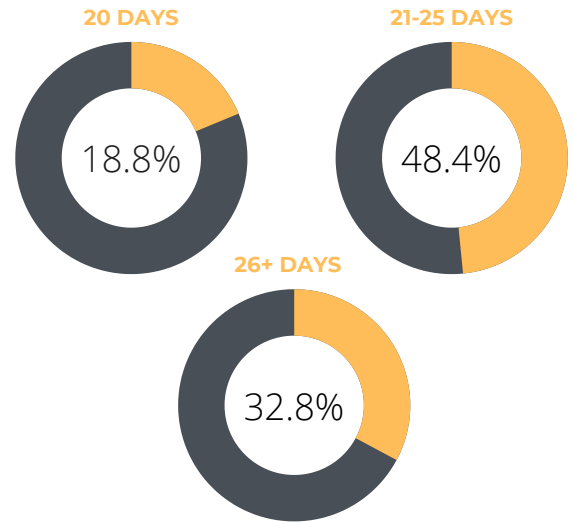
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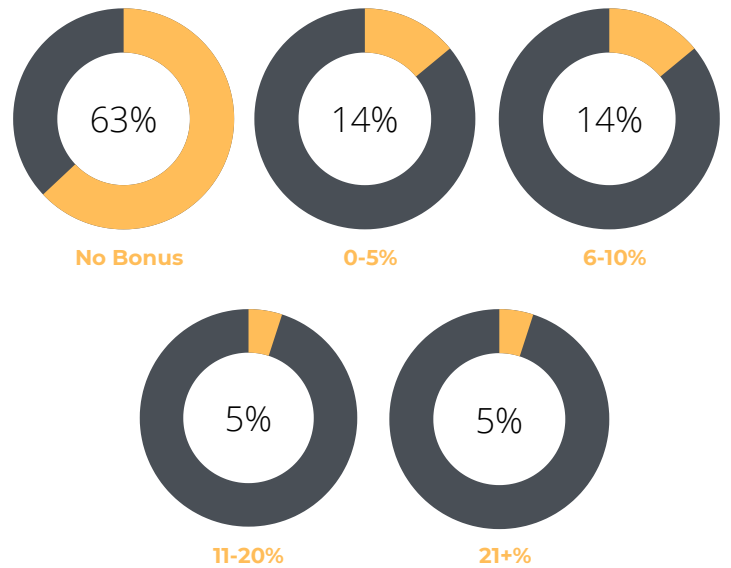
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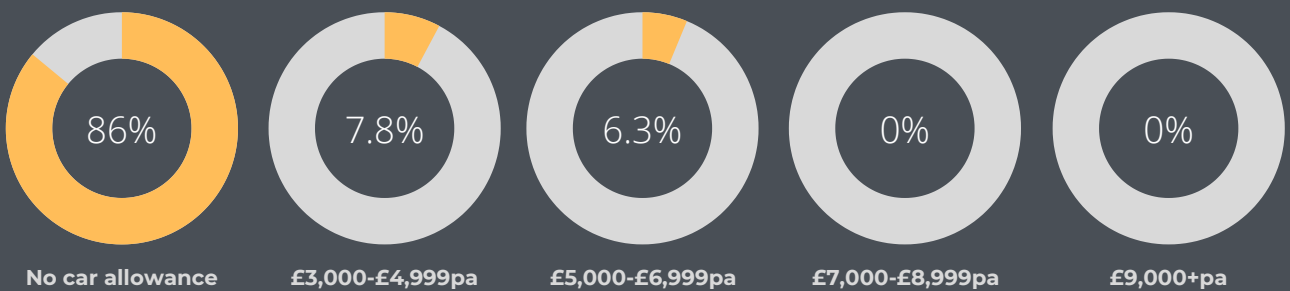
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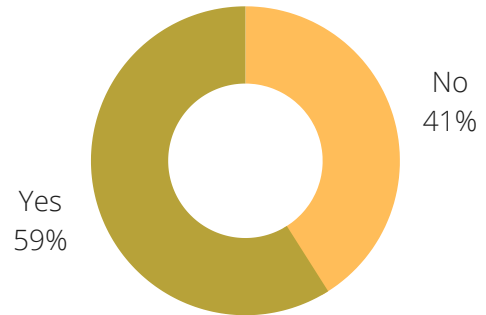


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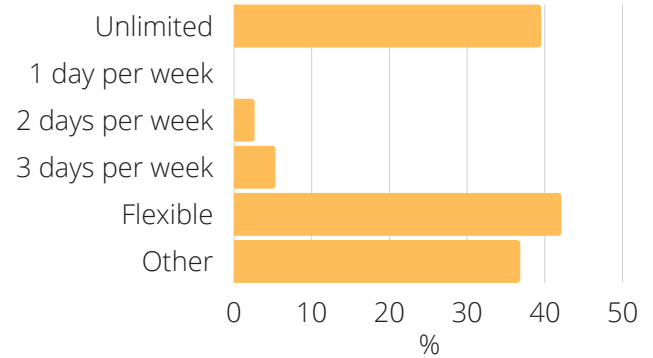
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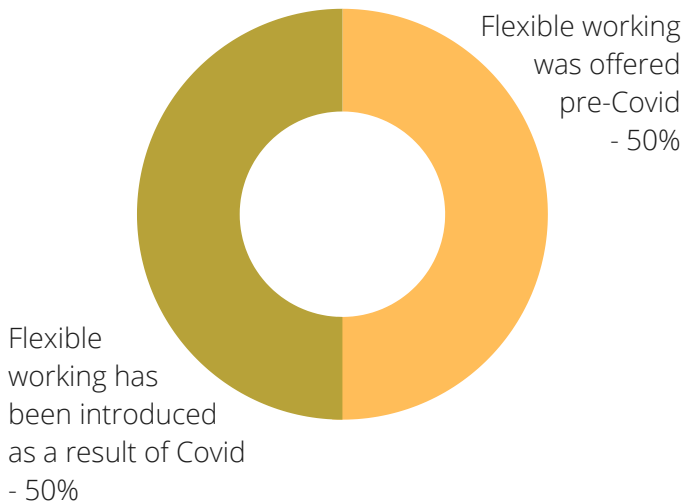
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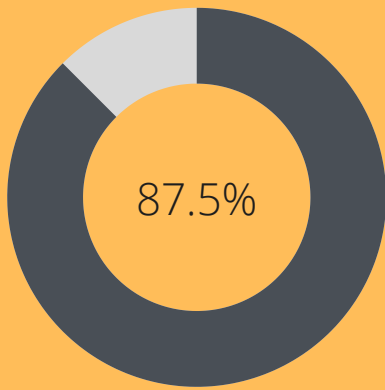
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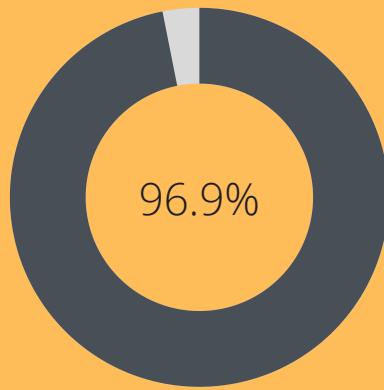
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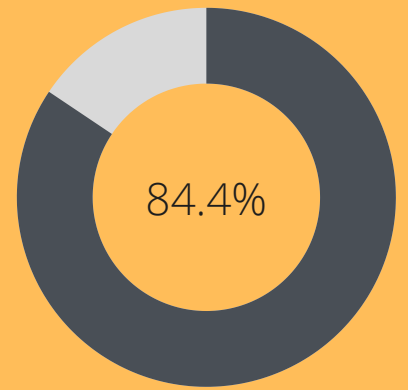
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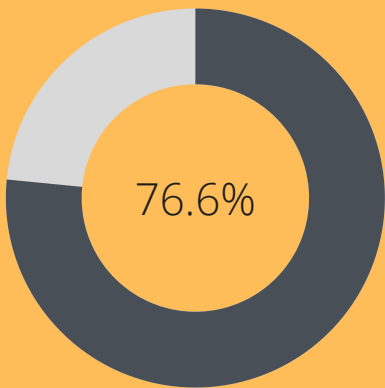
Good relationship with your line manager / senior management



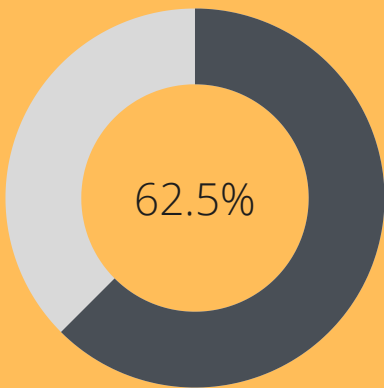
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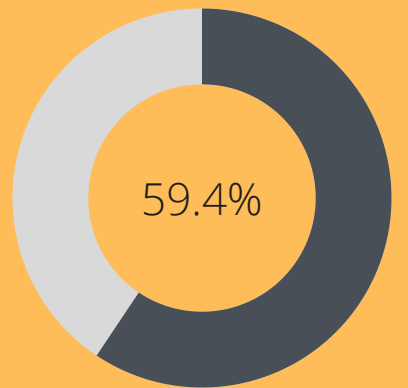
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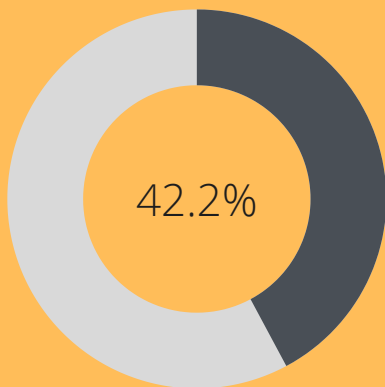
Interesting job content



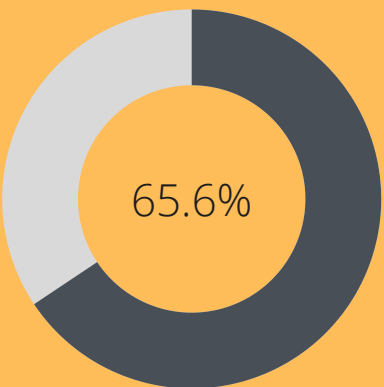
Support to achieve a good work-life balance



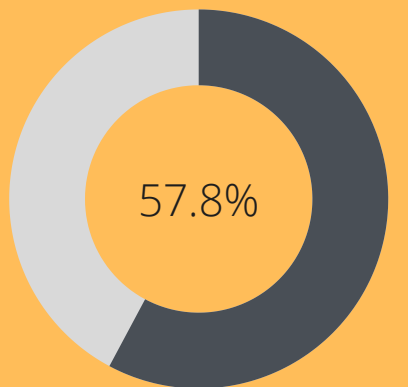
The company values align with your own



Company's financial stability

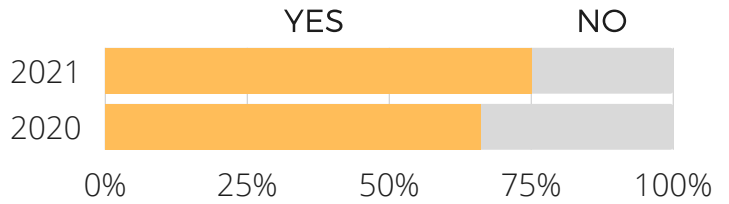


Feeling safe at work and secure in your role

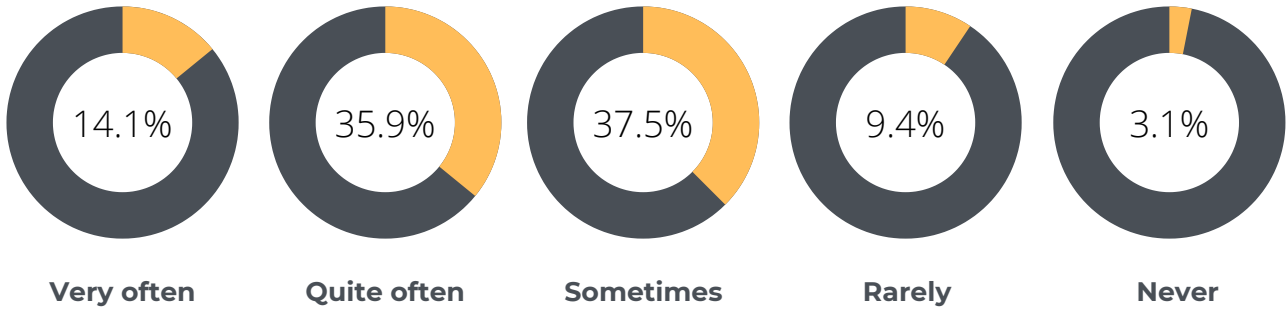


Clear career planning and learning opportunities

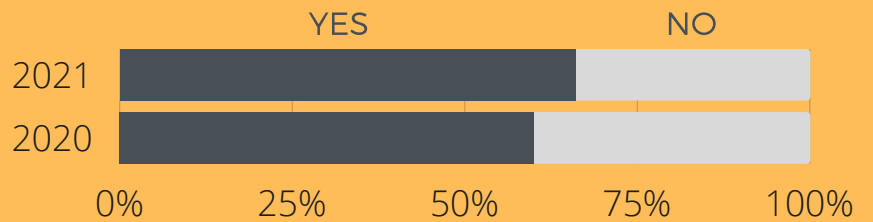
DO YOU BELIEVE INVESTING IN SKILLS AND DEVELOPMENT IS A PRIORITY FOR YOUR CURRENT EMPLOYER?



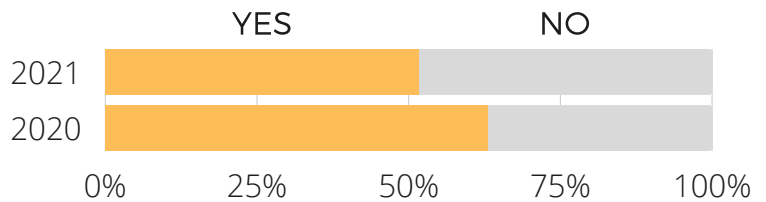
HOW OFTEN DO YOU PICK UP NEW SKILLS AT WORK?



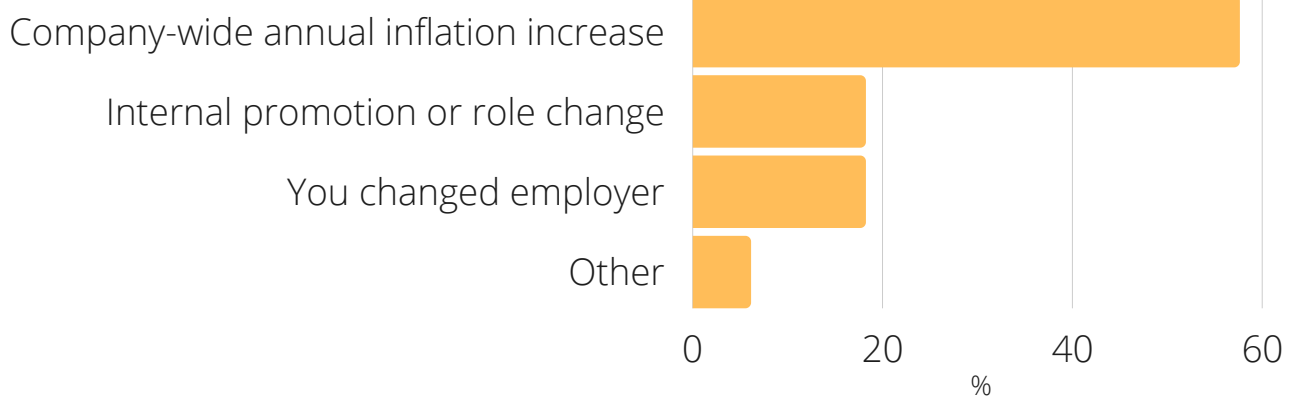
WOULD YOU CONSIDER TAKING LOWER SALARY TO SECURE YOUR DREAM JOB?



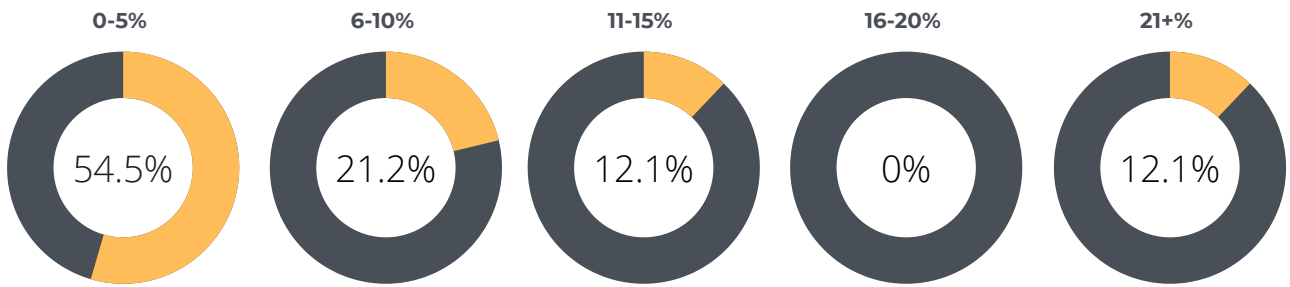
HAVE YOU HAD A PAY RISE IN THE LAST 12 MONTHS?



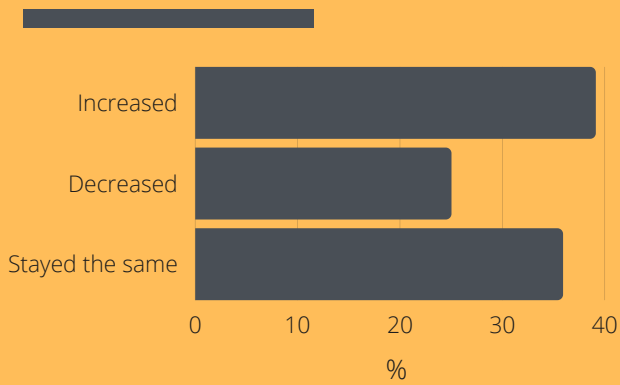
IF YES, WAS THIS DUE TO:



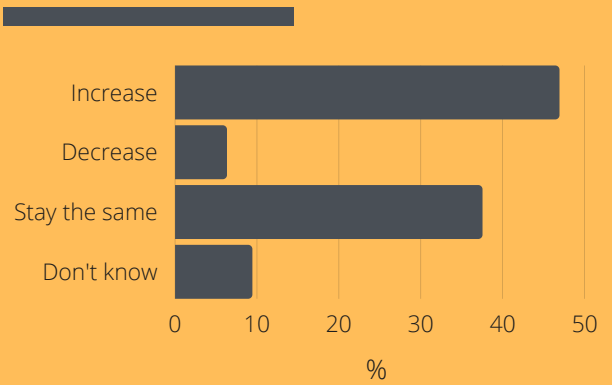
HOW BIG WAS THE PAY RISE?



HOW HAS THE NUMBER OF PEOPLE WORKING FOR YOUR ORGANISATION CHANGED OVER THE LAST 12 MONTHS?



HOW DO YOU EXPECT THE NUMBER OF PEOPLE WORKING FOR YOUR ORGANISATION TO CHANGE OVER THE NEXT 12 MONTHS?



HAS YOUR ORGANISATION INTRODUCED ANY NEW INITIATIVES TO HELP EMPLOYEES DEAL WITH THE PANDEMIC?

