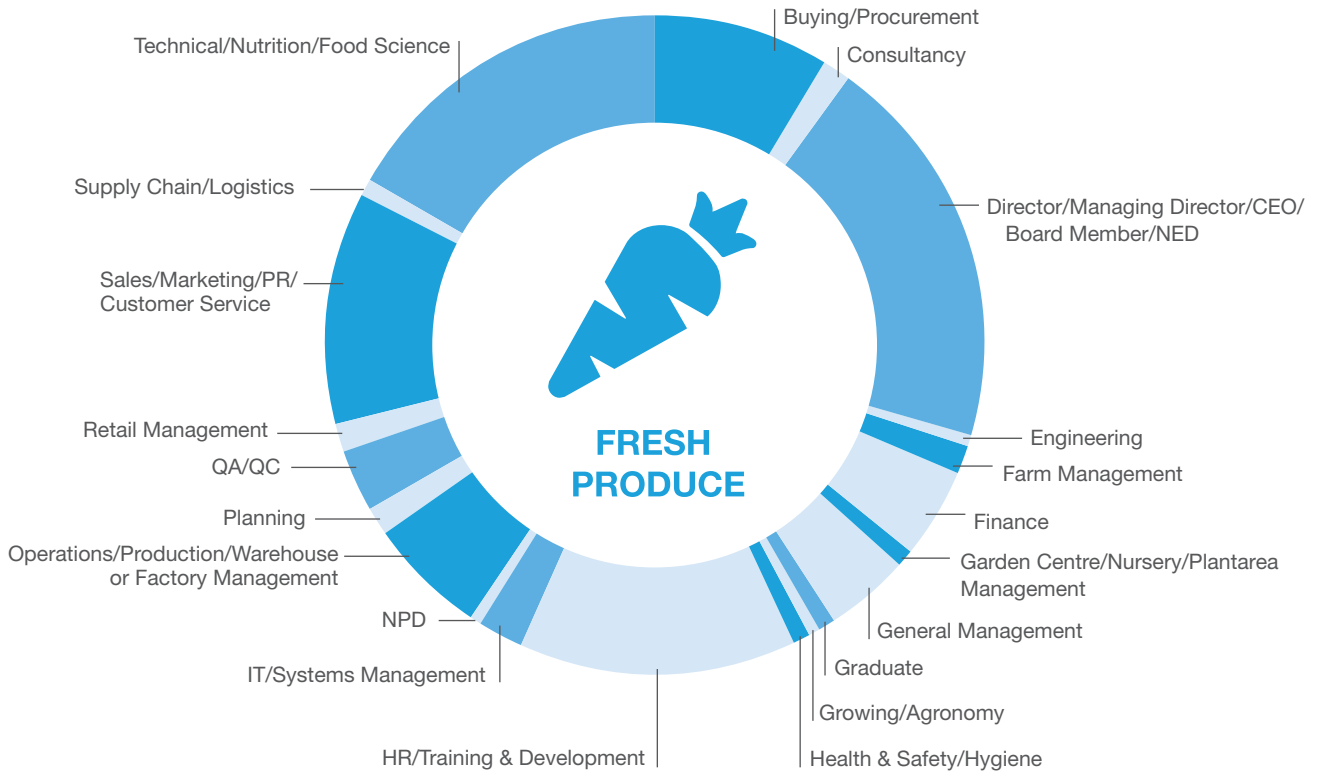
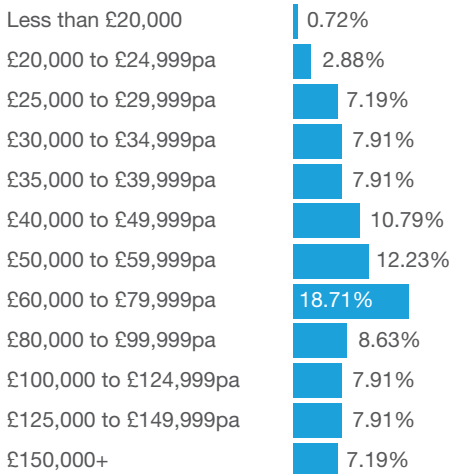


# Fresh Produce

Which function best describes your role?



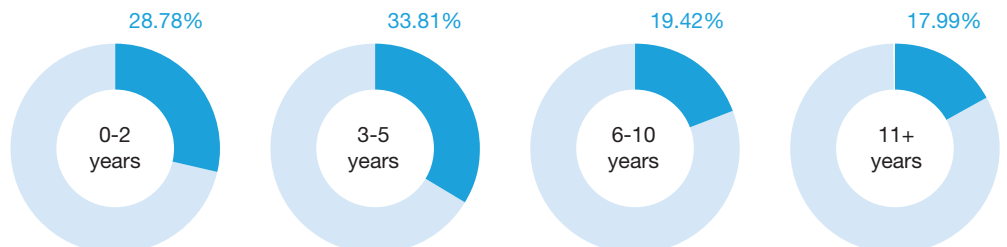
What is your current basic salary?



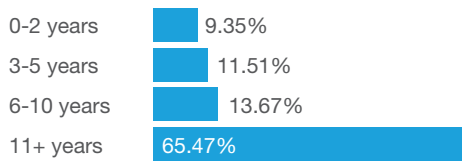
“ Salary is becoming more important to me as I get older.”

It often feels like the fresh produce industry comes under criticism for not paying enough money. It's natural for people to always want more in whichever industry they work. The largest group responding to our survey are in the £60,000-£79,999 bracket which, when compared to the UK average salary of £30,420, is more than respectable (naturally we accept that it could simply be down to the sample audience). No matter, what is clear is that there are definitely good salaries and benefits on offer in the fresh produce sector.

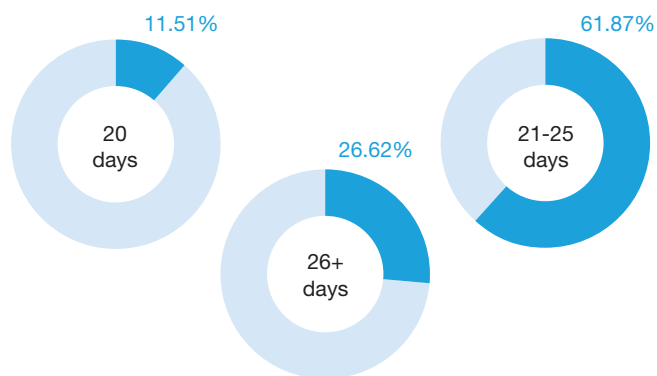
How many years have you worked for your current employer?



## How long have you worked in your current industry?



## What is your current annual holiday allowance? (excluding bank holidays)



“ I think the need for businesses to be more flexible with hours and location of work is only going to grow.”

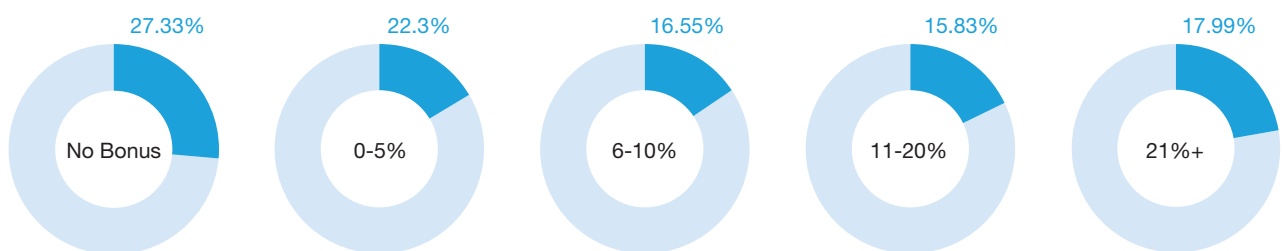
## Which of the following employee benefits do you receive?



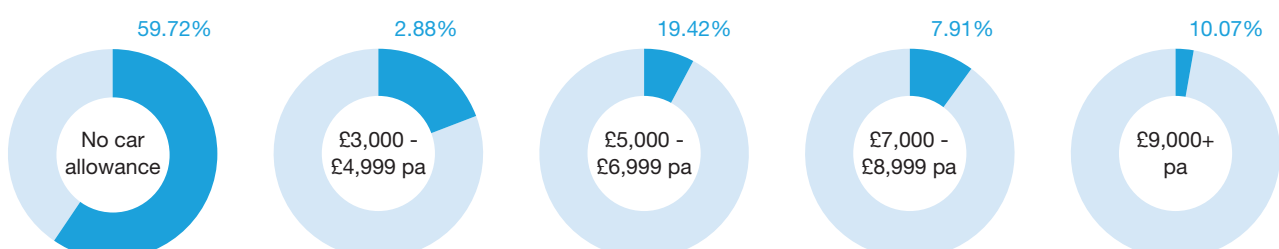
### Others:

- Company discount scheme
- External qualified training
- Free fruit and veg box per week
- Free produce on a Friday
- Long term incentive scheme

## If you receive a bonus, how big is it?



## If you receive a car allowance, how big is it?



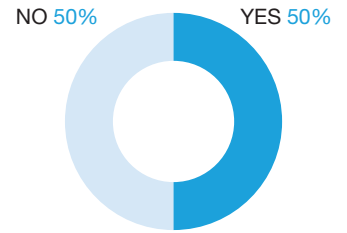
## What are your priorities when looking for a new job?

1. Job satisfaction
2. Company culture
3. Salary
4. Location
5. Training and progression opportunities
6. Office environment
7. Employee benefits
8. Flexible working

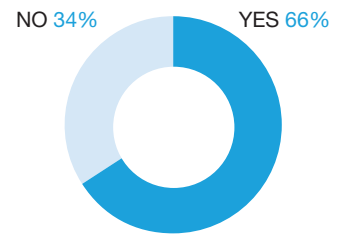
## What else is important when looking for a new job?

- Appropriate systems & technology
- Bonus incentive
- Company stability
- Feeling valued
- Forward thinking diverse company who look ahead
- Strong leadership

## Would you be willing to relocate for a job?

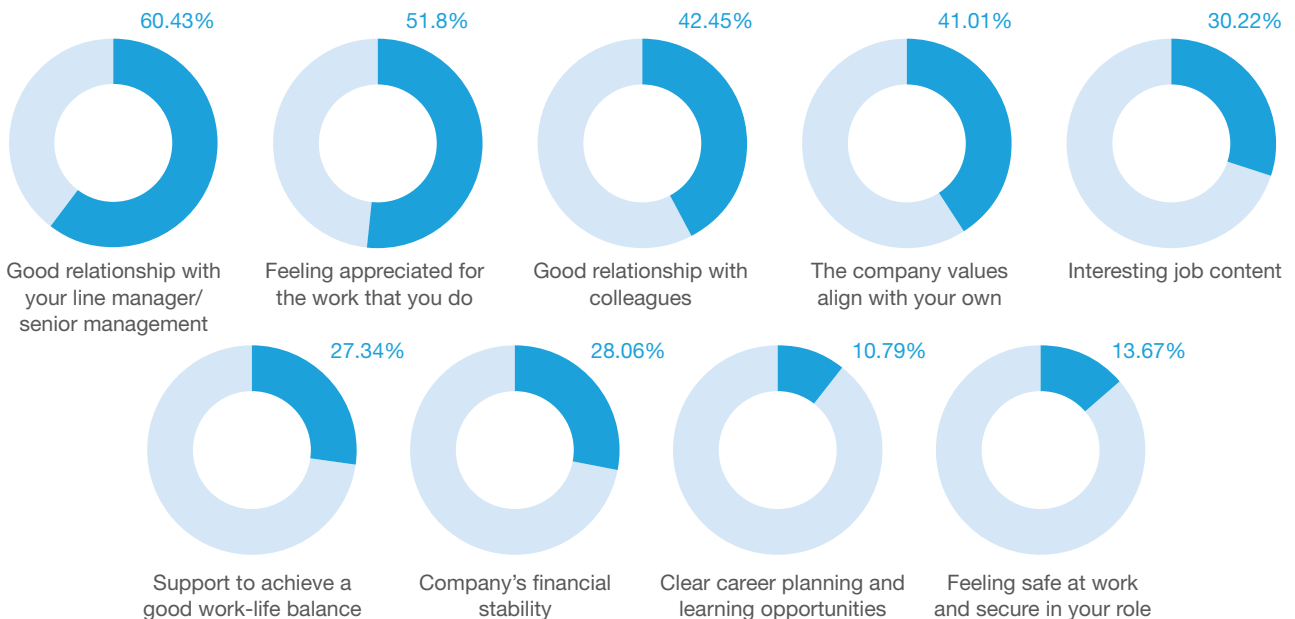


## Do you believe investing in skills and development is a priority for your current employer?

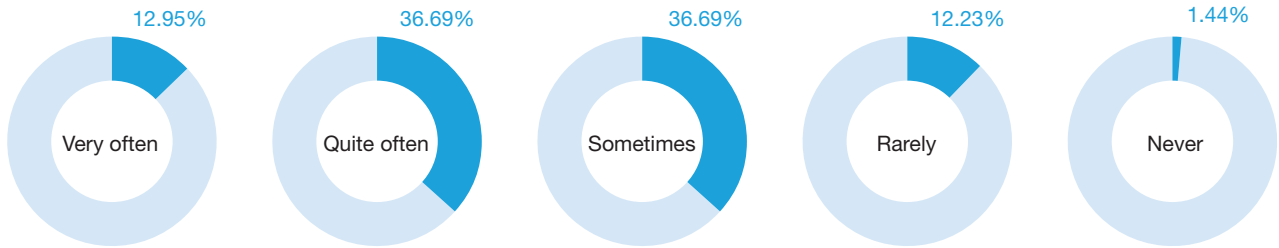


It's great to see that two thirds of candidates feel that 'investing in skills and development is a priority for their current employer'. Another big plus for the produce sector. In this years' survey we gave respondees the opportunity to use a 'free-text' box if the priority for them moving jobs wasn't listed. We'd expect the survey to evolve in the future to include more and more varied priorities as the demands of candidates become ever more diverse.

## What factors would lead to job satisfaction for you?



## How often do you pick up new skills at work?

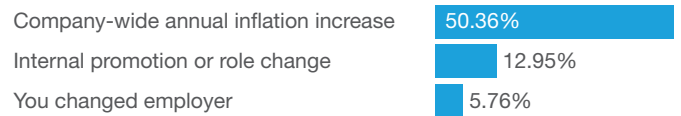


## Have you had a pay rise in the last 12 months?



“ I think salary and benefits are always very important for people but the level of priority does vary throughout your working life depending on what else is happening for you.”

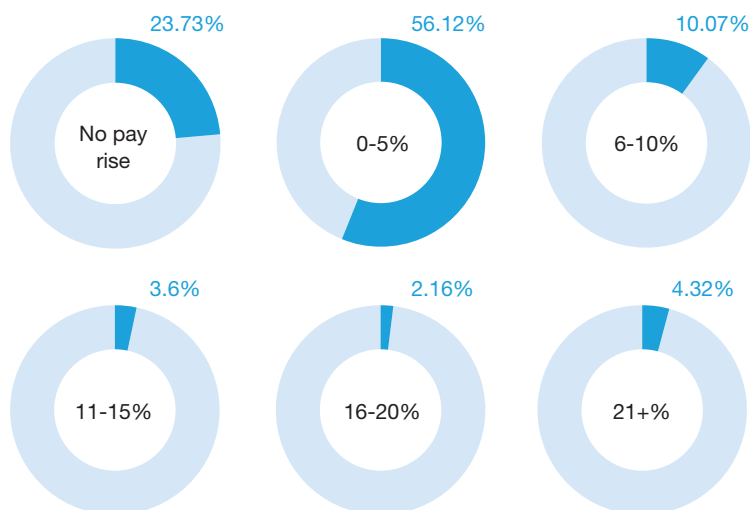
## If yes, was this due to...



### Others:

- Demanded a review of current package
- Pushed for it
- Passed exam
- Performance based pay review
- Re-negotiated my salary after completing training
- Benchmarking exercise
- By contract

## How big was the pay rise?



## Would you consider taking a lower salary to secure your dream job?



“ Clear long-term development and secured growth within the company is paramount.”