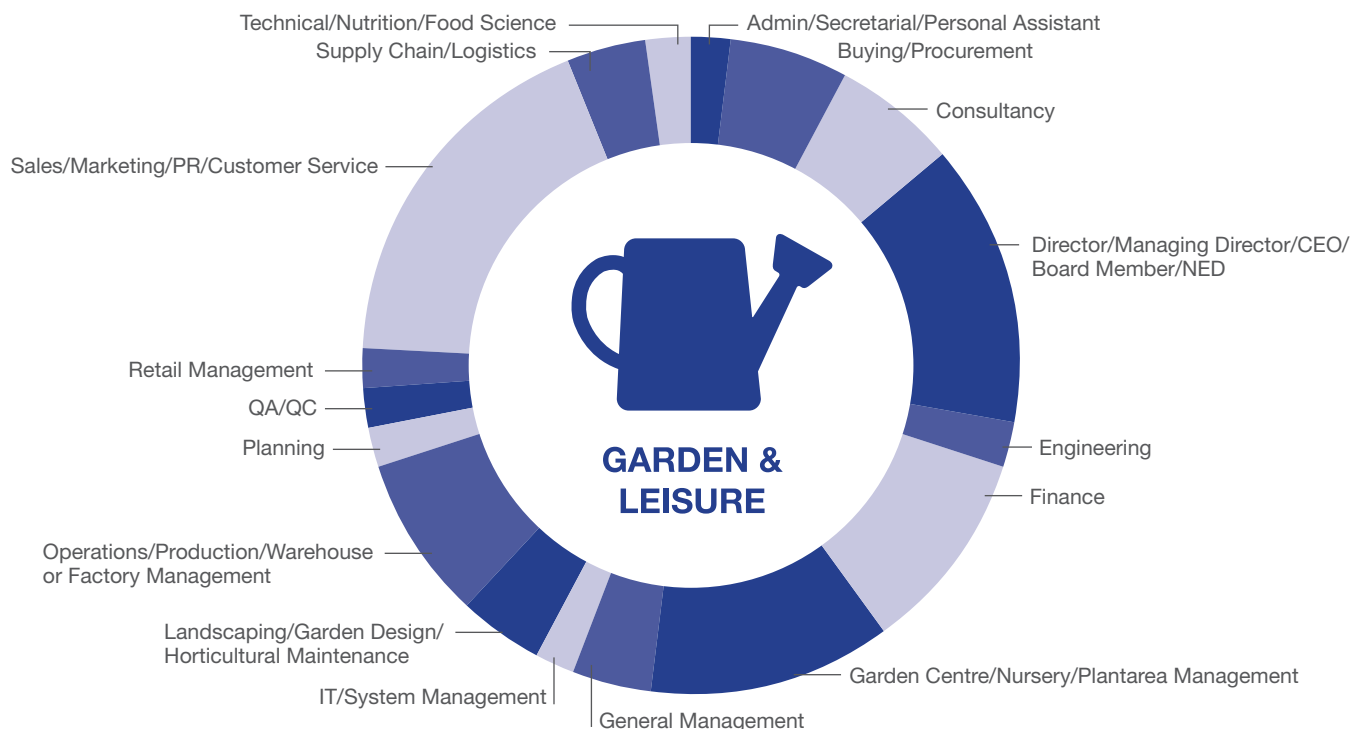
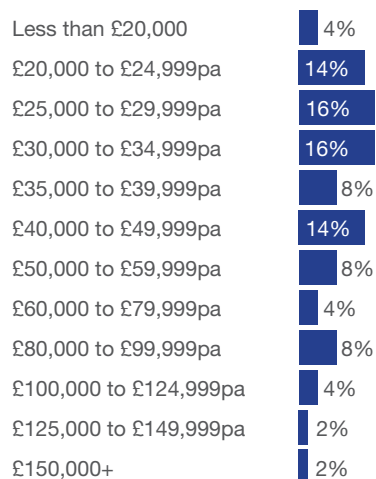


# Garden & Leisure

Which function best describes your role?



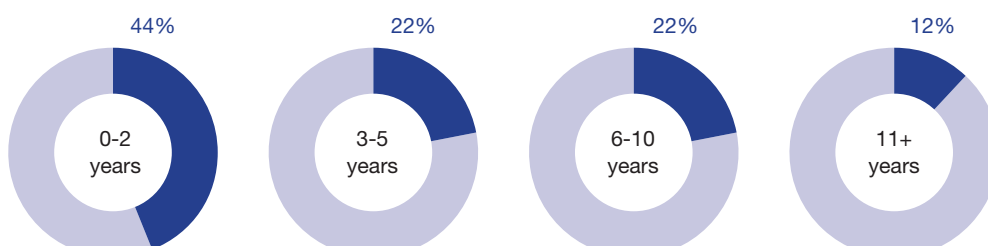
What is your current basic salary?



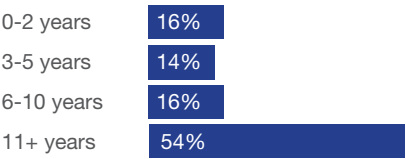
“Employees who are financially more stable may take a different view on salary over work life balance and other benefits of a role”

The Garden and Leisure sector for us is a mixture of roles within garden centres and the garden centre supply chain. The average salary comes out as the lowest compared to all the other sectors consistently. This is a reputation that the industry struggles with when it comes to attracting top talent. Undoubtedly there are some fantastic careers and highly skilled roles on offer which perhaps should be better paid?

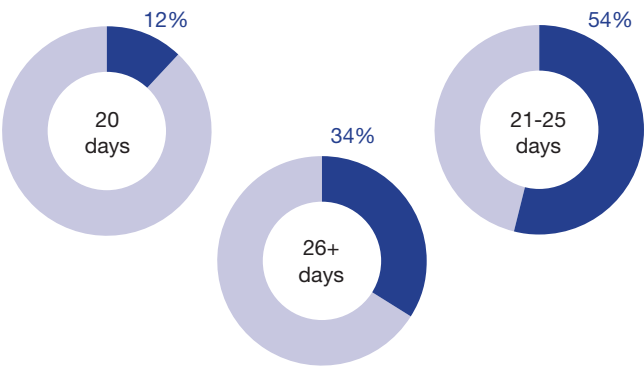
How many years have you worked for your current employer?



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



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



“ In today’s world stability, company pension scheme and private medical insurance are key”

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

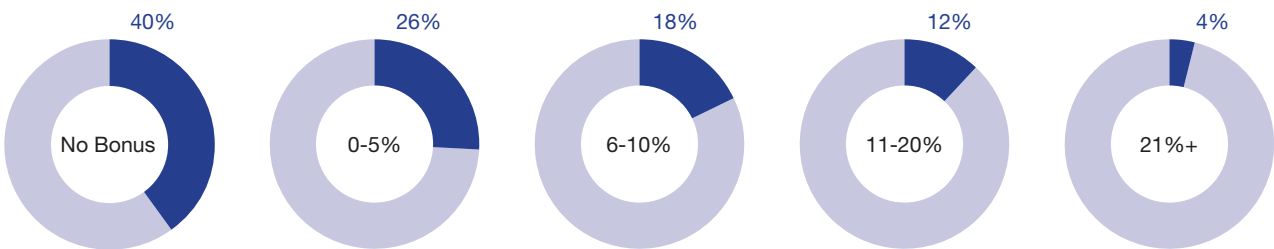


### Others:

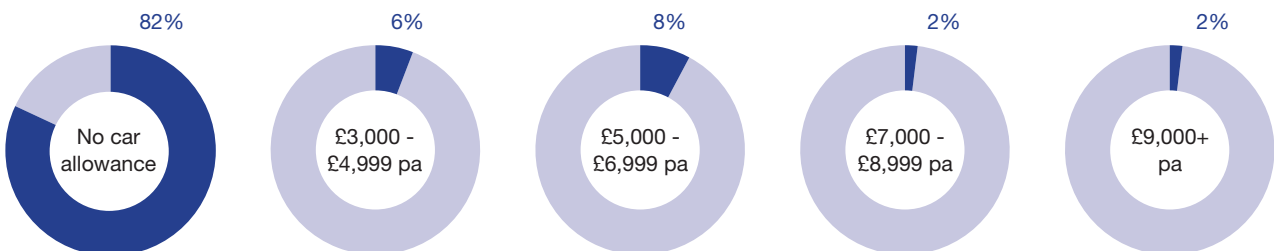
- Cycle scheme
- Van

“ Company benefits are great, but so is having time to enjoy them!”

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



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



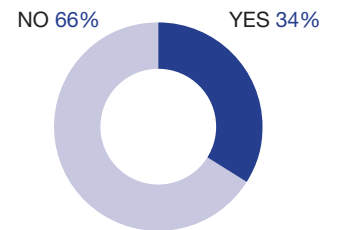
## What are your priorities when looking for a new job?

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

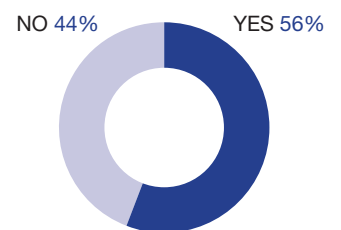
## What else is important when looking for a new job?

- Company financial performance
- Disability inclusive employer
- Good communication, transparency at all levels

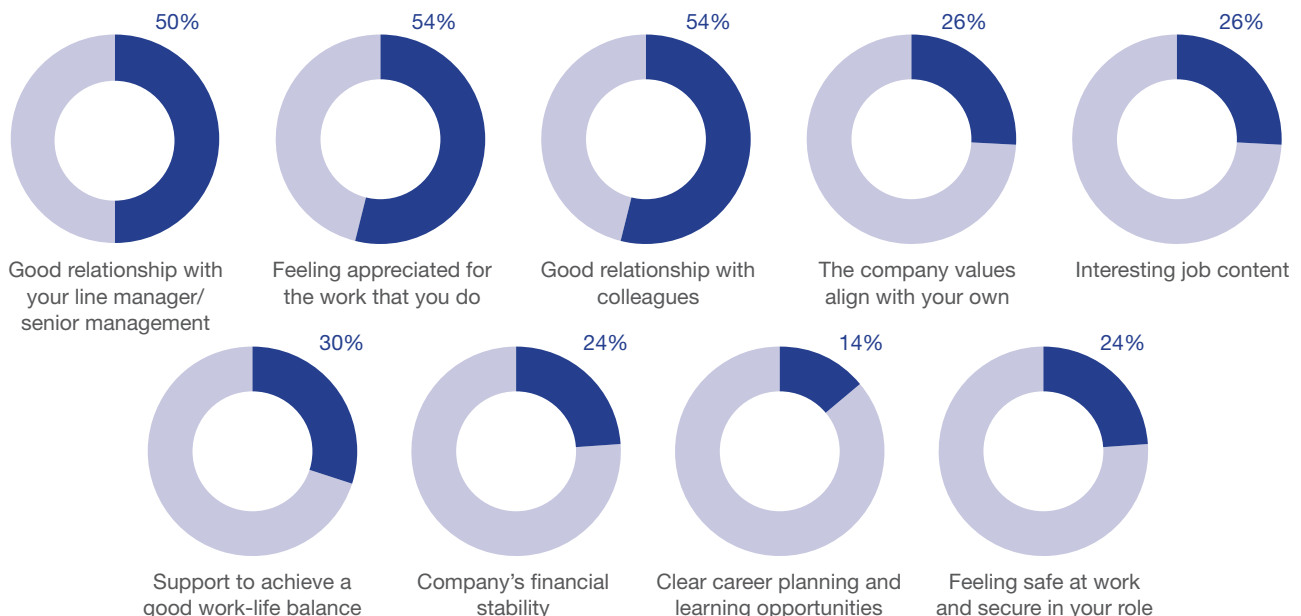
## Would you be willing to relocate for a job?



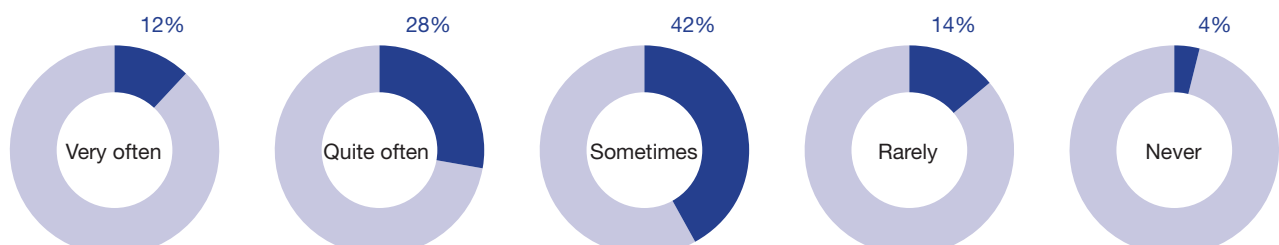
## Do you believe investing in skills and development is a priority for your current employer?



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



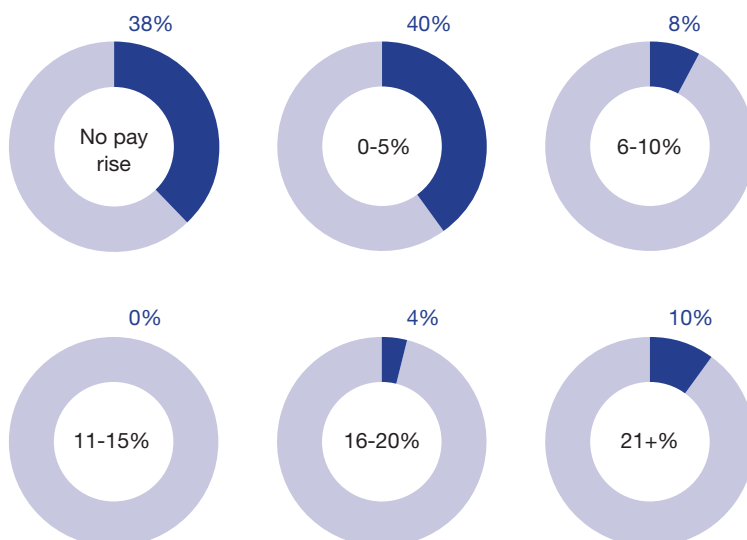
## How often do you pick up new skills at work?



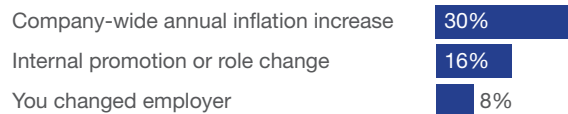
## Have you had a pay rise in the last 12 months?



## How big was the pay rise?



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



### Others:

- Increased sales by £1.6m
- Appraisals

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



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