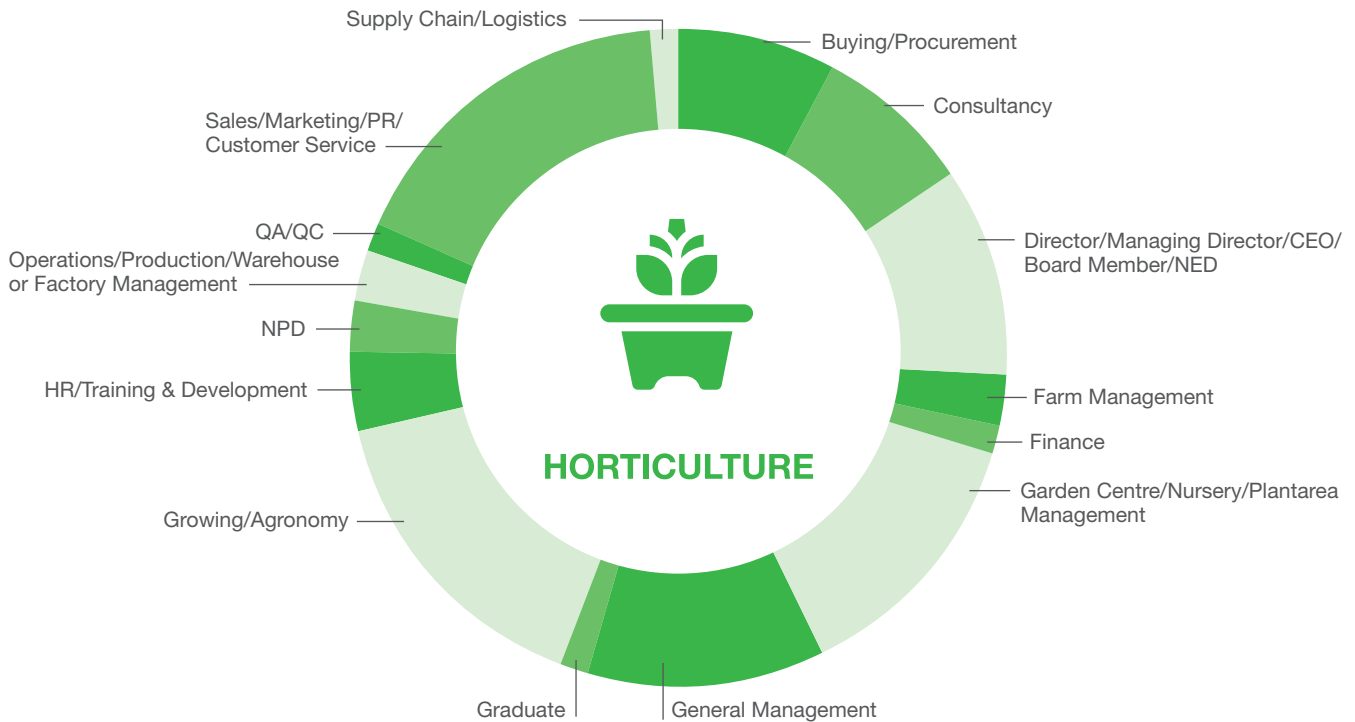
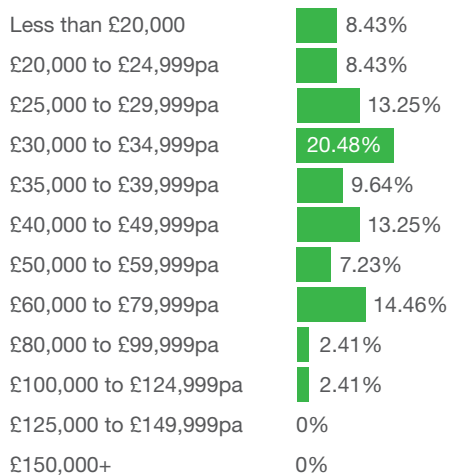


# Horticulture

## Which function best describes your role?

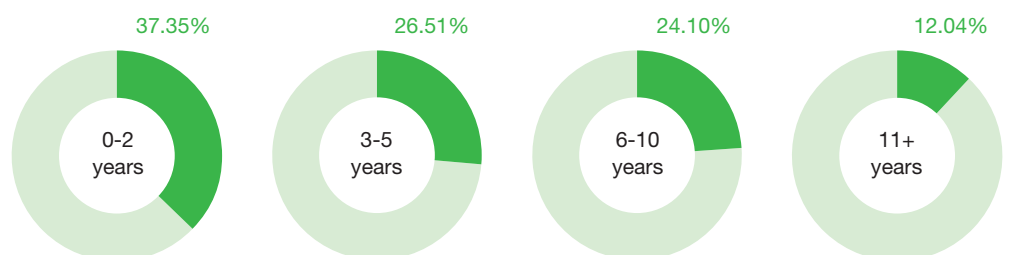


## What is your current basic salary?

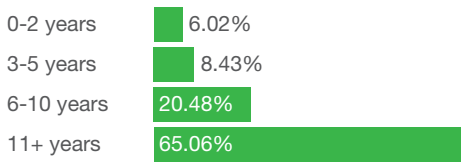


The mid-point of salaries for Horticulture comes out at approximately £32,500. There are a wide range of roles available in Horticulture and, as a sector, it is also one with lots of blurred edges. A google dictionary definition for horticulture talks much more about 'garden' rather than the 'commercial glass-house environments' where we see the term more commonly used. There is also some blurring around the edges when people define their roles as Horticulture rather than Fresh Produce. Plenty of commercial horticulturalists work in salads, fruit and veg and plenty work in commercial plant and seed cultivation too. These semantics have always and will probably continue to be debated in the industry.

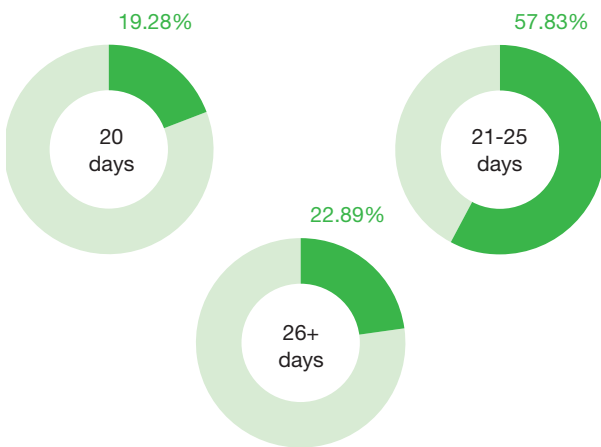
## How many years have you worked for your current employer?



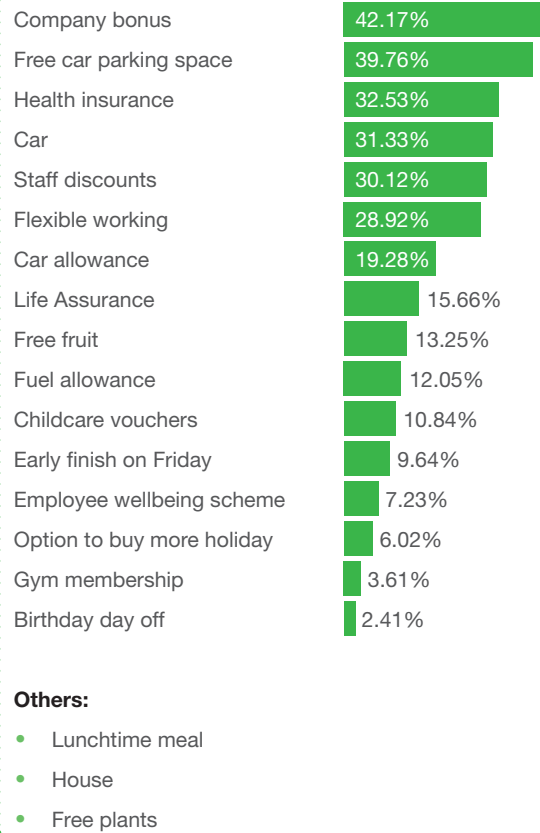
## How long have you worked in your current industry?



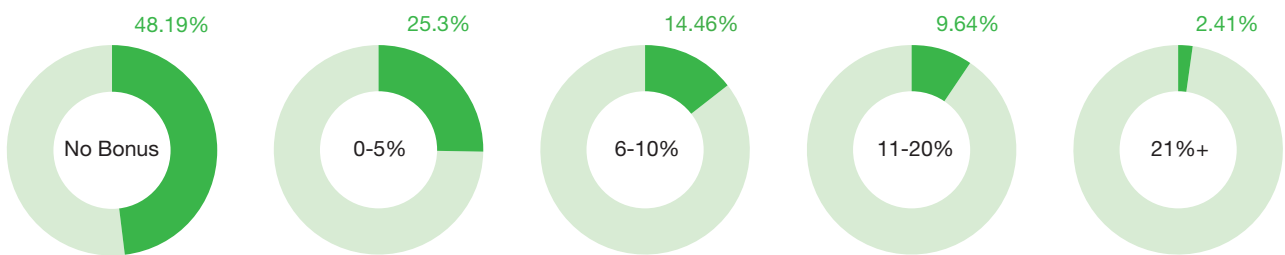
## What is your current annual holiday allowance? (excluding bank holidays)



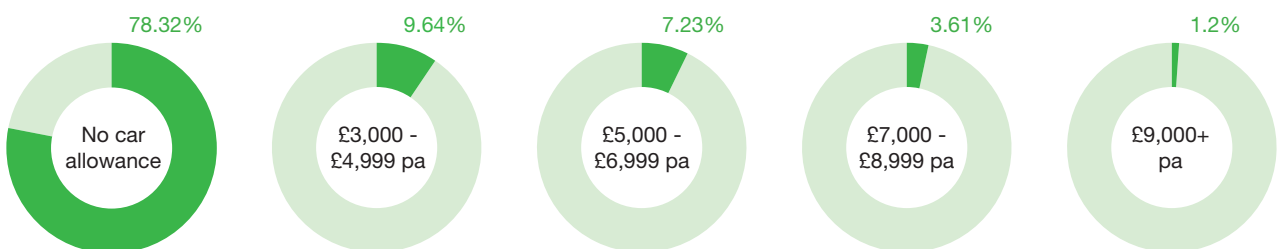
## Which of the following employee benefits do you receive?



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



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



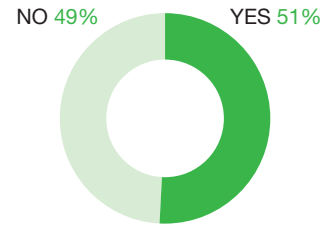
## What are your priorities when looking for a new job?

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

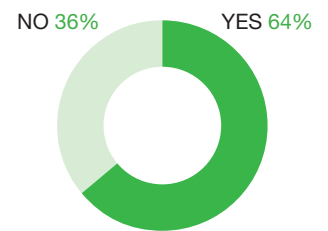
## What else is important when looking for a new job?

- Working for a family business
- Whether it's a permanent position

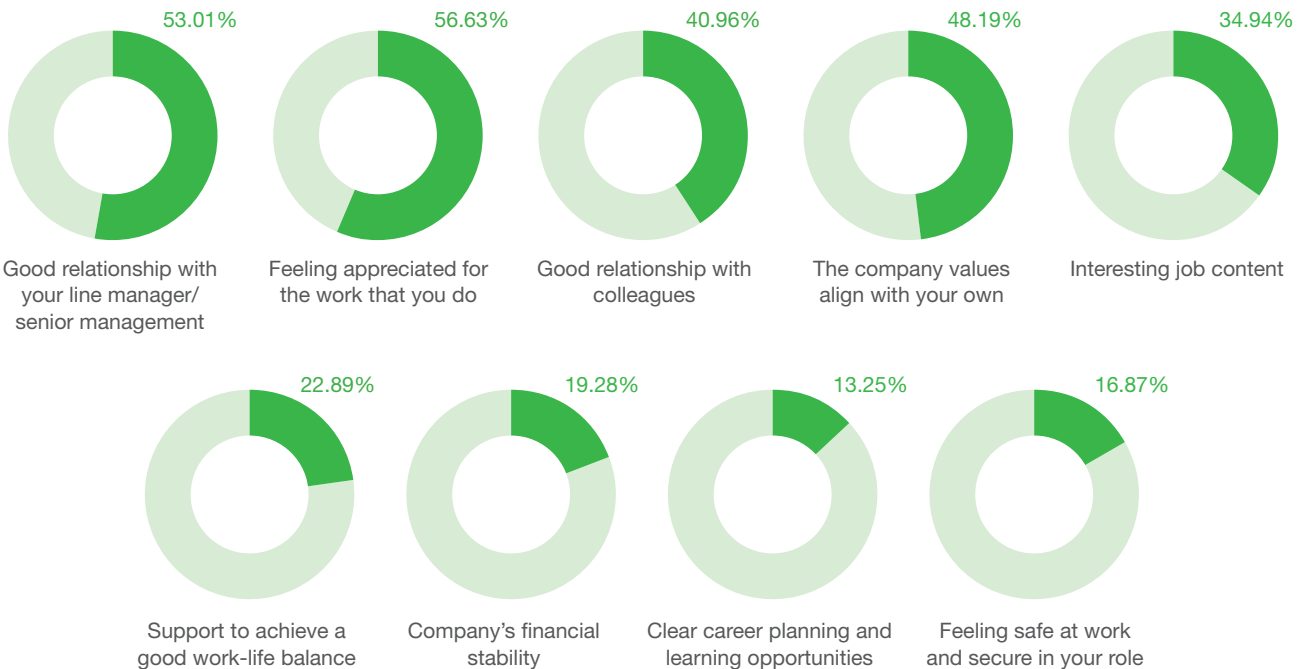
## Would you be willing to relocate for a job?



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

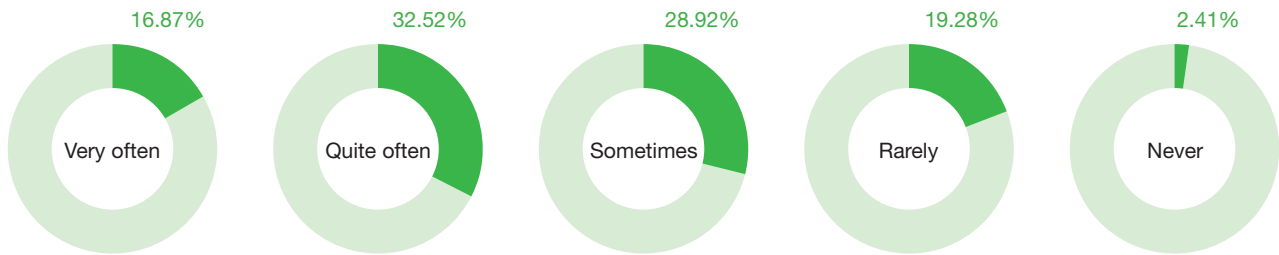


## What factors would lead to job satisfaction for you?



“It’s hard to put into words the key elements of job satisfaction, however genuinely feeling appreciated for the work that you do is hard to beat.”

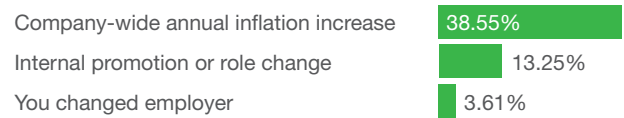
## How often do you pick up new skills at work?



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



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

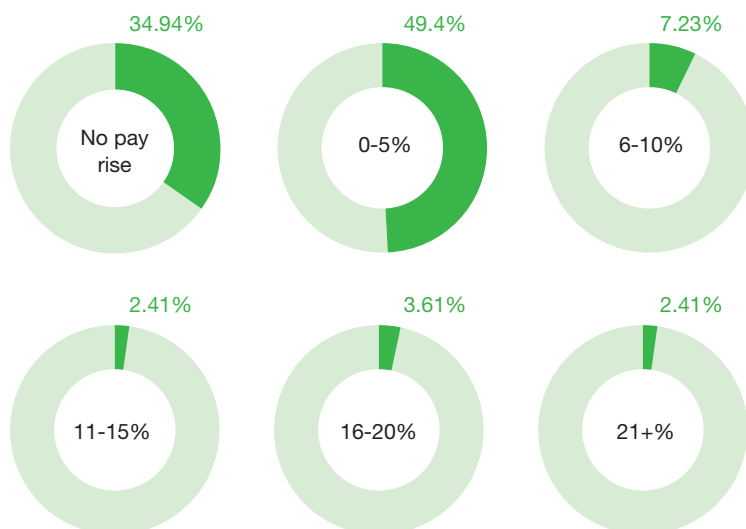


### Others:

- Inflation plus 4%
- Annual personal review
- Negotiation
- Same role but negotiated salary again due to performance increase
- Above inflation increase – individual merit
- Set in contract

“In our business we have really clear targets and appraisals which tell us what we need to do to trigger the next pay rise.”

## How big was the pay rise?



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



“I enjoy the job that I do now. To keep this job and be paid more money would make it my dream job!”