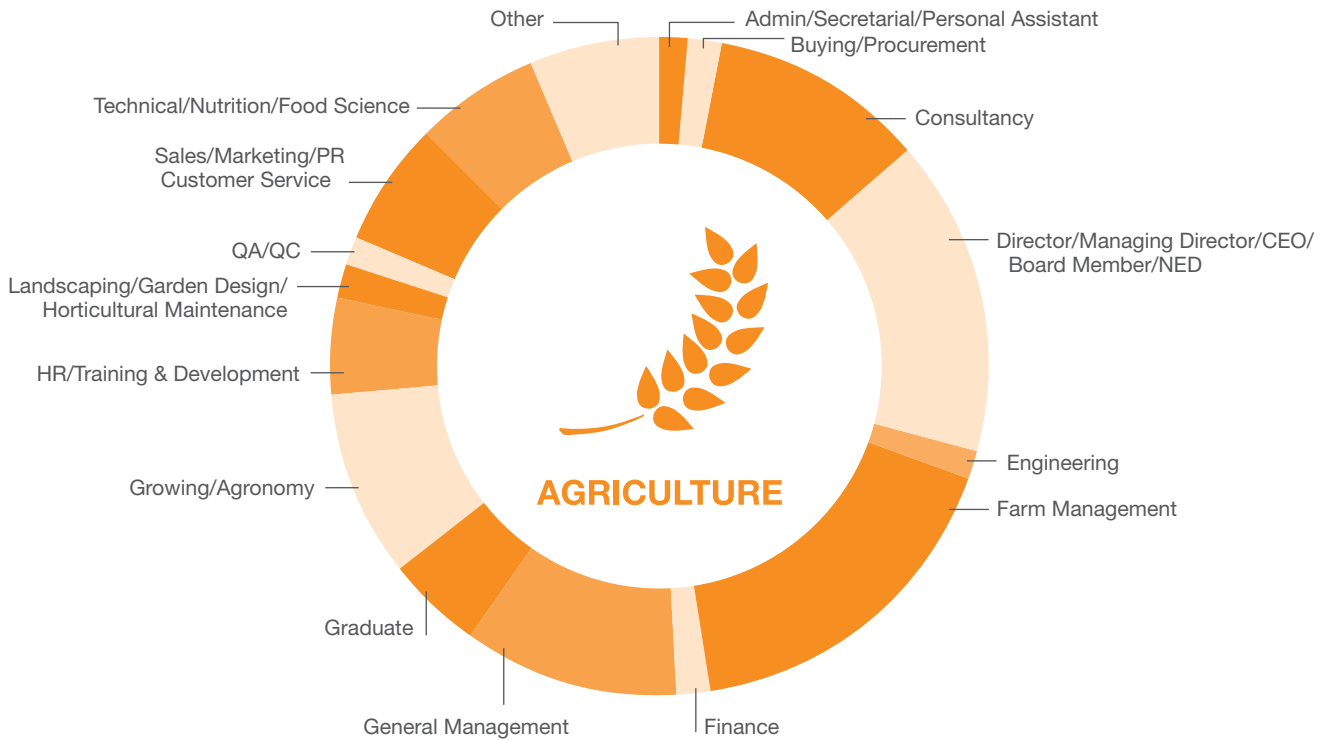
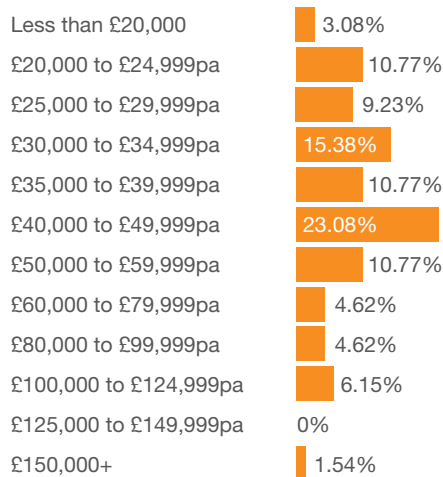


Agriculture

Which function best describes your role?



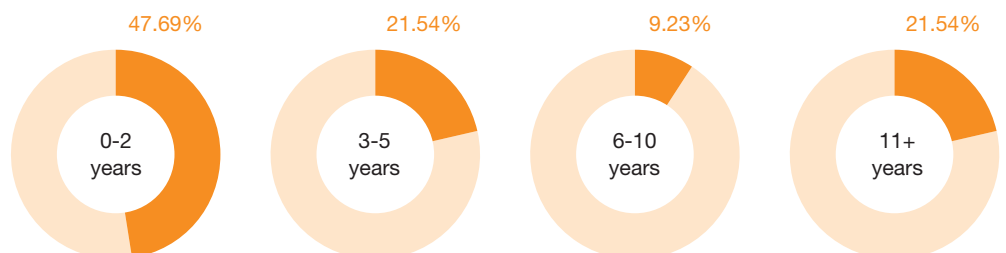
What is your current basic salary?



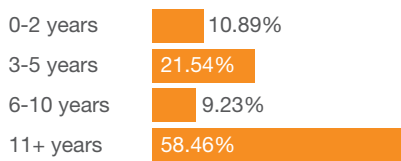
“ Salary should take into account your hours, job commitments and stresses of the job as a whole.”

We didn't include Agriculture as a sector last year. In part because we were worried about the blurred edges between food and fresh produce. We've always recruited in the Agriculture sector but over the past five years or so we have been doing more and more in this space so we felt it was time that we tried to separate the results. Since the people completing the survey 'self-certify' as working in agriculture then that's as good a qualifying criteria as any. Hopefully it will be interesting to see if/how the findings differ in this section.

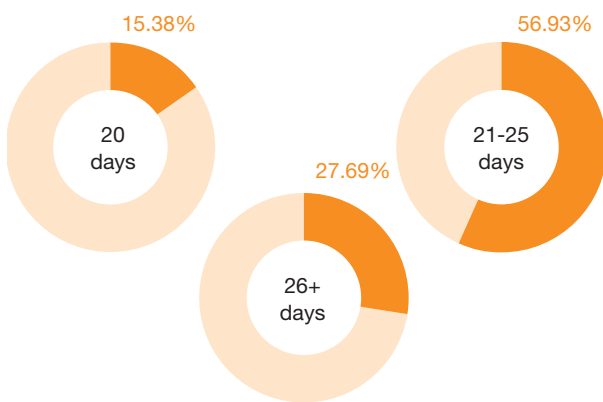
How many years have you worked for your current employer?



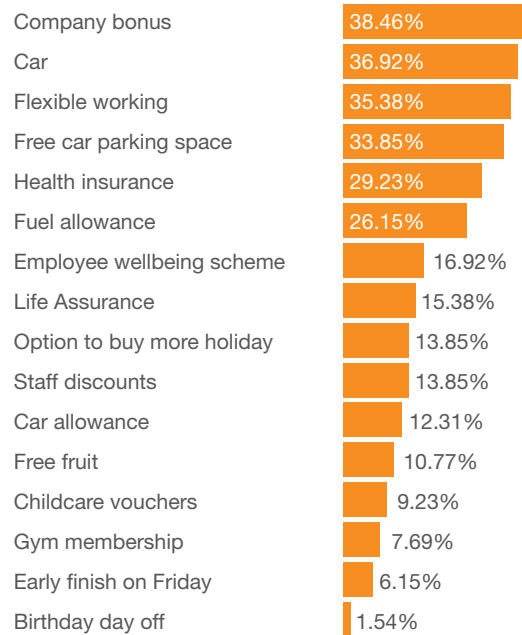
How long have you worked in your current industry?



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

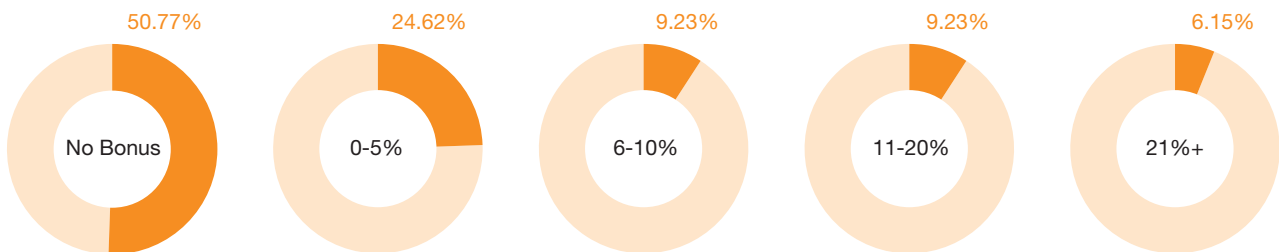


Which of the following employee benefits do you receive?



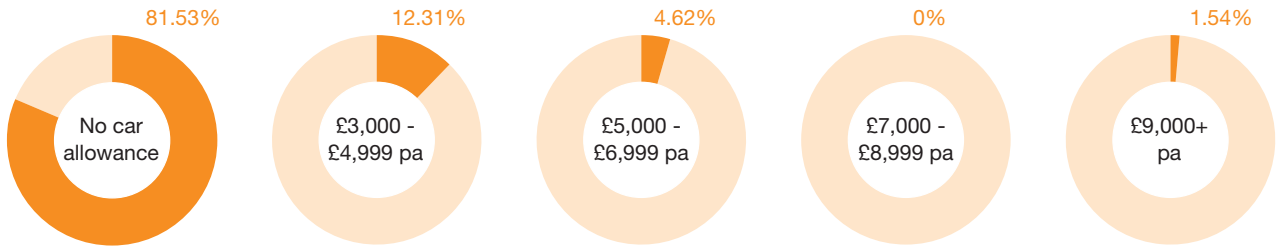
Agriculture had the highest score in any sector for flexible working. Could this be down to the nature of the work and the seasonal demands? Far more people in agriculture also seem to have a physical car rather than a car allowance – this is likely to be due to some of those vehicles being required for the nature of the work rather than being a corporate benefit.

If you receive a bonus, how big is it?



“When one matures with age and experience the actual salary and benefits scenario loses its importance and the areas of wellbeing, security, appreciation and job contentment rise to the surface.”

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

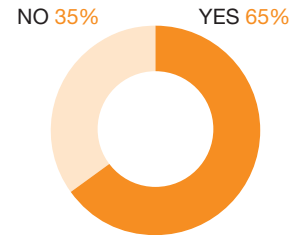


What are your priorities when looking for a new job?

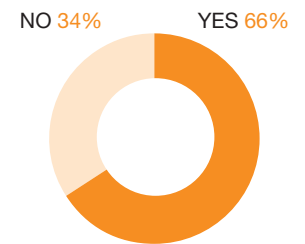
1. Job satisfaction	4.74
2. Company culture	4.34
3. Location	4.25
4. Training and progression opportunities	4.22
5. Salary	4.18
6. Office environment	3.88
7. Flexible working	3.72
8. Employee benefits	3.69

Salary drops to 5th in the priorities when looking for a new job in agriculture. No other sector in this survey has salary so low. Perhaps this speaks to how much importance people in agriculture place on job satisfaction, location, culture rather than just money?

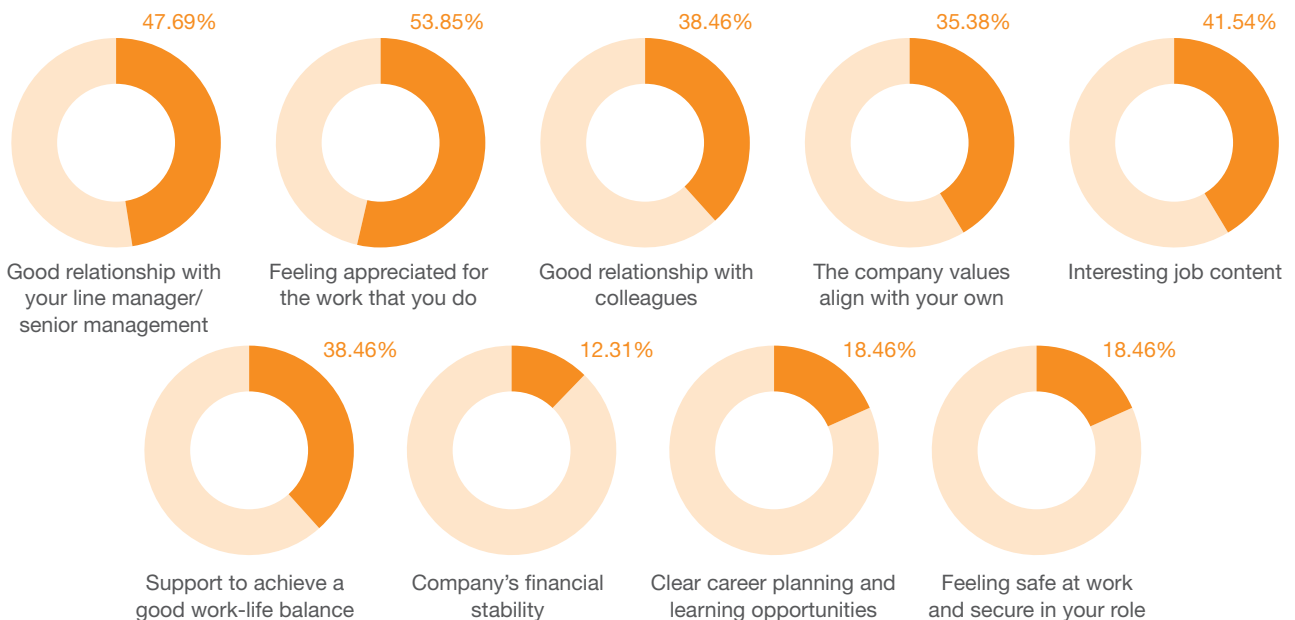
Would you be willing to relocate for a job?



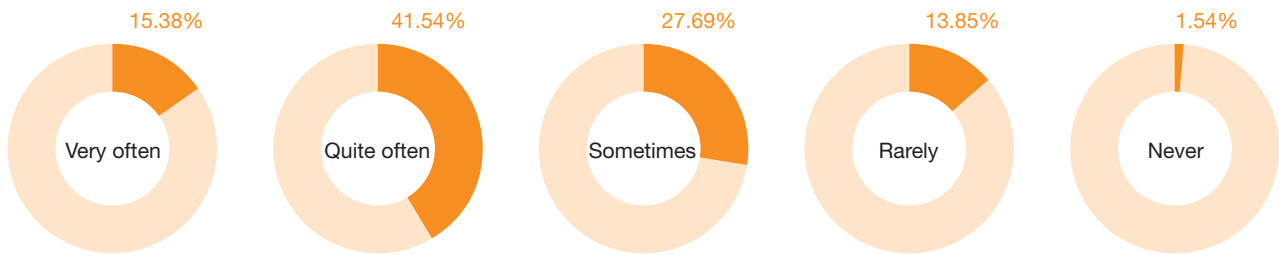
Do you believe investing in skills and development is a priority for your current employer?



What factors would lead to job satisfaction for you?



How often do you pick up new skills at work?

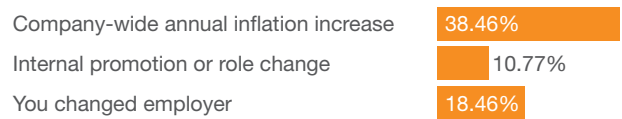


Have you had a pay rise in the last 12 months?



Encouragingly, in spite of challenges in the market - Brexit, weather and labour - almost 2/3rd of people in Agriculture have had a pay rise in the past twelve months.

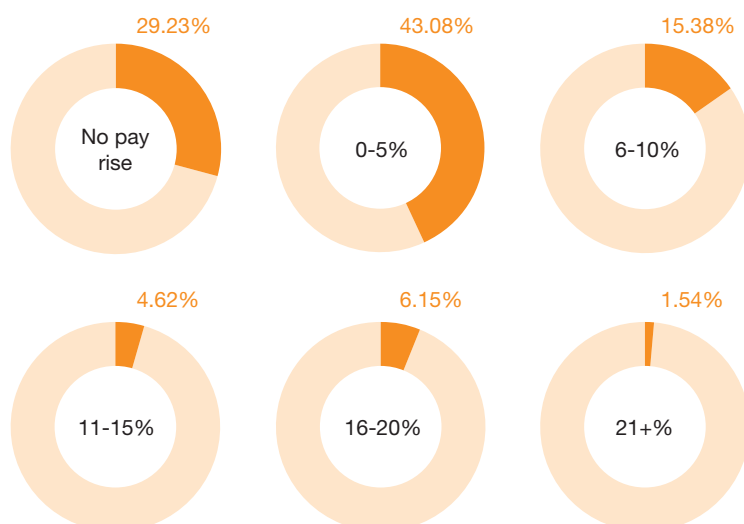
If yes, was this due to...



Others:

- Completion of probationary period
- Performance related
- Qualified status

How big was the pay rise?



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



“Work environment, flexible working and feeling truly valued are important to me. I'd take a lower salary to improve some of those factors.”