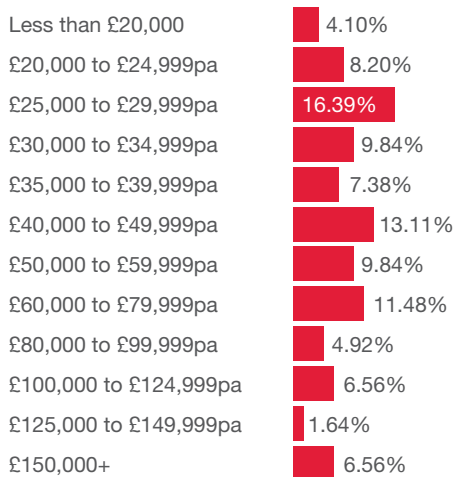


Food

Which function best describes your role?



What is your current basic salary?

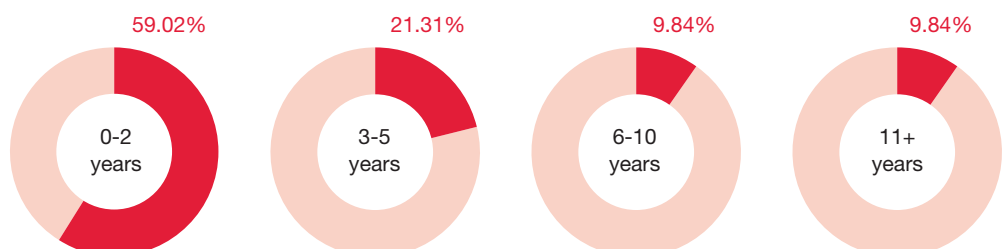


“ I don’t think salary is the most important factor, but you do want to feel valued by a company.”

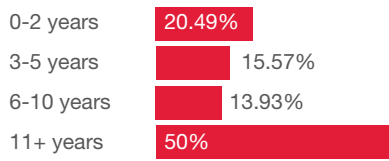
“ Salary that reflects work done is important and companies who recognise and reward work are higher rated.”

“ Company car (with lower salary) would suit me greatly.”

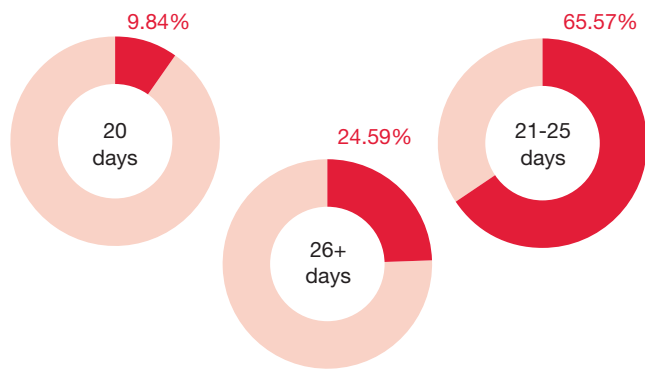
How many years have you worked for your current employer?



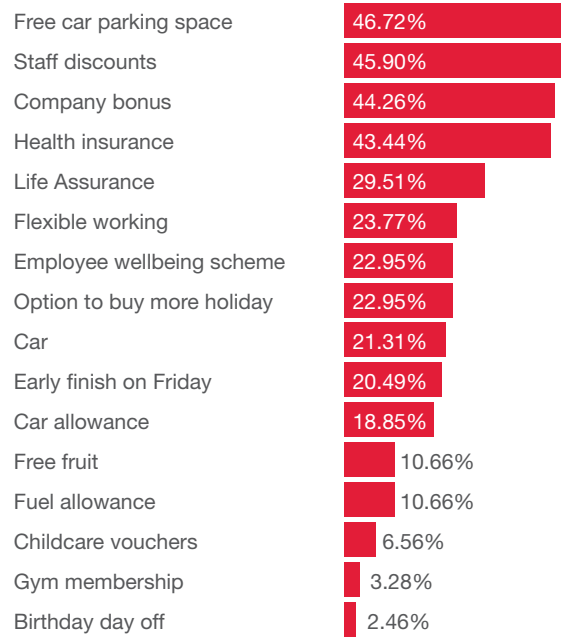
How long have you worked in your current industry?



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

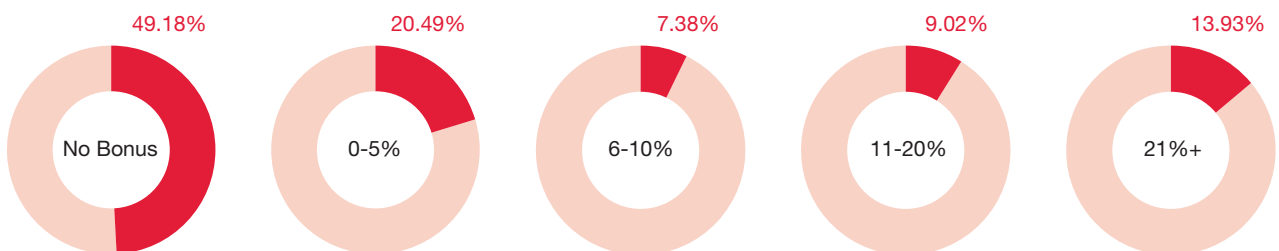


Which of the following employee benefits do you receive?

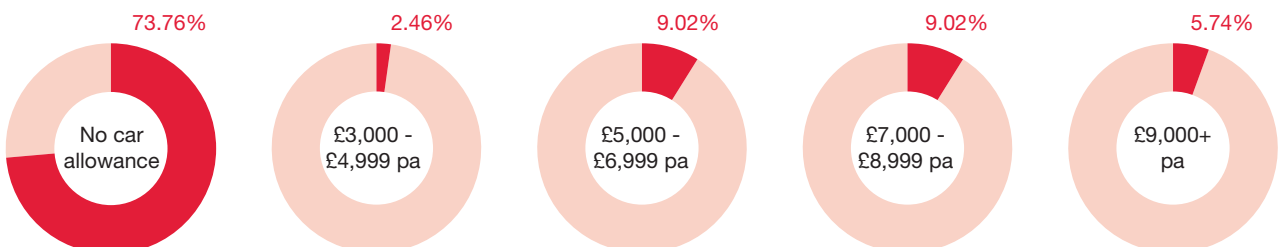


Company culture seems to consistently come out as the second most important priority for people when they move jobs. Does your benefits scheme reflect your culture? Whilst some benefits are going to come at a financial cost, plenty of them are pretty cheap and easy to implement and might actually increase engagement to help create the culture you want.

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?

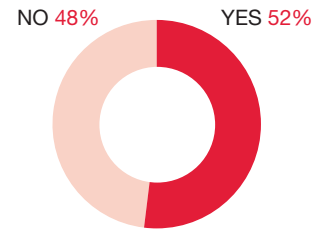
1. Job satisfaction
2. Company culture
3. Salary
4. Location
5. Training and progression opportunities
6. Office environment
7. Flexible working
8. Employee benefits

What else is important when looking for a new job?

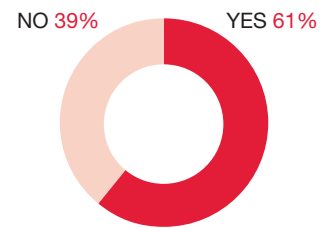
- Company commitment to CSR
- Earnings potential and overall package
- Good family policies and holiday
- Interesting products
- Sustainability strategy/vision
- Values of the business

Ethics, CSR and values seem to be increasingly on the priority list for people when they are looking for a new job. What is going to be important for companies as they work towards these priorities is that they do so with genuine intent. Staid nouns printed on your office walls and website won't work as 'values'. Lip-service to a CSR policy or a half-baked commitment to sustainability will quickly fail to inspire and probably actually drive engagement in the wrong direction. Candidates are savvy and they'll spot it if you're disingenuous.

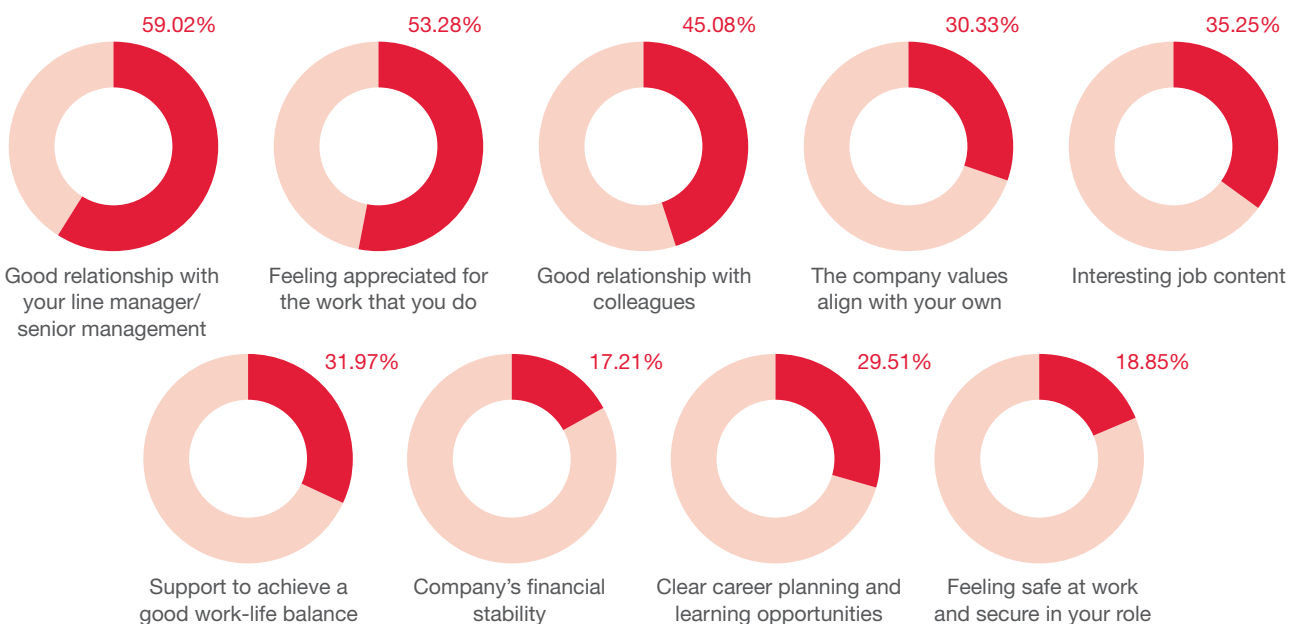
Would you be willing to relocate for a job?



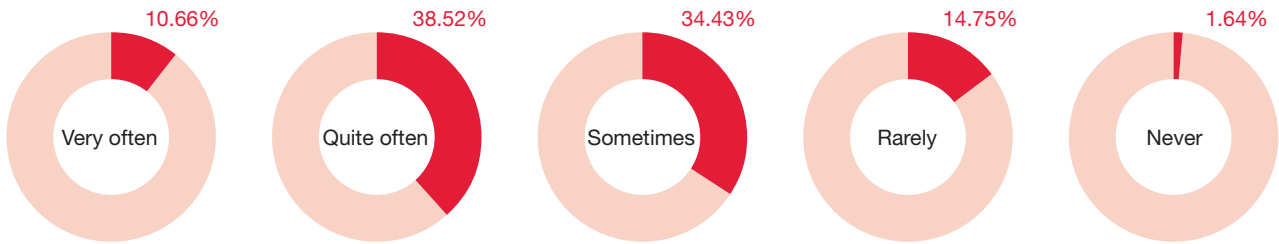
Do you believe investing in skills and development is a priority for your current employer?



What factors would lead to job satisfaction for you?



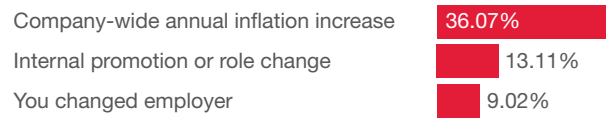
How often do you pick up new skills at work?



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



If yes, was this due to...

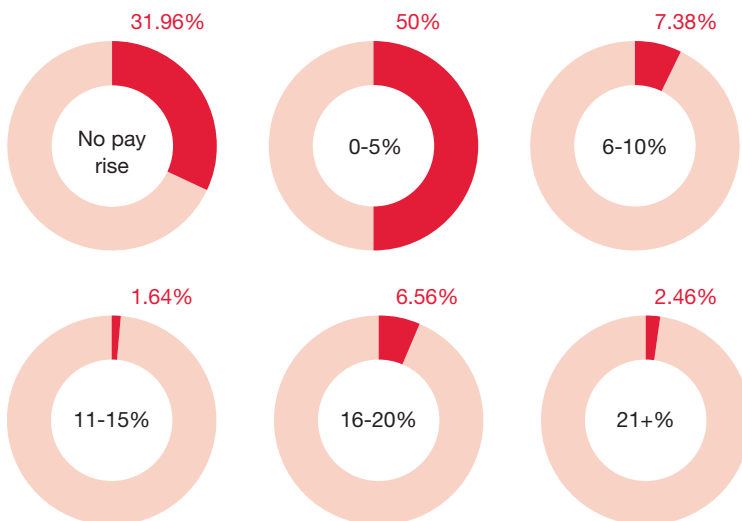


Other:

- Recognition of increased responsibility

“ A regular % annual increase would mean a lot to me personally.”

How big was the pay rise?



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



“ It can be difficult to talk about salary and benefits with your employer. Perhaps it's just that as a nation we're shy or embarrassed about talking about money?”

“ Salary for those in a technical role often appears lower than those in roles such as purchasing on the basis that we don't make savings etc. that are visible on the bottom line. This may be a contributing factor to the growing issue of a lack of good quality technical candidates out there.”