

Earning power falters, adding to record recruitment problems

25 June 2007 – Organisations across the UK are struggling to attract staff as movements in earnings drop for the first time in 4 years, according to a survey of 42,205 individuals by the Chartered Management Institute and Remuneration Economics.

Value of bonus (whole sample)

Sample by sector		
2007		
Sector	Value (£)	Rank
Whole sample	5,860	
Utilities	10,390	1
Engineering	8,390	2
IT	5,189	3
Transport / logistics	4,762	4
Pharmaceutical	4,699	5
Food & drink	4,313	6
HR	4,075	7
Pensions / Insurance	4,030	8
Retail	4,030	8
Public sector/ Charity	1,582	10

Actual earnings (whole sample)

2007		
Sector	Value (£)	Rank
Whole sample	37,372	
Utilities	49,326	1
Engineering	42,977	2
IT	38,410	3
Transport / logistics	39,875	4
Pharmaceutical	41,151	5
Food & drink	34,059	6
Pensions / Insurance	36,368	7
Public sector/ Charity	31,924	8

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Incidence of bonus (whole sample)

Sample by sector		
2007		
Sector	Frequency (%)	Rank
Whole sample	59.2	
Pharmaceutical	81.1	1
HR	75.8	2
Transport / logistics	72.5	3
Pensions / Insurance	66.5	4
Retail	53.2	5
Utilities	50.5	6
Engineering	40.7	7
IT	34.7	8
Public sector/ Charity	34.3	9
Food & drink	33.0	10

Movement in earnings (whole sample)

Sample by sector		
2007		
Sector	Movement (%)	Rank
Whole sample	5.3	
HR	5.9	1
Pensions / Insurance	5.7	2
Public sector/ Charity	5.6	3
Pharmaceutical	5.5	4
Retail	5.5	4
Utilities	5.4	6
Engineering	4.2	7
Food & drink	3.2	8
IT	3.1	9
Transport / logistics	2.6	10

Labour turnover (whole sample)

Labour turnover by industry (%)					
	Total	Resigned	Redundant	Retired	Other*
Whole sample	12.9	7.0	1.4	0.6	3.9
Utilities	14.5	6.2	7.3	0.3	0.7
Transport / logistics	5.4	2.4	1.2	1.0	1.7
HR	9.5	5.3	1.1	0.2	2.9
Pensions / Insurance	13.0	8.2	1.6	0.5	2.7
Public sector/ Charity	8.2	5.2	0.6	0.3	2.1
IT	13.8	5.9	1.9	1.5	4.5
Pharmaceutical	9.6	4.4	1.5	0.4	3.3
Retail	18.0	11.0	2.1	0.5	4.4
Food & drink	8.9	3.8	0.7	0.2	4.2
Engineering	13.3	6.2	1.2	1.1	4.8