



Olympic Office Centre, 8 Fulton Road, Wembley HA9 0NU
020 8830 6777 info@campbelltickell.com www.campbelltickell.com

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Economic uncertainty depresses pay

A survey of employers' 2017 pay intentions for the housing, care and charity sectors has shown the great majority are opting for caution in the face of economic uncertainty. The average planned salary increase is just 1.2%.

Management consultancy and recruitment specialists Campbell Tickell surveyed more than 50 organisations of different sizes in the housing association, care and charity sectors across the UK and Ireland. This found that half of employers have opted for a 1% annual pay award. One in 10 employers are not increasing pay at all this year; while one in eight are offering rises between 2% and 2.5%. The remainder are offering between 1.25% and 1.65%. The research found little variation between different regions.

Gera Patel, who leads Campbell Tickell's Human Resources & Recruitment services, said: "These figures are striking, given that inflation is now over 2% and rising. This means that most employees in these sectors are likely to experience a pay reduction in real terms. Our sense is that this reflects continuing uncertainty over the economy and the future of public spending. Increasingly we are finding that organisations are turning to non-pay benefits as a key part of their employment offer, in order to retain quality staff, rather than relying on pay increases alone."

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Note to Editors

1. The survey was conducted during March 2017. 54 organisations participated, comprising housing associations, care providers and charities, of different sizes, across the UK and Ireland. The organisations' annual turnovers ranged from £1 million to £200 million.
2. Campbell Tickell is a multidisciplinary management consultancy. The practice provides a comprehensive range of consultancy, project management, human resources and recruitment services across the UK and Ireland. Now 18 years old, CT has worked with over 700 organisations across central and local government, housing associations, care providers, sports and leisure, national and local charities, as well as housebuilders and developers, property investment companies, maintenance contractors and solicitors. For further information, see www.campbelltickell.com.
3. Contacts for further enquiries:
 - Zina Smith, Marketing & Communications Co-ordinator, on 020 3434 0977 or 07815 646 142, zina.smith@campbelltickell.com;
 - Gera Patel, Partner, on 020 8830 6777 or 07813 149 629; gera.patel@campbelltickell.com.