

Hudson | HR

2008
Salary Survey

HR Roles

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
HR Officer	Bottom of Range	33,000	25,000	25,000
	Top of Range	37,000	28,000	29,000
HR Manager	Bottom of Range	43,000	30,000	34,000
	Top of Range	67,000	40,000	40,000
HR Director	Bottom of Range	64,000	55,000	61,000
	Top of Range	95,000	65,000	78,000
HR Business Partner	Bottom of Range	38,000	40,000	38,000
	Top of Range	58,000	45,000	39,000
FMCG/Retail/Leisure/Media				
HR Officer	Bottom of Range	25,000	19,500	18,000
	Top of Range	36,000	29,000	30,000
HR Manager	Bottom of Range	36,000	37,000	35,000
	Top of Range	50,000	45,000	55,000
HR Director	Bottom of Range	60,000	66,000	55,000
	Top of Range	87,000	105,000	80,000
HR Business Partner	Bottom of Range	38,000	33,000	35,000
	Top of Range	55,000	52,000	50,000
IT/Telecoms				
HR Officer	Bottom of Range	32,000	34,000	28,000
	Top of Range	36,000	34,000	34,000
HR Manager	Bottom of Range	45,000	53,000	35,000
	Top of Range	63,000	53,000	55,000
HR Director	Bottom of Range	80,000	75,000	60,000
	Top of Range	110,000	75,000	85,000
HR Business Partner	Bottom of Range	48,000	51,000	45,000
	Top of Range	65,000	51,000	55,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Manufacturing/Engineering/Transport/Logistics				
HR Officer	Bottom of Range	28,500	24,000	16,500
	Top of Range	32,500	27,000	20,000
HR Manager	Bottom of Range	40,000	35,000	29,000
	Top of Range	46,000	45,000	40,500
HR Director	Bottom of Range	76,000	50,000	57,000
	Top of Range	90,000	75,000	70,000
HR Business Partner	Bottom of Range	38,000	34,000	35,000
	Top of Range	55,000	50,000	45,000
Professional Services				
HR Officer	Bottom of Range	32,000	25,000	18,000
	Top of Range	40,000	25,000	29,000
HR Manager	Bottom of Range	40,000	30,000	35,000
	Top of Range	60,000	37,000	60,000
HR Director	Bottom of Range	85,000	54,000	55,000
	Top of Range	95,000	65,000	85,000
HR Business Partner	Bottom of Range	40,000	38,000	35,000
	Top of Range	60,000	44,000	55,000
Public Sector				
HR Officer	Bottom of Range	26,000	24,000	22,000
	Top of Range	30,000	28,646	28,000
HR Manager	Bottom of Range	36,000	35,534	35,000
	Top of Range	40,000	52,500	45,000
HR Director	Bottom of Range	52,000	55,777	55,000
	Top of Range	85,000	80,000	75,000
HR Business Partner	Bottom of Range	38,000	35,534	33,000
	Top of Range	47,000	52,000	55,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

HR Roles

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
HR Officer	Daily Rate - Minimum	140	111	115
	Daily Rate - Maximum	170	156	133
HR Manager	Daily Rate - Minimum	243	124	156
	Daily Rate - Maximum	270	142	183
HR Director	Daily Rate - Minimum	385	256	280
	Daily Rate - Maximum	500	307	358
HR Business Partner	Daily Rate - Minimum	248	156	174
	Daily Rate - Maximum	300	257	179
Financial Services				
HR Officer	Daily Rate - Minimum	160	115	128
	Daily Rate - Maximum	220	160	128
HR Manager	Daily Rate - Minimum	260	138	215
	Daily Rate - Maximum	400	211	215
HR Director	Daily Rate - Minimum	500	293	298
	Daily Rate - Maximum	800	344	298
HR Business Partner	Daily Rate - Minimum	330	174	183
	Daily Rate - Maximum	550	275	183
FMCG/Retail/Leisure/Media				
HR Officer	Daily Rate - Minimum	110	89	83
	Daily Rate - Maximum	147	133	138
HR Manager	Daily Rate - Minimum	189	170	160
	Daily Rate - Maximum	229	206	252
HR Director	Daily Rate - Minimum	380	303	252
	Daily Rate - Maximum	410	481	367
HR Business Partner	Daily Rate - Minimum	220	151	160
	Daily Rate - Maximum	238	238	229

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
IT/Telecoms				
HR Officer	Daily Rate - Minimum	150	156	150
	Daily Rate - Maximum	200	156	1710
HR Manager	Daily Rate - Minimum	200	243	250
	Daily Rate - Maximum	280	243	285
HR Director	Daily Rate - Minimum	450	344	375
	Daily Rate - Maximum	600	344	500
HR Business Partner	Daily Rate - Minimum	250	234	225
	Daily Rate - Maximum	330	234	275
Manufacturing/Engineering/Transport/Logistics				
HR Officer	Daily Rate - Minimum	150	110	76
	Daily Rate - Maximum	180	124	92
HR Manager	Daily Rate - Minimum	200	160	124
	Daily Rate - Maximum	250	206	186
HR Director	Daily Rate - Minimum	250	220	307
	Daily Rate - Maximum	350	275	321
HR Business Partner	Daily Rate - Minimum	200	202	160
	Daily Rate - Maximum	250	229	188
Professional Services				
HR Officer	Daily Rate - Minimum	140	115	83
	Daily Rate - Maximum	200	115	133
HR Manager	Daily Rate - Minimum	240	138	160
	Daily Rate - Maximum	400	170	275
HR Director	Daily Rate - Minimum	450	248	252
	Daily Rate - Maximum	800	298	390

HR Roles

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
HR Business Partner	Daily Rate - Minimum	300	174	160
	Daily Rate - Maximum	555	202	252
Public Sector				
HR Officer	Daily Rate - Minimum	119	110	115
	Daily Rate - Maximum	145	131	140
HR Manager	Daily Rate - Minimum	180	163	165
	Daily Rate - Maximum	300	241	220
HR Director	Daily Rate - Minimum	307	256	270
	Daily Rate - Maximum	600	367	330
HR Business Partner	Daily Rate - Minimum	175	163	175
	Daily Rate - Maximum	252	238	220

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Learning and Development

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Learning & Development Officer	Bottom of Range	28,000	27,000	23,000
	Top of Range	38,000	30,000	26,000
Learning & Development Manager	Bottom of Range	41,000	40,000	32,000
	Top of Range	55,000	45,000	33,000
Head of Learning & Development	Bottom of Range	77,000	50,000	58,000
	Top of Range	91,000	60,000	62,000
FMCG/Retail/Leisure/Media				
Learning & Development Officer	Bottom of Range	25,000	18,000	20,000
	Top of Range	35,000	30,000	27,000
Learning & Development Manager	Bottom of Range	40,000	22,000	33,000
	Top of Range	56,000	41,000	41,000
Head of Learning & Development	Bottom of Range	68,500	40,000	45,000
	Top of Range	82,500	63,000	65,000
IT/Telecoms				
Learning & Development Officer	Bottom of Range	28,000	32,000	25,000
	Top of Range	39,000	32,000	32,000
Learning & Development Manager	Bottom of Range	47,000	39,000	35,000
	Top of Range	61,000	39,000	45,000
Head of Learning & Development	Bottom of Range	80,000	54,000	45,000
	Top of Range	95,000	54,000	65,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Manufacturing/Engineering/Transport/Logistics				
Learning & Development Officer	Bottom of Range	25,500	18,000	20,000
	Top of Range	43,500	29,000	22,000
Learning & Development Manager	Bottom of Range	48,000	29,000	22,000
	Top of Range	50,000	45,500	33,000
Head of Learning & Development	Bottom of Range	69,000	32,250	48,000
	Top of Range	82,500	60,000	62,000
Professional Services				
Learning & Development Officer	Bottom of Range	32,000	28,000	18,000
	Top of Range	42,000	30,000	25,000
Learning & Development Manager	Bottom of Range	42,000	29,000	30,000
	Top of Range	65,000	45,000	45,000
Head of Learning & Development	Bottom of Range	65,000	48,000	45,000
	Top of Range	90,000	60,000	65,000
Public Sector				
Learning & Development Officer	Bottom of Range	24,000	20,000	20,000
	Top of Range	37,000	33,500	32,000
Learning & Development Manager	Bottom of Range	44,000	25,000	30,000
	Top of Range	48,000	45,000	45,000
Head of Learning & Development	Bottom of Range	59,000	30,000	50,000
	Top of Range	63,000	66,000	70,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Learning and Development

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Learning & Development Officer	Daily Rate - Minimum	156	84	105
	Daily Rate - Maximum	174	109	119
Learning & Development Manager	Daily Rate - Minimum	234	149	147
	Daily Rate - Maximum	252	196	151
Head of Learning & Development	Daily Rate - Minimum	399	124	266
	Daily Rate - Maximum	417	289	284
FMCG/Retail/Leisure/Media				
Learning & Development Officer	Daily Rate - Minimum	122	83	92
	Daily Rate - Maximum	160	138	124
Learning & Development Manager	Daily Rate - Minimum	220	101	151
	Daily Rate - Maximum	257	188	188
Head of Learning & Development	Daily Rate - Minimum	240	183	206
	Daily Rate - Maximum	378	289	298
IT/Telecoms				
Learning & Development Officer	Daily Rate - Minimum	150	147	120
	Daily Rate - Maximum	200	147	175
Learning & Development Manager	Daily Rate - Minimum	220	179	175
	Daily Rate - Maximum	300	179	195
Head of Learning & Development	Daily Rate - Minimum	400	248	250
	Daily Rate - Maximum	413	248	310

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Manufacturing/Engineering/Transport/Logistics				
Learning & Development Officer	Daily Rate - Minimum	150	83	92
	Daily Rate - Maximum	170	133	101
Learning & Development Manager	Daily Rate - Minimum	220	133	101
	Daily Rate - Maximum	250	209	151
Head of Learning & Development	Daily Rate - Minimum	250	148	220
	Daily Rate - Maximum	350	275	284
Professional Services				
Learning & Development Officer	Daily Rate - Minimum	160	128	83
	Daily Rate - Maximum	200	138	115
Learning & Development Manager	Daily Rate - Minimum	234	133	138
	Daily Rate - Maximum	350	206	206
Head of Learning & Development	Daily Rate - Minimum	370	220	206
	Daily Rate - Maximum	600	275	298
Public Sector				
Learning & Development Officer	Daily Rate - Minimum	128	92	100
	Daily Rate - Maximum	147	154	155
Learning & Development Manager	Daily Rate - Minimum	230	115	120
	Daily Rate - Maximum	350	206	190
Head of Learning & Development	Daily Rate - Minimum	290	138	275
	Daily Rate - Maximum	550	303	300

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Recruitment

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Recruitment Officer	Bottom of Range	25,000	27,000	22,000
	Top of Range	37,000	30,000	25,000
Recruitment Manager	Bottom of Range	39,000	35,000	31,500
	Top of Range	55,000	40,000	31,500
Head of Recruitment	Bottom of Range	71,000	45,000	47,000
	Top of Range	95,000	50,000	56,250
Financial Services				
Recruitment Officer	Bottom of Range	32,000	21,000	24,000
	Top of Range	45,000	25,000	24,000
Recruitment Manager	Bottom of Range	45,000	40,000	32,700
	Top of Range	60,000	42,000	32,700
Head of Recruitment	Bottom of Range	60,000	52,000	47,000
	Top of Range	100,000	64,000	47,000
FMCG/Retail/Leisure/Media				
Recruitment Officer	Bottom of Range	25,000	21,000	20,000
	Top of Range	34,000	27,000	25,000
Recruitment Manager	Bottom of Range	38,000	40,000	32,000
	Top of Range	52,000	44,000	40,000
Head of Recruitment	Bottom of Range	77,000	51,000	46,250
	Top of Range	91,000	65,250	58,000
IT/Telecoms				
Recruitment Officer	Bottom of Range	25,000	29,000	30,000
	Top of Range	42,000	29,000	35,000
Recruitment Manager	Bottom of Range	35,000	44,000	35,000
	Top of Range	64,000	44,000	45,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Head of Recruitment	Bottom of Range	75,000	53,000	50,000
	Top of Range	95,000	53,000	60,000
Manufacturing/Engineering/Transport/Logistics				
Recruitment Officer	Bottom of Range	32,000	21,000	25,000
	Top of Range	36,000	28,000	25,000
Recruitment Manager	Bottom of Range	38,000	42,000	31,750
	Top of Range	46,000	46,000	39,000
Head of Recruitment	Bottom of Range	68,500	48,000	45,000
	Top of Range	82,500	65,000	54,000
Professional Services				
Recruitment Officer	Bottom of Range	32,000	21,000	21,000
	Top of Range	45,000	28,000	24,000
Recruitment Manager	Bottom of Range	45,000	40,000	30,000
	Top of Range	60,000	42,000	40,000
Head of Recruitment	Bottom of Range	60,000	52,000	45,000
	Top of Range	90,000	60,000	59,750
Public Sector				
Recruitment Officer	Bottom of Range	26,000	21,000	20,000
	Top of Range	30,000	27,000	28,000
Recruitment Manager	Bottom of Range	37,000	37,000	30,000
	Top of Range	45,000	44,000	40,000
Head of Recruitment	Bottom of Range	51,500	49,250	45,000
	Top of Range	58,500	58,000	55,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Recruitment

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Recruitment Officer	Daily Rate - Minimum	151	73	101
	Daily Rate - Maximum	170	92	115
Recruitment Manager	Daily Rate - Minimum	210	138	144
	Daily Rate - Maximum	188	147	144
Head of Recruitment	Daily Rate - Minimum	340	210	215
	Daily Rate - Maximum	390	266	258
FMCG/Retail/Leisure/Media				
Recruitment Officer	Daily Rate - Minimum	140	96	92
	Daily Rate - Maximum	170	124	115
Recruitment Manager	Daily Rate - Minimum	190	183	147
	Daily Rate - Maximum	220	202	183
Head of Recruitment	Daily Rate - Minimum	300	234	212
	Daily Rate - Maximum	390	299	266
IT/Telecoms				
Recruitment Officer	Daily Rate - Minimum	200	133	145
	Daily Rate - Maximum	230	133	150
Recruitment Manager	Daily Rate - Minimum	230	202	190
	Daily Rate - Maximum	260	202	220
Head of Recruitment	Daily Rate - Minimum	350	243	265
	Daily Rate - Maximum	500	243	320
Manufacturing/Engineering/Transport/Logistics				
Recruitment Officer	Daily Rate - Minimum	160	96	115
	Daily Rate - Maximum	190	128	115
Recruitment Manager	Daily Rate - Minimum	190	193	146
	Daily Rate - Maximum	230	211	179

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Head of Recruitment	Daily Rate - Minimum	350	220	206
	Daily Rate - Maximum	400	298	248
Professional Services				
Recruitment Officer	Daily Rate - Minimum	150	96	96
	Daily Rate - Maximum	230	128	110
Recruitment Manager	Daily Rate - Minimum	230	183	138
	Daily Rate - Maximum	350	193	183
Head of Recruitment	Daily Rate - Minimum	380	238	206
	Daily Rate - Maximum	700	275	274
Public Sector				
Recruitment Officer	Daily Rate - Minimum	119	96	110
	Daily Rate - Maximum	152	124	195
Recruitment Manager	Daily Rate - Minimum	170	170	170
	Daily Rate - Maximum	260	202	205
Head of Recruitment	Daily Rate - Minimum	300	226	225
	Daily Rate - Maximum	525	266	260

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Compensation & Benefits

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Comp & Bens Officer	Bottom of Range	34,000	28,000	28,000
	Top of Range	38,000	33,000	30,000
Comp & Bens Manager	Bottom of Range	53,000	40,000	42,000
	Top of Range	70,000	45,000	48,750
Head of Comp & Bens	Bottom of Range	81,000	60,000	58,000
	Top of Range	95,000	70,000	62,000
Financial Services				
Comp & Bens Officer	Bottom of Range	35,000	29,000	29,750
	Top of Range	45,000	37,000	29,750
Comp & Bens Manager	Bottom of Range	45,000	39,750	41,000
	Top of Range	70,000	54,250	41,000
Head of Comp & Bens	Bottom of Range	70,000	39,270	55,000
	Top of Range	95,000	60,000	55,000
FMCG/Retail/Leisure/Media				
Comp & Bens Officer	Bottom of Range	30,000	28,000	25,000
	Top of Range	50,000	35,000	32,000
Comp & Bens Manager	Bottom of Range	50,000	47,250	35,000
	Top of Range	63,000	60,000	48,000
Head of Comp & Bens	Bottom of Range	75,000	36,250	50,000
	Top of Range	89,000	60,000	68,750
IT/Telecoms				
Comp & Bens Officer	Bottom of Range	34,000	33,000	32,000
	Top of Range	46,000	33,000	35,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Comp & Bens Manager	Bottom of Range	59,000	60,000	35,000
	Top of Range	66,000	60,000	55,000
Head of Comp & Bens	Bottom of Range	82,000	60,000	55,000
	Top of Range	96,000	60,000	75,000
Manufacturing/Engineering/Transport/Logistics				
Comp & Bens Officer	Bottom of Range	33,500	27,250	30,255
	Top of Range	39,500	32,000	31,250
Comp & Bens Manager	Bottom of Range	42,000	35,000	37,000
	Top of Range	65,000	39,750	50,000
Head of Comp & Bens	Bottom of Range	76,000	36,210	52,000
	Top of Range	94,000	53,250	65,750
Professional Services				
Comp & Bens Officer	Bottom of Range	35,000	27,250	25,000
	Top of Range	45,000	37,000	30,000
Comp & Bens Manager	Bottom of Range	45,500	35,000	35,000
	Top of Range	65,500	44,000	48,000
Head of Comp & Bens	Bottom of Range	65,000	39,755	52,000
	Top of Range	90,000	60,000	70,000
Public Sector				
Comp & Bens Officer	Bottom of Range	29,000	26,000	26,000
	Top of Range	33,000	35,000	35,000
Comp & Bens Manager	Bottom of Range	38,000	35,000	35,000
	Top of Range	46,000	60,000	45,000
Head of Comp & Bens	Bottom of Range	54,000	40,000	45,000
	Top of Range	68,000	66,000	65,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Compensation & Benefits

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Comp & Bens Officer	Daily Rate - Minimum	156	96	128
	Daily Rate - Maximum	190	133	138
Comp & Bens Manager	Daily Rate - Minimum	289	201	193
	Daily Rate - Maximum	307	257	223
Head of Comp & Bens	Daily Rate - Minimum	371	129	266
	Daily Rate - Maximum	450	225	284
FMCG/Retail/Leisure/Media				
Comp & Bens Officer	Daily Rate - Minimum	170	128	115
	Daily Rate - Maximum	188	160	147
Comp & Bens Manager	Daily Rate - Minimum	270	217	160
	Daily Rate - Maximum	289	275	220
Head of Comp & Bens	Daily Rate - Minimum	344	166	229
	Daily Rate - Maximum	362	275	315
IT/Telecoms				
Comp & Bens Officer	Daily Rate - Minimum	160	151	150
	Daily Rate - Maximum	220	151	220
Comp & Bens Manager	Daily Rate - Minimum	250	275	190
	Daily Rate - Maximum	350	275	300
Head of Comp & Bens	Daily Rate - Minimum	400	275	275
	Daily Rate - Maximum	600	275	400
Manufacturing/Engineering/Transport/Logistics				
Comp & Bens Officer	Daily Rate - Minimum	150	125	139
	Daily Rate - Maximum	180	147	143
Comp & Bens Manager	Daily Rate - Minimum	250	160	170
	Daily Rate - Maximum	300	182	229

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Head of Comp & Bens	Daily Rate - Minimum	320	166	238
	Daily Rate - Maximum	380	244	301
Professional Services				
Comp & Bens Officer	Daily Rate - Minimum	165	125	115
	Daily Rate - Maximum	183	170	138
Comp & Bens Manager	Daily Rate - Minimum	245	160	160
	Daily Rate - Maximum	264	202	220
Head of Comp & Bens	Daily Rate - Minimum	394	182	238
	Daily Rate - Maximum	413	275	321
Public Sector				
Comp & Bens Officer	Daily Rate - Minimum	133	119	120
	Daily Rate - Maximum	151	160	160
Comp & Bens Manager	Daily Rate - Minimum	174	160	160
	Daily Rate - Maximum	193	275	240
Head of Comp & Bens	Daily Rate - Minimum	293	183	185
	Daily Rate - Maximum	312	303	300

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Employee Relations

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Employee Relations Officer	Bottom of Range	30,000	28,000	28,750
	Top of Range	36,000	30,000	29,250
Employee Relations Manager	Bottom of Range	41,000	40,000	43,750
	Top of Range	55,000	45,000	48,000
Head of Employee Relations	Bottom of Range	63,000	60,000	45,000
	Top of Range	87,000	70,000	58,450
Financial Services				
Employee Relations Officer	Bottom of Range	35,000	25,210	29,255
	Top of Range	42,000	29,350	29,255
Employee Relations Manager	Bottom of Range	45,000	38,000	48,000
	Top of Range	60,000	43,000	48,000
Head of Employee Relations	Bottom of Range	60,000	46,000	59,000
	Top of Range	70,000	55,250	59,000
FMCG/Retail/Leisure/Media				
Employee Relations Officer	Bottom of Range	28,000	25,000	25,250
	Top of Range	38,000	29,000	30,000
Employee Relations Manager	Bottom of Range	34,000	35,000	43,650
	Top of Range	47,000	42,250	48,000
Head of Employee Relations	Bottom of Range	52,000	44,000	45,000
	Top of Range	70,000	52,310	60,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
IT/Telecoms				
Employee Relations Officer	Bottom of Range	30,000	31,000	28,000
	Top of Range	40,000	31,000	35,000
Employee Relations Manager	Bottom of Range	40,000	43,250	35,000
	Top of Range	55,000	43,250	45,000
Head of Employee Relations	Bottom of Range	65,000	46,750	45,000
	Top of Range	88,000	46,750	60,000
Manufacturing/Engineering/Transport/Logistics				
Employee Relations Officer	Bottom of Range	28,000	26,275	25,000
	Top of Range	35,000	28,540	25,600
Employee Relations Manager	Bottom of Range	40,000	35,740	44,000
	Top of Range	49,000	42,250	44,250
Head of Employee Relations	Bottom of Range	64,000	45,000	45,000
	Top of Range	88,000	56,000	47,250
Professional Services				
Employee Relations Officer	Bottom of Range	35,000	27,250	25,250
	Top of Range	40,000	29,350	28,750
Employee Relations Manager	Bottom of Range	45,000	36,250	42,000
	Top of Range	55,000	38,000	47,650
Head of Employee Relations	Bottom of Range	55,000	50,250	46,250
	Top of Range	65,000	55,250	59,000

Employee Relations

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Public Sector				
Employee Relations Officer	Bottom of Range	27,000	25,000	25,000
	Top of Range	31,000	28,225	30,000
Employee Relations Manager	Bottom of Range	36,000	35,000	30,000
	Top of Range	43,000	45,000	45,000
Head of Employee Relations	Bottom of Range	49,000	45,000	50,000
	Top of Range	62,000	54,250	60,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Employee Relations

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Employee Relations Officer	Daily Rate - Minimum	147	89	132
	Daily Rate - Maximum	165	107	134
Employee Relations Manager	Daily Rate - Minimum	188	133	201
	Daily Rate - Maximum	250	174	220
Head of Employee Relations	Daily Rate - Minimum	243	156	206
	Daily Rate - Maximum	380	216	268
FMCG/Retail/Leisure/Media				
Employee Relations Officer	Daily Rate - Minimum	156	115	116
	Daily Rate - Maximum	174	133	138
Employee Relations Manager	Daily Rate - Minimum	197	160	200
	Daily Rate - Maximum	215	194	220
Head of Employee Relations	Daily Rate - Minimum	257	202	206
	Daily Rate - Maximum	320	240	275
IT/Telecoms				
Employee Relations Officer	Daily Rate - Minimum	160	142	150
	Daily Rate - Maximum	200	142	175
Employee Relations Manager	Daily Rate - Minimum	220	198	200
	Daily Rate - Maximum	280	198	240
Head of Employee Relations	Daily Rate - Minimum	250	214	210
	Daily Rate - Maximum	350	214	265

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Manufacturing/Engineering/Transport/Logistics				
Employee Relations Officer	Daily Rate - Minimum	140	120	115
	Daily Rate - Maximum	170	131	117
Employee Relations Manager	Daily Rate - Minimum	180	164	202
	Daily Rate - Maximum	201	194	203
Head of Employee Relations	Daily Rate - Minimum	230	206	206
	Daily Rate - Maximum	300	257	217
Professional Services				
Employee Relations Officer	Daily Rate - Minimum	165	125	116
	Daily Rate - Maximum	200	135	132
Employee Relations Manager	Daily Rate - Minimum	210	166	193
	Daily Rate - Maximum	400	174	218
Head of Employee Relations	Daily Rate - Minimum	400	230	212
	Daily Rate - Maximum	600	253	270
Public Sector				
Employee Relations Officer	Daily Rate - Minimum	166	115	115
	Daily Rate - Maximum	192	129	140
Employee Relations Manager	Daily Rate - Minimum	165	160	160
	Daily Rate - Maximum	310	206	210
Head of Employee Relations	Daily Rate - Minimum	350	206	205
	Daily Rate - Maximum	600	249	250

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Organisational Development

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Organisational Development Consultant	Bottom of Range	54,000	40,000	31,000
	Top of Range	68,000	45,000	31,750
Organisational Development Manager	Bottom of Range	61,000	50,000	53,000
	Top of Range	75,000	55,000	54,500
Head of Organisational Development	Bottom of Range	73,000	60,000	55,000
	Top of Range	87,000	65,000	62,000
Financial Services				
Organisational Development Consultant	Bottom of Range	35,000	41,250	33,500
	Top of Range	45,000	51,200	33,500
Organisational Development Manager	Bottom of Range	45,000	47,510	54,000
	Top of Range	55,000	53,210	54,000
Head of Organisational Development	Bottom of Range	55,000	65,000	70,000
	Top of Range	70,000	72,360	70,000
FMCG/Retail/Leisure/Media				
Organisational Development Consultant	Bottom of Range	47,000	39,750	27,000
	Top of Range	55,000	51,750	34,750
Organisational Development Manager	Bottom of Range	53,000	42,500	45,000
	Top of Range	67,000	50,210	55,000
Head of Organisational Development	Bottom of Range	66,000	65,000	57,250
	Top of Range	75,000	73,210	68,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
IT/Telecoms				
Organisational Development Consultant	Bottom of Range	58,000	52,000	45,000
	Top of Range	72,000	52,000	55,000
Organisational Development Manager	Bottom of Range	63,000	52,000	50,000
	Top of Range	77,000	52,000	65,000
Head of Organisational Development	Bottom of Range	76,000	73,000	55,000
	Top of Range	90,000	73,000	75,000
Manufacturing/Engineering/Transport/Logistics				
Organisational Development Consultant	Bottom of Range	47,000	38,000	28,000
	Top of Range	54,000	50,250	35,000
Organisational Development Manager	Bottom of Range	52,000	46,210	46,000
	Top of Range	66,000	52,210	51,000
Head of Organisational Development	Bottom of Range	64,000	67,210	64,000
	Top of Range	78,000	74,250	69,750
Professional Services				
Organisational Development Consultant	Bottom of Range	35,000	48,750	26,250
	Top of Range	50,000	51,200	35,000
Organisational Development Manager	Bottom of Range	50,000	45,170	45,000
	Top of Range	60,000	53,210	55,000
Head of Organisational Development	Bottom of Range	60,000	66,000	55,000
	Top of Range	70,000	68,000	68,000

Organisational Development

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Public Sector				
Organisational Development Consultant	Bottom of Range	34,000	39,250	40,000
	Top of Range	42,000	47,950	50,000
Organisational Development Manager	Bottom of Range	41,000	45,000	50,000
	Top of Range	52,000	50,000	60,000
Head of Organisational Development	Bottom of Range	48,000	67,250	60,000
	Top of Range	63,000	75,000	80,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Organisational Development

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Organisational Development Consultant	Daily Rate - Minimum	202	185	142
	Daily Rate - Maximum	220	203	146
Organisational Development Manager	Daily Rate - Minimum	234	200	243
	Daily Rate - Maximum	252	220	250
Head of Organisational Development	Daily Rate - Minimum	289	270	252
	Daily Rate - Maximum	307	320	284
FMCG/Retail/Leisure/Media				
Organisational Development Consultant	Daily Rate - Minimum	215	182	124
	Daily Rate - Maximum	234	237	159
Organisational Development Manager	Daily Rate - Minimum	243	195	206
	Daily Rate - Maximum	261	230	252
Head of Organisational Development	Daily Rate - Minimum	250	298	262
	Daily Rate - Maximum	321	336	312
IT/Telecoms				
Organisational Development Consultant	Daily Rate - Minimum	250	238	210
	Daily Rate - Maximum	280	238	240
Organisational Development Manager	Daily Rate - Minimum	275	238	210
	Daily Rate - Maximum	330	238	250
Head of Organisational Development	Daily Rate - Minimum	350	335	300
	Daily Rate - Maximum	450	335	340

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Manufacturing/Engineering/Transport/Logistics				
Organisational Development Consultant	Daily Rate - Minimum	220	174	128
	Daily Rate - Maximum	250	230	160
Organisational Development Manager	Daily Rate - Minimum	240	212	211
	Daily Rate - Maximum	280	239	234
Head of Organisational Development	Daily Rate - Minimum	330	308	293
	Daily Rate - Maximum	350	340	320
Professional Services				
Organisational Development Consultant	Daily Rate - Minimum	201	223	120
	Daily Rate - Maximum	280	235	160
Organisational Development Manager	Daily Rate - Minimum	248	207	206
	Daily Rate - Maximum	350	244	252
Head of Organisational Development	Daily Rate - Minimum	400	303	252
	Daily Rate - Maximum	650	312	312
Public Sector				
Organisational Development Consultant	Daily Rate - Minimum	156	180	160
	Daily Rate - Maximum	198	220	220
Organisational Development Manager	Daily Rate - Minimum	250	206	180
	Daily Rate - Maximum	400	229	230
Head of Organisational Development	Daily Rate - Minimum	300	308	230
	Daily Rate - Maximum	600	344	340

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Diversity Roles

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Diversity Officer	Bottom of Range	33,000	30,000	28,000
	Top of Range	37,000	32,000	29,750
Diversity Manager	Bottom of Range	45,000	40,000	31,750
	Top of Range	58,000	45,000	35,550
Head of Diversity	Bottom of Range	64,000	60,000	54,000
	Top of Range	77,000	65,000	59,750
Financial Services				
Diversity Officer	Bottom of Range	35,000	25,000	30,000
	Top of Range	40,000	33,000	30,000
Diversity Manager	Bottom of Range	40,000	30,000	36,790
	Top of Range	50,000	37,200	36,790
Head of Diversity	Bottom of Range	60,000	50,000	60,000
	Top of Range	65,000	68,000	60,000
FMCG/Retail/Leisure/Media				
Diversity Officer	Bottom of Range	28,000	21,000	25,000
	Top of Range	33,000	34,450	32,000
Diversity Manager	Bottom of Range	47,000	31,270	30,000
	Top of Range	55,000	38,250	37,000
Head of Diversity	Bottom of Range	57,000	45,250	50,000
	Top of Range	68,000	70,000	60,000
IT/Telecoms				
Diversity Officer	Bottom of Range	30,000	30,000	30,000
	Top of Range	38,000	30,000	35,000

Permanent

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Diversity Manager	Bottom of Range	44,000	40,000	35,000
	Top of Range	58,000	40,000	50,000
Head of Diversity	Bottom of Range	58,000	58,000	55,000
	Top of Range	72,000	58,000	70,000
Manufacturing/Engineering/Transport/Logistics				
Diversity Officer	Bottom of Range	26,000	24,000	26,500
	Top of Range	34,000	34,000	31,750
Diversity Manager	Bottom of Range	36,000	30,000	32,000
	Top of Range	48,000	35,780	34,000
Head of Diversity	Bottom of Range	54,000	57,210	51,250
	Top of Range	63,000	70,000	59,000
Professional Services				
Diversity Officer	Bottom of Range	35,000	33,000	25,000
	Top of Range	40,000	34,750	32,000
Diversity Manager	Bottom of Range	40,000	30,000	31,000
	Top of Range	50,000	33,780	36,900
Head of Diversity	Bottom of Range	60,000	66,250	50,000
	Top of Range	65,000	68,000	59,750
Public Sector				
Diversity Officer	Bottom of Range	28,000	23,250	25,000
	Top of Range	32,000	31,250	32,000
Diversity Manager	Bottom of Range	36,000	31,760	32,000
	Top of Range	45,000	39,450	40,000
Head of Diversity	Bottom of Range	48,000	48,750	40,000
	Top of Range	60,000	75,000	60,000

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Diversity Roles

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Energy & Utilities				
Diversity Officer	Daily Rate - Minimum	151	101	128
	Daily Rate - Maximum	170	147	136
Diversity Manager	Daily Rate - Minimum	206	128	146
	Daily Rate - Maximum	220	161	163
Head of Diversity	Daily Rate - Minimum	293	217	248
	Daily Rate - Maximum	307	300	274
FMCG/Retail/Leisure/Media				
Diversity Officer	Daily Rate - Minimum	128	96	115
	Daily Rate - Maximum	151	158	147
Diversity Manager	Daily Rate - Minimum	215	143	138
	Daily Rate - Maximum	229	175	170
Head of Diversity	Daily Rate - Minimum	261	207	229
	Daily Rate - Maximum	280	321	275
IT/Telecoms				
Diversity Officer	Daily Rate - Minimum	160	138	140
	Daily Rate - Maximum	190	138	180
Diversity Manager	Daily Rate - Minimum	220	183	180
	Daily Rate - Maximum	250	183	210
Head of Diversity	Daily Rate - Minimum	260	266	266
	Daily Rate - Maximum	330	266	300
Manufacturing/Engineering/Transport/Logistics				
Diversity Officer	Daily Rate - Minimum	160	110	121
	Daily Rate - Maximum	180	156	146
Diversity Manager	Daily Rate - Minimum	190	138	147
	Daily Rate - Maximum	230	164	156

Temporary

		London & South (£s)	Midlands/East Anglia (£s)	North (£s)
Head of Diversity	Daily Rate - Minimum	250	262	235
	Daily Rate - Maximum	300	321	270
Professional Services				
Diversity Officer	Daily Rate - Minimum	160	151	115
	Daily Rate - Maximum	210	159	147
Diversity Manager	Daily Rate - Minimum	220	138	142
	Daily Rate - Maximum	350	155	169
Head of Diversity	Daily Rate - Minimum	370	304	229
	Daily Rate - Maximum	650	312	274
Public Sector				
Diversity Officer	Daily Rate - Minimum	128	107	107
	Daily Rate - Maximum	147	143	145
Diversity Manager	Daily Rate - Minimum	201	146	145
	Daily Rate - Maximum	320	181	195
Head of Diversity	Daily Rate - Minimum	300	223	210
	Daily Rate - Maximum	600	344	350

The salary ranges quoted represent the second and third quartiles of the overall range of responses we received.

Hudson

Hudson

Asia Pacific | Europe | North America

020 7187 6000

www.hudson.com

*From great people
to great performanceSM*