

Hays reveals HR professionals in demand across UK

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Hays Human Resources latest salary guide by has revealed that despite companies reporting cautious growth plans across the UK, salaries have risen and demand for HR professionals is still outstripping supply - particularly in the interim sector.

Salaries have risen across the UK; a Head of HR can now typically earn £3k more than last year. However, research shows that employers may need to focus on employee career progression, personal and professional development, and the external reputation of the business over salary increases; the survey revealed that employees most commonly cited these as the fundamental reasons for looking for a new role. Furthermore, employees are increasingly looking for part-time and flexible working opportunities, when fewer organisations are prepared to offer this.

Alongside additional demand for strong HR candidates, evidence suggests that employers are now expecting more from them. Individuals who offer proven commercial acumen, a track record of leading business-critical projects and client-facing experience are most in demand. There is currently a 5% growth in HR officer and HR advisor (<http://www.hays.com/hr/HRAAdvisor/>) roles and a shortage of candidates to fill them. Some specialist roles are also proving a challenge to recruit for, specifically those in reward and strategic resourcing. At all levels, the CIPD qualification is demanding a salary premium.

Heidi Waddington, Managing Director at Hays Human Resources, commented: "At a time of uncertainty, HR professionals often come to the fore; the focus is on improved retention and enhanced productivity, this can often be achieved through effective training and development initiatives. Where redundancies are unavoidable, the HR community can manage this process with minimum risk, ensuring best practice and the best possible outcome for all parties."

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About Hays Human Resources

Hays Human Resources is part of Hays plc, the leading global specialist recruitment group. It is market leader in the UK and Australia, and one of the market leaders in Continental Europe. By the end of June 2008, the Group employed 8,872 staff operating from 393 offices in 27 countries across 17 specialisms including recruitment for marketing jobs (<http://www.hays.com/marketing/>), legal jobs (<http://www.hays.com/legal/>) and insurance jobs (<http://www.hays.com/insurance/>).

For the year ended 30 June 2008:

- the Group had revenues of £2.5 billion, net fees of £786.8 million and operating profit before exceptional items of £253.8 million;
- the Group placed around 80,000 candidates into permanent jobs and around 300,000 people into temporary assignments;
- the temporary placement business represented 49% of net fees and the permanent placement business represented 51% of net fees.

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