

'Teachers are running out of patience as frustration grows' says new report.

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- One-tenth of teachers would 'take the first job offered regardless of remuneration package'
- 24 per cent say they are 'currently in role outside area of specialism.'

UK teachers appear to be running out of patience as they face up to Britain's fourth year of economic downturn, according to a report from Randstad, the world's second largest recruitment company.

Patrick Maloney, managing director of Randstad Education, comments: "Top reasons for teachers wanting to move are 'personal/lifestyle', 'uncompetitive remuneration' and 'lack of career opportunities'. Note that uncompetitive remuneration is the no.2 reason for teacher dissatisfaction, contrasting with no.3 for the UK workforce in general. It's also significant that almost one-quarter of teachers are working in roles outside their area of specialism, leading to considerable dissatisfaction as well as lack of job satisfaction. Teachers are reaching boiling point - driving them to consider options elsewhere. It's also quite possible that once the smallest of upturns arrives, this group will erupt into the job market."

Randstad's annual World of Work research includes a specific look at education and has identified three key talent dynamics which could affect Britain's recovery if unchecked.

The Spread Thin Effect:

Lower headcount budgets mean 23% of organisations acknowledge their people are working at full stretch – and have no spare capacity to achieve more, despite 'increased productivity' being a top three priority on the HR agenda.

Boiling Point Talent:

A tenth of those people surveyed are actively looking for a new job. Forty per cent of education sector respondents' state they would take the first job they were offered elsewhere as long as the salary and benefits were commensurate with their current position, whilst 10% would take the first job offered regardless of the remuneration package.

Stagnant Talent Pools:

A desire to move does not necessarily translate into an ability to move and an uncertain economy mean many people feel compelled to stay when they would rather leave.

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The World of Work Research Preview Report

The report was compiled using data from the following proprietary research:

The Work monitor Mobility Index

- The index tracks worker confidence and captures expectations surrounding the likelihood of changing employers within a six month time frame, providing a comprehensive understanding of job market sentiments and employee trends. In addition to measuring mobility, the survey also tracks employee satisfaction and personal motivation, and includes a rotating set of themed questions. The quarterly research is conducted in 29 countries around the world.
- The quantitative study is conducted via an online questionnaire among a population aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). The sample size was 405 interviews in the UK conducted by Survey Sampling International. Research for the third wave of 2011 was conducted between July 18th and August 8th.

Randstad client and candidate surveys

- This client and candidate surveys were completed by 1,237 respondents across both the public and private sector between 23rd July and 16th September 2011. The surveys were conducted on-line.

The full report will be issued on the 17th October.

About Randstad Education

Randstad Education is a specialist division of Randstad, the world's second-largest staffing services group. It is the leading UK and global educational staffing specialist, providing quality, individual service to over 10,000 teachers and support staff and to the 15,000 schools who have used its service throughout the UK. Randstad Education teachers, assistants and lecturers work alongside 135,000 young people per day across 2,500 schools a week, positively shaping their lives at nurseries, schools, colleges and training organisations across the UK.

Established in 1993, Randstad Education, formerly Select Education, has a network of more than 30 offices throughout the UK with teams of education specialists, including dedicated primary, secondary, special needs, early years and further education consultants.

Working closely with the Department for Education (DfE), Home Office and other government bodies, it also partners on ground-breaking education research with the Institute for Public Policy Research (IPPR) and Campaign for Learning. As a result the company has pioneered many aspects of educational staffing, from quality controls and systems through to introducing new services for SEN and teaching assistants.

Randstad Education Limited is an accredited Investor in People (IIP) organisation, a member of the REC (Recruitment and Employment Confederation) and is accredited with the Government's Quality Mark and the international quality standard BS EN ISO 9002.

Visit <http://www.randstadeducation.co.uk> for more information.

About Randstad

Randstad is a leading recruitment and HR solutions company in the UK, and part of the world's second largest HR services organisation. In the UK Randstad has the recruitment industry's most diverse portfolio of specialist companies. Randstad's 12 sectors (total of 26 businesses) are: Accounting, Banking and Finance; Construction, Property and Engineering; Education; Interim Management and Search; Health, Social and Domiciliary Care; Human Resources; IT; Legal; Retail; Sales, Marketing and Creative; Staffing; and Managed Services.

Randstad is a trusted adviser to organisations across the private and public sectors, matching their full-time, part-time and temporary talent requirements, and to candidates, providing them with long-term career counsel.

Ninety five per cent of Randstad's business by sales in the UK is fully Randstad branded or co-branded. At the end of 2010, Randstad had 2,040 corporate employees in the UK, working in 289 locations. UK revenue in 2010 was €802.3million.

See <http://www.randstad.co.uk> and <http://www.randstad.com>.

