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# Manufacturing Salary Survey 2023



# Introduction

Welcome to our latest salary survey guide which features key insights and takeaways for the manufacturing sector. In this report, we will look at what the impact of a bad hire can have on your business, tips on how to avoid them and some advice on how to attract the best talent for your organisation. We will also share what salaries are looking like for various positions in the manufacturing sector. But before we go into that let's look at what happened last year.

In 2022, the UK economy started off on a strong note with a growth rate of 4.8%, according to the Office for National Statistics. Throughout this period, we observed a keen interest from employers to hire candidates on a permanent basis.

The candidate market was also buoyant with lots of talented professionals looking to leave businesses that were unable to accommodate workplace flexibility or offer adequate training and career progression.

On a whole, salary and benefits were the biggest pull factor for candidates and our findings also showed that 83% of the companies that we worked with had enhanced their benefits packages. It was also noted that the hiring companies' vision and desire to improve was a key consideration for candidates as they eyed up further progression and enhanced pay in the future.

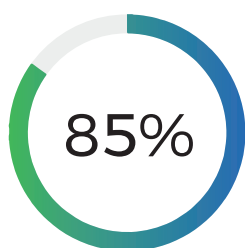
At the end of Q3, we also saw a spike in client interest in contract workers as the threat of a recession loomed. This aligned with more organisations than ever taking their first steps on their "lean" journey with us as they looked to restructure and reduce inefficiency within their business.

2023 started with whispers of a recession. The market for permanent candidates has remained similar to the end of 2022. Again similar to Q3 and Q4 of last year we have seen the contract market accelerating with companies deciding to use interim resource as a "stop-gap" as they spend time looking to attract high-calibre candidates into permanent roles.

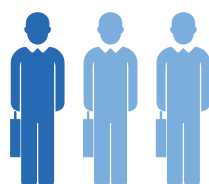
So far 84% of candidates offered new jobs this year have been counter-offered by their current employers, meaning the need to work on Employer Value Proposition is as great as ever.

# What's The Actual Cost Of A Bad Hire?

Poor hiring decisions are common, but employers often underestimate their impact.



85% Of HR decision-makers admit their business has made a bad hire.



1 in 3 HR decision makers whose business hired the wrong person for a manager, director or senior official role think it cost their business nothing.



1 in 5 HR decision makers 'don't know' how much a bad hire costs.

<p><b>A Poor Hire At Mid-Manager Level With A Salary of £42,000 Can Cost</b></p>	Wasted Salary	<b>£28,000</b>	Lost Productivity Of New Employee	<b>£9,625</b>
	+		+	
	Wasted Training	<b>£1,500</b>	Lost Productivity Of Team	<b>£29,160</b>
	+		+	
	Wasted Training	<b>£1,500</b>	Staff Turnover	<b>£54,000</b>
<b>Total</b>				<b>£132,015</b>

# How To Avoid The Cost Of A Bad Hire

Here are five key strategies to avoid a bad hire:

## 1. Define the role and qualifications clearly:

Before beginning the recruitment process, it is important to have a clear understanding of the role and qualifications required. This can help to attract the right candidates and ensure that they have the necessary skills and experience for the job.

## 2. Conduct thorough interviews:

Interviews are a crucial part of the recruitment process and can help to assess a candidate's fit for the role and company culture. It is important to ask open-ended questions and probe for specific examples of how a candidate has demonstrated the skills required for the role.

## 3. Check references:

Checking references can provide valuable insights into a candidate's past performance and work style. It is important to ask specific questions related to the role and to follow up on any red flags that may arise during the reference check.

## 4. Use assessment tools:

Assessment tools such as personality tests, cognitive ability tests, and skills assessments can provide objective data on a candidate's abilities and potential for success in the role.

## 5. Partner with a recruitment agency:

A recruitment agency can provide a range of benefits, including access to a wider pool of candidates, expertise in the recruitment process, and assistance with the screening and selection of candidates. By working with a recruitment agency, businesses can increase their chances of finding the right candidate for the job.

In addition to these strategies, it is important to create a positive candidate experience throughout the recruitment process. This includes timely communication, transparency about the job and company, and a respectful and professional approach.

# 5 Ways to Engage Top Talent In A Candidate's Market

## Continue to Monitor Your Employer Brand

As a business, it's important to keep on top of your employer brand. This could change and grow as your business develops, so it needs to be refined and amended regularly. You don't want your employer brand to reflect badly on your business, nor do you want it to change in a negative way. This is why it's important to continuously monitor how candidates see you. If there is any negativity about your brand online, work hard to remove or reduce this, as you want candidates to see you in a positive light.

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## Change Up Your Recruitment Process

A lot of brands go into recruitment blind, and then fail to attract the right kind of candidates. Instead, make sure to create job adverts that attract the type of talent that you need. This means using an accurate job title, providing a detailed job summary and showcase what you can offer as an employer. You need to 'sell' the company to candidates. It's also important to make the recruitment process as efficient as possible, as candidates will be looking to start onboarding as soon as possible.

2

## Offer Impressive Employee Benefits

Though candidates are looking to be fairly compensated financially for their work, other employee benefits are highly sought after. In order to attract top talent, you need to offer employee benefits that help your business to stand out. This could be an impressive pension package, private healthcare, monetary incentives and employee loyalty programs. Even benefits such as flexible working hours and remote working opportunities can make a big difference.

3

## Highlight Career Advancement and Training Opportunities

A lot of people want a job that will help them to develop and grow within their chosen careers, which is why you should highlight the training opportunities available to them. This benefits the candidate, - who has the chance to further their career - and the business, as you then benefit from having highly skilled employees that know you are invested in them.

4

## Get Help From a Specialist Recruiter

One of the most effective ways of engaging top talent is to enlist the help of a specialist recruitment firm. Choose a company that understands your industry and the type of talent that you want to attract. They will be able to offer guidance throughout the recruitment process, as well as helping you to create an employment opportunity that people are going to be interested in. With so many companies vying for the same candidates, you need to go above and beyond that others are offering.

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# Salary Guide

Below is an overview of salaries for the manufacturing sector based on our data, recent placements and market research for the North West. We have seen a rise in salaries over the last 12 months due to competition to attract the best talent in the candidate-driven market. It is also important to note that not only have salaries increased but overall benefits packages have improved. Companies are understanding the importance of how benefits can be a big pull factor when candidates are choosing a new employer.

Job Role	Low	Mid	High
Quality Engineer	£33,250	£45,000	£54,250
Quality Manager	£43,575	£54,750	£62,250
Project Manager	£36,375	£55,000	£70,250
Manufacturing Engineer	£38,500	£50,500	£60,250
Operations Manager	£47,750	£57,810	£80,000





# Get In Touch Today!

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