

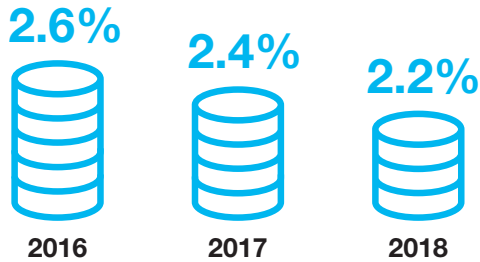


# SHOCK TO THE SYSTEM.

Slowdown in pay puts focus on other drivers of employee engagement.

The latest analysis of management pay from the Chartered Management Institute and XpertHR covers 128,858 individual employees in 368 organisations.

## MANAGERS SUFFER A SLOWDOWN IN PAY



Managers' salaries have increased by only 2.2% this year, beneath the CPI rate of 3%.



The average salary for managers and professionals is now **£34,526**



Bonuses are down too

**£4,821 to £4,072**



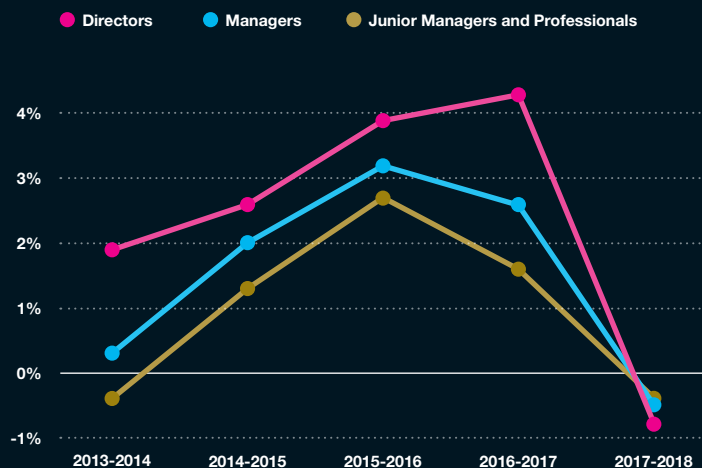
**AVERAGE BONUS FOR DIRECTORS DOWN 16%**



## INCREASE IN BASIC SALARY PLUS BONUS, MINUS CPI

With CPI at 3%, all levels suffered a real term fall:

**-0.6%**



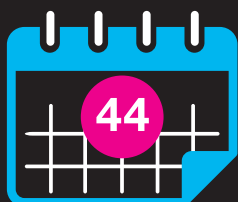
Over the last 5 years, senior managers and directors have averaged 3.9% annual pay increases – 2.3% in real terms.

For more information go to [www.managers.org.uk/salariesurvey](http://www.managers.org.uk/salariesurvey)  
[www.xperthr.co.uk](http://www.xperthr.co.uk)  
and join the conversation @cmi\_managers @XpertHR #SalarySurvey



## LONGER HOURS AND RISING STRESS RISK A NEW PRODUCTIVITY CRISIS

Managers worked an extra **44** days last year, this is up from 40 days in 2015.



**1 in 10** managers have been forced to take sick leave because of stress.



**59%** of managers are 'always on', frequently checking emails outside of work.

## EMPLOYERS ARE STILL FACING RECRUITMENT PROBLEMS



**90%**

of employers report problems with recruitment



**76%**

say this is due to difficulties in finding key skills (this is up from 49% in 2011)



**30%**

of employers say that reward packages are too low to attract high quality applicants

*"This is a shock to the system for British business at a time when we need to attract 2 million more managers into the workplace. The UK is at risk of sleepwalking into a new productivity crisis because too many managers are chronically overworked and stressed by an "always on" culture. If businesses can no longer attract talent through large pay packets alone they need to be far more creative in providing an environment that will motivate, retain and attract ambitious managers."*

**Petra Wilton**, Director of Strategy for CMI

*"There has been a sharp divide in the rewards on offer to senior managers and almost everyone else over recent years. Where those at the top have forged ahead, the rest have seen their pay eroded by below-inflation 'increases'. The picture now appears to be slowly changing – and, on the whole, pay awards are now at or above the level of inflation. But there is a long way to go to restore any sense of balance in how rewards are shared around in many companies and the accumulated difference remains wide, raising serious questions of fairness and equity."*

**Mark Crail**, Content Director for XpertHR

Data has come from the XpertHR Managers and Professionals Salary Survey, published in partnership with CMI

For more information go to  
[www.managers.org.uk/salariesurvey](http://www.managers.org.uk/salariesurvey)  
[www.xperthr.co.uk](http://www.xperthr.co.uk)  
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