

Acolyte Presents

SALARY BENCHMARKING - HR LEADERSHIP

Talent Insight Hub – Salary Benchmarking 2020



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Project Background & Approach

Salary Benchmarking

Why have we produced this Salary Benchmarking Report?

Acolyte is fortunate to have a very active user community of HR Leaders and their feedback drives the development of our product.

One of the most consistent pieces of feedback we get is that accurate salary data is incredibly important. It helps HR professionals:

- Benchmark their own reward and salary bands
- Position vacancies correctly as they hire
- Support strategic growth plans
- Inform and guide the business appropriately
- Help to proactively deal with pay equality

Take the example of the basic salary paid to HR Leaders across the UK - a subject close to the heart of many of our users!. The HR Leadership role is critical in protecting and developing an organisation's most important asset (it's people) and will either sit on the executive board or be asked to contribute to it regularly. How should such an individual be rewarded?

Traditional salary benchmarking reports from HR consultancies have a role. However, the data can be too general and difficult to apply. There is also analysis and data available publicly in the form of salary guides prepared by some of the major recruiters, but it typically lacks context and granularity.

Project Background

The Acolyte Added Value

Over the past decade Acolyte has spoken to 1000s of candidates and worked with hundreds of companies to help them find, hire retain and grow the right people for their business.

Every campaign performed through the Acolyte platform provides our clients with incredibly rich data. They experience insight including:

- Candidate Sentiment Analysis
- Diversity & Inclusivity Data
- Competitor Activity Monitoring
- Talent Motivators & Drivers
- Talent Hotspots
- Campaign Conversion Rates & KPIs

...and perhaps most importantly what candidates are really being paid.

This means that our platform has access to incredible amounts of data, research algorithms and analytical tools that gives us the ability to look inside each talent market to provide the richest, most accurate insight possible.

When benchmarking the pay of HR Leaders, our platform is able to show data split by region and seniority (typical of traditional solutions). It can also deep dive into pay by sector, company size and even gender...highlighting in this case a disparity in pay between male and female HR leaders.

While this report doesn't attempt to explain why this gap has occurred the data does show that males will ask for more money as they move into their next role (18% more on average). We believe that insight like this is vital for HR leaders and a VERY important first step in ending gender pay disparity.

We hope you find it interesting!

APPROACH

Our Salary Benchmarking insight is built from thousands of datapoints to ensure that you have access to the most accurate, current salary data available.

Naturally, we review every advertised role to build as complete a picture of the market as possible...and of course, we reference third party reports to cross reference whatever intelligence is available in the market.

However, what really sets our insight apart is that it is built directly from conversations with the individuals themselves. And because we are speaking to real candidates, we get genuine salary intelligence first-hand based on real-time data, specific to your industry and roles.

There is nothing is more accurate.

EMPLOYERS SAMPLED IN THIS REPORT



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Executive Summary

HIGHLIGHTS

- Females outnumber males in HR leadership roles (60:40)
- A 19% (£17k) gender pay gap has been identified with males earning an average of £105k per annum and females earning £88k
- Both genders expect salary increases as they move into their next roles, however, on average males expect 18% more than females
- The highest rewards are available for HR Leadership roles in London & the South East and in Financial Services, Consulting, Insurance and Technology

EXECUTIVE SUMMARY

A population of over 600 HR leaders were approached as part of this salary benchmarking survey. The research shows a strong female representation in the population (60%).

There is, however, a 19% disparity shown between the rewards earned by females (average £88k per annum) and those earned by their male counterparts (£105k per annum).

An awareness of gender pay disparity is important and is now firmly on the agenda of most organisations. While this report does not attempt to understand 'why' such differences occur, it is interesting to note that when asked what salary increase would be expected by the population as they moved into their next role, on average males expect 18% more of an increase than females.

HR Leadership roles in London and the South East are significantly higher than elsewhere in the country with HR Directors typically earning basic salaries of c.£128k (London) and c.£108k (South East). This is significantly more than lower paying regions such as Northern Ireland (£68k) and Wales (£70k).

HR Leaders in Financial Services, Consulting, Insurance, and Information Technology are the highest earners from the population sampled with salaries in these sectors typically ranges from over £100k to £200k +. This contrasts with HR Directors at Non-profit organisations who can earn less than £50k.

As would be expected, there is a clear correlation between pay and both the size of the organisation and the seniority of the leadership position.

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HR Leadership Pay by Gender

GENDER REPRESENTATION

A population of over 600 HR leaders were approached as part of this salary benchmarking survey.

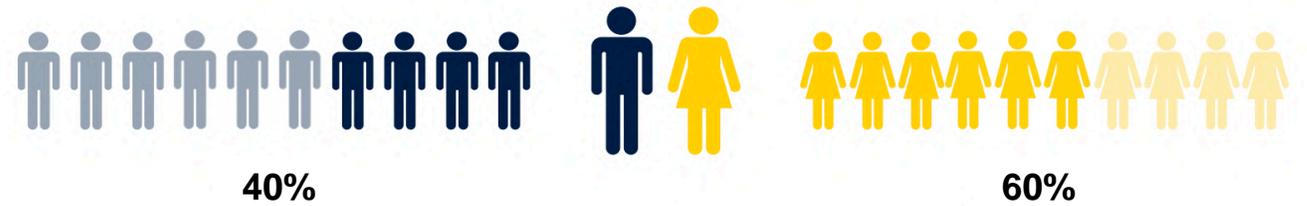
The selection process was gender agnostic with a population selected based on seniority, skills and experience alone.

GENDER PAY GAP

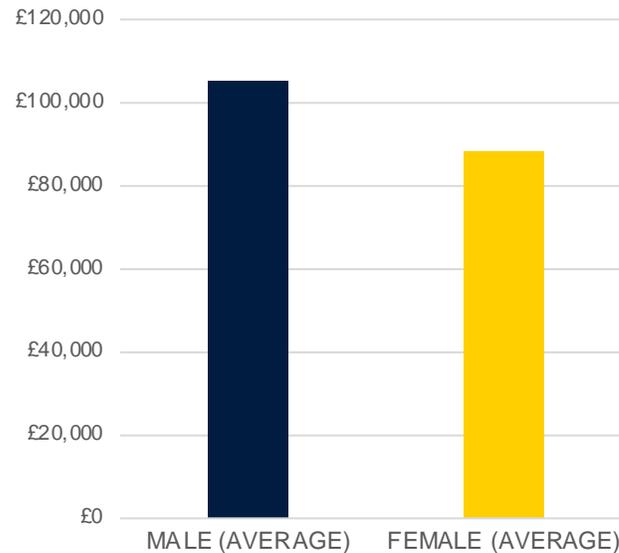
The analysis shows a gender pay gap exists in senior leadership positions in HR.

Average male salary is over £105k per annum. This is 19% higher than their female equivalents who earn just over £88k.

GENDER SPLIT IN TALENT POPULATION



GENDER PAY GAP



Average Male £105,228

Average Female £88,232

£ Difference £16,996

% Difference 19%

Salary Benchmarking

SALARY RANGE

The highest paid male HR leader in the sample earns c£200k.

The highest paid female earns £160k.

EXPECTED PAY RISES

Each HR leader was asked what they expected their increase in salary to be when they moved to their next role.

On average, males expect a salary uplift of over £10k.

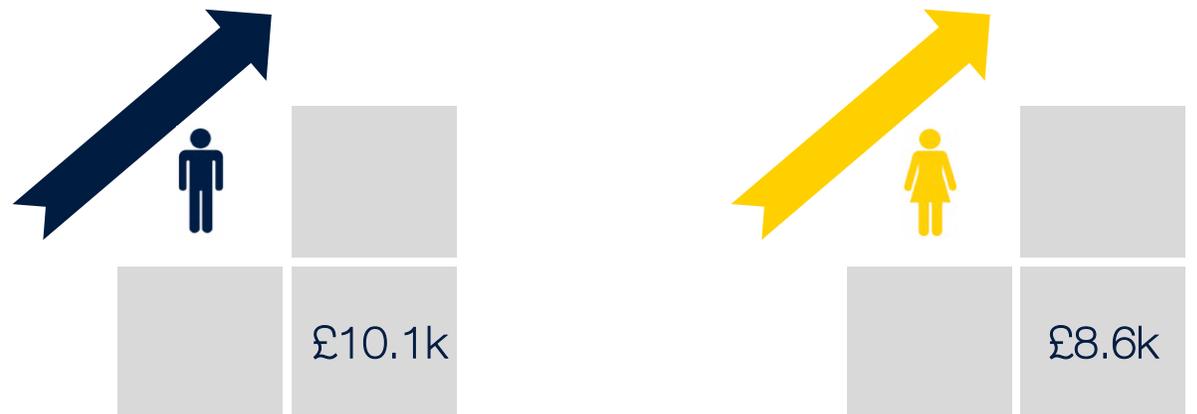
Females expect an uplift of £8.6k (18% less).

Gender Pay Gap

SALARY RANGE



AVERAGE EXPECTED PAY INCREASE IN NEXT ROLE



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HR Leadership Pay by Location



LOCATION	AVERAGE BASE PAY
1 London	£128,000
2 South East	£108,000
3 South West	£85,000
4 West Midlands	£80,000
5 East Midlands	£85,000
6 North West	£83,000
7 North East	£75,000
8 Wales	£70,000
9 Scotland	£75,000
10 Northern Ireland	£68,000



	LOCATION	AVERAGE BASE PAY
1	London	£86,000
2	South East	£68,000
3	South West	£68,000
4	West Midlands	£65,000
5	East Midlands	£60,000
6	North West	£52,000
7	North East	£53,000
8	Wales	£50,000
9	Scotland	£58,000
10	Northern Ireland	£52,000

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HR Leadership Pay by Industry

Salary Benchmarking

HR LEADERSHIP PAY RANGE BY SECTOR

HR Leaders in Financial Services, Consulting, Insurance, and Information Technology are the highest earners from the population sampled.

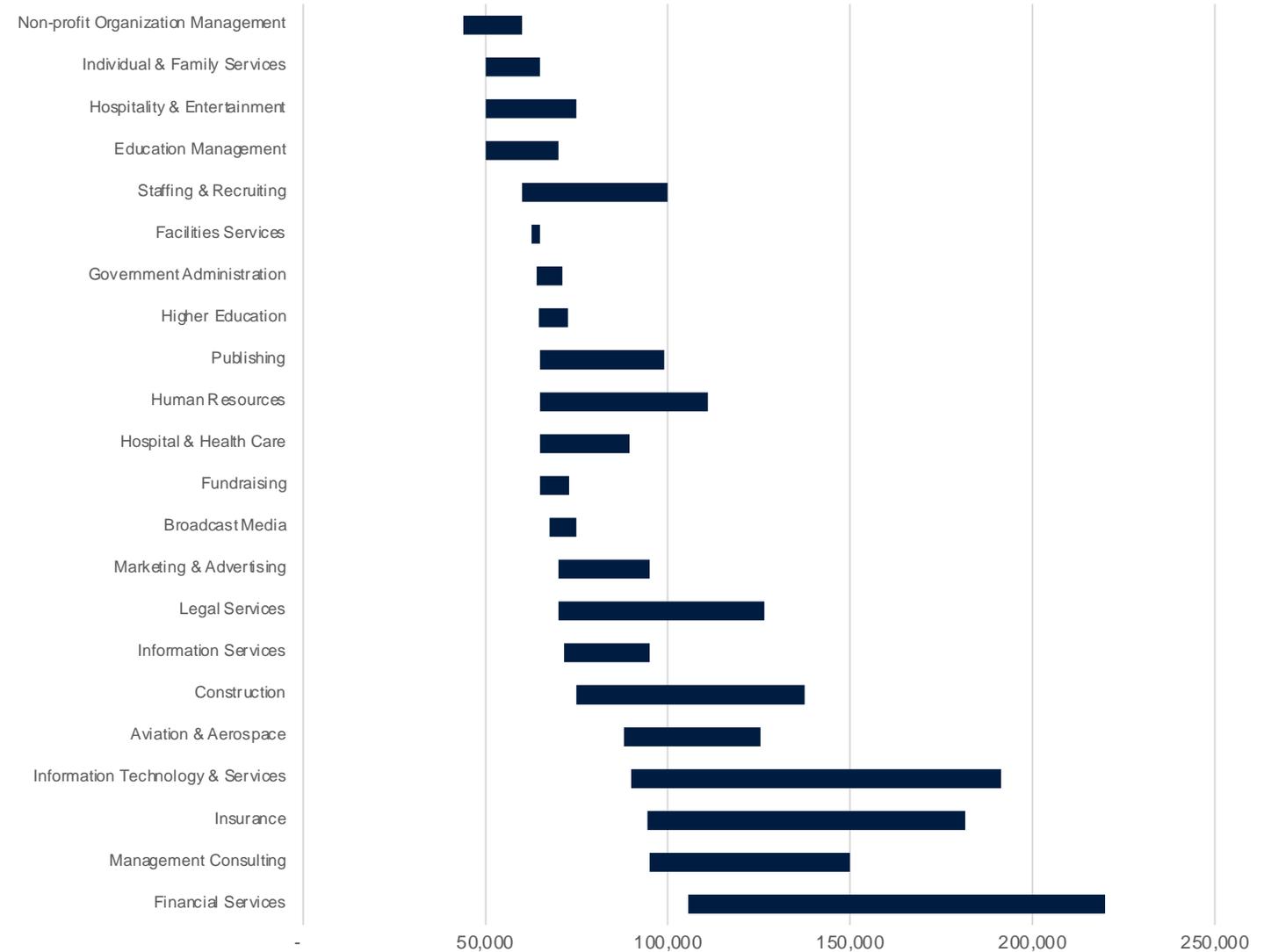
Salaries in these sectors range from over £100k to £200k +.

These industries also demonstrate the broadest range of salaries (often within the same organisation), suggesting a level of scale and maturity in their HR structure.

Non-profit organisations, Family Services, Education, Hospitality and Local Government have narrower salary bands and pay at a much lower level.

Typical remuneration in these sectors ranges between £50k and £75k.

Average Remuneration by Industry



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HR Leadership Pay by Company Size

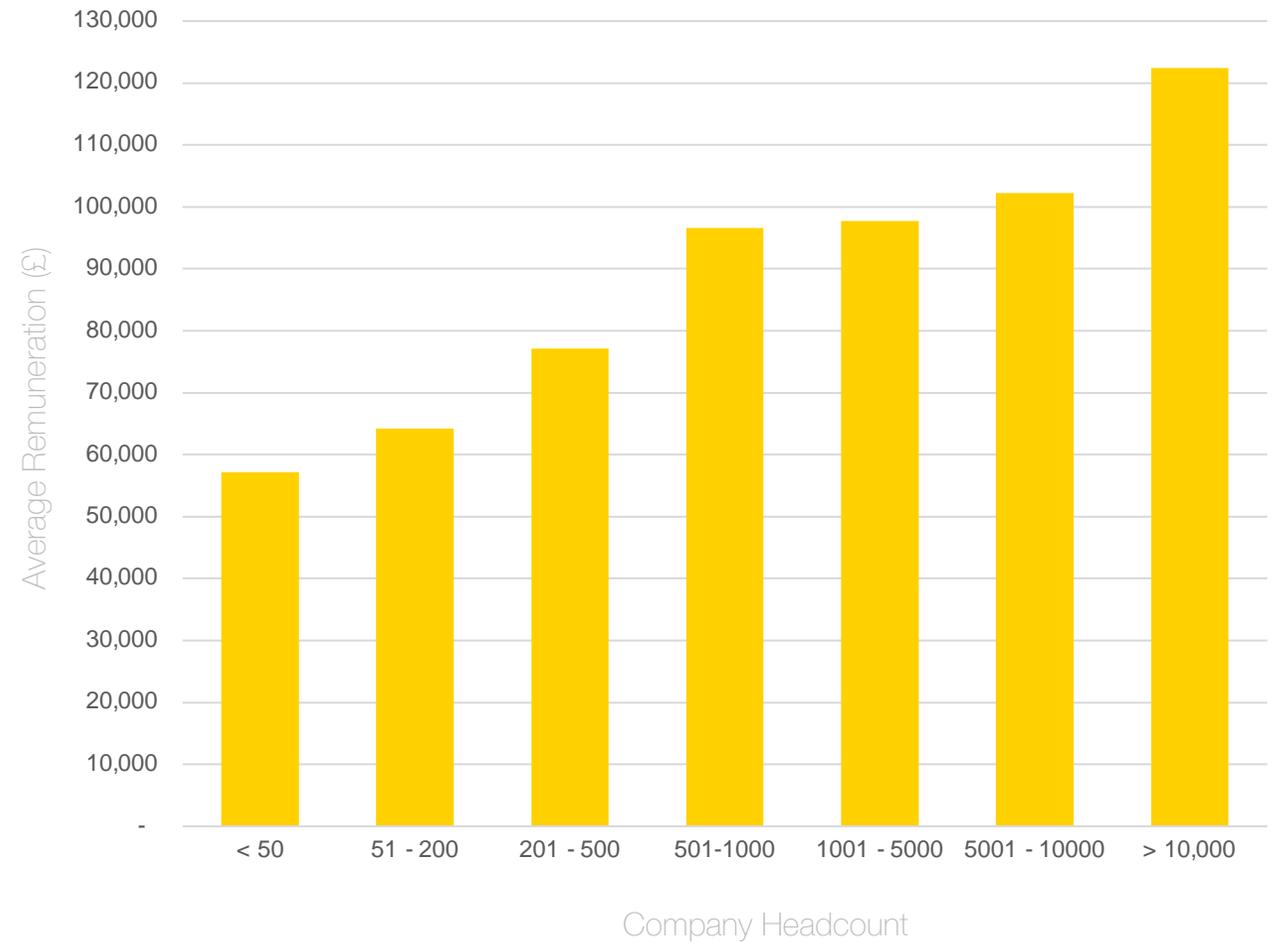
HR LEADERSHIP PAY RANGE BY SIZE

Unsurprisingly, there is a clear correlation between company size and the remuneration paid to HR Leaders.

Salaries for HR leaders at companies of over 10,000 staff represent the scale and responsibility of the role.

However, there appears to be a salary plateau between the rewards paid to HR leaders in organisations of 500+ staff and the rewards paid to HR leaders in companies with c.5000 staff.

Average Remuneration by Company Size



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HR Leadership Pay by Seniority

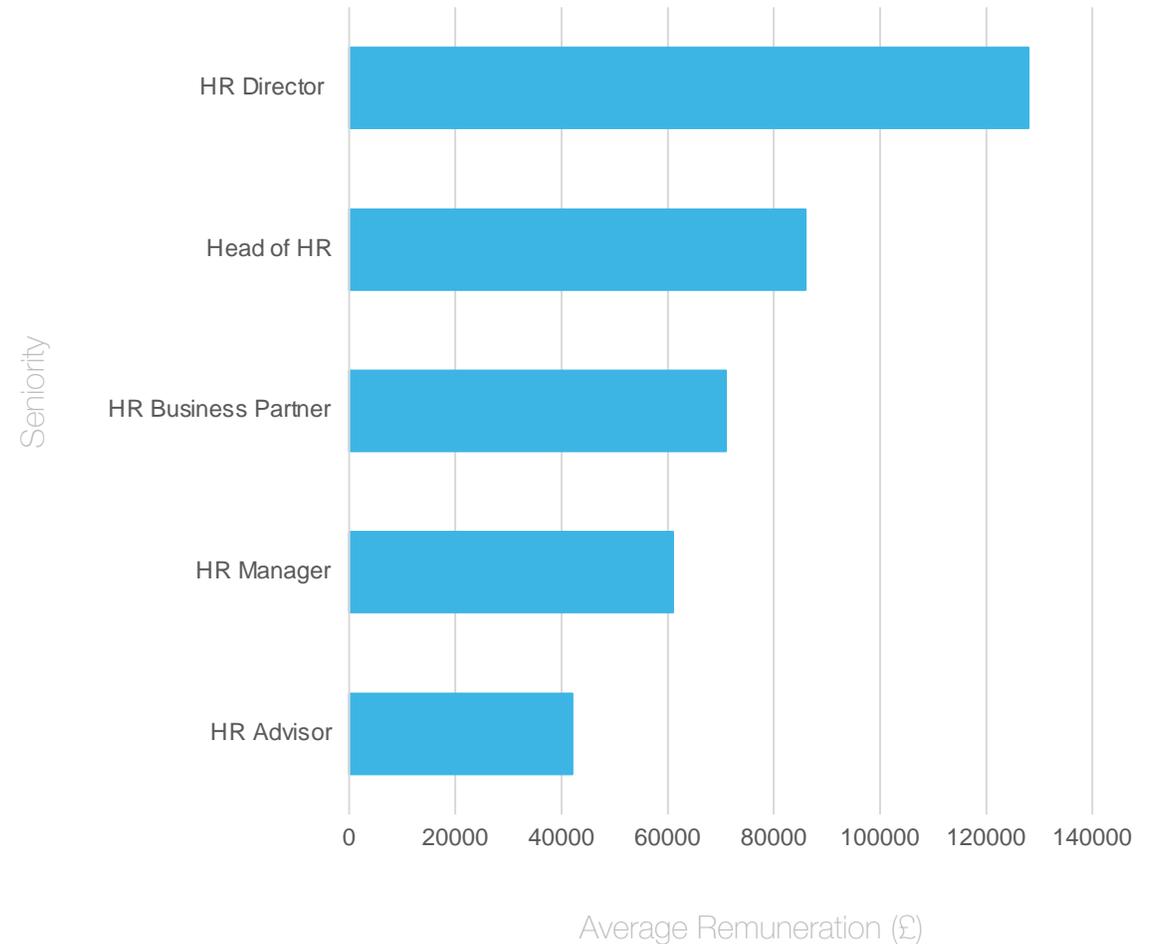
HR LEADERSHIP PAY RANGE BY SENIORITY (LONDON)

There is a well-established career path in HR. Professionals move from HR Advisor, to HR Manager before undertaking a business partnering role prior to Leadership levels.

An analysis of remuneration paid to HR professionals at different stages of their career in London has been undertaken.

Reward reflects experience and responsibility with a linear progression through the seniority levels. A larger increase in salary is evident as professionals move to Director level.

Average Remuneration by Seniority



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About Acolyte



Search technology for organisations who want to hire talent directly

Acolyte's mission is simple:

To create a platform that offers employers the insight and recruitment solutions they need for direct, scalable and cost-effective access to the high-quality talent required to meet their business objectives

We harness data, AI and the latest technology to energise hiring in your business and empower your in-house recruitment and HR teams to deliver direct hire strategies



Access the best candidates

“Professional, quick to deliver results & cost effective, We trailed contingent agencies alongside Acolyte and the best and successful candidates came via the Acolyte Platform”

Stakeholder Success

“The Acolyte platform allows us to truly get to the bottom of what the hiring managers are looking for on each and every role”

Amazing Candidate Experience

“I successfully went through the Board succession selection process. It’s a great outcome for me! and none of this would have happened without Acolyte, so thank you so much!”



**Please contact Chris Murphy for
further information.**

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