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SALARY SURVEY: 2018

INTERIM HR & CHANGE MANAGEMENT MARKET AND RATE UPDATE

OVERVIEW: FOLLOWING OUR FIRST INTERIM HR & CHANGE MARKET AND RATE UPDATE IN 2017 AND THE POSITIVE FEEDBACK IT GENERATED WE WERE KEEN TO CONTINUE PROVIDING SOME MORE INTEL BASED ON OUR EXPERIENCES AS RECRUITERS IN THIS MARKET.

WELCOME TO 2018!

2018 has kicked off at a very different pace to the likes of 2016 and 2017, whereas the last two years have felt like a slow burn in the first two quarters, this year the interim jobs volume within the LMA Interim HR and Change team has been significantly higher (which is a good thing, of course!). We still work with a range of employers and industry sectors but the majority of our client base covers Financial, Professional Services and Commerce & Industry so this upward trend in demand largely covers these areas. However this has been with client both in and outside of London.

FTC VS DAY RATE:

The battle between the two types of temporary contract continues and the increasing trend of companies choosing fixed term contracts over day rate contracts seen in 2017 is still very much apparent going into 2018. IR35 was of course rolled out to the Public Sector last year and so it feels like the Private Sector is starting to prepare for the Government to extend this to them. So perhaps this is an effect of this or just that companies are thinking more about the type of role to be carried out before jumping straight into the day rate market, the cost difference to companies is likely to be a consideration too.

Less than a year to go (Brexit):

So it's still happening and we still wait to see what the real impact will be for the UK employment market, however business

is carrying on and decisions are still being made to hire. So not much to update on here until the Government releases some more information.

WHAT'S HOT AND WHAT'S NOT?

Demand from our clients for HR and Change interims have been fairly varied so far this year, however one area of expertise being highly sought after is regulatory HR, including those with GDPR (General Data Protection Regulation) and SM&CR) Senior Manager & Certification Regime. This is largely driven by GDPR becoming enforceable on the 25th May 2018 and when it does it will replace the 1995 Data Protection Directive and SM&CR being extended to cover insurers and solo-regulated firms regulated by the FCA (it is already in place in the Banking sector).

Cloud based HR technology continues to be a key programme being rolled out by a range of clients, large and small and across most sectors – Workday and SuccessFactors still seem to be very popular so we have quite a demand for both Project Managers and Analysts with these systems, both implementation and BAU experience.

WHAT THE RATES ARE LOOKING LIKE:

The tables provide an overview of recent day rates seen across a number of interim HR & Change Management roles within our client sectors inside and outside of London:

FINANCIAL SERVICES

ROLE	LONDON - £DAY RATE	OUTER LONDON - £DAY RATE
HR BUSINESS PARTNER	350 - 600	300 - 500
HR TRANSFORMATION/ORG DESIGN	800 - 1500	600 - 1400
TALENT DEVELOPMENT/LEARNING	400 - 600	350 - 500
TALENT ACQUISITION (DELIVERY/LEAD)	300 - 900	250 - 800
REWARD (COMP & BENS) (ANALYST/LEAD)	300 - 800	250 - 700
EMPLOYEE RELATIONS (IR, TUPE, DISCIPLINARY & GRIEVANCE, CLOSURE)	500 - 700	400 - 600
M&A / INTEGRATION	650 - 900	500 - 800
WORKFORCE ANALYTICS / HRMI	400 - 600	300 - 500
HR APPLICATIONS (ORACLE, SAP, SUCCESSFACTORS, WORKDAY, FAIRSAIL...)	600 - 800	500 - 700
PROGRAMME MGT/PROCESS CHANGE	800 - 1000	600 - 1000
BRANDING / COMMUNICATIONS CHANGE	600 - 800	500 - 700

PROFESSIONAL SERVICES INCLUDING LEGAL AND CONSULTANCY

HR BUSINESS PARTNER	300 - 600	250 - 550
HR TRANSFORMATION/ORG DESIGN	700 - 1200	600 - 1000
TALENT DEVELOPMENT/LEARNING	400 - 600	300 - 500
TALENT ACQUISITION (DELIVERY/LEAD)	250 - 800	200 - 700
REWARD (COMP & BENS) (ANALYST/LEAD)	300 - 700	250 - 600
EMPLOYEE RELATIONS (IR, TUPE, DISCIPLINARY & GRIEVANCE, CLOSURE)	400 - 600	350 - 500
M&A / INTEGRATION	600 - 800	550 - 750
WORKFORCE ANALYTICS / HRMI	350 - 500	300 - 400
HR APPLICATIONS (ORACLE, SAP, SUCCESSFACTORS, WORKDAY, FAIRSAIL...)	600 - 800	500 - 700
PROGRAMME MGT/PROCESS CHANGE	700 - 1200	600 - 1200
BRANDING / COMMUNICATIONS CHANGE	500 - 700	400 - 600

G & I/TECHNOLOGY/TMT/RETAIL/PHARMACEUTICAL

HR BUSINESS PARTNER	300 - 550	250 - 450
HR TRANSFORMATION/ORG DESIGN	700 - 1300	600 - 1200
TALENT DEVELOPMENT/LEARNING	300 - 500	250 - 450
TALENT ACQUISITION - (DELIVERY/LEAD)	200 - 700	200 - 600
REWARD (COMP & BENS) ANALYST/LEAD	250 - 375	225 - 350
EMPLOYEE RELATIONS (IR, TUPE, DISCIPLINARY & GRIEVANCE, CLOSURE)	350 - 600	300 - 500
M&A / INTEGRATION	650 - 900	500 - 800
WORKFORCE ANALYTICS / HRMI	400 - 600	300 - 500
HR APPLICATIONS (ORACLE, SAP, SUCCESSFACTORS, WORKDAY, FAIRSAIL...)	600 - 800	500 - 700
PROGRAMME MGT/PROCESS CHANGE	700 - 1100	475 - 1000
BRANDING / COMMUNICATIONS CHANGE	450 - 750	400 - 700