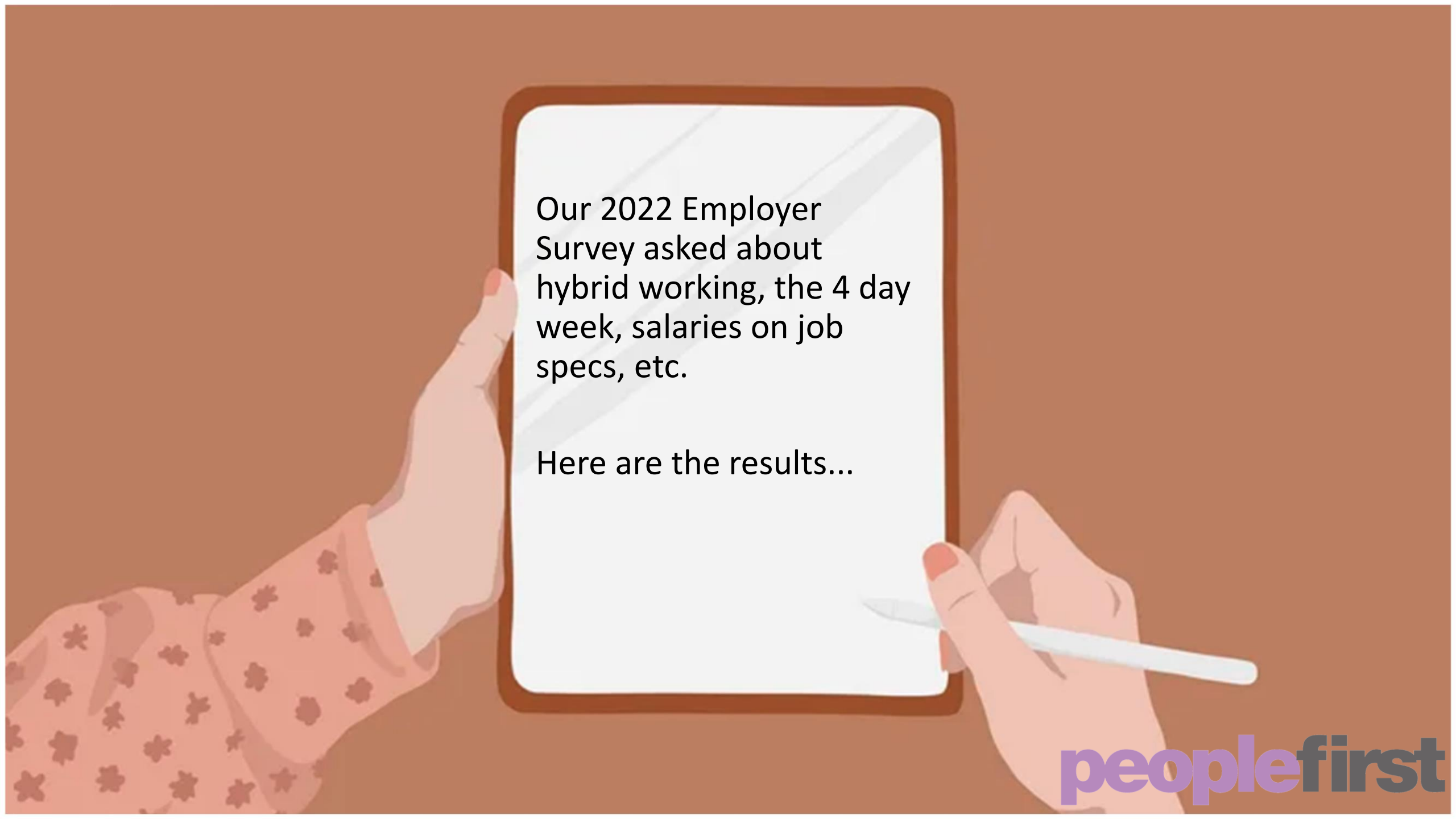




Employers' Survey 2022


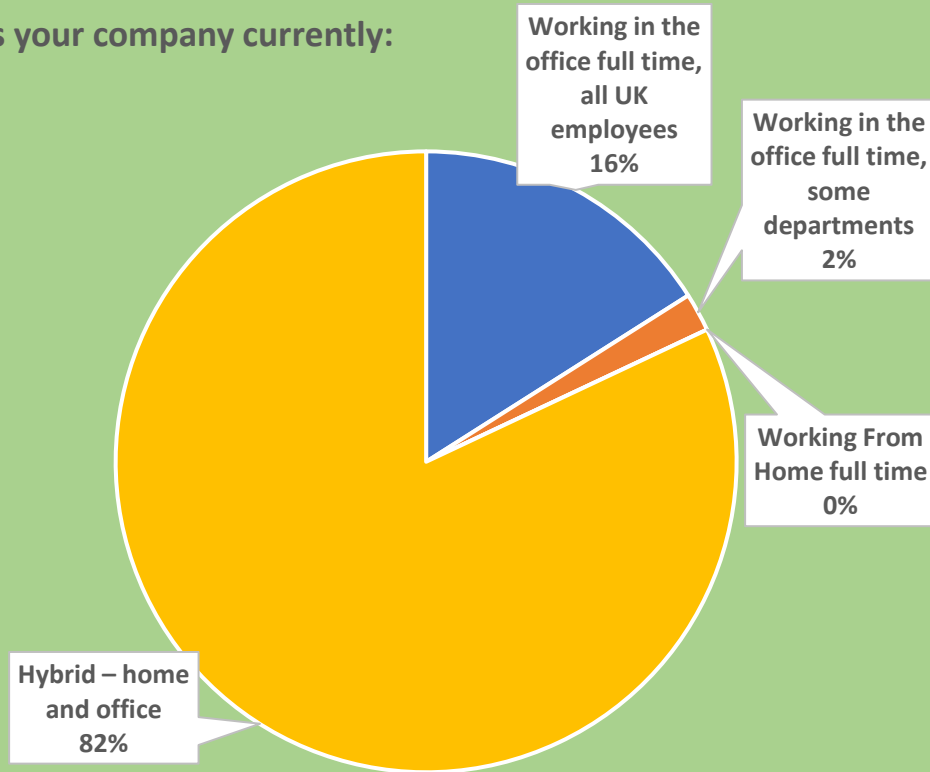
peoplefirst

An illustration of a hand holding a pen and writing on a notepad. The notepad is white with a brown border and contains text. The background is a solid brown color. The hand holding the pen is on the right side, and the hand holding the notepad is on the left side. The pen is white with a silver tip. The notepad has a white background with a brown border. The text on the notepad is black and reads: "Our 2022 Employer Survey asked about hybrid working, the 4 day week, salaries on job specs, etc. Here are the results...".

Our 2022 Employer Survey asked about hybrid working, the 4 day week, salaries on job specs, etc.

Here are the results...

Is your company currently:



Only 16% of employers are in the office full time.

More than half of those with a hybrid policy (55%) allow at least 3 days a week for WFH.

And one company allows 4 days WFH but everybody goes in on Tuesdays.

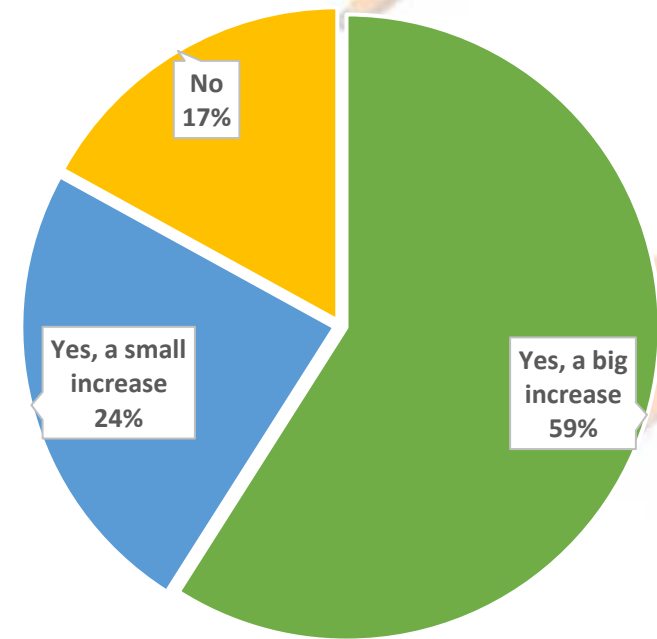
Hybrid is very popular with employees...

83% of employers said that since lockdown ended there has been an increase in employees requesting Hybrid working.

Especially new employees. And also (93%) from candidates in interviews.

More than 20% said that employees that had left stated the hybrid policy (or lack of it) as the reason. And other employees said they would leave if the number of days in the office increased.

Since lockdown ended has there been an increase in employees requesting Hybrid working?



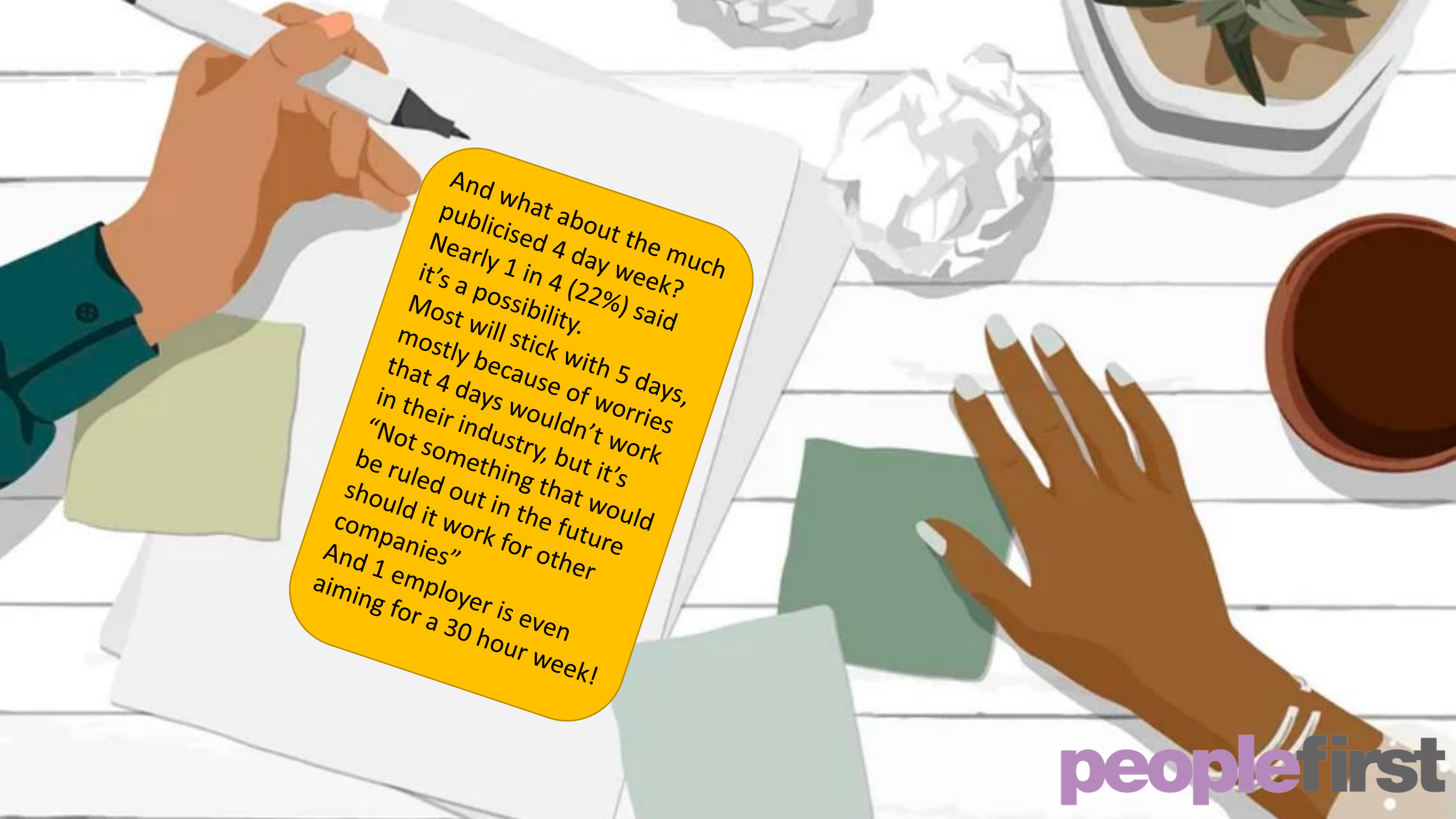
Overall, nearly 80% said hybrid is here to stay. Only 10% said they think their company may stop hybrid working in the next 12 months.

“Remote work is great for us”

More good news for hybrid workers, no employer plans to pay them less. Not yet at least – “Some senior management has suggested to do so. It may become policy in the future”

But others think the opposite (maybe considering the cost of living crisis) – “We converted the commute allowance into WFH allowance to maintain standards and to recognise the cost to colleagues of their home use”





And what about the much publicised 4 day week? Nearly 1 in 4 (22%) said it's a possibility. Most will stick with 5 days, mostly because of worries that 4 days wouldn't work in their industry, but it's "Not something that would be ruled out in the future should it work for other companies" And 1 employer is even aiming for a 30 hour week!



Regarding job interviews...

They are mostly hybrid too.

Fewer than 10% of employers have gone back to *only* face to face interviews.

“Video could not show the candidate’s full performance”

“Face to face can show more information”

But about 50% do video first then face to face,

“For management positions, 2nd interview is always face-to-face”

“2nd interviews are definitely best in person”

The others can be flexible depending on candidate and interviewer preferences.

Many understand the issues candidates have in attending face to face interviews

“It makes sense to have the first interview online to ease the logistics”

“I may prefer face to face but cannot justify the time/travel compared to convenience”

No salary on job descriptions



Finally, a common complaint from jobseekers is that salaries are not displayed on job adverts.

Only 24% of employers do show the salary.

For the other 76%...

“We keep salaries in the team/business confidential”

“We do freely make the information available to candidates, but it is not openly posted”

And even if they would like to show the salary because “I think it is better to be transparent so would be advisable to advertise with salary range” and “It is only fair for candidates to understand what they are applying for,” often “however management disagrees”

Your takeaways

More than 80% of you have a hybrid system in place, most WFH 3+ days a week.


Employees love it – it's what they ask about in interviews and the lack of it may be why they leave for another job.

Fewer than 10% of you have gone back to face to face only interviews. Most are flexible and offer a mix of online and face to face.

But, 3/4 still don't put salaries on adverts.

And the 4 day week? It may happen, but not too soon, *unless* you see it works for other employers first...



An illustration of a meeting table. In the top left, a hand with a ring rests on the table. In the top right, a hand with red nail polish rests on the table. In the bottom left, a hand with a ring points towards the center. In the bottom right, a hand holds a pen. A coffee cup is on the right side of the table, and a yellow sticky note is in the center. The background is a light beige color.

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