

## Press release

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### **Salaries up 3.1% for UK green collar workers, but redundancies widespread as recession bites**

- Mean average salary across the environmental industry is estimated at £39,500, up 3.1% in 2008/09 on average
- Just under half of respondents did not receive a salary increase at their last pay review, with 15% actually receiving a pay cut
- Almost a quarter reported staff redundancies as their organisation's main response to the economic downturn

#### **Coping with the recession**

A new report from *Environment Analyst* and *Allen & York* reveals how individuals and their employers across five main green sectors are coping in the recession. The research is based on an analysis of the records of 22,000 recent candidates on the books at Allen & York as well as over 2,500 respondents to an online questionnaire conducted over the summer of 2009.

Almost a quarter of respondents reported staff redundancies as their organisation's main response to the downturn. A further 21% said that a freeze on pay was the main action taken, while 17% said their employer had stopped recruiting. Other significant actions included the redeployment of staff, pay cuts and reduced bonuses.

In total, some 28% of respondents said the numbers of environmental professional staff in their organisation was decreasing year-on-year. However, a similar proportion (25%) said their organisations were still expanding environmental teams. Environmental consultancies

were more likely to be shedding jobs than other types of organisations, with just over 32% of consultants reporting falling staff numbers.

Unsurprisingly, 37% of the online survey sample said they felt less secure in their job now than twelve months ago, compared with just 11% who felt more secure. Individuals' job security is weakest in the area of environmental consultancy which has been subject to the most redundancies, with 42% of consultant respondents feeling less secure in their roles.

### **Average remuneration**

The average salary across the industry as reflected in the responses to the online survey is estimated at £39,500, with 40% earning less than £30k and 22% bringing home more than £50k. The highest average salary – by some degree – is found in the in-house corporate sector at £46,900, likely to be a reflection that these positions tend to be filled by more experienced individuals. Meanwhile, the average for consultants is £38,900, while NGOs languish at the lower end of the scale at £29,800. Public sector wages average £34,700.

“There is a perception that those in the public sector are paid much less than consulting but that really has not been true for some years now,” argues Joe Heppenstall from Allen and York. “It’s also great to see that the north/south divide in sustainability terms does not really exist salary-wise.” According to an analysis of the current salaries of candidates on Allen & York’s books, the average for those working in London was £32,500 compared to around £30k for the northern regions of England, as well as Scotland, Ireland, Wales.

In terms of primary activity, survey respondents working in corporate social responsibility (CSR) & sustainability earn the highest premium overall, with an average basic salary of £45,900, whilst those engaged in ecology & conservation earn the least, at £29,800.

### **Pay rises subdued**

The economic challenges of the last eighteen months are all too evident in the pay rise trends. Just under half of the survey respondents did not receive an increase at all in the last 12 months, with 15% actually receiving a pay cut. Around 9% had their salary slashed by more than 10%. Alongside this, a significant minority received healthy pay increases, with more than a fifth achieving an increase in excess of 5%, with some 13% in

the >10% increase bracket. The result is that the mean average pay increase for the sector as a whole was still a respectable 3.1% for 2008/09, although a marked reduction on the 5-7% norm of the few years leading up to the recession. Looking at pay rises awarded by organisation type, we find consultants receiving below-average pay increases.

However, the survey statistics indicate that those who have not changed employers in the last couple of years were less well off, with a mean average salary raise of 2.6% in the last twelve months compared to 4.2% for those who had recently moved on.

### **Personal sacrifice**

Whilst the survey provides a clear indication that environmental professionals are taking a hit on their personal income this year as a result of recession, it also shows that most individuals are prepared to make further sacrifices in order to save colleagues from redundancy. Nearly two thirds said they would either accept lower pay or work less hours or a combination of the two in order to prevent more job losses in their organisation.

Media copies of the report and further information available from:

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### **FURTHER INFORMATION**

1. **Environment Analyst** is a publishing and business research organisation with a remit to track performance and opportunities within the environmental services sector, with a particular focus on the environmental consulting and support services market. We also publish the Chemical Watch information service, focusing on chemicals management and control. EA's core product is our Market Intelligence Service featuring: the Market Assessment of the UK Environmental Consulting Sector 2009; a bi-monthly newsletter, Environment Analyst Market Briefing; and the Environment Analyst online news service, updated throughout the week. More information at: [www.environment-analyst.com](http://www.environment-analyst.com).

2. **Allen & York** is the market leading environmental recruitment specialist, providing a huge selection of jobs at all levels focusing on: Sustainability, Renewable Energy, Waste,

EIA/SEA/Landscape, Energy & Environmental Management, Ecology, HSE/EHS, Oil & Gas, Environmental Engineering and Project Management. A&Y has a global reach and all vacancies plus more information is available on the website at [www.allen-york.com](http://www.allen-york.com).

3. A free **Employees' Edition** of the survey is available for download at [www.environment-analyst.com/survey](http://www.environment-analyst.com/survey), along with details on how to order the full **Employers' Edition**, priced at £59.