



FM and M & E HR Group

Royal College of Physicians, London

Summary Presentation

Welcome

Agenda

- Welcome and introductions
- Guidelines for discussion content
- Market trends
 - 2016 pay / diversity trends
 - General HR trends / challenges
- Discussion topics
- Open forum
- Next meeting – topics, host and date

Group members / survey participants

- Amey
- Aspire Defence
- Balfour Beatty
- BAM Nuttall
- BT FM
- Carillion
- CBRE (Norland)
- EMCOR FM
- Engie UK
- G4s
- Gratte Brothers
- Interserve
- Johnson Controls
- Kier
- Laing O'Rourke
- MITIE
- N G Bailey
- Rydon Group
- Skanska
- Sodexo
- Spie Matthew Hall
- Vinci
- Wates
- Willmott Dixon Partnerships

Pay trends

From our salary surveys

2016 pay trends – national

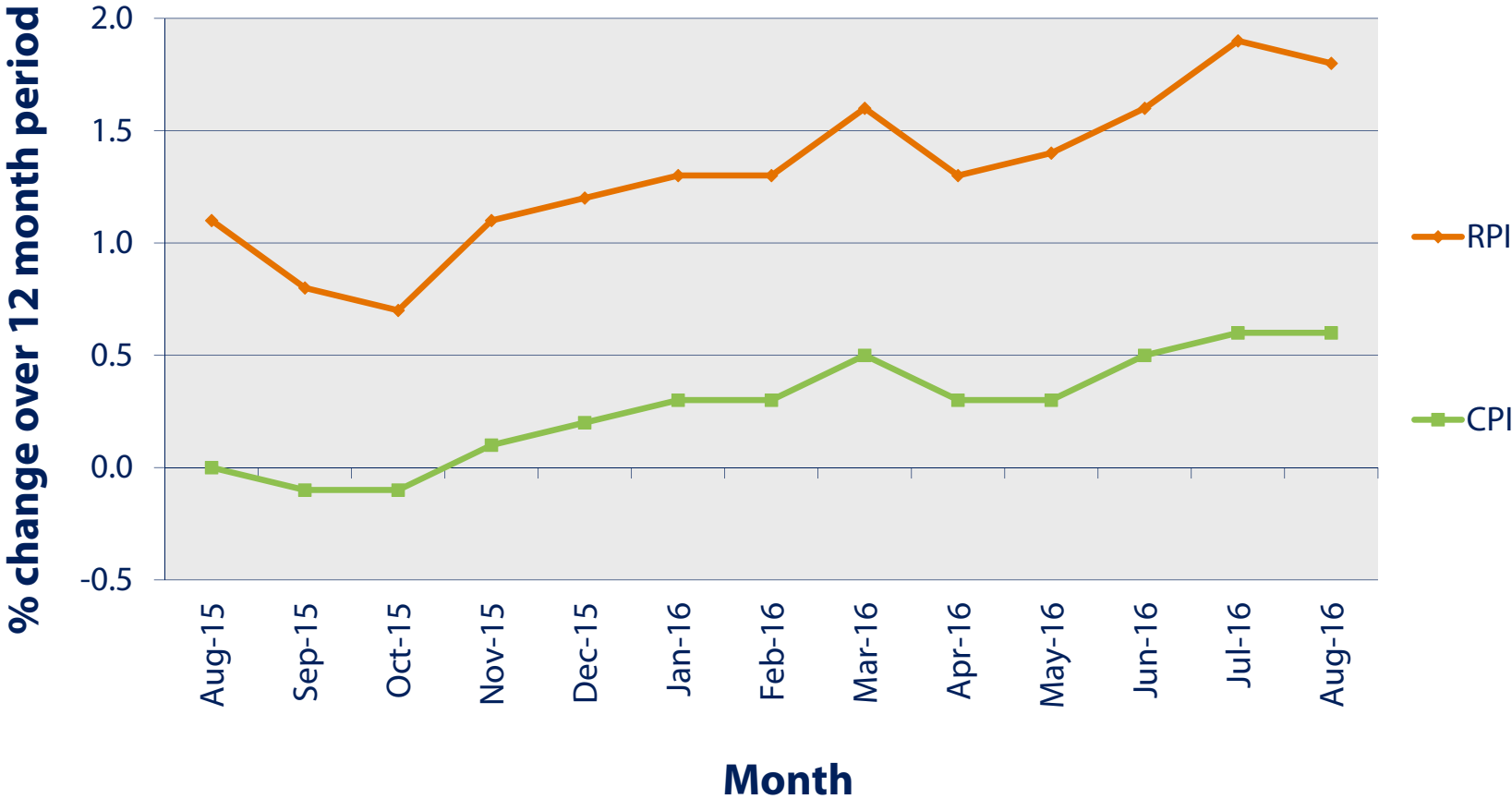
- Stated 2016 pay reviews in our PAYaward database:

	Lower quartile	Median	Upper quartile	Mode
(% of base pay)				
All industries	2.0	2.3	3.0	2.0

- 3.1% of organisations state they have frozen pay
- Trends for private sector medians from other sources:
 - Croner and CIPD: 2.0% to May / Spring
 - XpertHR and Labour Research Dept: 2.0% to July

	Consumer Price Index (CPI)	Retail Price Index (RPI)	RPIJ
12 months to end of Aug	0.6	1.8	1.0

2016 pay trends – inflation



2016 pay trends – Industry

- Overall matched-movement increases in the survey

	Lower quartile	Median	Upper quartile
(% of base pay)			
FM / M & E	1.6	2.3	3.6

- 15.2% of jobholders have had a pay freeze
- Largest increases:

Facilities Management

- Site Security Manager *
- Security Guard *
- Security Supervisor

Mechanical & Electrical

- Regional Planning Manager
- Commercial Director / Head of Commercial
- Senior Buyer

UK Reward Management Survey

- Frequency & timing
- Autumn 2016
- 18th running since 2009
- Range of industry sectors
- Preliminary results from survey

UK Reward Management Survey - Autumn 2013

The Pay Outlook

2013 Pay Review

Will your pay review have taken place in the normal month this year?

Yes

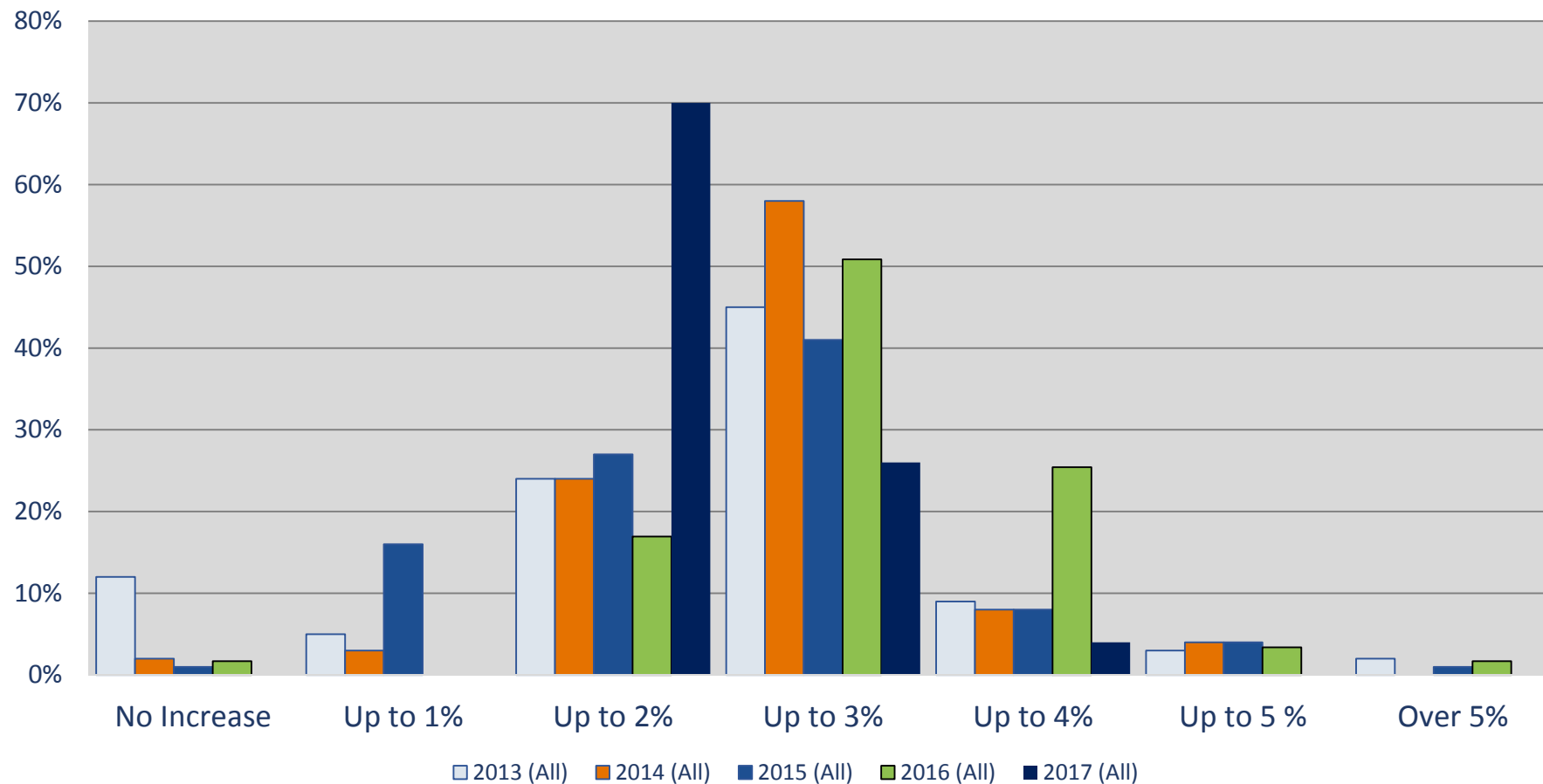
No

Too early to tell

If you answered "No" to the previous question, by how many months will your pay review be postponed?
Please use the drop-down menu

The number of months our pay review will be postponed

Pay budget expectations – All industries



Employment expectations

- Support role headcount expected to stay the same (55%) or decrease (22%)
- Operations/service delivery headcount expected to stay the same (51%) or increase (34%)
- Volume of recruitment to stay the same (46%) or increase (33%)
- 60% think attrition (staff turnover) will stay the same, 14% predict an increase, 14% expect an decrease and 12% state it's too early to tell

Discussion topics

- Graduates and Cadets latest Laing
- Recruitment of Engineers within the sector Spie
- The effect of Brexit on reward All
- The new Gender Pay Gap reporting legislation All
- The Apprenticeship Levy All

Gender pay reporting

- 63% of organisations currently measure differences in gender pay, 35% do not
- Three quarters of organisations do not publish Gender Pay data at all, 21.25% publish internally and 5% publish externally
- 11% of organisations anticipate problems in implementing the new requirements, 50% do not, although 39% do not know
- Over 50% of organisations are at the planning stage of an equal pay audit, 10% have completed and only 4% do not have on their agenda

Open forum

Next workshop

Topics and date

Close

Enjoy lunch and have a safe trip home