

Tough Choices

HAYS

The Hays Talent Management Survey

2,388 respondents: 2,060 employees and 328 employers. The majority of employers had 500 fewer staff, 6% with more than 20,000 employees

One in every three employers is currently considering changing staff conditions with a view to cutting costs

23% of employees would accept voluntary redundancies if faced with the option

Faced with needing to achieve an immediate 10% reduction in staffing costs:

EMPLOYERS		EMPLOYEES
89% agree with cutting agency workers	vs	73%
86% agree with voluntary redundancies	vs	83%
78% agree with cutting discretionary performance bonuses	vs	74%
54% agree with a company implementing compulsory redundancies	vs	37%
51% say they are in favour of an even salary cut across all staff	vs	50%
25% agree with cutting company pension contributions	vs	29%

Faced with needing to achieve a 10% reduction in staffing costs through compulsory job cuts, a strategy of cutting staff that is thought to be in the best long term interests of the company:

EMPLOYERS		EMPLOYEES
74% say to cut staff from all levels equally	vs	53%
15% say to cut some of the highest earners to limit overall number of job losses	vs	37%

Faced with needing to achieve a 10% cut in staffing costs without redundancies and looking only at pay and benefits:

EMPLOYERS		EMPLOYEES
71% say it is better to cut pay and benefits evenly across the workforce	vs	54%
27% say it is preferable to cut pay and benefits of higher earners to reduce overall numbers who are affected	vs	41%

Survey conducted 20th-27th April 2009