



Sewell
Wallis

**HR SALARY
& BENEFITS
SURVEY
2025**

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HEADING INTO 2025, HR IS MORE IMPORTANT THAN EVER

I'm delighted to share with you our very first annual HR Salary and Benefits Survey.

This report is full of valuable insights from within our network and our experienced recruitment team and intends to provide you with a steering hand when it comes to HR trends and salary benchmarking.

Throughout 2024, we saw some big changes across the sector. Finally, we have seen a positive shift, moving HR from a back office function in a lot of organisations; many are positioning their HR teams as strategic partners, working to drive business growth by aligning workforce strategies with overall business goals.

As you're all aware, 2024 saw significant reforms to employment rights following the change in government, including the introduction of the Employment Rights Bill. In addition to all of the legislative changes, we've seen AI and technology developments, resulting in HR teams truly having had their work cut out for them this year.

As we move forwards into 2025, HR teams need to be prepared for the economic uncertainty that will inevitably lie ahead, and will have to embrace the challenge of managing different generations within teams. Technological shifts will bring in new ways of working, and will need to be balanced with human-centric approaches.

2025 will absolutely bring a range of challenges, but despite concerns, the career outlook remains positive for those looking to change or progress their HR careers over the next 12 months.



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The landscape of the modern workplace never seems to stop changing. Heading into 2025, wellbeing at work has become a cornerstone of organisational strategy. The concept of staff health has far bypassed traditional health and safety protocols, with management teams and HR leaders embracing a more holistic approach, one which fosters mental, physical, and emotional health.

73%

of those surveyed work in a business with an up-to-date wellbeing strategy

The development of new, technology driven approaches within modern organisations is resulting in more digital wellbeing solutions being implemented than ever before. Wearable technologies, mental health apps and virtual wellness platforms help provide real-time insights into employee health, and foster proactive management approaches. They allow managers to offer personalised wellness plans that suit each individual employee.

The mental health crisis continues to cast a long shadow over our workplaces, leaders are starting to recognise that acknowledging mental health as critical has a positive effect on employee engagement and productivity. With burnout remaining a huge issue, particularly within industries like finance, robust mental health initiatives need to be forefront in wellbeing strategies this year.



HR Leaders need to be aware of the mental state of their staff, and should encourage team managers to normalise mental health check-ins and discussions within teams. Mental health first aid training can help hugely with this, from both sides - our managers that have MHFA training find it easier to start these conversations. Giving staff access to counselling services, ensuring they feel able to be open about needing that kind of help and offering flexible working arrangements which allow employees greater control over their schedules. All of these things can help to reduce stress and improve work-life balance.



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“Communication problems”.
“I didn’t know who to talk to”.
“My manager didn’t listen to me”.

These are some of the reasons for leaving we’re accustomed to hearing as recruiters; that people have problems at work and don't know who to talk to about them. As employees, we’re conditioned to the traditional view that we can’t be unhappy at work - we’ll get in trouble. As an HR professional, changing your mindset to look at this from a different perspective can be helpful in helping your staff feel empowered to speak up when something is wrong.

Ensuring you make the lines of reporting and support transparent and well communicated can also help. Share org charts, the names of people who are available for more informal check-ins, and the colleagues people can turn to when they need to discuss something more formally all help your staff feel supported and more free with their true feelings. Management training also helps. Putting your leadership through training on the ins and outs of management is worth it for the longevity of your business.

57%

of the people we surveyed are looking to change roles in the next 12 months.



I’d argue encouraging communication early in that journey and having a clear and transparent line of communication for any employee that has an issue, means that you as an organisation have the opportunity to make changes that could result in retaining that valued employee, rather than replacing them. If you create a culture that identifies and highlights a trusted point of support for each individual employee – ideally, someone in a position of power that can influence change and someone outside of direct line management who is unbiased – you will find that you are identifying issues a lot earlier in the process and improving retention.



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By 2025, Gen-Z will account for the biggest generational workforce, at 27% of the global workforce.

Stats from UN, via Maddynews

We're witnessing mounting concerns about this generation's attitude to work and the potential implications this has for employee retention. It is perceived that Gen Z team members will be more likely to leave a job if it doesn't meet their needs. So how do today's HR professionals create an environment that Gen-Z want to stick around in?



If you're responsible for staff that are part of Gen-Z, promoting transparency, being your authentic self and a culture of learning are all things that will set you up for success. This is not to say that all staff won't benefit from this type of approach, but with Gen-Z in particular it will help with loyalty and retention.



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The HR job market in Yorkshire is currently a bit of a mixed landscape. Whilst there are definitely opportunities available, and we've seen median salaries increase across the board, the market does seem to be experiencing a slowdown in hiring across a range of sectors, which is causing increased competition for those roles that are available. But why is this happening?

This trend is partly due to a mismatch between the skills employers seek and those that available candidates possess, as well as factors affecting employers' ability to invest in hiring. Economic uncertainties have led to more cautious hiring practices in some sectors: coupled with a desire for higher remuneration rates, this is resulting slower job creation as businesses take extra care with their hires. Furthermore, a mismatch between the skills employers seek and those available in the talent pool remains a significant barrier, particularly for strategic and technology-focused HR roles.

7.7%

median increase from the previous year for HR Manager salaries

As businesses navigate a rapidly changing environment, there is a heightened demand for HR professionals with expertise in newer areas. Roles focusing in on change management, ED&I and wellbeing are seeing a boom. We're also seeing more roles that require candidates that have the ability to leverage HR analytics and digital tools - these skills are becoming increasingly crucial as businesses adopt data-driven approaches to decision-making.

For HR professionals looking to thrive in this competitive landscape, staying ahead of industry trends and continually developing relevant skills are critical. Areas of focus should include enhancing strategic HR capabilities, mastering data analytics tools, and staying updated on employment law and DEI initiatives. Networking within the HR community and participating in local events can also open doors to valuable opportunities.



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BENEFITS: ARE WE HAPPY?

Employees seem to have an overall level of satisfaction with the benefits they have, at least on the surface. When you dive deeper and look at the benefits that people rank as more important, it can give an insight into what your focus as an HR professional should be as we move through 2025.

We're still seeing a focus around work-life balance being important to people, with nearly half of those surveyed rating it as one of their top three benefits. The culture of a business also ranked highly, with over half of our respondents putting it first or second.

48% ranked work-life balance as one of their top 3 benefits

When it comes to looking for a new role, salary wasn't top of the list. It did come in second, but at the top of the pile was hybrid work, again. The general consensus in the news might be that business leaders want people back in the office, but this is not what the people want. There's also a desire for progression opportunities to be more defined, particularly at interview stage.

56% say culture is a key benefit for them

Companies that find ways to compensate their staff fairly, and provide work-life balance, will ensure the wellness and longevity of their staff for years to come. For many workers, culture goes beyond free fruit, pool tables and dress-down Fridays - it's deeper than that and is reflected in trust levels and available benefits. Businesses that accept the desire that the modern worker has to be viewed as more than just 'a number' will see this reflected in how long their staff stick around.

SUPPORT AND PARTNERING ROLES

SOUTH YORKSHIRE	MIN	MAX
HR Administrator	£24,000	£26,000
HR Assistant	£26,000	£28,000
HR Co-Ordinator	£26,000	£30,000
HR Advisor	£32,000	£35,000
HR Officer	£35,000	£40,000
HR Business Partner	£45,000	£50,000
Senior HR Business Partner	£50,000	£56,000

WEST YORKSHIRE	MIN	MAX
HR Administrator	£26,000	£28,000
HR Assistant	£26,000	£28,000
HR Co-Ordinator	£28,000	£32,000
HR Advisor	£35,000	£40,000
HR Officer	£40,000	£48,000
HR Business Partner	£45,000	£50,000
Senior HR Business Partner	£55,000	£60,000

NORTH YORKSHIRE	MIN	MAX
HR Administrator	£24,000	£26,000
HR Assistant	£26,000	£28,000
HR Co-Ordinator	£28,000	£30,000
HR Advisor	£35,000	£38,000
HR Officer	£35,000	£42,000
HR Business Partner	£40,000	£47,000
Senior HR Business Partner	£45,000	£52,000

SENIOR & LEADERSHIP ROLES

SOUTH YORKSHIRE	MIN	MAX
HR Manager	£50,000	£65,000
Group HR Manager	£65,000	£70,000
Senior HR Manager	£65,000	£70,000
HR Director	£80,000	£100,000
Head of People	£80,000	£100,000
Chief People Officer	£100,000	£150,000

WEST YORKSHIRE	MIN	MAX
HR Manager	£60,000	£65,000
Group HR Manager	£65,000	£75,000
Senior HR Manager	£65,000	£75,000
HR Director	£90,000	£100,000
Head of People	£90,000	£120,000
Chief People Officer	£120,000	£175,000

NORTH YORKSHIRE	MIN	MAX
HR Manager	£60,000	£65,000
Group HR Manager	£65,000	£75,000
Senior HR Manager	£65,000	£75,000
HR Director	£90,000	£100,000
Head of People	£80,000	£100,000
Chief People Officer	£100,000	£150,000

SPECIALIST ROLES

SOUTH YORKSHIRE	MIN	MAX
Internal Recruiter	£28,000	£32,000
Talent Acquisition Specialist	£30,000	£35,000
Talent Acquisition Manager	£40,000	£50,000
Learning & Development Specialist	£40,000	£45,000
Compensation & Benefits Specialist	£42,000	£45,000
Employee Relations Specialist	£40,000	£45,000
Organisational Development Specialist	£38,000	£44,000
HR Compliance Specialist	£36,000	£40,000
ED&I Specialist	£38,000	£44,000
HSE Specialist	£35,000	£45,000

WEST YORKSHIRE	MIN	MAX
Internal Recruiter	£30,000	£40,000
Talent Acquisition Specialist	£40,000	£50,000
Talent Acquisition Manager	£52,000	£60,000
Learning & Development Specialist	£40,000	£45,000
Compensation & Benefits Specialist	£44,000	£48,000
Employee Relations Specialist	£42,000	£46,000
Organisational Development Specialist	£42,000	£47,000
HR Compliance Specialist	£42,000	£50,000
ED&I Specialist	£45,000	£50,000
HSE Specialist	£40,000	£55,000

SPECIALIST ROLES

NORTH YORKSHIRE	MIN	MAX
Internal Recruiter	£30,000	£35,000
Talent Acquisition Specialist	£50,000	£52,000
Talent Acquisition Manager	£50,000	£56,000
Learning & Development Specialist	£40,000	£45,000
Compensation & Benefits Specialist	£42,000	£45,000
Employee Relations Specialist	£40,000	£45,000
Organisational Development Specialist	£40,000	£44,000
HR Compliance Specialist	£40,000	£45,000
ED&I Specialist	£38,000	£42,000
HSE Specialist	£45,000	£50,000

WE ARE SEWELL WALLIS

We're experienced recruiters, and we're good at what we do - we'll get to know you and your business inside and out, we'll keep you up to speed with everything that's going on, and we tackle every assignment with the energy of a new recruiter, combined with the lived experience of one that's been there and seen it all before. And it works. Our clients come back again and again, and our networks are full of candidates who reach out when they're looking for something new, and recommend us to their networks.

We're not a generalist agency.

We focus entirely on the Yorkshire market, with offices in Sheffield and Leeds; our networks are concentrated in the areas where our clients are located, and we consistently work with candidates who will be able to commute to those locations.

We exclusively focus on Finance, HR and Business Support roles, with consultants who also concentrate on executive search when clients have a requirement.

Our team understand the ins and outs of their specialisms, and can work with you to find talent that will be a good personality match with your current teams. We can also advise on things like qualification pathways, and salary benchmarking, and are able to provide other consultative advice beyond just who we think you should hire.

We're passionate about business and about people, and we love bringing the two together. If you're looking for a recruitment partner that will work side by side with you to help you reach your strategic goals, we're the one for you.

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