



ManpowerGroup™

## MANPOWERGROUP PAY LEAGUE 2015: EAST MIDLANDS

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- £15,000 gap between the best and worst paid areas in the East Midlands
- Manufacturing workers enjoy pay rises despite region's overall fall in pay
- Gender pay divide in the East Midlands being narrowed

There is a huge pay gap between the best and worst paid workers living in the East Midlands, with people living in Rushcliffe, Nottinghamshire the best paid, earning more than £15,000 more than those living in Boston, Lincolnshire. ManpowerGroup's analysis revealed full time workers living in Rushcliffe earn £41,100 annually, whereas workers living in Boston receive an average of £24,500 per annum.

That's one of the findings of the ManpowerGroup East Midlands Pay League, the latest in a series of regional insights into UK pay trends from ManpowerGroup, the world leader in innovative workforce solutions. ManpowerGroup's analysis is based on the most recent Annual Survey of Hours and Earnings from the Office of National Statistics.

Over the last year average annual pay for those living in the region fell by 0.2% – compared to the 0.6% increase recorded across the UK as a whole. At £30,200, average full-time annual pay in the East Midlands was £3,300 less than the UK average of £33,500. However, Manpower is seeing the outlook for the region's pay beginning to improve.

Greg Hollis, Operations Manager at Manpower, comments, "Although pay in the East Midlands has trailed the rest of the UK, we are starting to see an increase in salaries as employers compete for the best talent. Unemployment in the region is below the UK average and the employment numbers have been strong for a while now, which means that the candidate pool is shallower. In response, to secure the skills they need employers are becoming more willing to offer higher salaries and better packages."

Last year, pay in the region's manufacturing sector rose by 2.6% to £31,100 a year. It is no coincidence that, of the major cities in the region, those living in Derby – home of manufacturing powerhouses Toyota, Rolls-Royce and Bombardier – are the region's best paid, earning £30,700, around £5,000 a year more than their counterparts in the cities of Nottingham or Leicester.

This rise in manufacturing pay underlines the critical role manufacturing plays in the region's jobs economy. The sector is responsible for 23% of the full time jobs in the East Midlands, compared to 13% of full-time jobs nationally.

Greg Hollis adds, “Manufacturing has long been a key part of the jobs economy in the East Midlands, and the increasingly skilled nature of manufacturing work has had a profound impact on pay. We have seen a difference in pay trends between the manufacturing sector and the rest of the region as thriving companies search for the skilled workers they need to support expansion. Some manufacturers are seeing 30% growth and in these cases workers can negotiate better salaries, helping to push up pay in the sector. Welders and candidates from the automotive industry are currently in high demand and often able to secure very competitive salaries.”

ManpowerGroup’s analysis has also revealed a marked pay gap between the region’s men and women, with men in full-time work earning an average £15.10 an hour, compared to £12.99 per hour for women in full-time work. However, this gap is shrinking and, although both genders saw their pay fall over the past year, men’s average hourly pay fell faster than women’s pay (-1.8% vs. -0.1%).

Greg Hollis again: “There has traditionally been a difference in pay between men and women in the East Midlands, linked to the prevalence of male-dominated roles and industries in the region. However, this gap is shrinking and the East Midlands is leading the way in reducing the gender imbalance in pay. As more and more women seek work in the booming manufacturing sector, we hope that this will herald a further narrowing of the gender pay gap.”

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**About ManpowerGroup UK**

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ManpowerGroup UK has more than 30,000 people on assignment in any given week and through 300 locations, services the needs of 5,000 employers each year.

In 2014, ManpowerGroup was named one of the World’s Most Ethical Companies for the fourth consecutive year, confirming our position as the most trusted brand in the industry.

For more information, see [www.manpowergroup.co.uk](http://www.manpowergroup.co.uk)

## **About the ManpowerGroup Pay League**

ManpowerGroup's Pay League analysis is based on data from the Annual Survey of Hours and Earnings (ASHE). ASHE is based on a one per cent sample of employee jobs taken from HM Revenue & Customs (HMRC) PAYE records, collated and analysed by the Office for National Statistics (ONS). The data does not include self-employed workers. The latest data was published in November 2014, reflecting the tax year 2013-2014. Full data tables can be found on the ONS website.