

SALARY & BENEFITS REPORT

2024

HELLO.
HERE IS
SOME INFO
ABOUT US.

HEWETT
RECRUITMENT

 **HEWETT**
RECRUITMENT



Herefordshire
& Worcestershire
Chamber of Commerce



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Sharon Smith
Chief Executive

Herefordshire &
Worcestershire
Chamber of Commerce

It is with great pleasure that we publish our annual Salary & Benefits Report for 2024. The only salary benchmarking report in the two counties. Businesses are currently operating in a difficult labour market. The competitive labour market is impacting business's ability to invest and grow. Addressing the local and regional skills gap remains one of the Chamber's priorities as we continue to support businesses in the months ahead. This report will benchmark the salaries and benefits that businesses in Herefordshire and Worcestershire offer and will hopefully be useful to you and your business.

88% of businesses that answered this survey had attempted to recruit staff over the past 12 months, 69% of these businesses experienced recruitment difficulties. Engineering (32%), Sales (26%), and Manufacturing (24%) roles were the most difficult to recruit for. In our latest Quarterly Economic Survey (Q4), 58% of businesses reported they had attempted to recruit staff over the last quarter. 66% of these businesses had recruitment difficulties. Professional/managerial (46%) and Skilled manual/technical (43%) roles were the most difficult roles to recruit for. It has been another difficult year for businesses in the labour market. Consultation with our Membership over the last year has highlighted the extremely tough recruitment market in Herefordshire and Worcestershire, particularly a lack of skilled candidates. It is therefore welcome news to businesses that the Chancellor announced in the Autumn Statement £50m of funding for pilots to increase the number of apprenticeships in engineering and other key sectors with skills shortages.

The most recent Office for National Statistics (ONS) figures show an improvement in the UK labour market from the previous Salary & Benefits Report. The UK employment rate for August to October 2023 was 75.7%, compared to 75.6% last year. The UK unemployment rate was 4.2%, compared to 3.7% last year.

The most recent data from the ONS reports that the estimated number of vacancies in the UK fell by 45,000 on the quarter to 949,000. Vacancies fell on the quarter for the 17th consecutive period, the longest consecutive run of quarterly falls ever recorded but still above pre-coronavirus (COVID-19) pandemic levels. The estimate of payrolled employees in the UK for November 2023 was 30.2 million, compared to 29.9 million last year.

With the labour market continuing to improve after the shocks of the pandemic, war in Ukraine and cost of living crisis, it remains a crucial time for businesses to review the pay and benefits packages that they offer to staff and future employees. Through this report and other activities, Herefordshire & Worcestershire Chamber of Commerce will continue to provide practical advice and guidance to help businesses overcome recruitment difficulties and share best practice amongst our Members.

I am delighted to launch the 2024 Salary & Benefits Report in partnership with Hewett Recruitment which I hope will support businesses in the year ahead and I once again thank Hewett Recruitment for sponsoring this valuable report and their continued support of the Chamber.



Laura Hewett
Owner/Director

Hewett Recruitment



We are once again delighted to partner with the Herefordshire and Worcestershire Chamber of Commerce to produce the Salary & Benefits Report 2024. Each year we have more interest in the report from businesses across the two counties, with almost 350 companies contributing their data this year - making this the most robust report to date!

Over the past 12 months, the labour market has seen a marked slow-down in hiring, both in Temporary and Permanent positions. The recruitment industry has long been seen as a reliable barometer for what is happening in the economy as hiring intentions are such a strong indicator of business confidence. In the period since Covid restrictions were eased there has been a significant and sustained increase in demand, driven by businesses' recovery from the pandemic and various other factors such as the impact of Brexit and growth in the number of economically inactive people. However, it finally feels like the labour market is settling back into some kind of balance as employers continue to hire, but at a more cautious pace, and candidate availability finally begins to improve.

Businesses taking a more cautious approach to talent acquisition now have an opportunity to focus on developing their internal talent, away from the recruitment frenzy of the last few years.

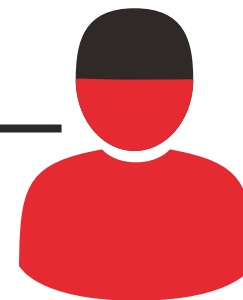
Now is a good time to safeguard our current workforce by benchmarking their pay and benefits as well as reviewing policies around hybrid and flexible working. In addition to this, we have long known that employees consider career-development opportunities to be one of the top

reasons to stay at (or leave) an organisation. It is important to demonstrate to employees what career development at your company looks like and how it can be accessed - the more transparent and personalised, the better. Prioritising the retention and development of existing staff can also help build organisational resilience and agility for the long-term.

In addition to this, many companies are finding that they can strengthen both employee engagement and talent attraction by demonstrating that they have a greater purpose and are contributing to the world around them. A great example of this is the organisations that are now focusing on improving and importantly, proving their commitment to sustainability and their local community through the increasingly popular certifications such as ISO14001 and B Corp. This kind of commitment from a business can allow employees to feel pride in where they work - giving them a connection to the company at a more emotional level.

When a company does look to recruit, it is useful to understand that the rate at which candidates are applying to jobs has increased in the past year. As job seekers expand their searches, we are likely to see an increased volume of applications. While in some ways a high volume of candidates is positive, it also brings its own challenges. Setting aside time to short-list effectively, as well as offering line-managers some interview training can help to ensure that we secure individuals that can not only do the job but are also a match for the values and ethos of the business.

LABOUR MARKET STATISTICS



In QES Q4,

52%

of businesses reported they were operating below full capacity.

88%

of businesses that answered this survey attempted to recruit staff over the last 12 months.

69%

of these experienced difficulties during the recruitment process.

In QES Q4,

58%

of 415 businesses had attempted to recruit staff in the previous 3 months.

66%

Of these experienced difficulties during the recruitment process.

22%

of those recruiting were seeking apprenticeships.

5

sectors have experienced more difficulty than most when recruiting.



Engineering (32%)



Sales (26%)



Finance (24%)



Manufacturing (24%)



Information Technology (15%)

The employment rate in the UK Labour market has remained above

75%

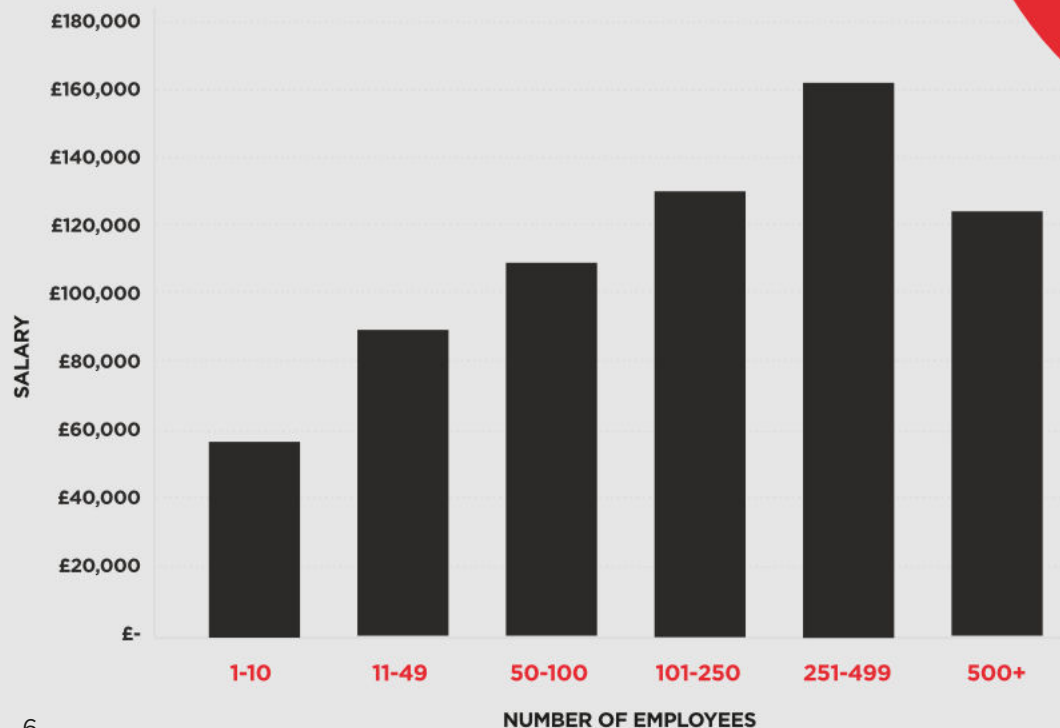
for the last year.



SALARY DATA EXECUTIVE TALENT

COMPANY SIZE	AVERAGE CEO SALARY
1-10	£59,835
11-49	£89,754
50-100	£114,982
101-250	£129,796
251-499	£164,506
500+	£123,627

AVERAGE CEO SALARY BY COMPANY SIZE



“Executive pay has been in the spotlight again in the last 12 months, particularly given the cost of living crisis that many have endured. However, away from the FTSE headlines, the data in Herefordshire and Worcestershire has remained relatively consistent. This is reflected in the same pattern of average CEO salaries getting higher as company size increases as we have seen previously, although we must always consider whether or not salary tells the whole story with roles of this nature. Dividend payments are just one way in which C-suite remuneration packages go way beyond just the basic salary. Offers of equity and enhanced benefits packages certainly help opportunities stand out against the competition, whilst the changing nature of what people want from work also has an impact. Just as employees increasingly want to work for businesses with a clear purpose and strong environmental and societal commitments, the same can be said for the next generation of our business leaders.”



HEWETT
EXECUTIVE TALENT

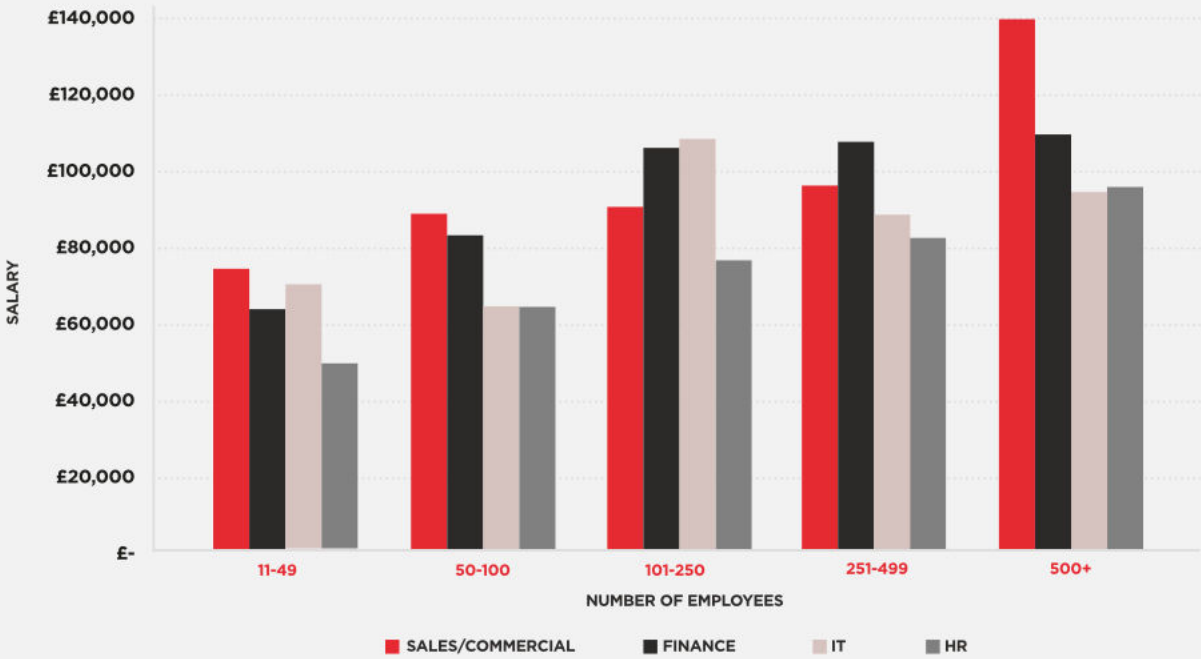
Ben Mannion
Owner/
Director



SALARY DATA EXECUTIVE TALENT

DIRECTOR ROLES	QUARTILE RANGES	AVERAGE
MANAGING DIRECTOR/CEO	£70,000 - £140,000	£107,340
FINANCE DIRECTOR	£61,000 - £112,769	£92,978
SALES/COMMERCIAL DIRECTOR	£60,000 - £109,000	£88,657
IT/TECHNOLOGY DIRECTOR	£62,000 - £95,000	£83,806
ENGINEERING DIRECTOR	£70,000 - £92,000	£83,262
MARKETING DIRECTOR	£50,000 - £100,000	£82,754
OPERATIONS DIRECTOR	£59,600 - £85,650	£76,181
HR DIRECTOR	£55,000 - £90,000	£74,053

AVERAGE DIRECTOR SALARY BY COMPANY SIZE



SALARY DATA ENGINEERING

“ 2023 saw significant growth in the number of high-level technical engineering positions within the local area, particularly in relation to automation, sustainability and continuous improvement (lean). The need for experience and qualifications in these areas has never been higher. This has led to both employers and candidates adapting to this demand by gaining the skills/qualifications required, which in turn has driven salaries up.

Despite the pursuit of experienced Engineers, engineering businesses are well aware of the importance of nurturing their early talent as many are faced with an ageing workforce. Research shows that early-career Engineers can feel isolated in an SME vs their peers in larger engineering businesses, due to a lack of development and networking opportunities. This can mean that it is difficult to attract and retain graduates and those who have completed an apprenticeship. NMITE (New Model Institute for Technology and Engineering) in Hereford has launched “Springboard”, an Early Careers Leadership programme which could be an opportunity for companies in the 2 counties to improve their offering at this level.”

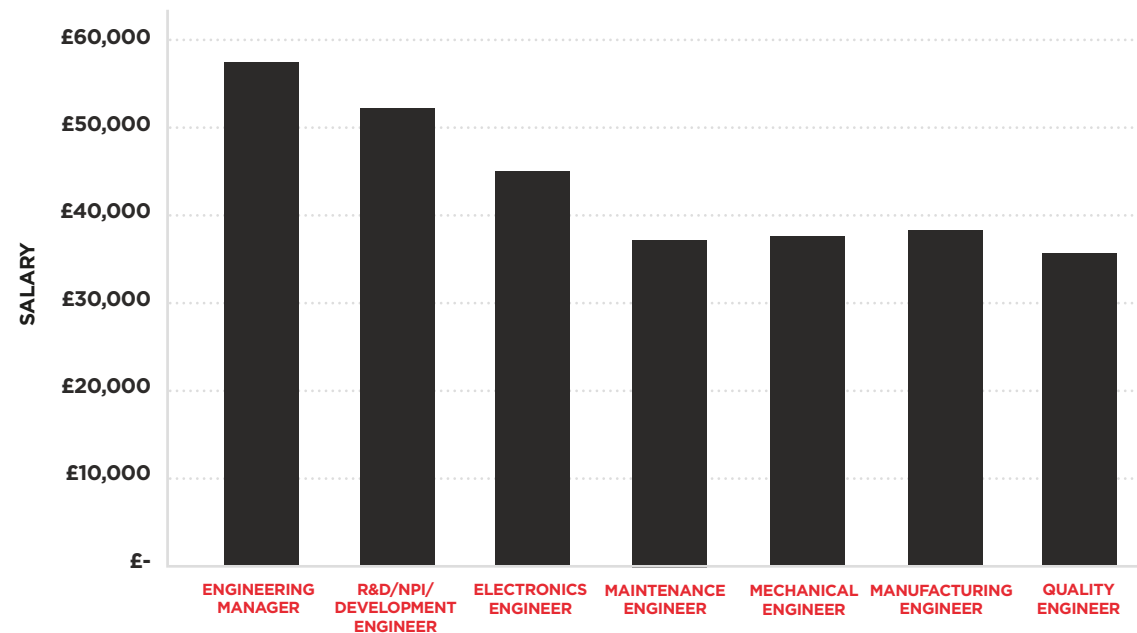
Steven Harris
Recruitment
Consultant –
Engineering

HEWETT
ENGINEERING



ENGINEERING	QUARTILE RANGES	AVERAGE
ENGINEERING DIRECTOR	£70,000 - £92,000	£83,262
ENGINEERING MANAGER	£52,000 - £63,315	£57,878
EMBEDDED/SYSTEMS ENGINEER	£52,300 - £56,700	£52,807
R&D/NPI/DEVELOPMENT ENGINEER	£42,636 - £62,750	£52,078
ELECTRONICS ENGINEER	£42,000 - £51,000	£44,879
DESIGN ENGINEER	£39,500 - £49,000	£44,548
PRODUCTION/MANUFACTURING ENGINEER	£35,722 - £41,900	£38,616
MECHANICAL ENGINEER	£36,125 - £41,500	£38,445
MAINTENANCE ENGINEER	£33,150 - £40,450	£37,550
QUALITY ENGINEER	£33,000 - £40,000	£36,183
CNC PROGRAMMER	£29,000 - £34,000	£31,103

AVERAGE SALARY - ENGINEERING



SALARY DATA

INDUSTRIAL

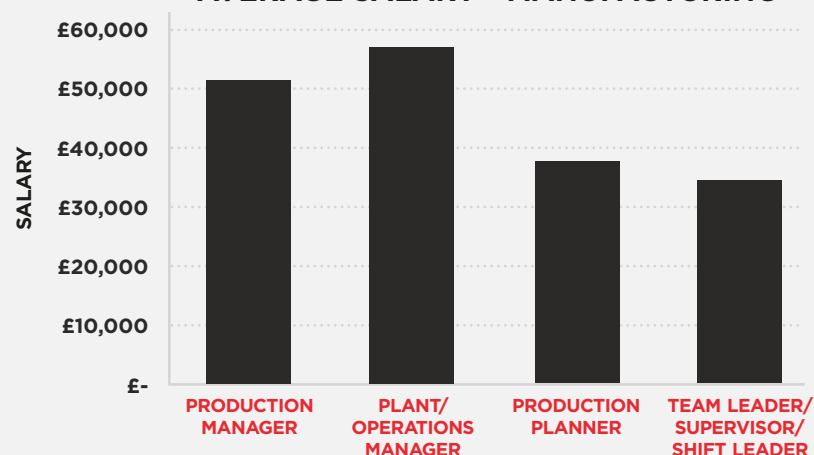
TRANSPORT & DISTRIBUTION	QUARTILE RANGES	AVERAGE
OPERATIONS DIRECTOR	£59,600-£85,650	£76,181
SUPPLY CHAIN MANAGER	£47,300-£59,750	£52,898
TRANSPORT MANAGER	£35,000-£44,876	£40,350
LOGISTICS MANAGER	£34,500-£45,000	£39,914
LOGISTICS/TRANSPORT PLANNER	£27,835-£36,136	£32,531

“ Pay for Industrial roles increases in line with National Living Wage every April, with shift allowances generally kept at a set percentage for unsociable hours. To help with retention in such a candidate driven market this year, some larger employers have increased pay rates above the Real Living Wage to remain competitive. The impact of this has been felt in productivity pressure for those large businesses and in addition, by smaller companies who perhaps cannot match those pay hikes for Industrial roles.

Work-life balance continues to be very important to people, with many candidates still opting for a day shift to accommodate this. However, where Late/ Night shifts have in recent years been less attractive and deemed as ‘unsociable hours’, more recently due to the cost-of-living crisis, these hours have become more popular due to the increased pay and shift allowances available.”

MANUFACTURING	QUARTILE RANGES	AVERAGE
PRODUCTION MANAGER	£43,100-£55,000	£51,232
PLANT/OPERATIONS MANAGER	£39,651-£70,500	£57,288
PRODUCTION PLANNER	£32,000-£41,000	£37,602
TEAM LEADER/SUPERVISOR/SHIFT LEADER	£30,000-£39,325	£34,366
GENERAL OPERATIVE - DAY SHIFT	£22,140-£26,750	£24,661
GENERAL OPERATIVE - LATE SHIFT	£22,200-£25,700	£24,974
GENERAL OPERATIVE - NIGHT SHIFT	£25,550-£28,984	£27,090
GENERAL OPERATIVE - ROTATING SHIFT	£22,250-£25,375	£24,151
FORK LIFT DRIVER - DAY SHIFT	£22,785-£26,750	£24,476

AVERAGE SALARY - MANUFACTURING



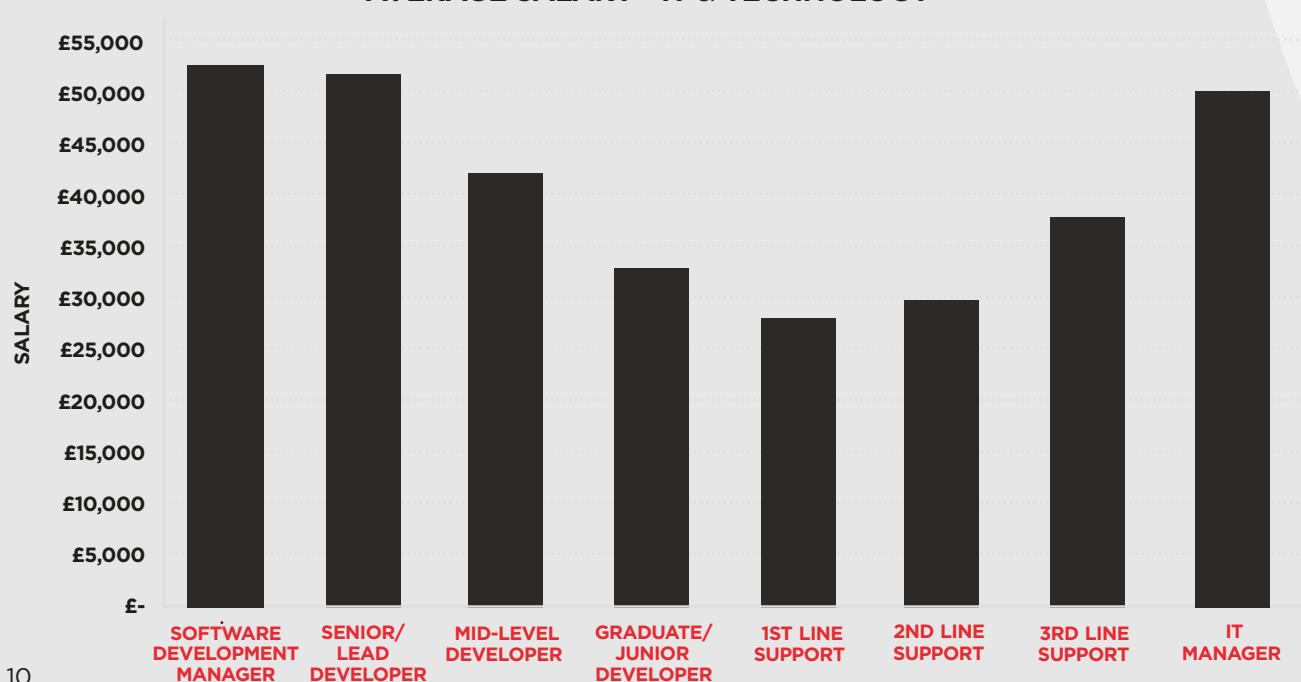
**Millie
Heaselgrave**
Recruitment
Consultant -
Industrial Temp

SALARY DATA

IT & TECHNOLOGY

IT & TECHNOLOGY	QUARTILE RANGES	AVERAGE
IT/TECHNOLOGY DIRECTOR	£62,000-£95,000	£83,806
IT MANAGER	£44,000-£56,941	£50,339
SOFTWARE DEVELOPMENT MANAGER	£44,000-£62,625	£54,607
SENIOR/LEAD DEVELOPER	£42,196-£62,675	£53,180
MID-LEVEL DEVELOPER	£35,962-£45,494	£41,787
GRADUATE/JUNIOR DEVELOPER	£28,544-£37,250	£32,966
1ST LINE SUPPORT	£24,620-£31,000	£28,238
2ND LINE SUPPORT	£26,500-£31,586	£30,888
3RD LINE SUPPORT	£34,240-£40,000	£37,093
IT PROJECT MANAGER	£37,250-£45,726	£42,306
NETWORK ENGINEER	£35,738-£40,000	£39,632
SOFTWARE TESTER/QA	£30,000-£46,000	£37,318

AVERAGE SALARY - IT & TECHNOLOGY



“ 2022 saw a strongly candidate-driven market, which coupled with economic pressures resulted in heavily augmented salary expectations across the IT market. During 2023, there has been a shift as economic uncertainty tempered vacancy numbers and candidate availability eased. This has largely been brought about by redundancies and employers’ hesitation to recruit.

Having said that, the demand for skills is still very much present, and when businesses have turned their attention to recruiting within the IT industry, salary levels have continued to increase. This data portrays further increases to starting salaries by comparison to that of 2022/23, with some increases as high as £6k for 3rd Line Support Engineers and £5k for both IT Directors and Development Managers. Entry Level Developers also see continued increases, comfortably entering the professional market on close to £30k - this shows far more volatile growth compared to last year, again likely due to cost-of-living pressures.

Inevitably, the enhanced salary expectations have started to ease gradually as we move into 2024, which provides an opportunity to businesses to now try and manage their ever-rising expenditure.”



Dom Jones
Principal
Recruitment
Consultant
- IT

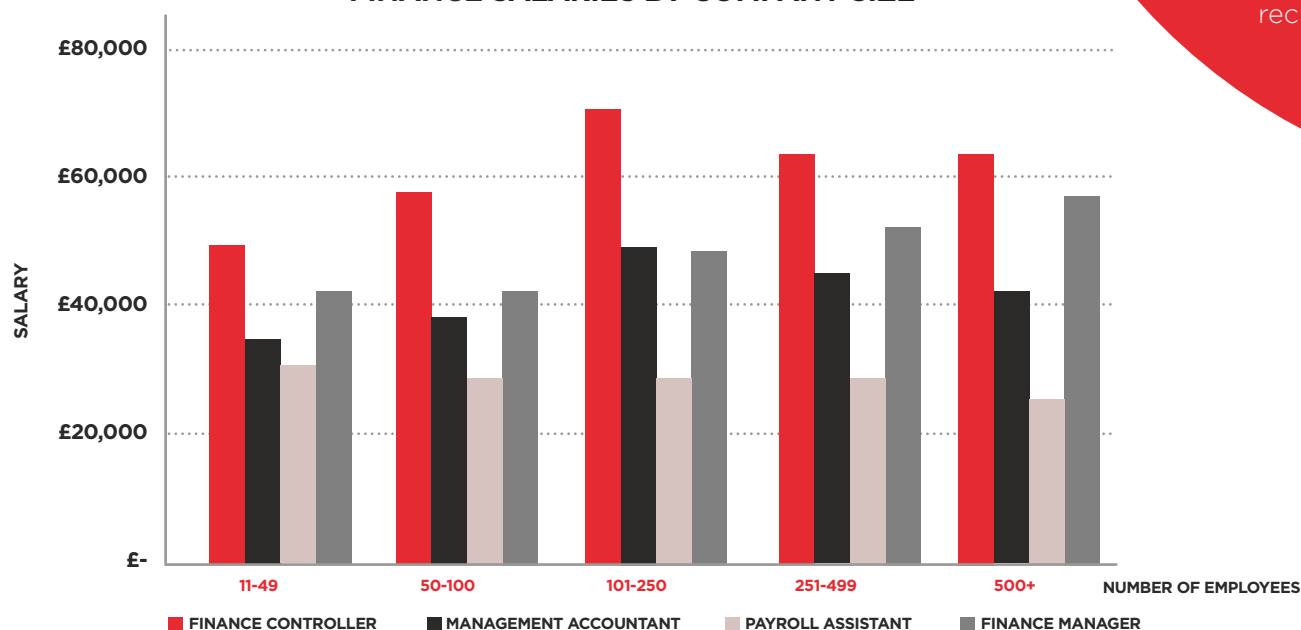
HEWETT
IT

SALARY DATA

FINANCE

FINANCE	QUARTILE RANGES	AVERAGE
FINANCE DIRECTOR	£61,000-£112,769	£92,978
FINANCE CONTROLLER	£51,083-£70,000	£61,691
FINANCE MANAGER	£39,000-£55,000	£47,079
MANAGEMENT ACCOUNTANT	£34,650-£50,000	£42,142
ASSISTANT ACCOUNTANT	£27,990-£35,250	£32,171
PAYROLL MANAGER	£31,625-£41,683	£36,357
PAYROLL ASSISTANT	£25,500-£29,000	£27,495
CREDIT MANAGER	£30,000-£38,000	£34,931
CREDIT CONTROLLER	£27,000-£30,000	£28,923
ACCOUNTS ASSISTANT	£24,000-£28,000	£26,203

FINANCE SALARIES BY COMPANY SIZE



“ 2023 saw steady growth in Finance recruitment in the UK, with some of the most in demand roles including Financial Controllers, Financial Accountants and FP&A Managers.

Increased salaries are a key factor in accepting a new finance position. In addition to this, three primary things to consider to successfully attract and hire Finance talent include flexible working patterns, offering transparent career progression opportunities and a speedy hiring process.

We have noticed an increase in salaries this year for the more junior processing positions (Accounts Assistant/ Accounts Payable/ Payroll Assistant) and also senior roles such as Financial Controllers and Finance Directors. In comparison, middle management roles such as Management Accountant and Finance Manager salaries seem to have stagnated. It highlights a potential area for focus in 2024, whether that involves targeted recruitment efforts, upskilling initiatives, or other strategies to address the skill gap in this specific area.”



Jennie Lessemun
Senior Recruitment Consultant - Finance

SALARY DATA

SALES

“ With another big rise in the National Living Wage due in April, pushing an average full time salary to £22,308, experienced and valuable members of our office support teams will understandably push their own expectations higher. We anticipate some deciding to move away from demanding, stressful jobs if the difference in pay is no longer worth the extra effort, or simply being snapped up by those employers who are increasing their salaries.

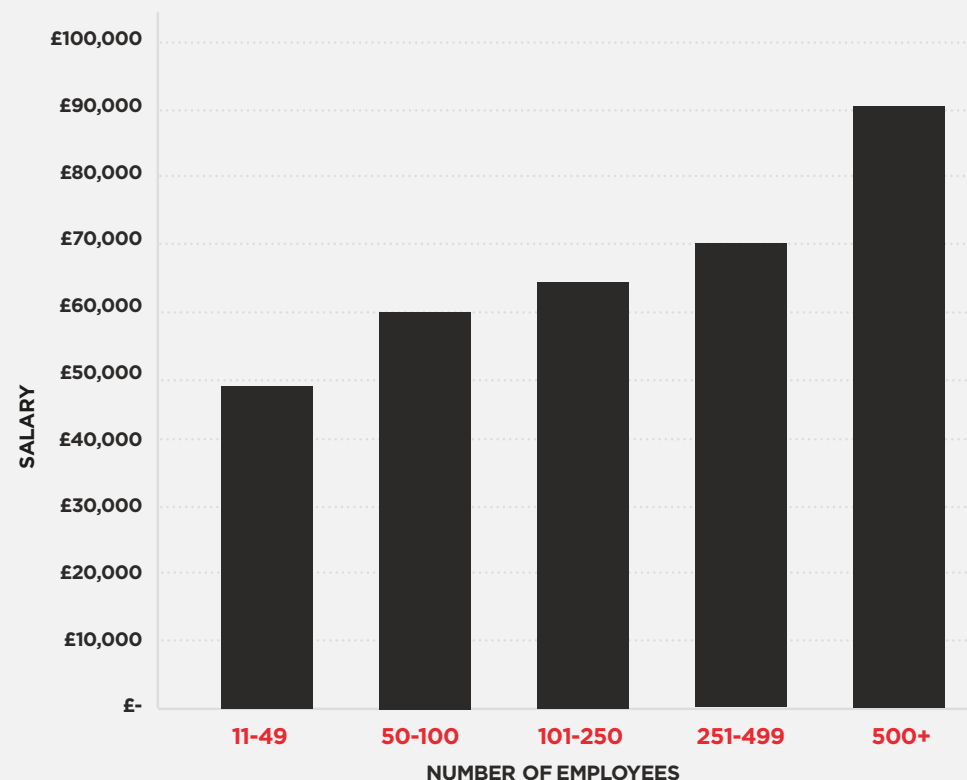
After Engineering, employers surveyed have highlighted Sales roles as being the next most difficult jobs to recruit for. But this is also an area where we probably see the most ambiguity with job adverts, interview processes and job offers. Good sales people are money motivated and driven to succeed, so it is very important to be clear and realistic in how you present the opportunity. If targets are met but the rewards promised don't follow, your sales people will quickly seek out better opportunities.”



Anthony Andrews
Senior
Recruitment
Consultant -
Commercial

HEWETT
COMMERCIAL

**SALES / BUSINESS DEVELOPMENT
MANAGER BY COMPANY SIZE**



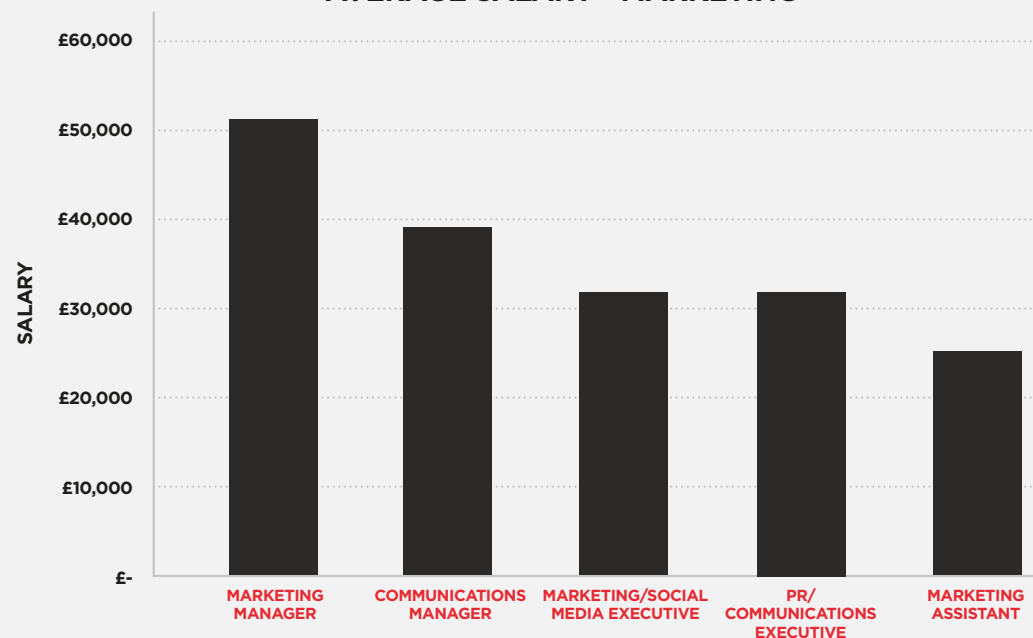
SALES	QUARTILE RANGES	AVERAGE
SALES/COMMERCIAL DIRECTOR	£60,000-£109,000	£88,657
SALES/BUSINESS DEVELOPMENT MANAGER	£40,000-£70,000	£57,660
ACCOUNT MANAGER	£33,571-£56,500	£46,996
FIELD SALES	£33,468-£55,000	£44,051
TELESALES/INTERNAL SALES	£25,000-£35,000	£30,579
SALES ADMINISTRATOR	£24,000-£30,000	£27,108

SALARY DATA

PR & MARKETING

PR & MARKETING	QUARTILE RANGES	AVERAGE
MARKETING DIRECTOR	£50,000-£100,00	£82,754
MARKETING MANAGER	£36,000-£59,000	£50,639
COMMUNICATIONS MANAGER	£31,000-£48,005	£39,452
MARKETING/SOCIAL MEDIA EXECUTIVE	£26,648-£37,475	£31,625
PR/COMMUNICATIONS EXECUTIVE	£27,550-£33,500	£31,635
MARKETING ASSISTANT	£23,374-£27,309	£24,889

AVERAGE SALARY - MARKETING



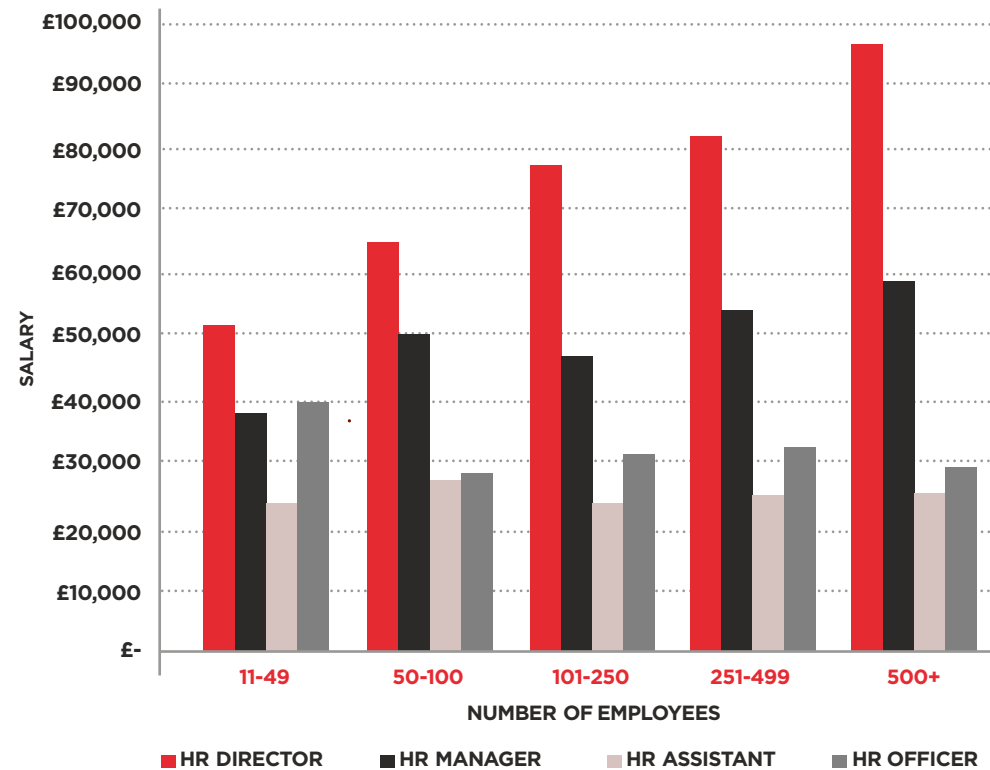
SALARY DATA HR

“HR professionals are expected to have their fingers on the pulse as their function is as diverse and as challenging as ever. HR is at the forefront of finding the ‘right people’ for their organisations. In the last few years, developing company culture has become a priority as businesses strive to position themselves as ‘employers of choice’, given the competition to recruit and retain talent. We are seeing that the winners in this space are those with the strongest inter-departmental communication – with line managers and SLT all ‘singing from the same hymn sheet’. When it comes to promoting a happy and positive workforce, it must be a whole company approach.”



Kate Turnbull
Senior
Recruitment
Consultant –
Commercial

HR SALARIES BY COMPANY SIZE



HR	QUARTILE RANGES	AVERAGE
HR DIRECTOR	£55,000-£90,000	£74,053
HR MANAGER	£40,000-£54,375	£48,830
HR BUSINESS PARTNER	£35,000-£45,000	£40,027
HR ADVISOR	£30,475-£35,000	£33,085
HR OFFICER	£26,375-£34,037	£30,703
HR ASSISTANT	£23,000-£25,680	£24,529



SALARY DATA OFFICE MANAGEMENT

OFFICE MANAGEMENT	QUARTILE RANGES	AVERAGE
OFFICE MANAGER	£29,925-£40,000	£35,503
PERSONAL/EXECUTIVE ASSISTANT	£26,379-£39,000	£32,984
SENIOR ADMINISTRATOR	£27,260-£32,945	£30,253
ADMINISTRATOR/OFFICE COORDINATOR	£23,000-£26,000	£24,639
RECEPTIONIST	£21,000-£25,000	£23,139
CUSTOMER SERVICE ADVISOR	£22,300-£26,000	£25,129

SALARY DATA PROCUREMENT & SUPPLY

PROCUREMENT AND SUPPLY	QUARTILE RANGES	AVERAGE
PURCHASING MANAGER	£39,500-£53,250	£47,923
SENIOR BUYER	£37,000-£46,137	£42,460
BUYER	£30,000-£35,625	£33,472
STOCK/PURCHASING ASSISTANT	£24,487-£28,226	£27,222

BENEFITS DATA

ANNUAL LEAVE ENTITLEMENT

The most important company benefit to most employees is their annual leave entitlement. The statutory minimum requirement is 20 days plus 8 Bank Holidays, but as the data shows, the vast majority of companies offer 25 days plus Banks, with some even offering more than that, often increasing with service. For many candidates, the idea of losing a week's holiday or more to join a new employer is enough to put them off, so it is worth weighing this up as a benefit from day 1 of employment, with the potential impact on productivity.

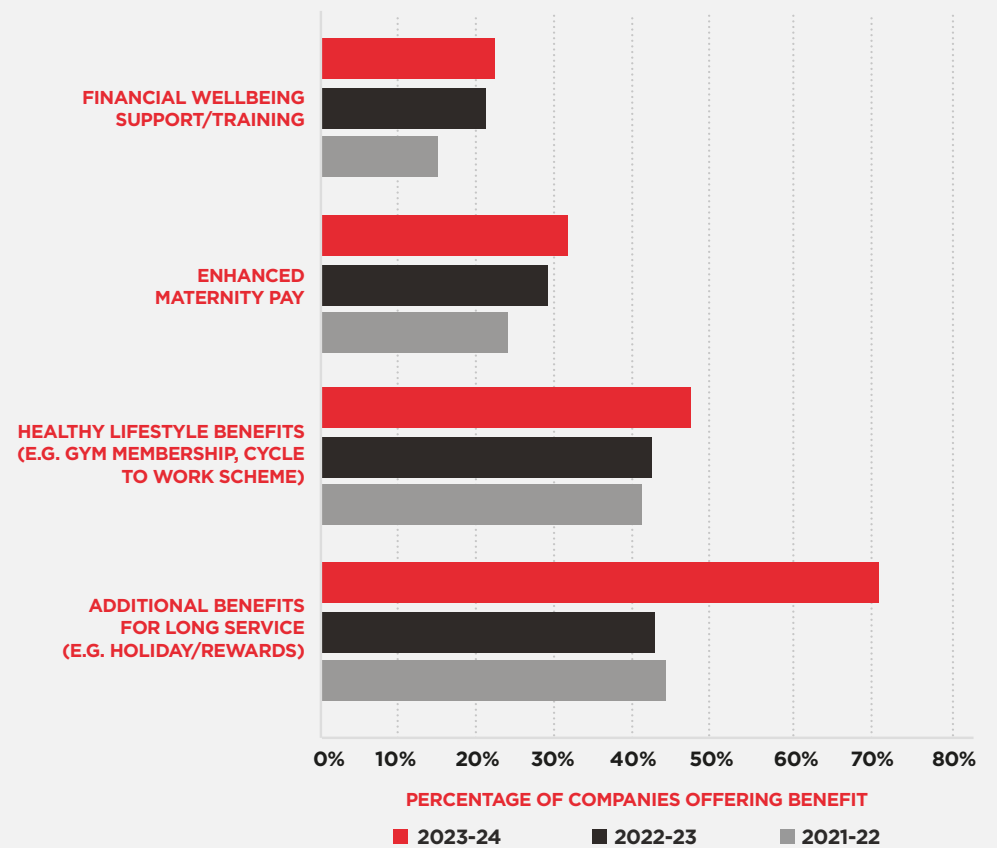




BENEFITS DATA

EMPLOYEE BENEFITS

BENEFITS OFFERED TO EMPLOYEES. YEAR BY YEAR COMPARISON



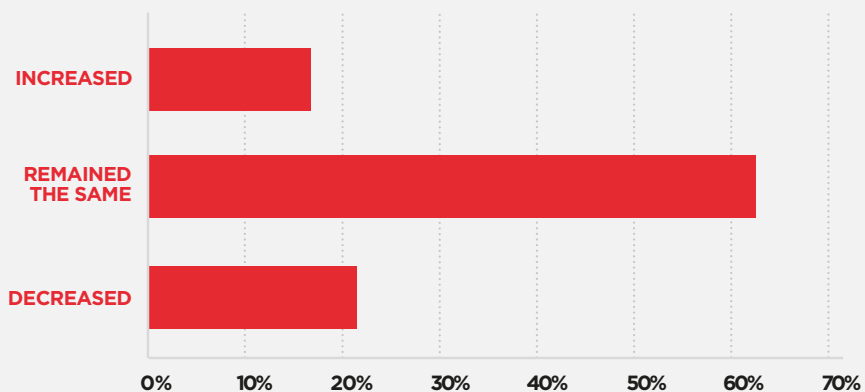
BENEFITS DATA

HYBRID WORKING

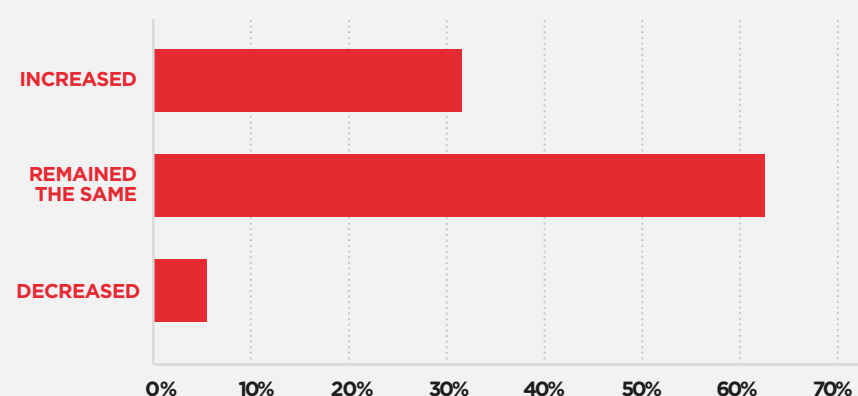
Hybrid working peaked in 2021/22 as employees demanded a greater work-life balance as the UK emerged from the Covid lockdown experience. As employers had adapted business practices for the pandemic, most continued with a significant element of hybrid working in response to employee demands. Over the course of the last 12-18 months, we have seen a gradual return to the office with many settling with a happy compromise of 1-2 days per week working from home.

Flexible working however, continues to increase in popularity as businesses have evolved in the last few years to focus more on individuals outputs, moving away from more out-dated methods of measuring performance that had given rise to presenteeism.

HAS THE PROPORTION OF HYBRID WORKING HOURS (WORKING REMOTELY) IN YOUR ORGANISATION INCREASED, DECREASED OR REMAINED THE SAME?



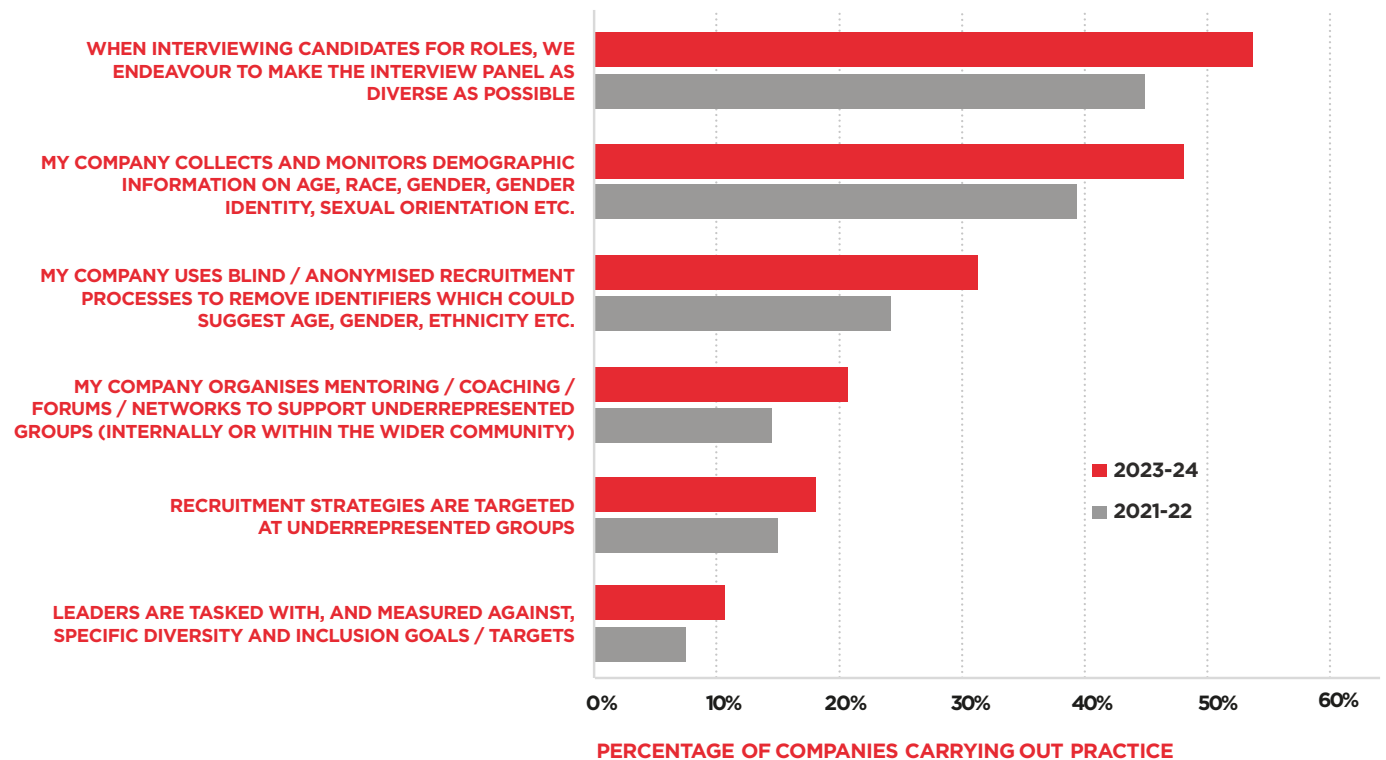
HAS THE PROPORTION OF FLEXIBLE WORKING HOURS IN YOUR ORGANISATION INCREASED, DECREASED OR REMAINED THE SAME?



DIVERSITY & INCLUSION

This is the 3rd year that we have collected data around ED&I practices across the 2 counties. The graph compares the most recent data with the data from 2 years ago as it strongly showcases how Equality, Diversity and Inclusion has become more of a priority as companies reap the benefits of a diverse workforce. It is great to see the range of ED&I practices adopted by companies expanding, but as with any successful business strategy, it must come from the top as a stated business objective, followed closely by collecting data to identify opportunities for improvement.

DO YOU CARRY OUT ANY OF THE FOLLOWING DIVERSITY AND INCLUSION PRACTICES?





CASE STUDY OLPRO

OUR B CORP STORY

OLPRO is proud to be a B Corporation-certified business, it underscores the company's commitment to sustainability and ethical business practices. The certification also symbolises OLPRO's dedication to positive social and environmental impact.

Notably, the certification process has allowed OLPRO's commitment to transparency to shine through, providing both customers and competitors with a deeper understanding of the company's sustainable initiatives. The improved transparency fosters trust and aligns with the values of today's conscious consumers.

Moreover, the certification process empowered OLPRO to identify and fortify areas of improvement. By reinforcing weaknesses, OLPRO has been able to address environmental and social challenges, ensuring a more resilient and responsible business model for years to come.

Customers can now shop with increased confidence, knowing that OLPRO's B Corp status signifies a steadfast commitment to ethical and sustainable practices. This certification assures consumers that their purchases support a brand dedicated to positive change in both the outdoor industry and the broader global community. OLPRO is the first awning & tent producer in the UK to achieve B-corporation certification, a path they hope the many other brands that share space follow.

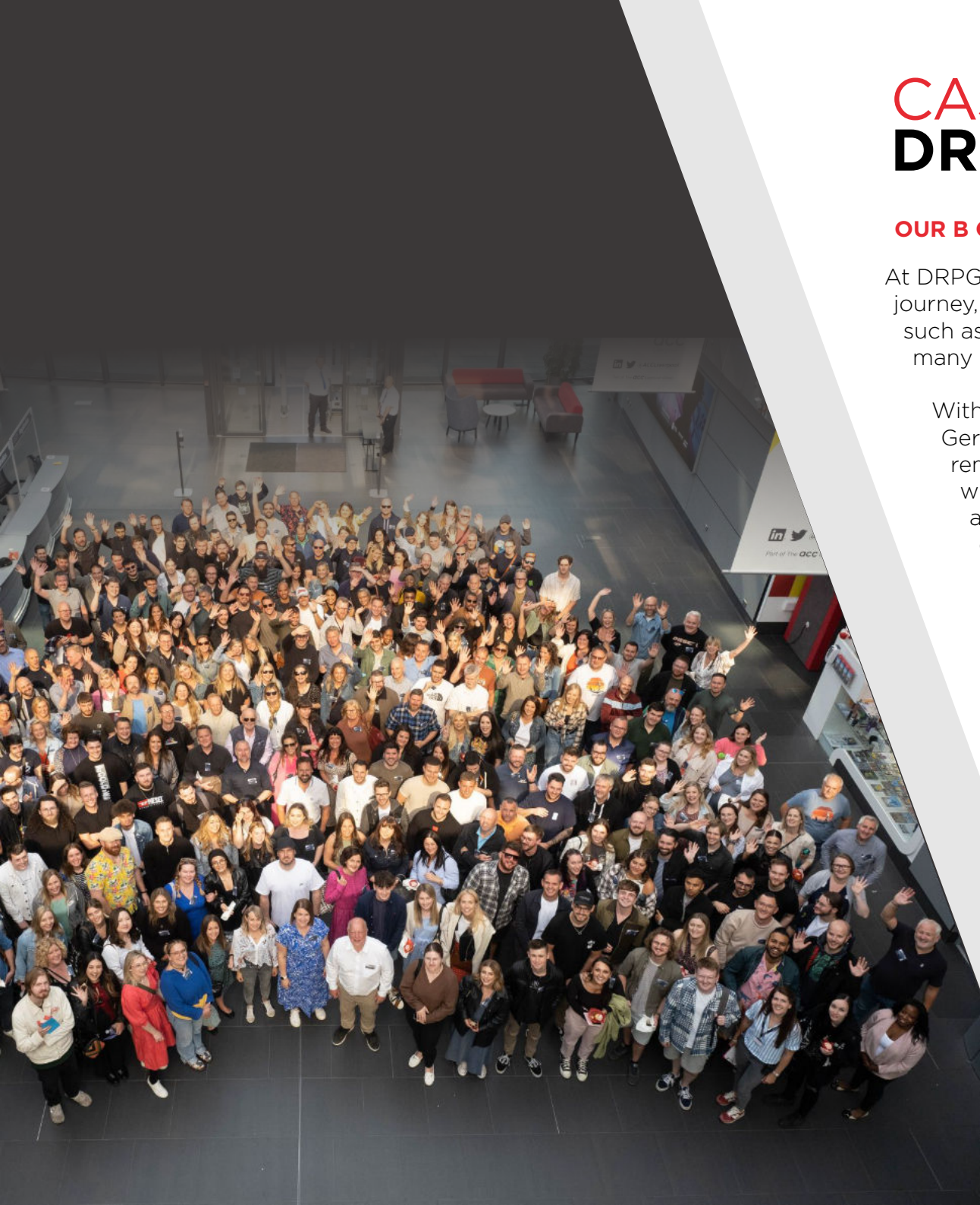
Ben Deakin
Marketing & PR Manager

Certified B Corporations

Certified B Corporations, or B Corps, are companies verified by B Lab to meet high standards of social and environmental performance, transparency, and accountability. Businesses that become B Corps have seen great results: committed and motivated employees, increased customer loyalty, higher levels of innovation, and market leadership.

There are over 6800 B Corps globally, over 1300 in the UK and 14 across Herefordshire and Worcestershire... the momentum is growing at a pace and Olpro, DRPG and Hewett Recruitment are 3 of the two counties' businesses on a mission to use business as a force for good!





CASE STUDY DRPG



OUR B CORP STORY

At DRPG, we have been on an extensive 17-year sustainability journey, starting back in the early 2000s attaining accreditations such as the BSI Standards, ISO20121, and ISO 14001. We've seen many accreditations come... and some go!

With over 400 team members spread across the UK, US and Germany, it is important that messaging around sustainability remains clear, consistent and true to our values and mission which is to drive positive change for our clients, colleagues and communities. To avoid any greenwashing and breaking of the green claims code, we use industry standards to help us stay accountable for the work we do towards people, planet and profit. We were the first agency to attain The Queen's Award for Sustainable Development and we have just received word of maintaining Investors In People Platinum status.

I am passionate about sustainability and was fortunate enough to be one of those who made the NetZero pledge at COP26 in Glasgow last year. All this hard work has led us towards attaining B Corp Certification in October 2023. We're looking forward to diving into the B Corp community alongside Hewett Recruitment, Olpro and other purpose-driven companies around the area, driving towards positive change and a brighter, fairer future.

Dale Parmenter
Group CEO



Check out our 'B Corp story' video

ABOUT OUR PARTNER

HEWETT RECRUITMENT

Championing Quality Recruitment with an Ethical Approach

Hewett Recruitment believes in doing business the right way, providing good work and following an ethical approach that has a proactive and positive impact on people. We invest in our local community and are committed to delivering our services in a sustainable way; helping to develop the skills of the next generation and conserve the world that they will inherit.

Using business as a force for good

In September 2023, Hewett Recruitment officially became B Corp™ certified, recognition of the fact that we meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

The Three Counties' Most Trusted Recruitment Agency

Hewett Recruitment aims to be the Three Counties' most trusted recruitment agency as an employer, a supplier and as business citizens. We continue to challenge ourselves and measure this through the B Corp standards; being rated 'Excellent' on Trust Pilot and through winning awards including The Herefordshire & Worcestershire Chamber Awards for "Excellence in Customer Service" and "Commitment to the Community".



KEY CONTACTS



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If you would like to talk more about how your business might introduce flexibility to current or future roles, or for any other advice on recruitment and retention, contact one of the contributors from Hewett Recruitment using the details to the left.

If you would like advice or guidance on how to become more involved in projects where business engages with education, contact Robert Elliot, Director of Business Development and Engagement
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 **HEWETT**
RECRUITMENT

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Herefordshire
& Worcestershire
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