



# **SALARY & BENEFITS REPORT**

## **2025**

 **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 2025, the only local salary benchmarking report in the two counties. Businesses are currently operating in a challenging, competitive labour market that 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 benchmarks the salaries and benefits that businesses in Herefordshire and Worcestershire offer and we hope this local research supports you and your business.

Just under 350 organisations participated in the survey this year. Multiple business sectors were represented which accurately reflects our region. Manufacturing and Professional Services were the most prolific response sectors. Again, reflecting the demographic of businesses across our two counties, and indeed membership of the Chamber, 80% of businesses responding had between 1 and 100 employees.

We are very aware that employers face significant challenges following the recent budget, including navigating increased operational costs, adapting to changes in taxation, and managing the impact of reduced government subsidies or incentives. Rising inflation may also strain payroll budgets, leading to difficulties in maintaining competitive wages. Regulatory changes may require additional compliance measures, increasing administrative burdens further. Employers must also address workforce concerns, such as job security and benefits, while striving to sustain growth and productivity amid uncertain economic conditions.

Nationally, the Office of National Statistics (ONS) have recently estimated that payrolled employees in the UK decreased by 9,000 between August and September 2024 but rose by 136,000 between September 2023 and September 2024. The UK employment rate for people aged 16 to 64 years was estimated at 74.8% in July to September 2024.

This is largely unchanged compared to last year, but up in the latest quarter. The UK unemployment rate for people aged 16 years and over was estimated at 4.3% in July to September 2024. This is above estimates of a year ago, and up in the latest quarter. Interestingly the UK economic inactivity rate for people aged 16 to 64 years was estimated at 21.8% in July to September 2024. This is below estimates of a year ago, and down in the latest quarter.

It is particularly positive that in this year's survey we have explored the Equality, Diversity, and Inclusivity activities of our businesses. A strong Equity, Diversity, and Inclusion (EDI) policy fosters an inclusive environment where all individuals feel valued and respected, regardless of their background. It drives innovation by encouraging diverse perspectives and ideas while promoting fairness and equal opportunities. An effective EDI policy enhances employee engagement, retention, and overall organisational reputation. It aligns with social responsibility, addressing systemic inequalities and creating a culture of belonging, which benefits both the organisation and society as a whole.

I am delighted to launch the 2025 Salary & Benefits Report in partnership with Hewett Recruitment, which I hope will support businesses in the year ahead.





**Laura Hewett**  
**Owner/Director**

**Hewett Recruitment**

**HEWETT**  
RECRUITMENT

We are proud to once again partner with the Herefordshire and Worcestershire Chamber of Commerce to produce this year's Salary & Benefits Report. Now in its latest edition, the report continues to grow in relevance, with almost 350 organisations contributing data. It remains an essential resource for businesses navigating today's labour market challenges and making informed strategic workforce decisions.

The past year has seen a complex and evolving employment landscape. Hiring activity has steadied, but employers continue to face significant pressures. April's increases in National Insurance and the National Living Wage have added to rising costs, forcing businesses to balance budgets while remaining competitive in attracting and retaining talent. These pressures are particularly challenging for SMEs, which must carefully navigate costs without compromising on their people strategies.

Despite these challenges, the UK's employment rate remains high, with ongoing skills shortages in critical industries such as engineering, where demand continues to outpace supply. Meanwhile, the IT sector has seen a notable increase in talent availability for the first time in years, driven by redundancies following reduced market investment.

Overall, the local labour market across the two counties has become more settled. Employee turnover has reduced, giving HR teams and people leaders the opportunity to refocus on strategic priorities. Productivity has emerged as a key topic – how to increase outputs while managing costs and headcount effectively. Career development, training, and performance-based pay are proving to be vital tools in meeting this challenge.

For businesses navigating these dynamics, this report serves as a valuable tool.

Benchmarking salaries and benefits allows organisations to remain competitive when crafting their Employer Value Proposition. Whether your focus is attracting new talent or retaining your existing team, the insights within this report will help you plan effectively for the year ahead.

Thank you to all the businesses that contributed data to this year's report. Your input strengthens our understanding of the local labour market and supports the wider business community in creating environments where both organisations and employees can thrive.

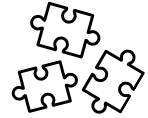


# LABOUR MARKET STATISTICS



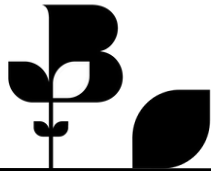
**83%**

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



**66%**

of these, experienced difficulties during the recruitment process.



**69%**

of these were for full time positions.

**31%**

of these were for part time positions.

**5** sectors have experienced more difficulty than most when recruiting.

 Manufacturing

 Sales

 Engineering

 Finance

 Office Management

**4%**

of businesses have said that AI had replaced a job role within their business.



**5%**

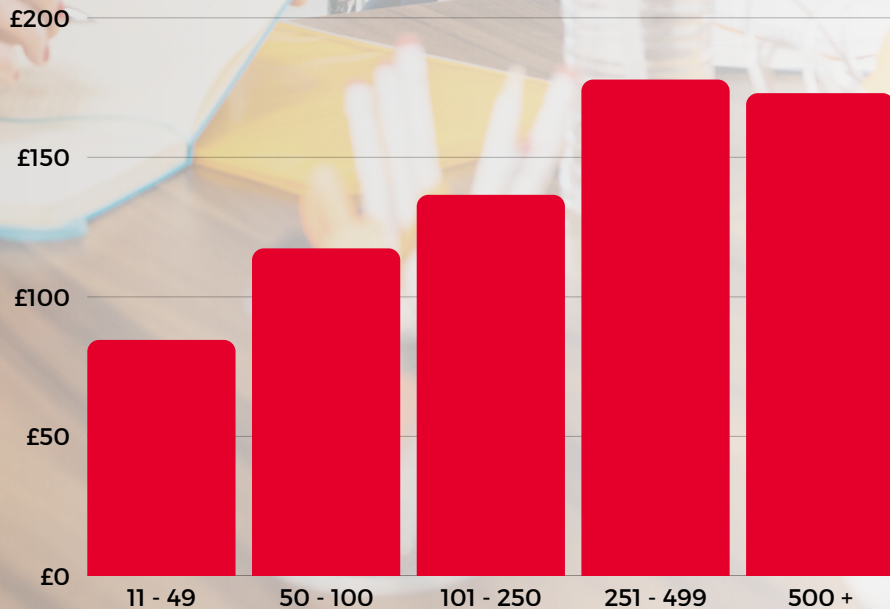
of businesses anticipate that AI could potentially replace a job role within their business, in the future.

# SALARY DATA

## EXECUTIVE TALENT

COMPANY SIZE	AVERAGE CEO SALARY
11 - 49	£85,000
50 - 100	£117,000
101 - 250	£137,000
251 - 499	£178,000
500+	£173,000

AVERAGE CEO SALARY BY COMPANY SIZE



Executive level employment within Herefordshire & Worcestershire has always presented an interesting point of view when considering salary and benefits. Across a region populated predominantly by SMEs, mostly on the smaller end and often owner-led, we again see a very broad range of salary offerings for senior positions. As always, this tends to tell just a small part of the story, with owners and directors commonly rewarded further through dividends and other performance related incentives.

Demand for C-Suite talent has been buoyant in 2024, as a number of local companies look at succession planning and in some instances, exit plans for founders. Looking ahead to 2025, it will be interesting to see how Exec level salaries stand up in the face of increased wage pressure caused by the next upcoming increase in the National Living Wage. This legislated pay increase, allied with the increase in Employers National Insurance, will put a significant – and unavoidable – strain on the cost bases of all employers.

One way these challenges may be mitigated against is by looking at smaller percentage increases for higher paid employees, indeed it may even be that senior management receive zero increase. This has obvious impacts on employee engagement so expect to see the aforementioned performance related pay incentives come to the fore as owners and Directors look to balance their own rewards with the productivity and profitability of their businesses.

**Ben Mannion**  
Owner/Director  
and Executive  
Talent Recruitment  
Specialist

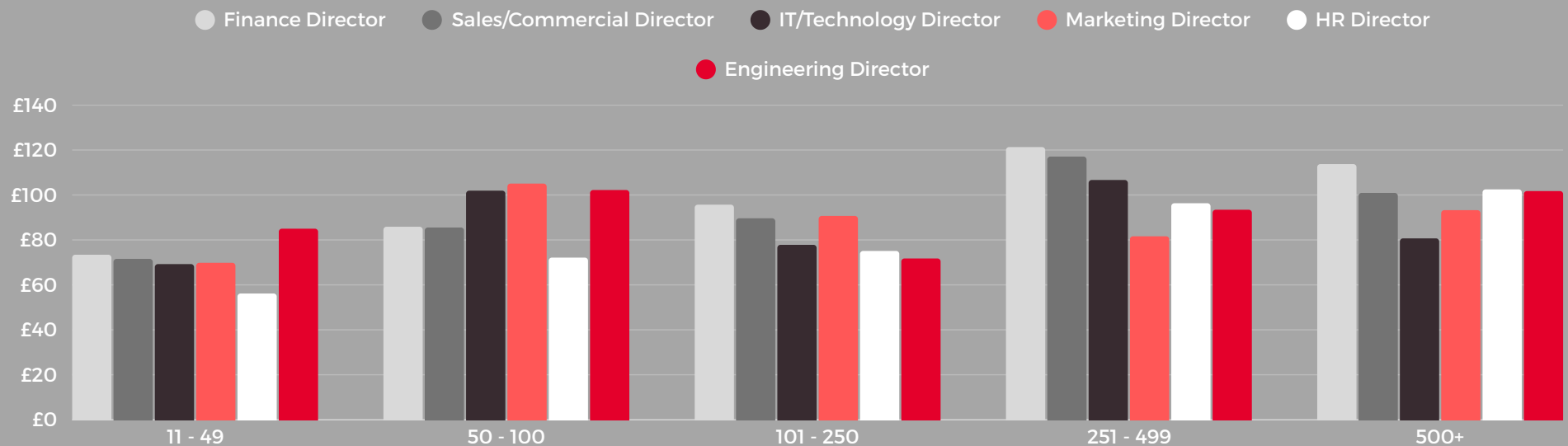




# SALARY DATA EXECUTIVE TALENT

DIRECTOR ROLES	QUARTILE RANGES	AVERAGE
Managing Director/CEO	£60,000 - £124,000	£97,000
Finance Director	£65,000 - £100,000	£88,000
Sales/Commercial Director	£60,000 - £100,000	£83,000
IT/Technology Director	£65,000 - £101,000	£87,000
Engineering Director	£73,000 - £114,000	£90,000
Marketing Director	£66,000 - £114,000	£91,000
HR Director	£56,000 - £98,000	£78,000

## AVERAGE DIRECTOR SALARY BY COMPANY SIZE

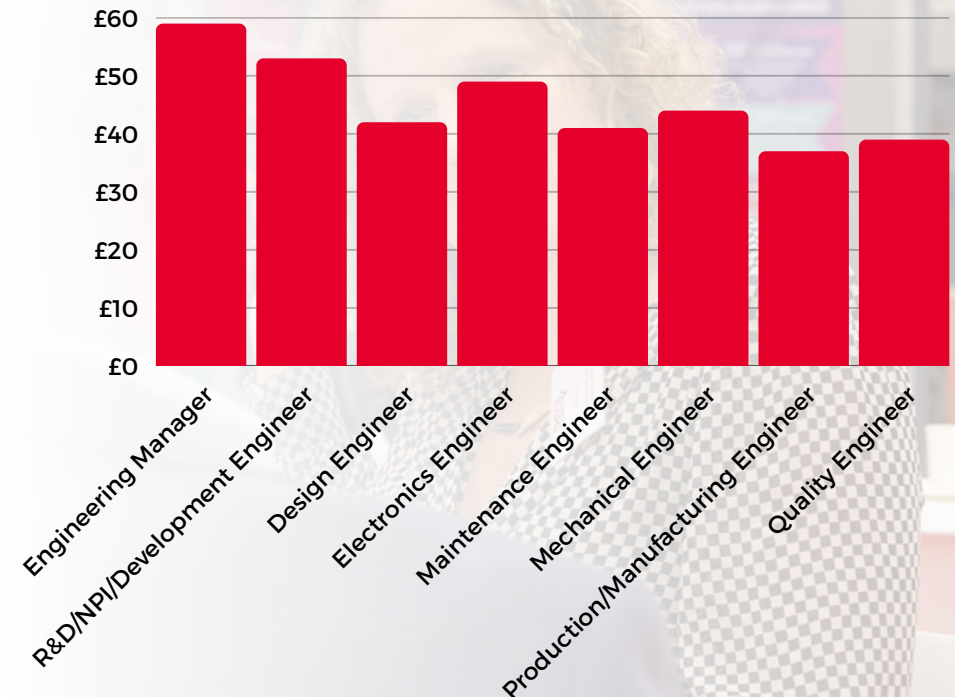


# SALARY DATA ENGINEERING



ENGINEERING	QUARTILE RANGES	AVERAGE
Engineering Director	£73,000 - £114,000	£90,000
Engineering Manager	£50,000 - £69,000	£59,000
R&D/NPI/Development Engineer	£46,000 - £63,000	£53,000
Design Engineer	£33,000 - £51,000	£42,000
Electronics Engineer	£46,000 - £55,000	£49,000
Maintenance Engineer	£38,000 - £45,000	£41,000
Mechanical Engineer	£36,000 - £47,000	£44,000
Production/Manufacturing Engineer	£32,000 - £45,000	£37,000
Quality Engineer	£35,000 - £43,000	£39,000

AVERAGE SALARY - ENGINEERING



In 2024, engineering recruitment in Herefordshire & Worcestershire has faced notable challenges, primarily due to a shortage of skilled professionals. The demand for engineers in specialised areas such as automation, robotics, and renewable energy is high, but local talent pools are limited, and many companies have struggled to find qualified candidates. This skills gap is compounded by increased competition from larger cities like Birmingham and Bristol, which offer higher salaries and some big names, with options of hybrid working meaning that candidates are willing to travel further for work. This has led to longer recruitment processes for local businesses and increased head-hunting activities to source the right technical candidates.

Over the year, salary demands have risen, with entry-level engineers earning between £26,000 and £30,000, while experienced professionals can command £40,000 to £50,000 or more, driven mainly by the imbalance between supply and demand. Employers have adapted to this market in offering more attractive packages, including benefits like remote work and flexible hours, to remain competitive. In 2025, I anticipate that engineering recruitment will face intensified challenges due to a growing skills gap, especially in fields like AI, robotics, and renewable energy. This will lead employers to become ever more creative to remain competitive, whilst keeping a keen eye on costs.

**Steven Harris**  
Lead Recruitment  
Consultant -  
Engineering  
Specialist





# SALARY DATA

## INDUSTRIAL



This year has presented challenges for manufacturing businesses, with financial pressures from the April 2024 National Living Wage increases, the mid-year election, and the subsequent budget release. In response, many organisations have turned to Temporary Workers as a flexible staffing solution.

Temporary recruitment offers businesses the ability to manage fluctuating workloads and uncertain order books without committing to permanent headcount. This approach has been invaluable, providing access to high-quality candidates who can address short-term requirements while maintaining operational continuity. Notably, the availability of skilled and experienced candidates for temporary roles has improved significantly. This broader talent pool enables companies to meet immediate needs and leverage quality workers during periods of uncertainty, ensuring they remain competitive and adaptable. Looking ahead to 2025, challenges such as increases in Employer National Insurance contributions, the National Living Wage, the Workers Rights Bill, and unpredictable business growth will disproportionately affect manufacturers. Temporary staffing will remain a critical solution, helping businesses navigate these pressures and maintain agility in an evolving market.

**Millie Fox**  
Recruitment  
Consultant -  
Industrial Specialist



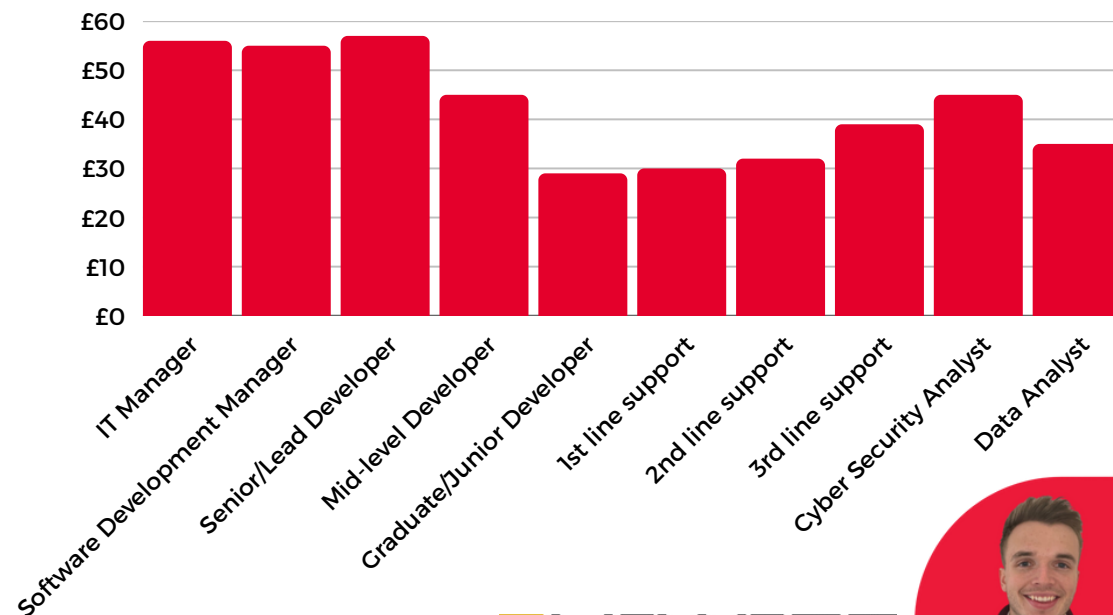
INDUSTRIAL	QUARTILE RANGES	AVERAGE
Production Manager	£44,000 - £60,000	£53,000
Plant/Operations Manager	£45,000 - £74,000	£60,000
Production Planner	£30,000 - £38,000	£35,000
Team Leader/Supervisor/Shift Leader	£30,000 - £40,000	£35,000
General Operative, early shift - basic pay	£24,000 - £28,000	£26,000
Fork Lift Truck Driver, early shift - basic pay	£24,000 - £28,000	£26,000

### AVERAGE SALARY - MANUFACTURING



# SALARY DATA IT & TECHNOLOGY

IT & TECHNOLOGY	QUARTILE RANGES	AVERAGE
IT/Technology Director	£65,000 - £101,000	£87,000
IT Manager	£45,000 - £63,000	£56,000
Software Development Manager	£42,000 - £60,000	£55,000
Senior/Lead Developer	£47,000 - £64,000	£57,000
Mid-level Developer	£32,000 - £55,000	£45,000
Graduate/Junior Developer	£27,000 - £31,000	£29,000
1st line support	£25,000 - £34,000	£30,000
2nd line support	£28,000 - £37,000	£32,000
3rd line support	£33,000 - £45,000	£39,000
Cyber Security Analyst	£39,000 - £42,000	£45,000
Data Analyst	£31,000 - £39,000	£35,000



**HEWETT**  
IT & TECHNICAL



Last year's salary data in IT and Technology reflected strong employer demand, driving continued salary increases across the sector. However, 2024 has painted a slightly different picture. An easing of candidate shortages, influenced by a wave of redundancies and cautious hiring practices, has resulted in a more balanced landscape. Salary growth in IT has begun to moderate, with some areas even experiencing declines. For instance, entry-level development roles have seen salaries drop by nearly £4,000 for graduates entering the market.

That said, demand for skilled IT professionals remains evident, sustaining salary increases in key roles. Senior Software Engineers, Mid-level Developers, and IT Directors have seen increases of up to £4,000, while IT Managers have experienced an average rise of £6,000. These figures highlight the ongoing value placed on expertise in critical positions.

As we close out 2024, signs of moderating salary growth provide employers with an opportunity to manage costs more effectively while still attracting top-tier talent. This shift represents a chance for businesses to strike a balance between offering competitive packages and ensuring long-term financial sustainability in an evolving market.

**Dominic Jones**

Principal  
Consultant -  
Software  
Development  
Specialist



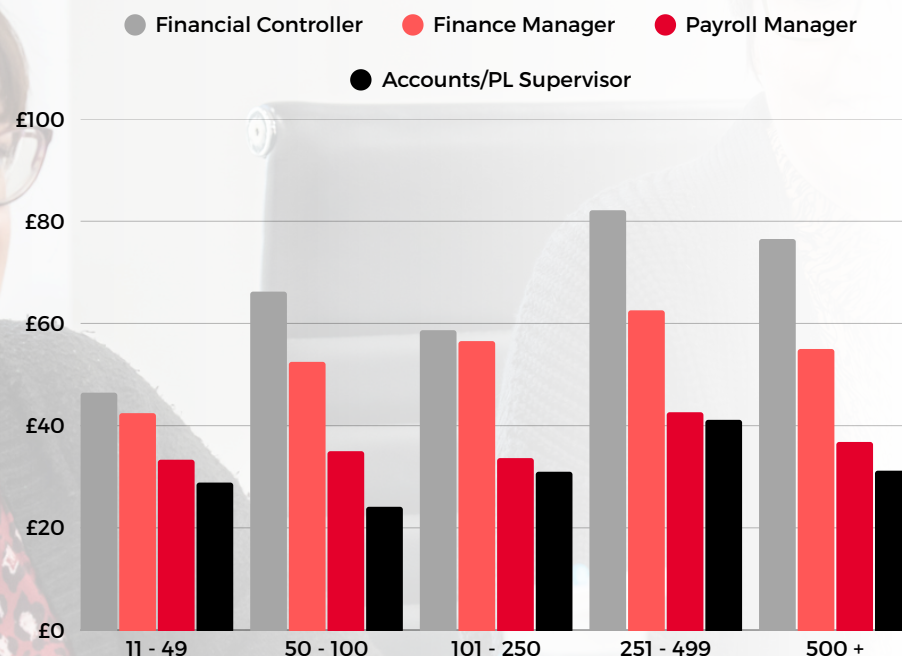


# SALARY DATA

## FINANCE



AVERAGE SALARY OF FINANCE ROLES BY COMPANY SIZE



FINANCE	QUARTILE RANGES	AVERAGE
Finance Director	£65,000 - £100,000	£88,000
Financial Controller	£43,000 - £73,000	£60,000
Finance Manager	£35,000 - £57,000	£47,000
Management Accountant	£35,000 - £50,000	£43,000
Assistant Management Accountant	£30,000 - £37,000	£34,000
Payroll Manager	£32,000 - £39,000	£37,000
Payroll Assistant	£34,000 - £40,000	£36,000
Purchase Ledger/Sales Ledger/Accounts Assistant	£26,000 - £31,000	£28,000
Accounts/PL Supervisor	£26,000 - £32,000	£29,000



The finance sector has seen some interesting trends in salaries over the past year. While most positions have maintained similar salary levels, there has been a noticeable increase in compensation for entry-level roles such as Accounts Assistants, Purchase Ledger and Sales Ledger. This growth is largely attributed to the rising minimum wage, which is pushing up salaries for these junior positions and is expected to continue over the next year. In contrast, middle management roles, like Management Accountant and Finance Manager, have seen little to no change in salary.

Senior roles, such as Financial Controllers and Finance Directors, have even experienced a slight decline in compensation. Given this salary stagnations, finance candidates are increasingly seeking positions that offer additional benefits like greater flexibility, enhanced holiday allowances and more substantial pension contributions. To attract and retain top finance talent, businesses should consider offering more than just competitive salaries. Many finance professionals, particularly at the junior level, are eager to progress in their careers and continue their education, so providing study support as part of the benefits package is key. This investment in career development not only helps employees grow within the company but also encourages long-term retention.

**Jennie Lessemun**  
Senior Recruitment  
Consultant - Finance  
Specialist



# SALARY DATA

## SALES

**HEWETT**  
COMMERCIAL

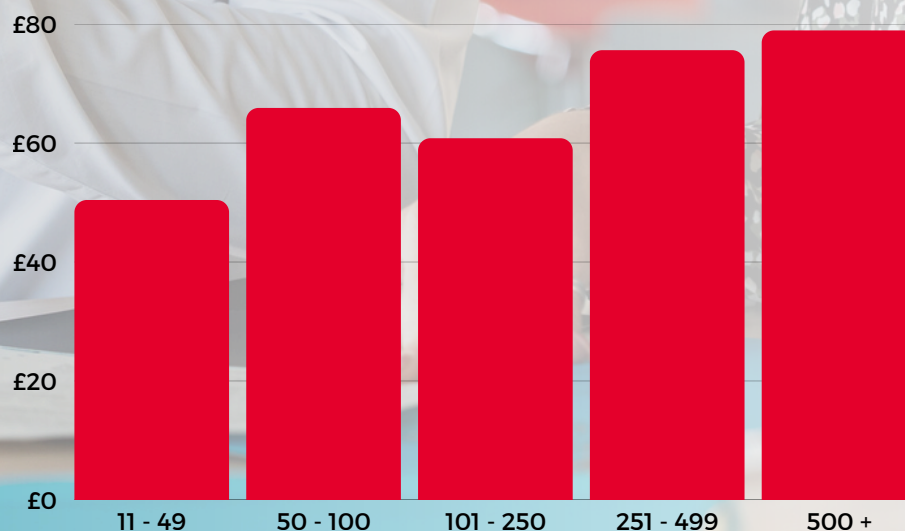


SALES	QUARTILE RANGES	AVERAGE
Sales/Commercial Director	£60,000 - £100,000	£83,000
Sales/Business Development Manager	£43,000 - £66,000	£56,000
Account Manager	£35,000 - £55,000	£45,000
Field Sales	£36,000 - £55,000	£46,000
Telesales/Internal Sales	£28,000 - £38,000	£34,000
Sales Administrator	£24,000 - £29,000	£27,000

The commercial job market for roles in Sales, Marketing, HR, and Operations has seen notable shifts in 2024. After several years of rising salaries and benefits packages that favoured employees, the trend has reversed. Average salaries for key roles have either declined or stagnated, falling behind inflation. While this is challenging for job seekers, it offers employers an opportunity to innovate. Performance-based pay schemes are gaining traction as businesses seek to motivate and retain top talent without committing to universally higher basic salaries. In a complex economic and political climate, this approach balances productivity and profitability, making it an attractive option for many organisations.

Simultaneously, the push for a return to office-based working continues, with flexible working arrangements becoming a supplementary rather than primary motivator for employees. However, solid pay remains the most compelling factor in attracting and retaining talent. Employers aiming to remain competitive in this evolving landscape must adopt a balanced strategy—combining financial incentives with modern, adaptable working practices to meet employee expectations and drive organisational success.

### AVERAGE SALARY OF SALES/BUSINESS DEVELOPMENT MANAGER BY COMPANY SIZE



**Anthony Andrews**  
Senior Recruitment  
Consultant -  
Commercial  
Specialist





# SALARY DATA

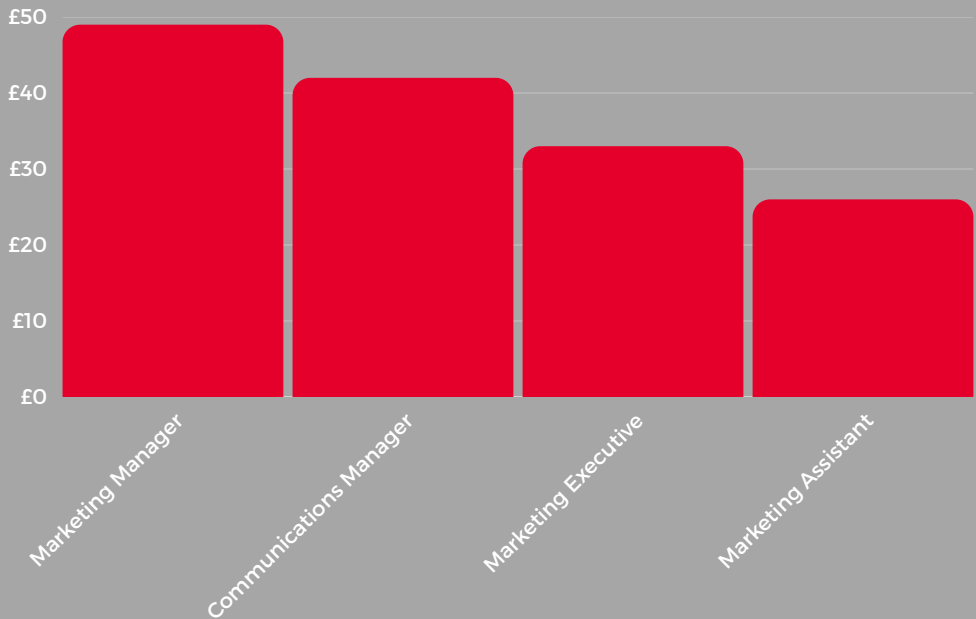
## PR & MARKETING



Marketing roles continue to evolve rapidly, driven by changes in customer behaviour and technological advancements, particularly the growing adoption of AI. While salary growth has slowed compared to previous years, key positions such as Marketing Managers remain well-compensated, reflecting their critical role in driving business success.

AI has significantly influenced the marketing landscape, automating repetitive tasks such as data analysis, ad optimisation, and email campaigns. This shift allows marketing professionals to focus on strategic, creative, and high-value work, such as crafting compelling campaigns and building brand loyalty. As a result, skills in AI integration and data-driven marketing are becoming increasingly important. Entry-level roles, such as Marketing Assistants, continue to offer strong opportunities for career growth. Employers investing in upskilling their teams, particularly in AI and analytics, are better positioned to attract and retain top marketing talent.

AVERAGE MARKETING & PR SALARIES



**Kate Turnbull**  
Senior Recruitment  
Consultant -  
Commercial  
Specialist

MARKETING	QUARTILE RANGES	AVERAGE
Marketing Director	£66,000 - £114,000	£91,000
Marketing Manager	£35,000 - £60,000	£49,000
Communications Manager	£38,000 - £46,000	£42,000
Marketing Executive	£29,000 - £38,000	£33,000
Marketing Assistant/Coordinator	£24,000 - £26,000	£26,000

# SALARY DATA

## HR

HR	QUARTILE RANGES	AVERAGE
HR Director	£56,000 - £98,000	£78,000
HR Manager	£42,000 - £55,000	£49,000
HR Business Partner	£41,000 - £48,000	£47,000
HR Advisor	£32,000 - £37,000	£36,000
HR Officer	£31,000 - £34,000	£33,000
HR Assistant	£25,000 - £28,000	£27,000



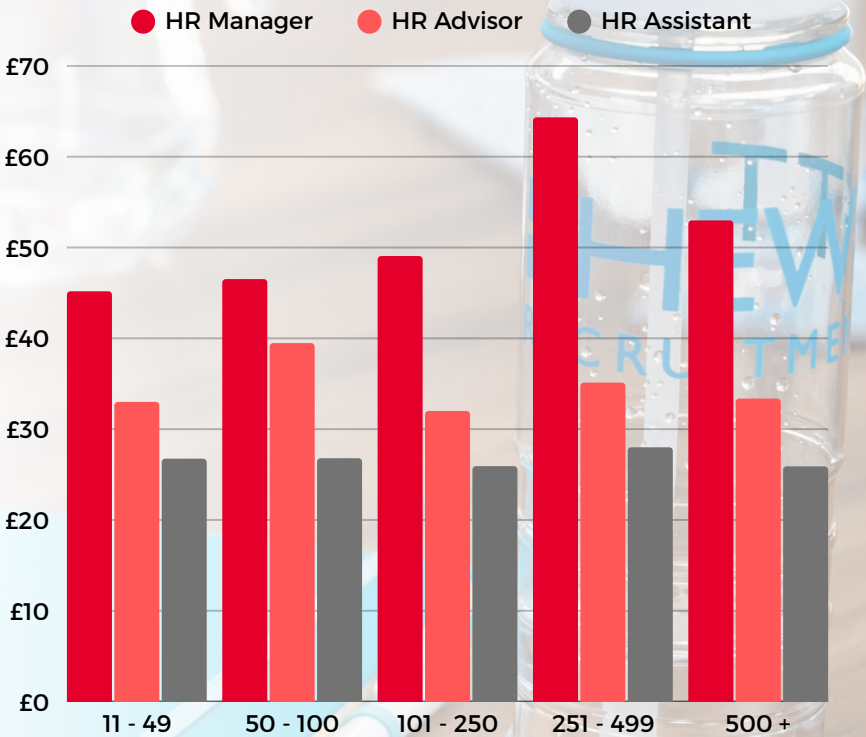
The past year has brought a renewed spotlight on HR professionals, whose roles continue to evolve. As businesses adapt to economic pressures and shifting workforce dynamics, HR employees are balancing a range of responsibilities, from managing pay and benefit reviews to driving employee engagement and retention strategies.

While HR roles are critical to organisational success, the demand for skilled professionals in this field remains high. This is reflected in salary trends, with HR Managers and HR Business Partners seeing modest but steady increases in pay. Entry-level and mid-level HR roles are also showing stability in compensation.

HR employees are increasingly recognised for their ability to contribute strategically, not just operationally. Many employers are investing in the development of their HR teams, offering career progression pathways and upskilling opportunities. As HR continues to evolve into a more strategic function, these professionals are finding themselves at the heart of shaping organisational culture and driving business success.

Looking ahead, the demand for experienced and adaptable HR talent is expected to remain strong, with organisations prioritising these roles as they navigate an ever-changing employment landscape.

AVERAGE HR SALARIES BY COMPANY SIZE



**Kate Turnbull**  
Senior Recruitment  
Consultant -  
Commercial  
Specialist



## SALARY DATA

### PROCUREMENT & SUPPLY

PROCUREMENT AND SUPPLY	QUARTILE RANGES	AVERAGE
Purchasing Manager	£41,000 - £65,000	£51,000
Senior Buyer	£36,000 - £48,000	£43,000
Buyer	£33,000 - £39,000	£35,000
Stock/Purchasing Assistant	£25,000 - £30,000	£28,000

## SALARY DATA

### OFFICE MANAGEMENT

OFFICE MANAGEMENT	QUARTILE RANGES	AVERAGE
Personal Assistant/Executive Assistant	£31,000 - £37,000	£35,000
Office Manager	£31,000 - £43,000	£32,000
Senior Administrator	£26,000 - £37,000	£32,000
Administrator/Office Coordinator	£24,000 - £28,000	£26,000
Receptionist	£23,000 - £26,000	£25,000
Customer Service Advisor/Coordinator	£25,000 - £30,000	£27,000

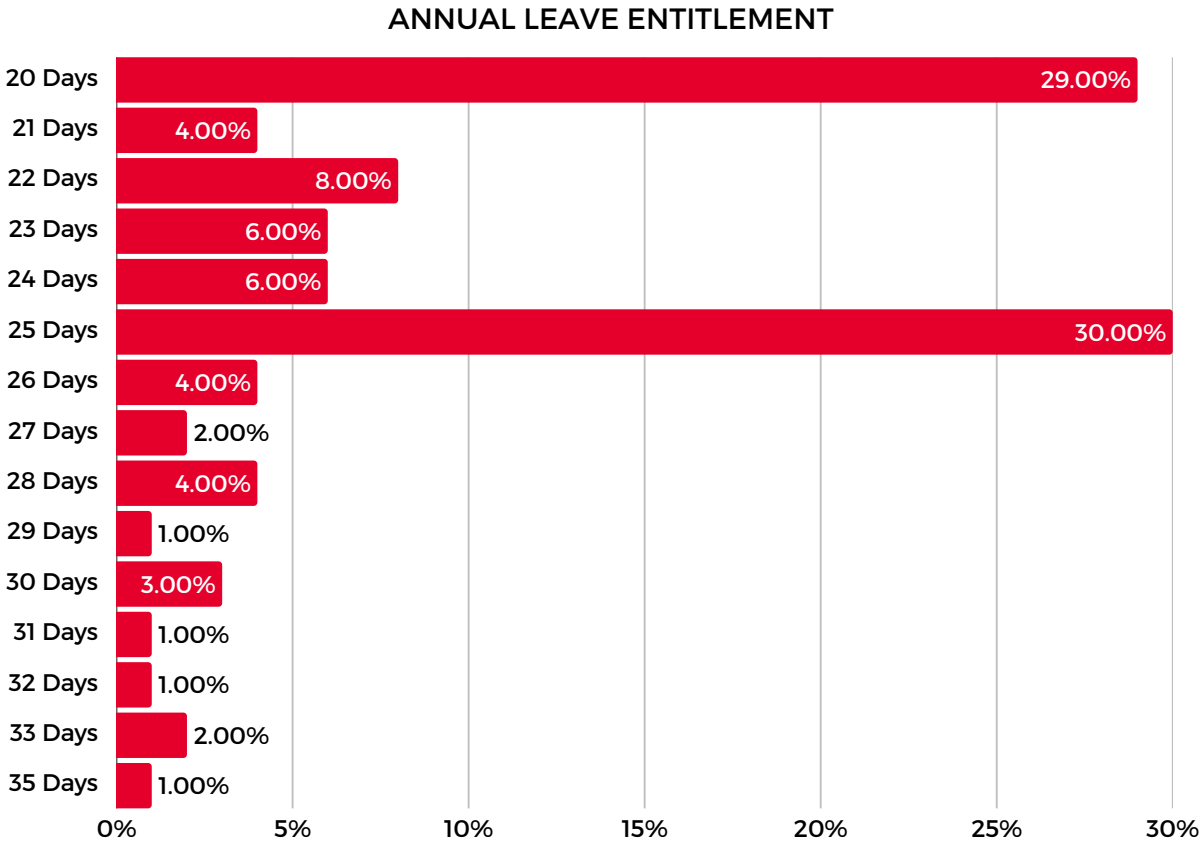




# BENEFITS DATA

## ANNUAL LEAVE ENTITLEMENT

It's well known that one of the most important company benefits to employees is their annual leave entitlement. Currently, the statutory annual leave entitlement for full time (5-day week) workers, is 20 days, plus 8 Bank Holidays. The data below shows that 29% of organisations are offering statutory annual leave entitlement. However, the vast majority are offering more than 25 days, plus 8 Bank Holidays, with some even offering more than that, increasing with length of service.



This year's data reveals a broad range of benefits offered by businesses, reflecting the diverse needs of today's workforce. Popular offerings include private healthcare, life insurance, and healthcare cash plans, demonstrating a strong commitment to employee well-being. Additionally, perks like access to healthy lifestyle initiatives highlight a growing focus on holistic employee health. These benefits are not just about meeting needs but also fostering a culture of care and support.

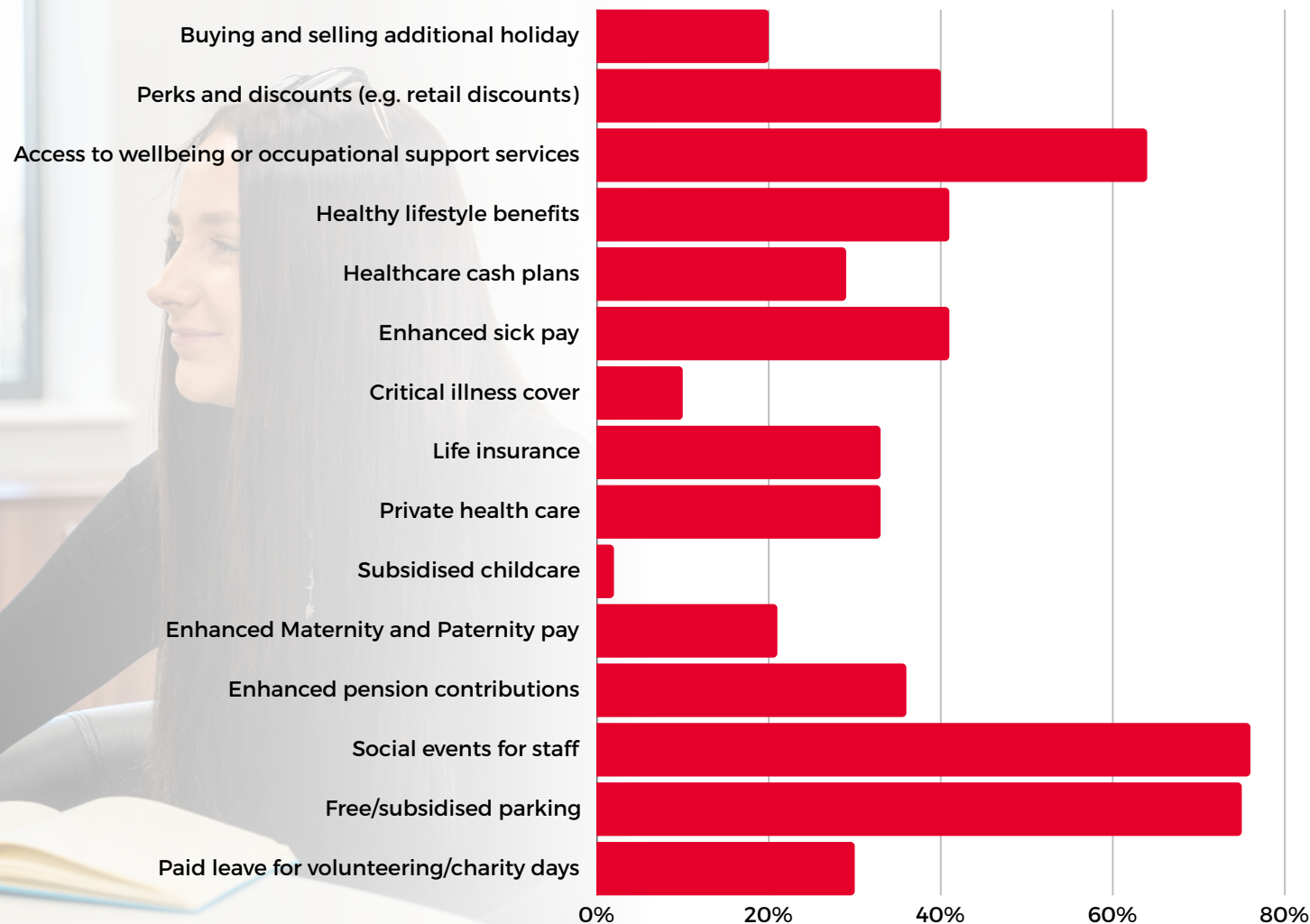
It is encouraging to see businesses incorporating initiatives such as paid volunteering days and enhanced maternity and paternity pay. These benefits reflect a wider emphasis on social responsibility and inclusivity. Meanwhile, perks like retail discounts and free or subsidised parking remain highly valued for their tangible day-to-day impact.

By tailoring benefits to their workforce's specific needs, businesses can cultivate loyalty, engagement, and productivity while positioning themselves as employers of choice.

## BENEFITS DATA

### EMPLOYEE BENEFITS

BENEFITS OFFERED TO EMPLOYEES

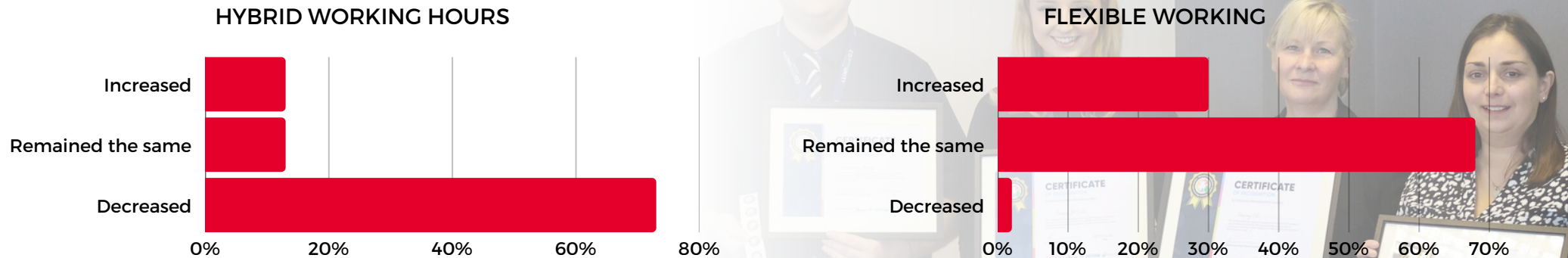




# BENEFITS DATA

## HYBRID & FLEXIBLE WORKING

Over the past 12-18 months we have seen a significant reduction in hybrid working, with 73% of business introducing a return to the office. Flexible working, however, has continued to remain the same or increase over the last 12-18 months. This could be in response to businesses wanting staff to return to the office, but still offering work-life balance benefits.



## DIVERSITY & INCLUSION



This year's Salary & Benefits Report includes a deeper dive into equality, diversity, and inclusion (ED&I), developed in collaboration with INclusive Worcestershire. Their insights have helped to shape the questions and provide a nuanced view of the current ED&I landscape in Herefordshire and Worcestershire. Hannah Strong from INclusive Worcestershire notes, "It is encouraging to see that 77% of businesses surveyed recognise ED&I as a key organisational objective, highlighting its growing importance within workplace strategies."

Over 52% are actively addressing unconscious bias, which is a critical step in fostering inclusive cultures and recruitment practices. However, the findings also highlight areas where businesses can deepen their commitment to ED&I. For example, only 18% of organisations have recruitment strategies that specifically target underrepresented groups, and just 19% have pursued external certifications to demonstrate their dedication to ED&I goals. This suggests an opportunity for businesses to enhance their efforts, particularly in reviewing and refining recruitment processes to align with broader inclusion objectives.

Leadership also plays a pivotal role in driving meaningful change. Yet, only 16% of senior leadership teams are currently engaging with ED&I targets to influence organisation-wide improvements. ED&I must be championed by leaders to implement sustainable, lasting change. By embedding ED&I as a leadership priority, organisations can build truly inclusive cultures that reflect their stated values."

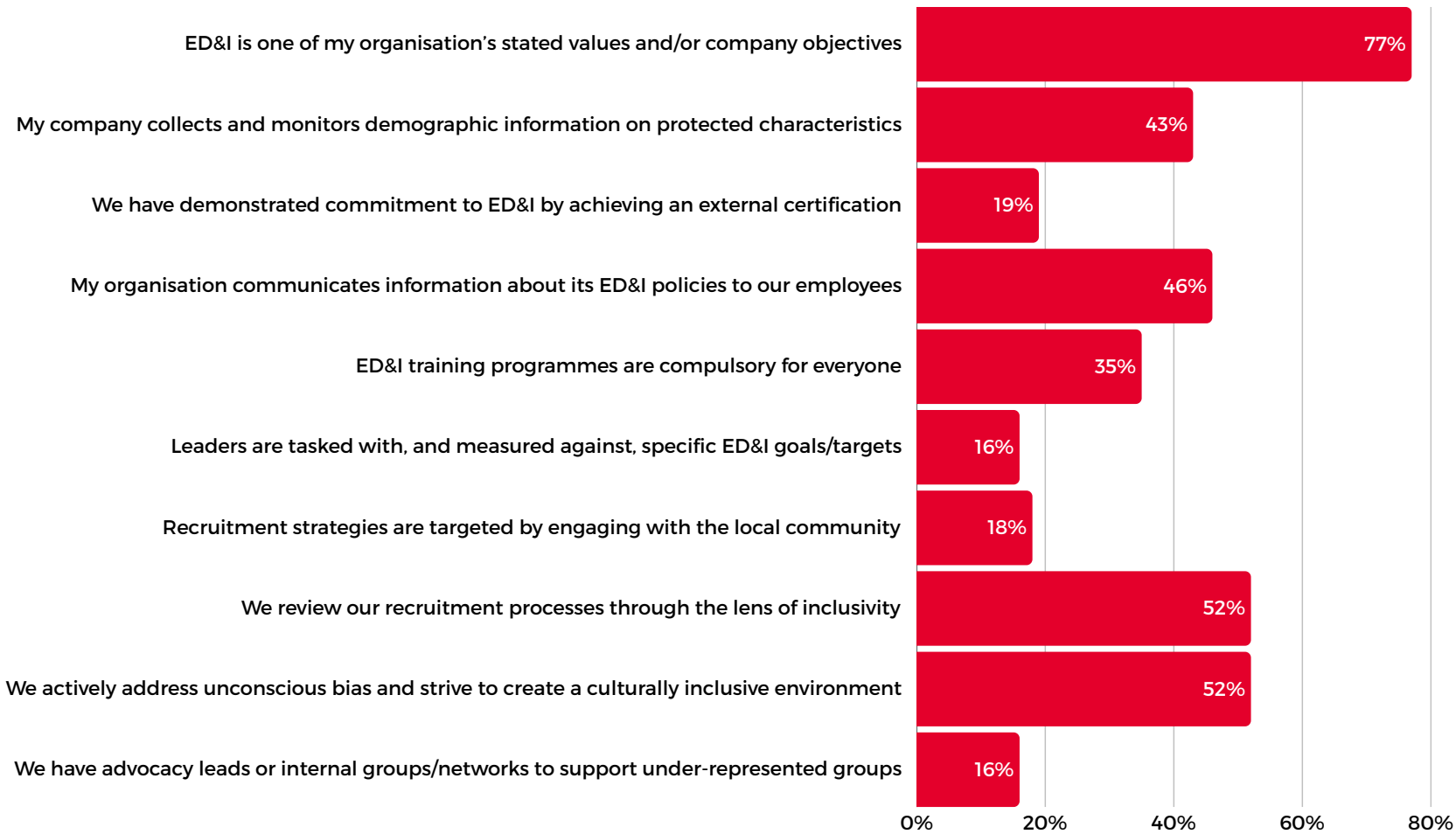




# DIVERSITY & INCLUSION

While there is still work to be done, the progress captured in this report is an encouraging step forward. Many organisations are making genuine efforts to embrace ED&I, and this momentum provides an excellent foundation for building a more inclusive and diverse business landscape in the years to come.

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





## CASE STUDY

### NMITE'S ADVANCED ACADEMIC CENTRES ADDRESS SKILLS GAPS

NMITE's expansion has led to the establishment of two innovative academic centres designed to tackle national skills shortages and bridge critical skills gaps facing many employers: the **Centre for Innovation and Future Skills (CIFS)** and the **Centre for Advanced Timber Technology (CATT)**.

#### The Centre for Innovation and Future Skills (CIFS)

CIFS is pivotal to strengthening Herefordshire's business landscape by focusing on future-oriented skills and delivering essential business and innovation support. Its mission is to empower businesses and individuals through upskilling, reskilling, and fostering innovation, ensuring the region is equipped for the evolving workforce needs. CIFS is accomplishing this through Research & Knowledge Exchange activities that connect businesses with academia and advance research partnerships and knowledge sharing to drive innovation within Herefordshire. CIFS is also facilitating Upskilling & Reskilling by offering tailored training solutions—including short courses, CPD programmes, and bespoke learning pathways, helping businesses enhance workforce capabilities that will make them stay competitive.

David Oloke, NMITE's Chief Academic Officer, emphasises, "The NMITE Centre for Innovation and Future Skills facilitates innovation incubation and propagation through the collaboration of key stakeholders."

#### The Centre for Advanced Timber Technology (CATT)

CATT focuses on positioning the UK as a global leader in sustainable construction. Through its commitment to education, research, and industry collaboration, CATT supports the development of sustainable practices aligned with the climate emergency and UN Sustainable Development Goals.

Its mission ensures the UK has access to renewable natural resources, world-class expertise, and advanced technical capabilities to pioneer sustainable and resilient construction methods.

Together, CIFS and CATT exemplify NMITE's commitment to addressing skill shortages and helping employers close critical gaps, ensuring businesses thrive while meeting the challenges of a dynamic, future-ready economy.

**Samantha  
Lewis**

Director of  
People and  
Operations







## CASE STUDY

### SOUTHCO

Over the past two years, Southco has proudly celebrated some remarkable milestones. In 2023, we marked 40 years since establishing ourselves in the UK, making Worcester our home. This year, we also celebrated 30 years of manufacturing at our Worcester facility, a testament to our deep-rooted connection to the community.

We are honored to be a significant employer in Worcestershire, with many of our team members achieving extraordinary personal milestones, some celebrating 30 or even 40 years with Southco. These long-standing commitments reflect the strength of our culture and the value we place on employee well-being and satisfaction.

At Southco, our people are at the heart of everything we do. They bring our cultural values to life every day: **Integrity, Results, Commitment, Diversity, Growth, Openness, and Passion.** These principles are not only central to our identity but are also consistently upheld across our 15 global locations. By fostering connectivity and alignment, we ensure that every team member understands how their contributions support our strategic objectives, our customer first attitude and our broader vision and mission.

We are especially proud of the loyalty and longevity of our employees, which is a cornerstone of our success. Supporting each other's well-being remains our priority, guided by our global well-being strategy: **Live Well, Eat Healthy, Set Goals, and Enjoy Life.** Through these pillars, we promote a culture that nurtures physical, mental, and emotional health, helping our people thrive both professionally and personally.

Additionally, our commitment to sustainability reflects our dedication to creating a better future for everyone. As a proud participant in the Ecovadis sustainability program, we recently earned a bronze award for our efforts in environmental practices, ethics, labour and human rights, and sustainable procurement. This achievement is another example of how we integrate care for people and the planet into everything we do.

Our incredible team also brings energy and enthusiasm to the workplace, embracing initiatives that foster joy and connection—whether it's dressing up in '80s outfits, supporting causes like “Wear It Pink,” or stepping up as environmental champions. As we look to the future, we remain dedicated to creating an environment where our employees feel valued, supported, and inspired. **Here's to another 40 years of success, driven by the amazing people who make it all possible.**

**Emma  
Jeffries**

Senior HRD  
Manager





# ABOUT OUR PARTNER

## HEWETT RECRUITMENT

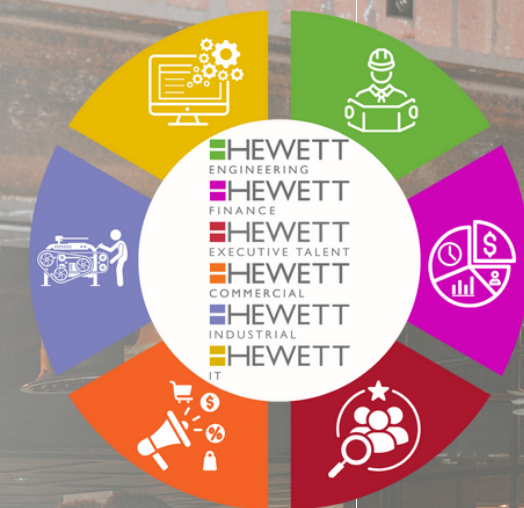
Hewett Recruitment is a trusted partner for businesses across Worcestershire, Herefordshire, and Gloucestershire, offering comprehensive recruitment solutions tailored to the diverse needs of our clients. With deep local market knowledge and a commitment to ethical practices, we deliver exceptional service and high-quality candidates to help organisations achieve both immediate and long-term success.

Our expertise spans multiple key divisions:

- **Engineering:** We source professionals for roles such as design, project, maintenance, and systems engineering, enabling businesses to stay innovative and efficient.
- **Industrial:** We address operational needs in warehousing, logistics, production, and supply chain, providing reliable candidates.
- **IT:** From software development to infrastructure and emerging technologies, we connect businesses with IT talent that drives innovation and competitiveness.
- **Finance:** We recruit for roles in management accounts, financial analysis, payroll, leadership, strengthening financial operations and strategic decision-making.
- **Commercial:** Our focus includes HR, sales, marketing, operations and administration, supporting business growth and operational excellence.
- **Temporary & Interim Solutions:** We provide flexible workforce solutions for busy periods or project-specific needs across all of our specialist divisions, ensuring agility and productivity.
- **Executive Search:** Our tailored headhunting service identifies C-suite executives and senior leaders, aligning their expertise with organisational goals for long-term impact.

At Hewett Recruitment, we are proud to operate as a values-led business. As a B Corp certified organisation, we not only support the success of our clients but also contribute to the development of individuals and the sustainability of our community.

With strong local market knowledge and specialisms across key industries, we are perfectly positioned to help businesses thrive in today's ever-changing workforce landscape.



**HEWETT**  
RECRUITMENT

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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, please contact our team.



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