

Advice Workforce Development Programme

Pay and Conditions Research

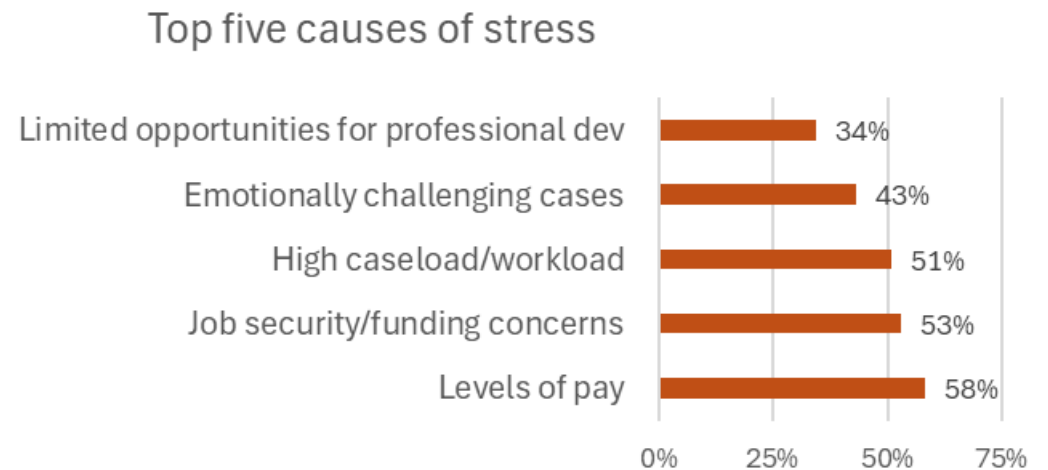
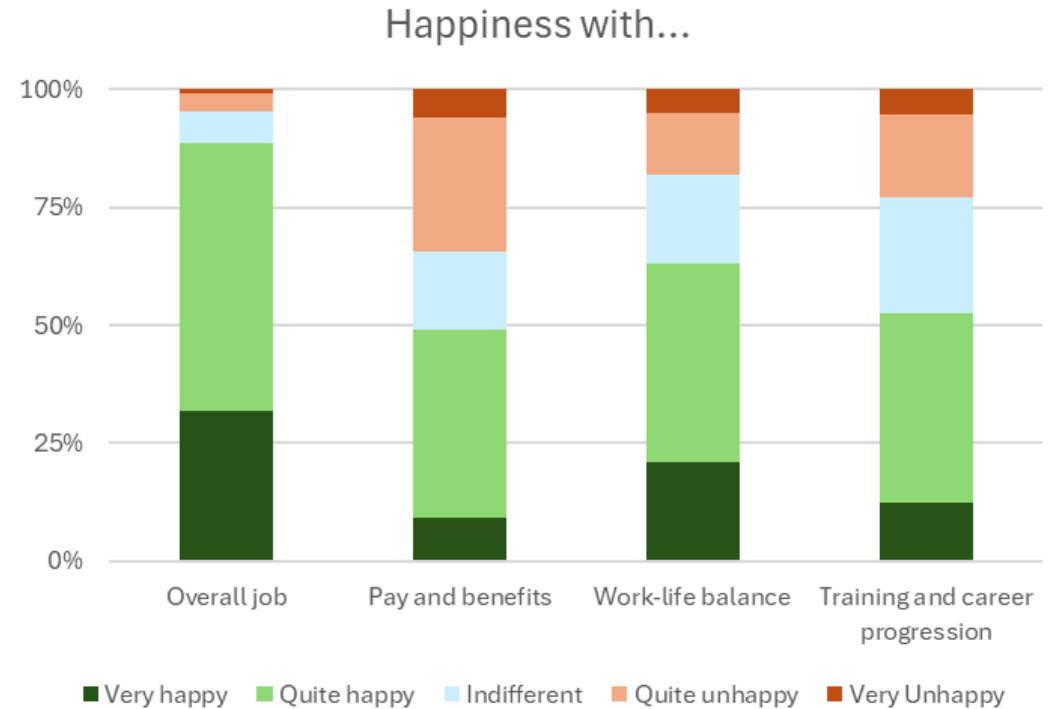
Previous research found low wages, job security, well-being/burnout as key challenges to improve retention

Objectives of this research were to produce two reports on:

- Pay in the sector, including recommendations and a draft pay scale
- Working conditions and benefits, and how they could be improved

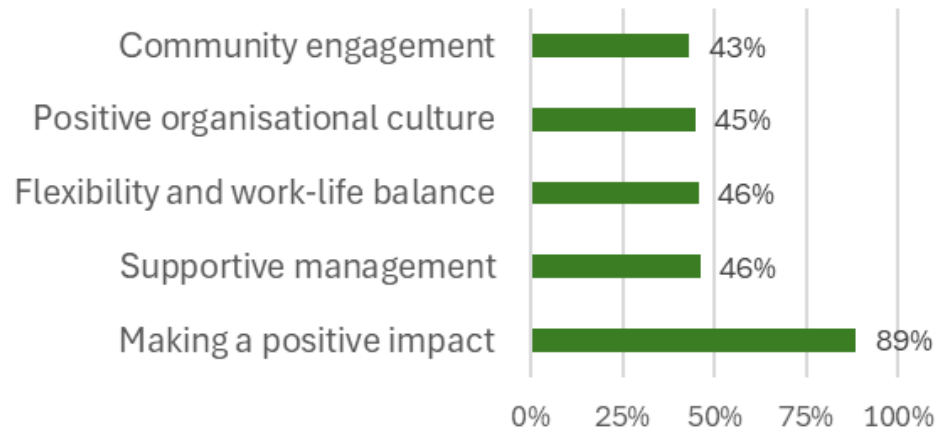
Low pay, job security and lack of transparency are issues

- ▶ Only 4% of organisations have a policy of guaranteed annual pay increments
- ▶ 22% of organisations on incomes of \leq £500,000 did not pay the London Living Wage to all permanent staff
- ▶ 20% of advisors/caseworkers are on temporary contracts compared to 5% of the UK workforce.

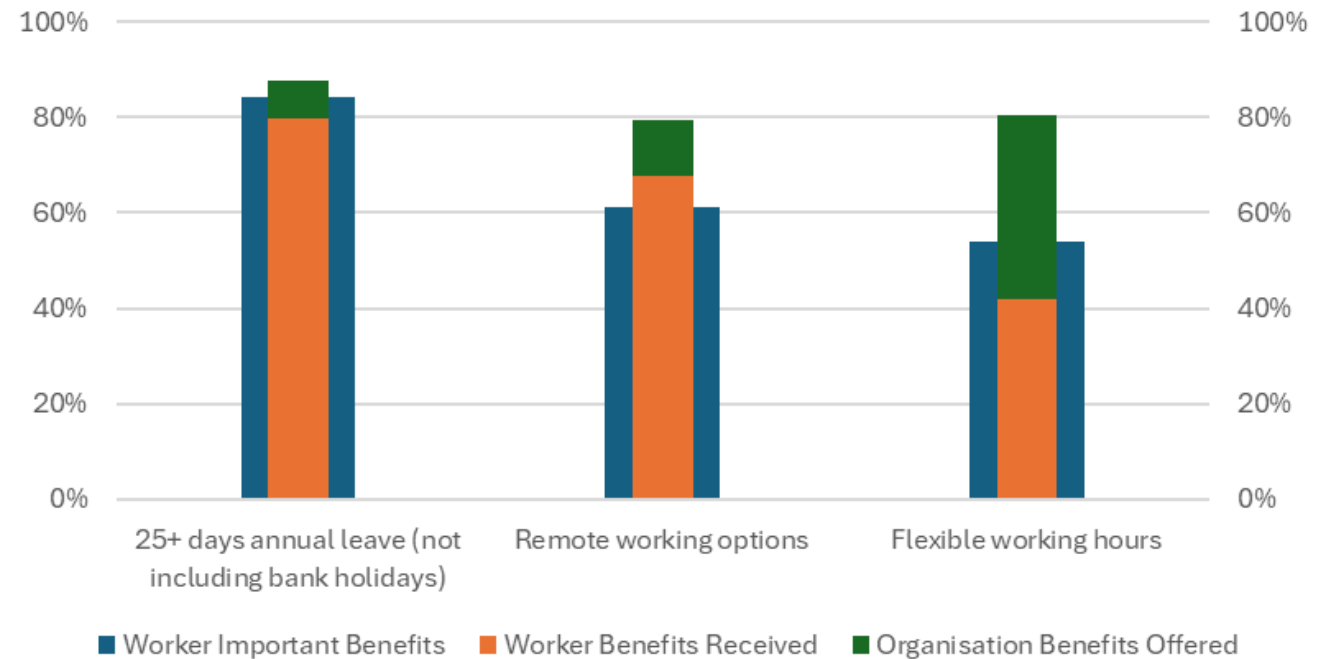


People like making a difference and value work-life balance

Top five aspects people enjoy



Top three benefits

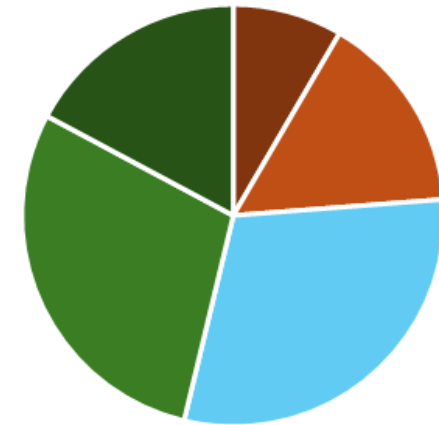


But high workload/lack of time a challenge



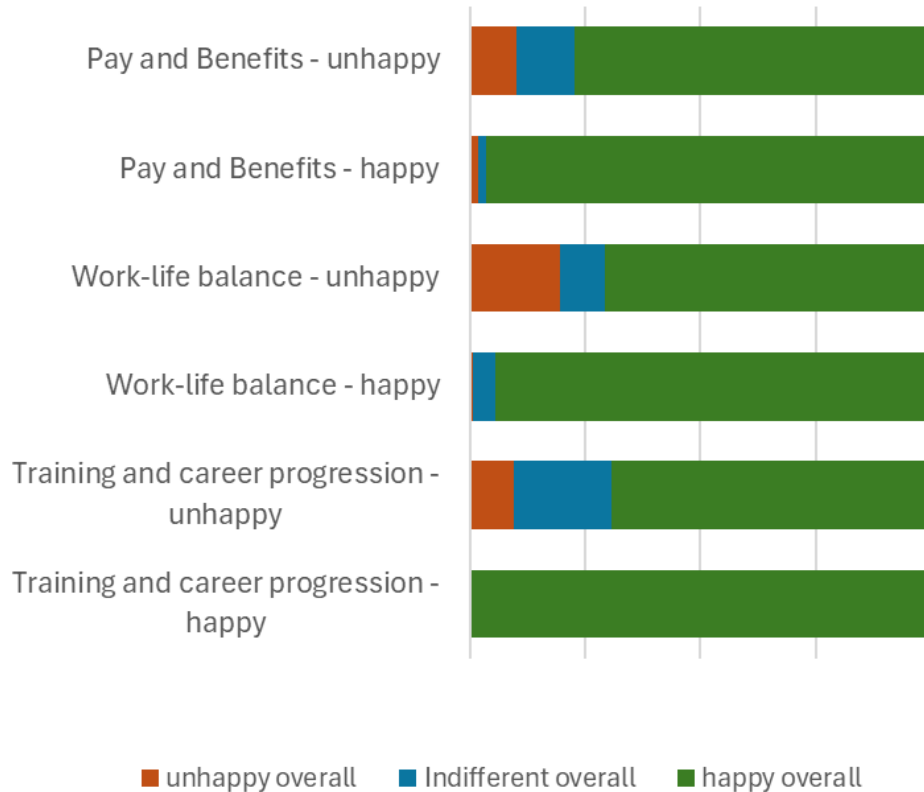
- ▶ Nearly half of workers reported regularly working overtime, with the majority saying they were not fairly paid for all the overtime they worked.

My work is negatively affecting my mental health and wellbeing

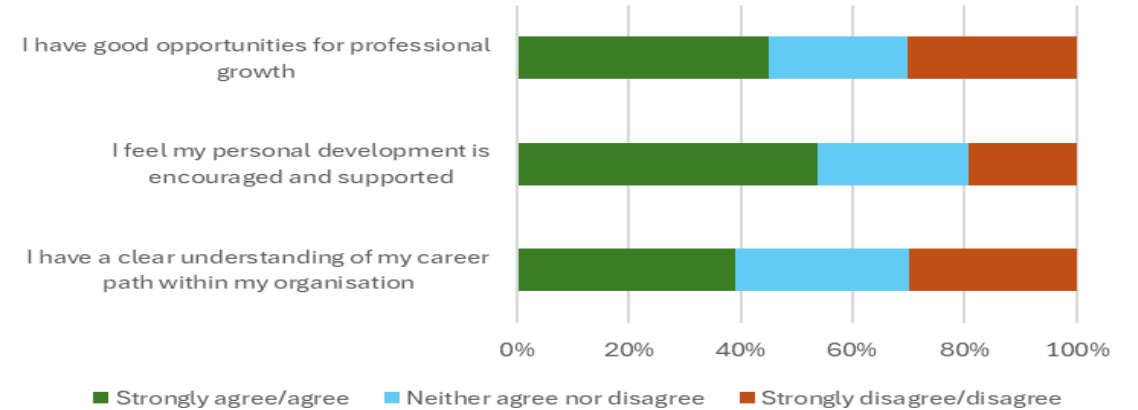


- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

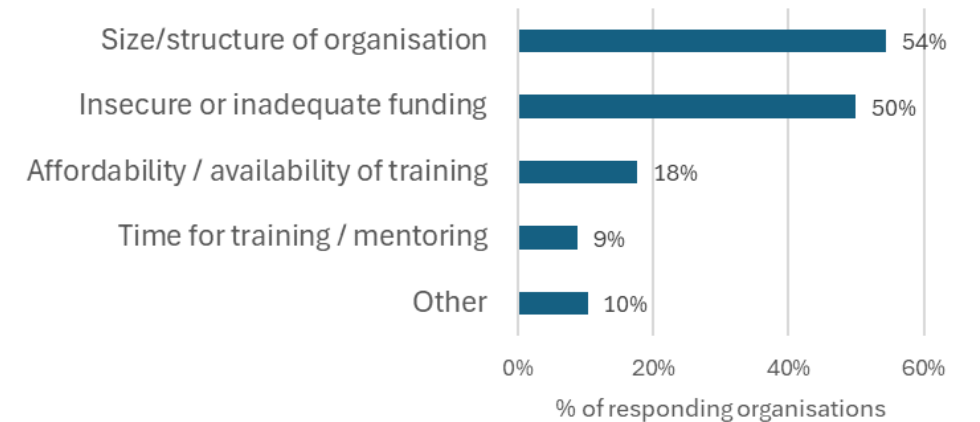
Career progression is critical but requires cooperation



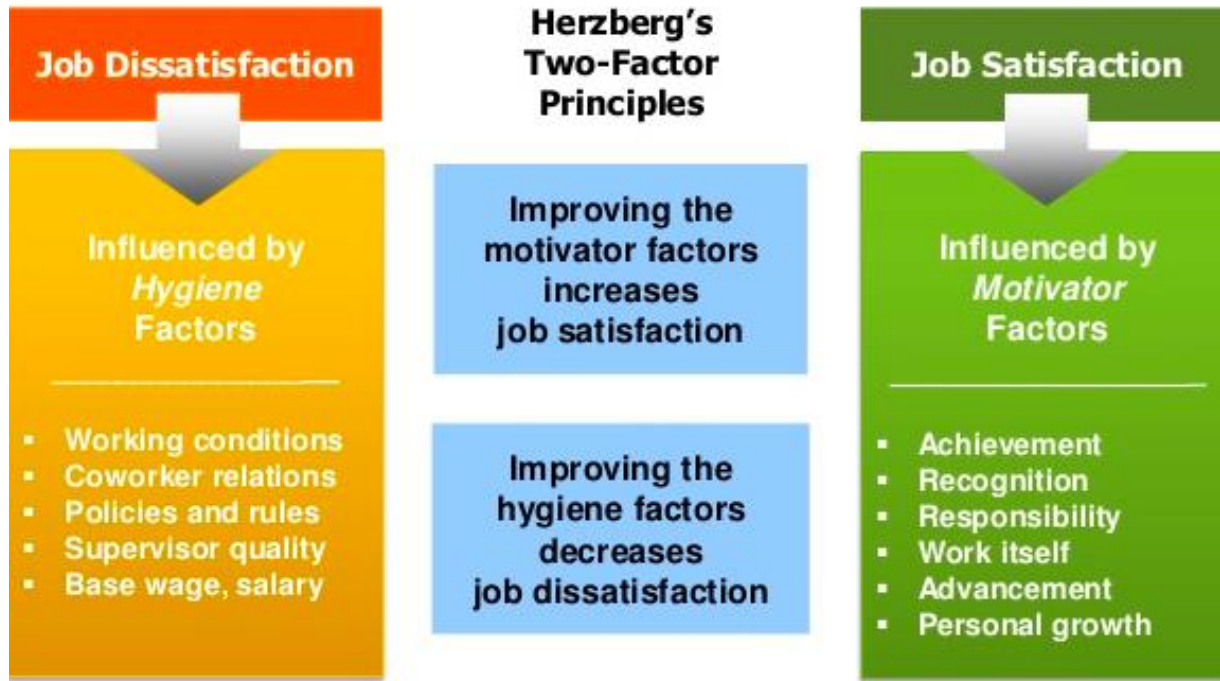
Career progression



Barriers to career progression

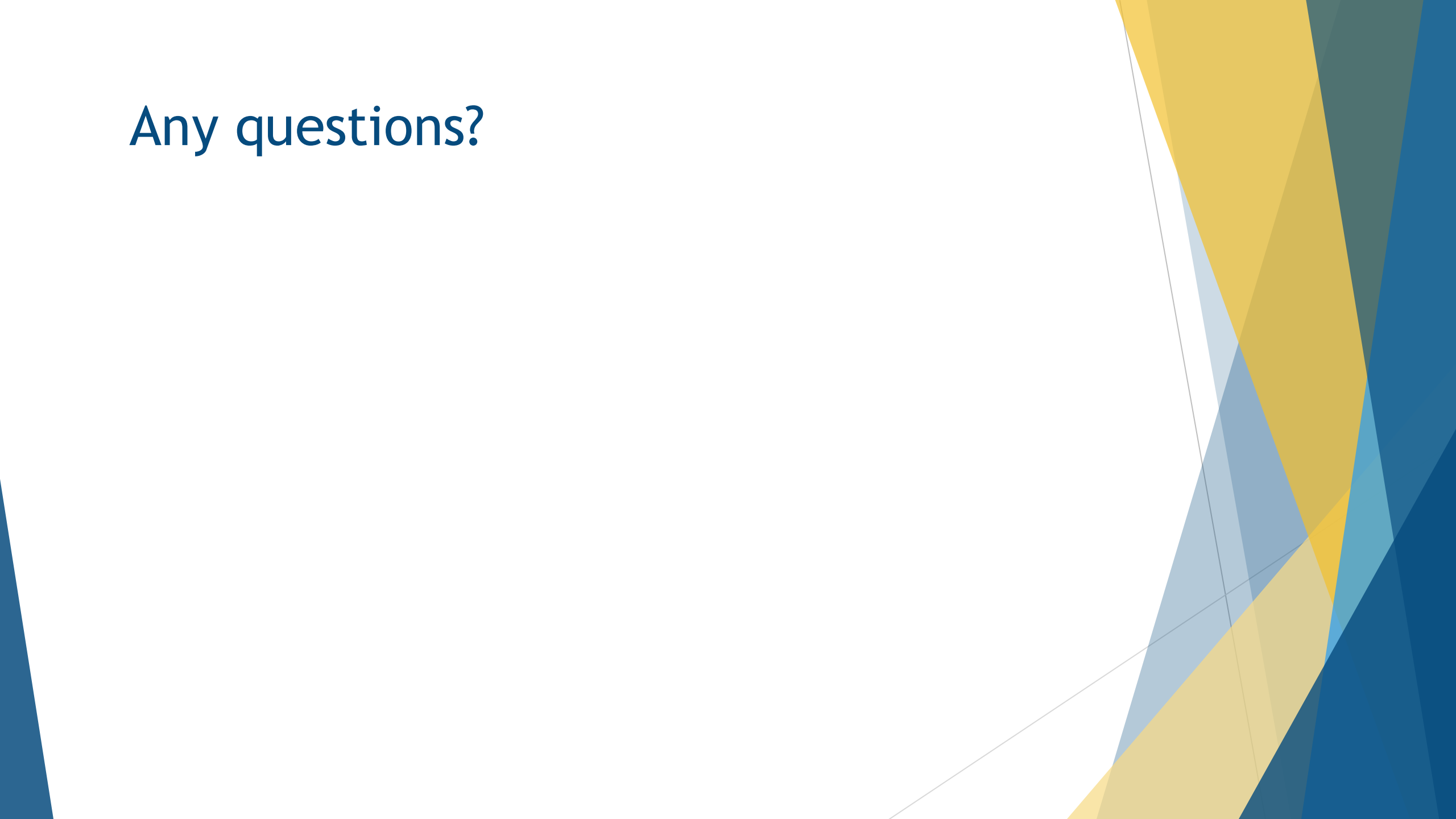


What can be done?



- ▶ Make pay “fair enough”
- ▶ Improve flexibility/work-life balance
- ▶ Reduce unnecessary stresses
- ▶ Increase collaboration
- ▶ Make time!

Any questions?



Discussion 1:

How can we free up staff time (for leave, training, wellbeing, etc.)?

Discussion 2:

Is it feasible to establish a sector-wide approach to career progression, and if so, what would it look like?

