

BAD NEWS FOR REMAINERS (NO, NOT BREXIT)

Greetings!

The sun has disappeared, school is back in session and the morning commute has gotten even busier. Must mean it's time for the Arras People September Newsletter!

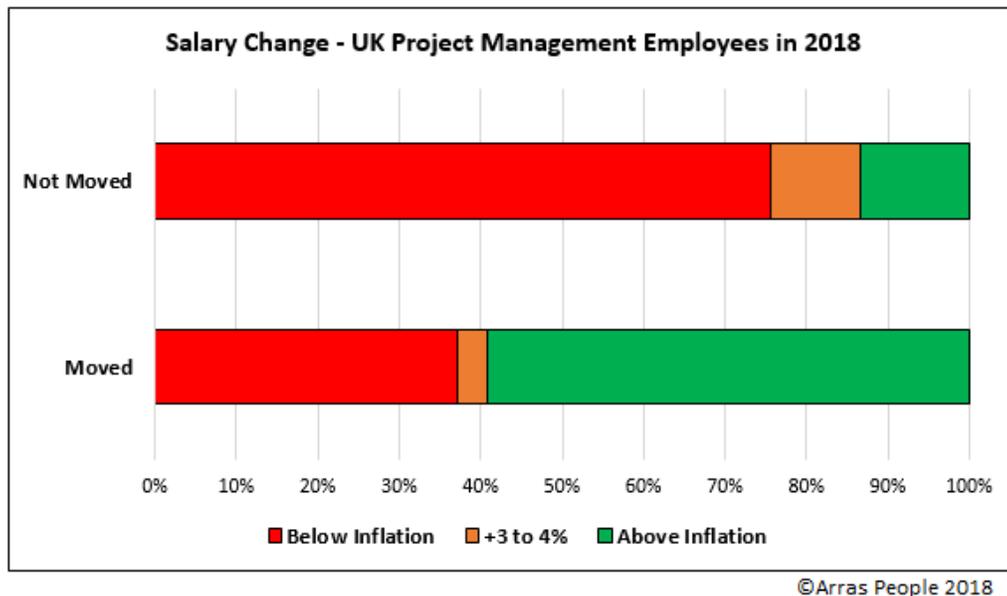
This month we take a look at UK's project management salaries vs inflation as well as bringing you the latest news from the industry as well as our highlighted Camel blogs. Make sure to check out our most recent vacancies as well!

Bad News for Remainers (No, not BREXIT)

59% of PM practitioners who have changed employer in 2018 received inflation busting salary increases.

Peeking into the early return of the latest Arras People [Snapshot Survey](#) reveals a really interesting picture of what is happening to salaries for UK based Project Management practitioners and maybe, provides the tea-leaves for a prediction into what may be on the horizon.

As we all know, times have been tough for many since the recession and many practitioners have been more than happy to retain their status as paid employees. That status though, for many, has come at a cost of eroded living standards as wages have not kept up with relatively low levels of inflation.



So far the anticipated post recessionary boom of wage inflation has not materialised as unemployment reaches its highest levels since the 1970's and cries of "skills shortage" are heard on many a street corner. The early data returns suggest this situation, which has confounded the greatest economic brains, may be about to burst!

Looking at 2 simple groups, employees that have moved employer in 2018 and those who have not, we can see a significant difference in the base data plotted above. Assuming a salary increase of 3 to 4% as matching current inflation:

- Twice as many of the remainers (76%) have received no increase or one that remains below inflation during 2018
- Nearly 5 times as many of the movers (59%) have received an increase in salary of 5% or more when taking up their new position.

So, what may this be telling us?

- There is a demand for PM practitioners and many organisations are willing to pay a premium on existing salary to entice practitioners to join them.
- Some employers are rewarding their existing PM practitioners with above inflation raises, though the majority aren't.
- As demand for PM practitioners grows, many employers are potentially at risk of losing their best performing people if others come hunting with offers of inflation busting increases.
- Hiring organisations may be putting at risk the stability of their PM teams if they are introducing new staff at higher levels of pay than their incumbent (loyal?) practitioners.

Of course, each organisation will need to plan and react to a changing market as it hits their sector or domain as will individual practitioners. However, the drift seems to be towards higher costs for employers and ultimately higher pay for practitioners who are employees.

[>> Take the survey here!](#)

ARRAS PEOPLE

LATEST VACANCIES



AP-JPM-2926: Junior Project Managers – Delivery

- Location: Birmingham
- Offering: Up To £30k & Benefits Package
- Type: Permanent
- Start Date: ASAP

AP-PM-2970: Project Manager – Office/Workplace Refurbishment

- Location: Kent & SE London Kent
- Offering: £45k & £5k Car Allowance & Benefits
- Type: Permanent
- Start Date: ASAP

AP-PM-2967: Project Manager - Change

- Location: Exeter with Travel Devon
- Offering: Up To £37k & Benefits
- Type: Fixed Term
- Start Date: ASAP

AP-PM-2960: Project Manager - Employee Benefits

- Location: Weybridge + some travel to London Surrey
- Offering: Up To £50K + benefits
- Type: Permanent
- Start Date: ASAP - Post Interviews

Whats New?



Arras People will be exhibiting at Project Challenge this year on the 9th and 10th October at the Olympia in London. We will be there to chat about all things project management recruitment.

[Find Out More](#)



Media Planet are currently running a Project Management campaign featuring case studies and news from the industries leading organisations. Including [Project Challenge](#) and [PMO Learning](#).

[Find Out More](#)

20th September – Coaching Skills for PMO Professionals

This session is an ideal way to start exploring coaching as a PMO skill area and find out more about how this can be developed further.



We're joined by Bekka Prideaux who, not only is an executive & leadership coach, she's experienced in project management and more importantly, gets PMO. At the end of the session, you'll have an understanding of how coaching skills can build your position as a valued partner to the business, wherever you are in your current career.

Camel Blog



Preparing for a Project Management Interview

We share our advice for taking project management interviews. We have used our 10+ years of experience to bring you our top tips.

[Read More](#)



Presenting Your Value in the Project Management Jobs Market

We take a look at what you should be doing to demonstrate your value to potential employers.

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CV Writing Services - Are They Worth the Cost?

At Arras we get a lot of professionally written CVs, but do they actually help you get an interview and are they worth the cost?

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