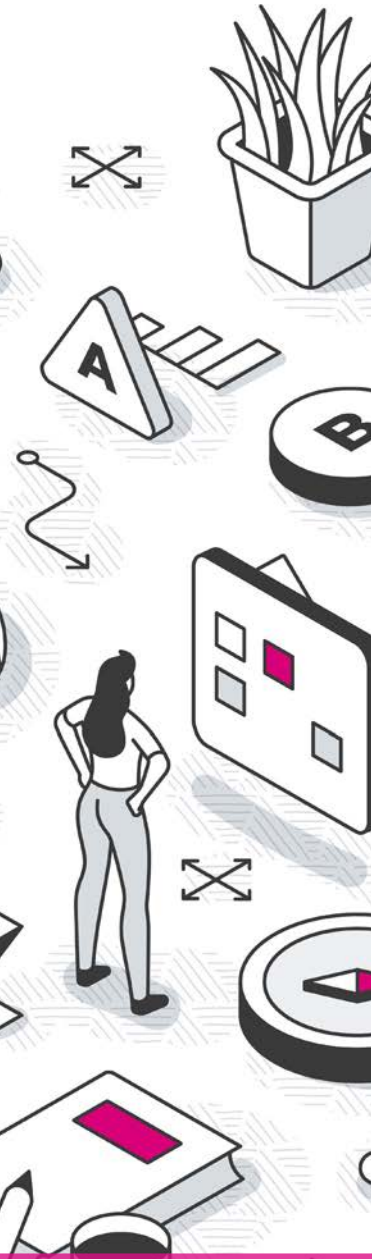


handle
recruitment

cost of living report
November 2022



The employees view beyond the headlines

As living costs continue to rise amid inflation and financial uncertainty, you may have already decided to review salaries, issue one-off payments, provide subsidised food and travel, or strengthen your focus on financial wellbeing.

But if your organisation is struggling with the same increased costs, how are you balancing the expectations of your people today without risking future financial instability?

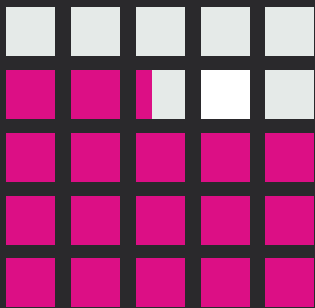
We have surveyed our People Experience community to look beyond the headlines, and 69% of respondents said support had been offered to them, 58% said support measures were available to everyone, but only 40.4% said their companies were doing enough.

This research provides no perfect answers but will help you benchmark your current offering and highlights the need for open and transparent communication.

METHODOLOGY:

In November 2022 we surveyed 637 London-based HR and People professionals currently working within the creative industries. All survey responses were anonymous and we offered no incentive or reward for completed surveys.

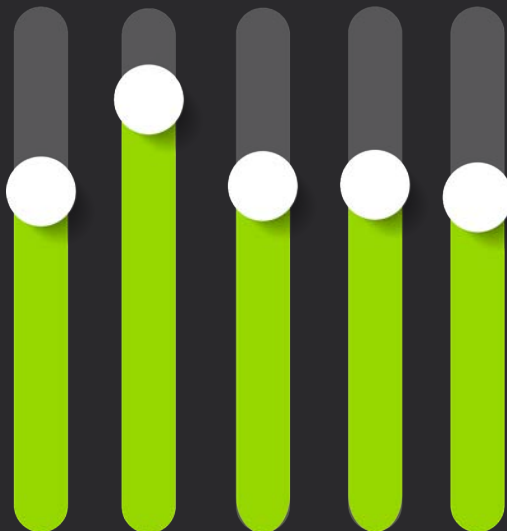
Have you been offered additional support?



69%

of respondents said yes

by company size



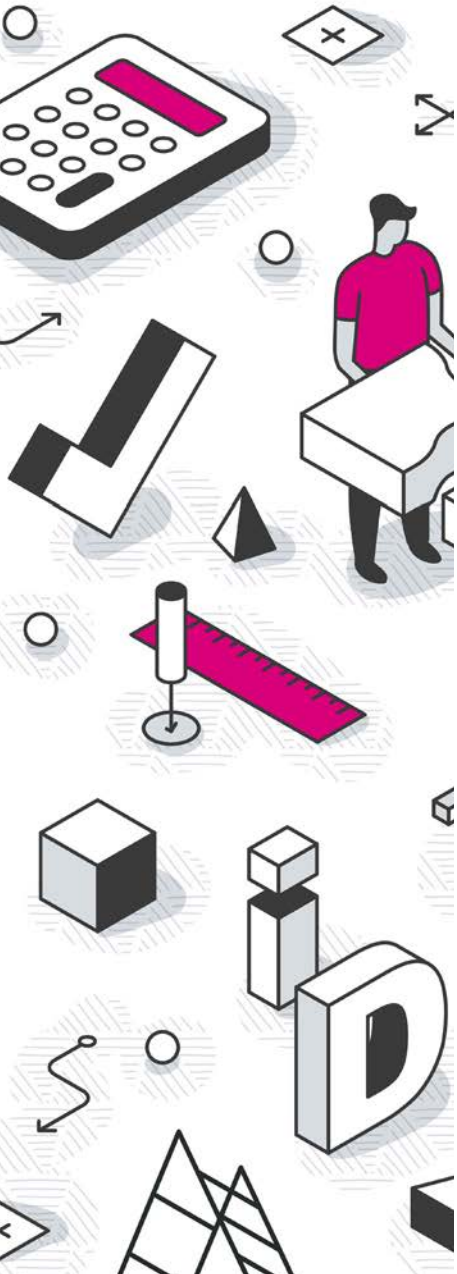
1-50 employees 63%

51-100 employees 88%

101-250 employees 67%

251-1000 employees 67%

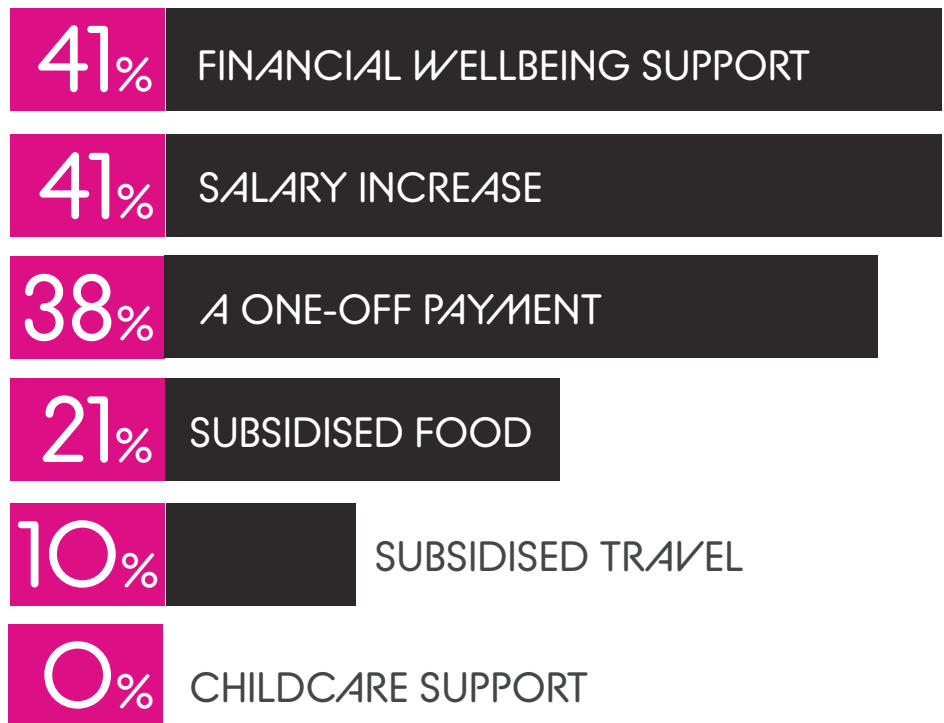
1000+ employees 61%



HOW MUCH SUPPORT is really available?

69% of respondents shared that their companies were offering additional support, but what is available and how much is it helping in real terms?

QUESTION: What new support has your company announced in the last three months?



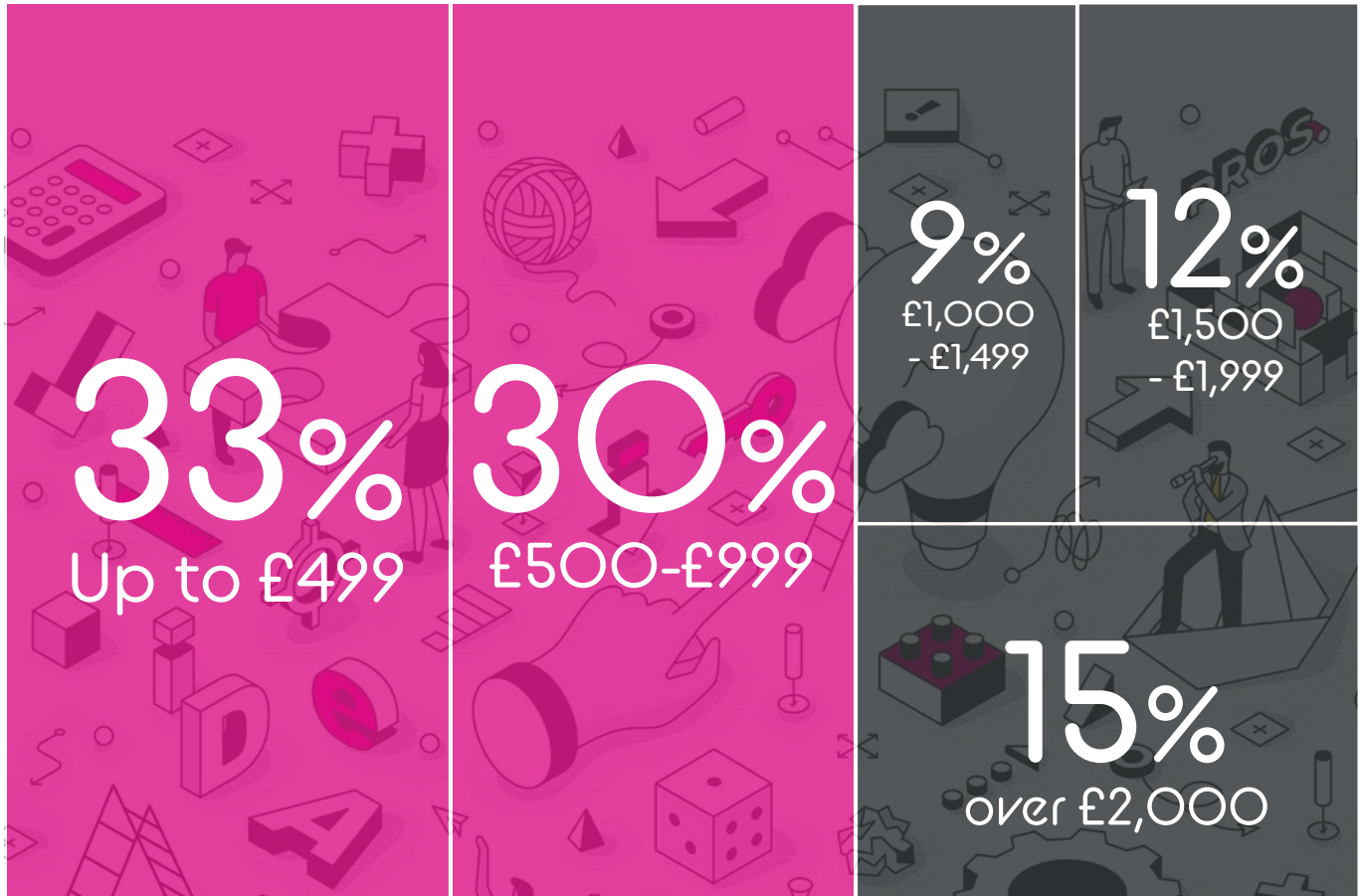
Does the **NUMBER OF EMPLOYEES** influence the support that is available?

Focusing on the companies that are offering additional support, how is this broken down based on company size?



	1 - 50	51 - 100	101 - 250	251 - 1000	1000+
Financial Support	17%	20%	30%	40%	33%
Increased Salary	22%	35%	35%	10%	25%
One-off payment	33%	20%	25%	30%	21%
Subsidised Food	11%	25%	5%	20%	13%
Subsidised Travel	17%	0%	5%	0%	8%
Childcare Support	0%	0%	0%	0%	0%


How much will the **ADDITIONAL SUPPORT** have helped you by the end of 2022?



£1,026


On average, how much the additional support will help our respondents by the end of 2022.

is there any additional support **YOU WOULD LIKE** from your company?



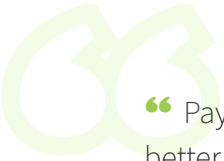
“ Transparency - acknowledge employees' are facing hard times.

“ Companies should stop demanding employees come to work 2-3 days per week. Many people still have to buy a season ticket so there are no savings.




“ Acknowledgement that the economic conditions are impacting employees at all levels.

“ Medical Health insurance.




“ Pay transparency and better salary benchmarking for current employees.



“ More discounts and perks - so you can still have some 'treats' without feeling guilty as you should be saving money.

“ Increase the speed of decision making to avoid people speculating or assuming nothing is being done.



“ Companies should also consider giving payments for things like broadband, electric etc as this is increasing with people working from home more.

“ Not really - it's unfair to put all the pressure on employers to support. As long as they are trying that's all you can ask for.



SO WHAT DO PEOPLE really want?

1st

Increased Salary

One-off Payment

2nd

3rd

Financial advice

Subsidised Travel

4th

5th

Subsidised Food

Childcare Support

6th

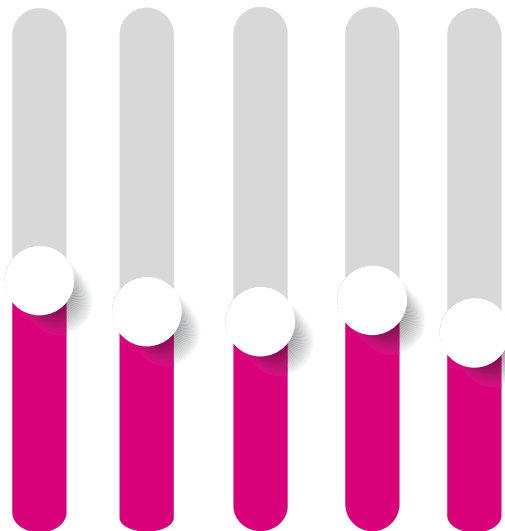
QUESTION: Please rank the following support measures based on your priorities.

Do people think that their company **IS DOING ENOUGH?**

all respondents



by company size



1-50 employees 46%

51-100 employees 40%

101-250 employees 38%

251-1000 employees 42%

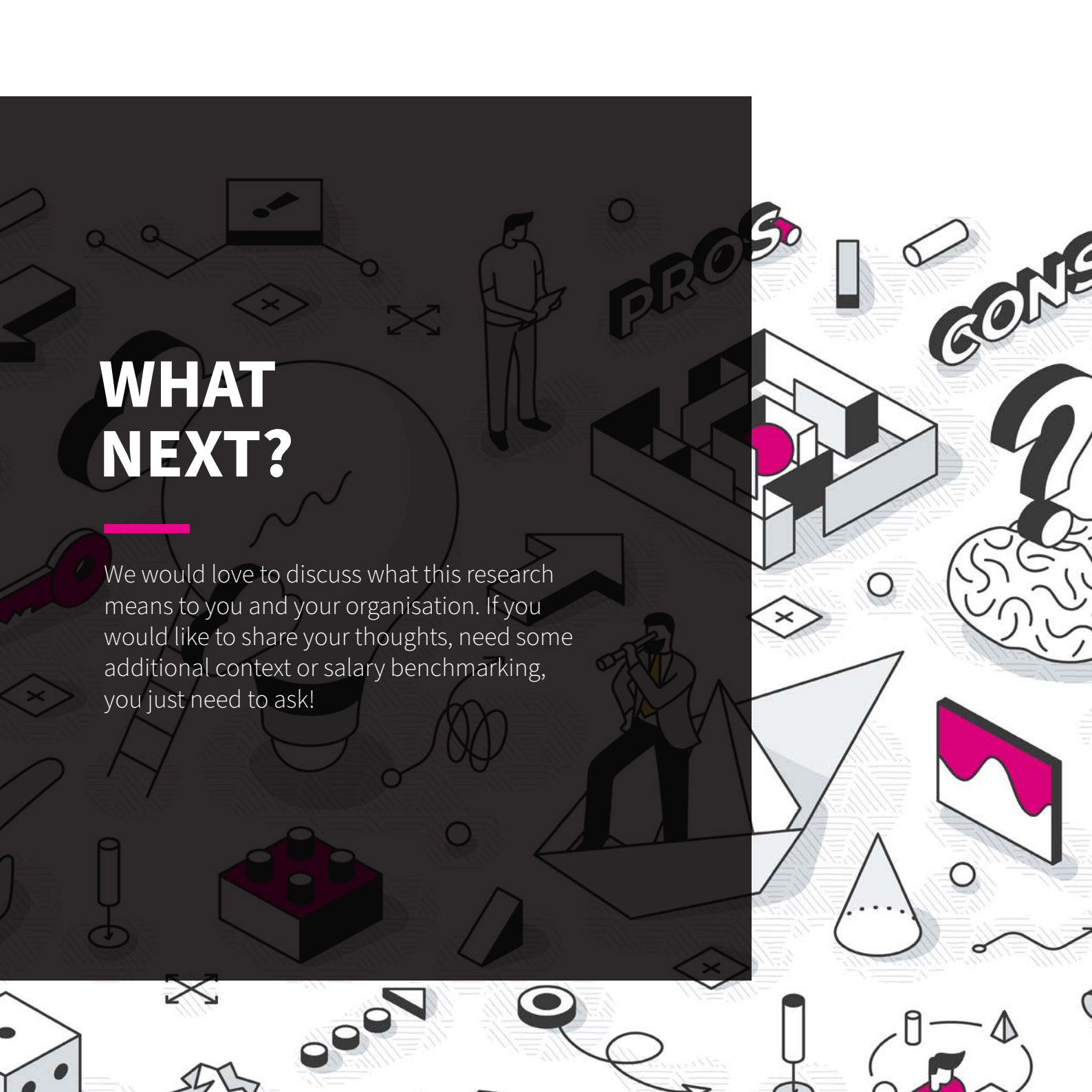
1000+ employees 36%

WHAT NEXT?

We would love to discuss what this research means to you and your organisation. If you would like to share your thoughts, need some additional context or salary benchmarking, you just need to ask!

PROS

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About Handle

For the last 40 years we have been supporting the people that power the creative industries.

We can help you improve your talent processes, overcome people challenges, and predict what might happen next. We want to help creative, brand focused companies be the best they can be for their people.

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