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Average HR Director pay hits £91,350

- **23% of HR departments have increased in size over the past year**
 - **But HR still not properly represented on the board**

The average (median) salary for an HR Director in the UK is £91,350, reveals the latest survey from IDS, the UK's leading employment information and research provider. Some HR Directors are receiving salaries of over £200,000.

The new IDS research report 'The HR Function – A survey of HR structures, pay and conditions' is based on the responses of 178 organisations, with over 7,000 HR staff and almost 600,000 employees.

The report also reveals that only 35% of HR departments have had to decrease the size of their department in the past year, whilst 23% actually increased the number of staff and 42% reported no change in their HR staff numbers.

Graham Brown, author of The HR Function report, says: "Despite fears that the recession would bring sweeping job cuts to support functions within companies, staffing levels in most HR departments have remained robust."

"With almost a quarter of HR departments actually taking staff on over the last year it seems like they have managed to avoid the worst ravages of the post credit crunch job cuts."

"Some HR departments may even argue that a recession actually creates more work for them. They may have to run complicated headcount reduction programmes or find cost savings through the introduction of new incentive packages."

"During a recession, pressure from their day-to-day tasks such as managing performance and dealing with potential employment disputes may also increase."

The IDS report finds that the most senior person in HR reports directly to the CEO at only 48% of organisations. HR is represented at board level in 67% of SMEs but only 55% of large organisations.

Graham Brown says: "For many years HR has been seeking a seat at the 'top table' – and it appears it still has much work to do."

"HR is still often seen in a support role – providing metrics and statistics to the finance or operations departments, rather than advising on strategy."

According to IDS, Compensation and Benefit specialist roles tend to be the highest paid. At Manager level the median salary for a Compensation and Benefit specialist is £50,000, 7.3% higher than for a generalist HR Manager – whose median salary is £46,335.

The report also reveals that:

- 20% of companies have had difficulty recruiting for HR roles in the past year
- The top three current priorities for HR departments are
 - leadership development (40%)
 - absence management (38%)
 - employee engagement (36%)
- 55% of companies review their HR strategy every year, compared to 18% who have no set review period
- 58% of organisations have a single HR team, compared to 37% who have HR specialist teams and 17% who have an HR service centre

The HR Function is available to buy for £175 from www.incomesdata.co.uk or by calling IDS customer services on 020 7449 1107.

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