

# A RECRUITMENT CRISIS

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# Salary increases – to pay or not to pay?

- If you pay, who do you give them to?
- How do you pay?
- Equal pay risks
- What is the prospect of union action?
  - Thirteen Group, Sanctuary, WHG

## Widening the applicant pool – is this the next driver for improved EDI?

- 68% of UK workers would consider looking for another job if discovered their employer had an unfair gender pay gap or no EDI policy (ADP: People at Work 2022)
- Is lawful positive action being maximised?

# Training/Upskilling – grow your own

- Development opportunities
- Apprenticeship Levy
- NHF Code of Governance

# Alternative benefits – thinking beyond £ and p

- Healthcare
- Salary sacrifice
- Leave
- Financial advice
- Location

# 4 day working week – everyone loves a long weekend

- 4 day week pilot
- Less hours, same productivity

# Q&A