



Due to the costs of recruitment and the nature of the market still being very candidate driven, it is essential that employers focus on retaining their existing talent within the business. There are many factors that come into a retention toolkit as we examined in our inaugural [HR Breakfast Forum](#). Whilst employers are aware that remuneration is just one aspect of that toolkit, it is certainly in the top half of candidates priorities according to the Harvard Business School Study on key motivators for employees (money ranking 5 out of a list of 10 factors). Therefore it is imperative that employers are benchmarking their salaries in line with the market.

Below is a guideline for a variety of HR specialist roles within the Hampshire / Dorset regions.

<b>Job Title</b>	<b>Salary Range (£)</b>
<b>GENERALIST</b>	
HR Director	65,000+
Head of HR	55,000+
Senior HR Manager	50,000 – 65,000
HR Manager	40,000 – 50,000
HR Business Partner	40,000 – 55,000
Senior HR Adviser	30,000 – 38,000
HR Adviser / Officer	25,000 – 30,000
HR Assistant	18,000 – 23,000
<b>LEARNING &amp; DEVELOPMENT</b>	
Head of Learning & Development	60,000+
Head of Organisational Development / Talent	60,000+
Training Manager	45,000 – 55,000
Organisational Development Manager	45,000+
Training Officer	25,000 – 30,000
Training Assistant	20,000 – 25,000
<b>Job Title</b>	<b>Salary Range</b>
<b>COMPENSATION &amp; BENEFITS</b>	
Director of Remuneration	65,000+
Compensation & Benefits Manager	40,000+
Compensation & Benefits Officer / Adviser	25,000 – 35,000
<b>EMPLOYEE RELATIONS</b>	
Director of Employee Relations	55,000+
Employee Relations Manager	40,000+
Employee Relations Officer / Adviser	25,000 – 35,000
<b>RECRUITMENT</b>	
Head of Recruitment	50,000+
Recruitment Manager	35,000+
Graduate Recruitment Manager	35,000+
Recruitment Officer / Adviser	20,000 – 30,000