



APL Wages and Labour Benchmarking Survey 2023

Preparation Document

This document aims to provide APL members with more information in advance of completing the APL Wages and Labour Benchmarking Survey 2023.

1. Background to the survey

The HTA is running a Wages & Labour benchmarking survey to allow members to compare salaries, staff benefits and training packages and other HR metrics to peer businesses. This document outlines the information you may need to look up and prepare in advance.

2. What will the survey ask about? / What should I prepare?

Your Turnover
Turnover for last financial year
Operating Profit margin (%) for last financial year
Your Workforce
The number of permanent staff on your payroll on average across your last financial year (permanent individual people, permanent full-time equivalents (FTE))
The demographics of your permanent staff (gender, age, ethnicity)
Apprentices and Temp Workers
Number of apprentices employed by your business in your last financial year (if any)
Number of sub-contracted and/or agency workers employed by your business in your last financial year (if any) - Sub-contracted workers - Agency workers
Nationality of the sub-contracted/agency workers your business employed in your last financial year (UK, EU, non-EU citizens)
Number of sub-contractor/agency worker labour days were required by your business in your last financial year (E.g., if you had 4 people for 10 days each, the total labour days would be 40)
Staff Change
Employee turnover rate in last financial year & year previous
Absenteeism rate in last financial year & year previous
Wages
Staff costs as a percentage of your turnover in last financial year
Full-time equivalent annual salary for the following roles (or N/A if you don't employ a particular role): - Employed Director



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- Office Manager
- Office Assistant/Administrator
- Estimator
- Contracts Manager
- Landscape Construction Manager
- Supervisor/Team Leader
- Foreman/Operations Manager
- Quantity Surveyor
- Skilled Hard Landscaper
- Skilled Soft Landscaper
- Site Operative
- Apprentice

Average day rate paid for sub-contracted/agency workers (if applicable):

- Sub-contracted workers
- Agency workers

Unfilled Vacancies

Current unfilled vacancies

- Actual individual people vacancies
- Full-time equivalent (FTE) vacancies
- Apprentice vacancies (people vacancies)

Number of unfilled vacancies and length of time they have been unfilled, for following types of roles

- Employed Director
- Office Manager
- Office Assistant/Administrator
- Estimator
- Contracts Manager
- Landscape Construction Manager
- Supervisor/Team Leader
- Foreman/Operations Manager
- Quantity Surveyor
- Skilled Hard Landscaper
- Skilled Soft Landscaper
- Site Operative
- Apprentice

Recruitment

The methods your business uses to recruit staff & those that are the most successful

Retention & Training

Staff benefits you offer, statutory contributions (pensions, sick pay, maternity/paternity), annual leave entitlement

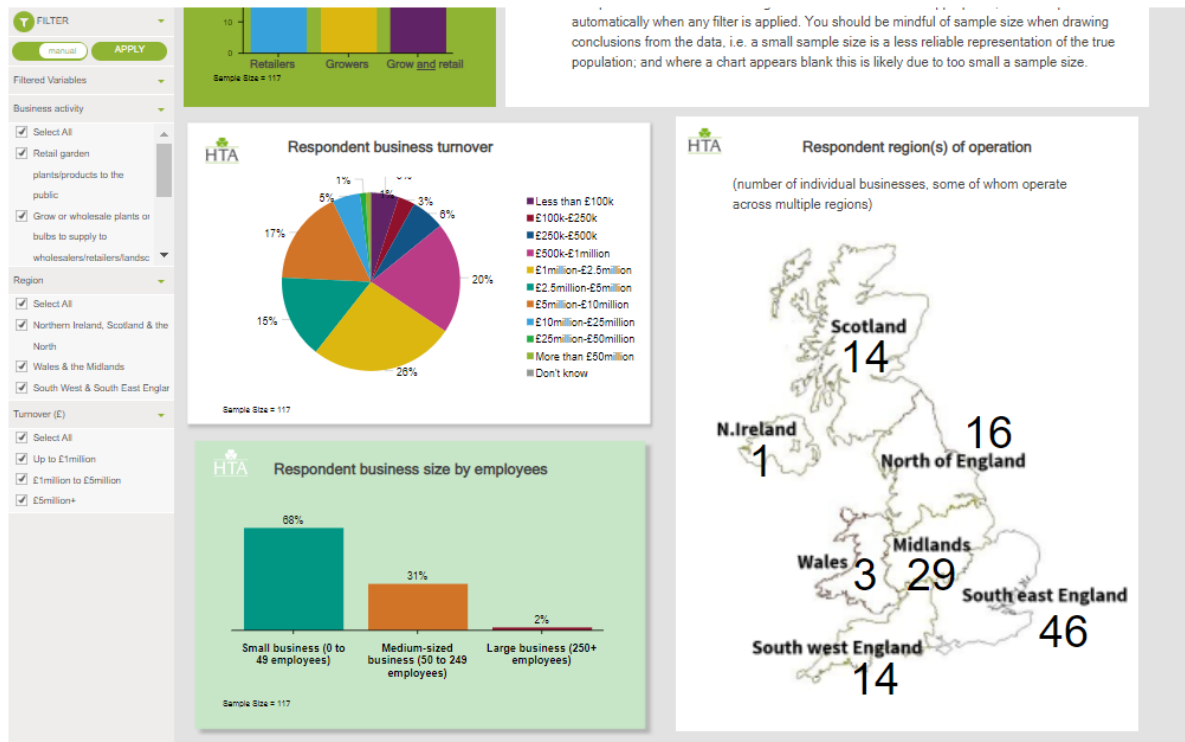
Training and development budget as percentage of your turnover (if applicable)

Type of training offered (if applicable) for

- Practical (i.e. landscaping skills)
- Business (i.e. finance, HR)
- Legislative/statutory (i.e. First Aid, Health & Safety)



Once adequate sample sizes are achieved, the members who completed the survey will be emailed a link to access the interactive online results dashboards (see images below of example dashboards). Here, you will be able to use the 'Filter' tool to compare to other groups of businesses of interest to you including: by region and business size/ turnover (sample size dependant).





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FILTER

Manual APPLY

Filtered Variables

Business activity

☒ Select All

☒ Retail garden

plants/products to the

public

☒ Grow or wholesale plants or

bulbs to supply to

wholesalers/retailers/landsc

Region

☒ Select All

☒ Northern Ireland, Scotland & the

North

☒ Wales & the Midlands

☒ South West & South East Engla

Turnover (£)

☒ Select All

☒ Up to £1million

☒ £1million to £5million

☒ £5million+

RECRUITMENT

Overview

Workforce

Staff costs/wages

Vacancies

Recruitment

Benefits

Closing

Don't forget!

Don't forget to use the filter tool to update the results and make for more meaningful benchmarks for your business!



How does your business recruit for staff?



Sample Size = 117



Recruitment methods perceived most successful (Top 3)

Method ranked #1 Method ranked #2 Method ranked #3

