

# Trade Association Benchmarking Survey 2023

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**128**

**TRADE ASSOCIATIONS**

**2,242**

**EMPLOYEES**

**£110M**

**TOTAL SALARY BILL**

**SEPT/OCT '23**

**FIELDWORK**

# ABOUT THE SURVEY



# LOCATION

63%

17%

9%

7%

3%

2%



London & SE

Midlands

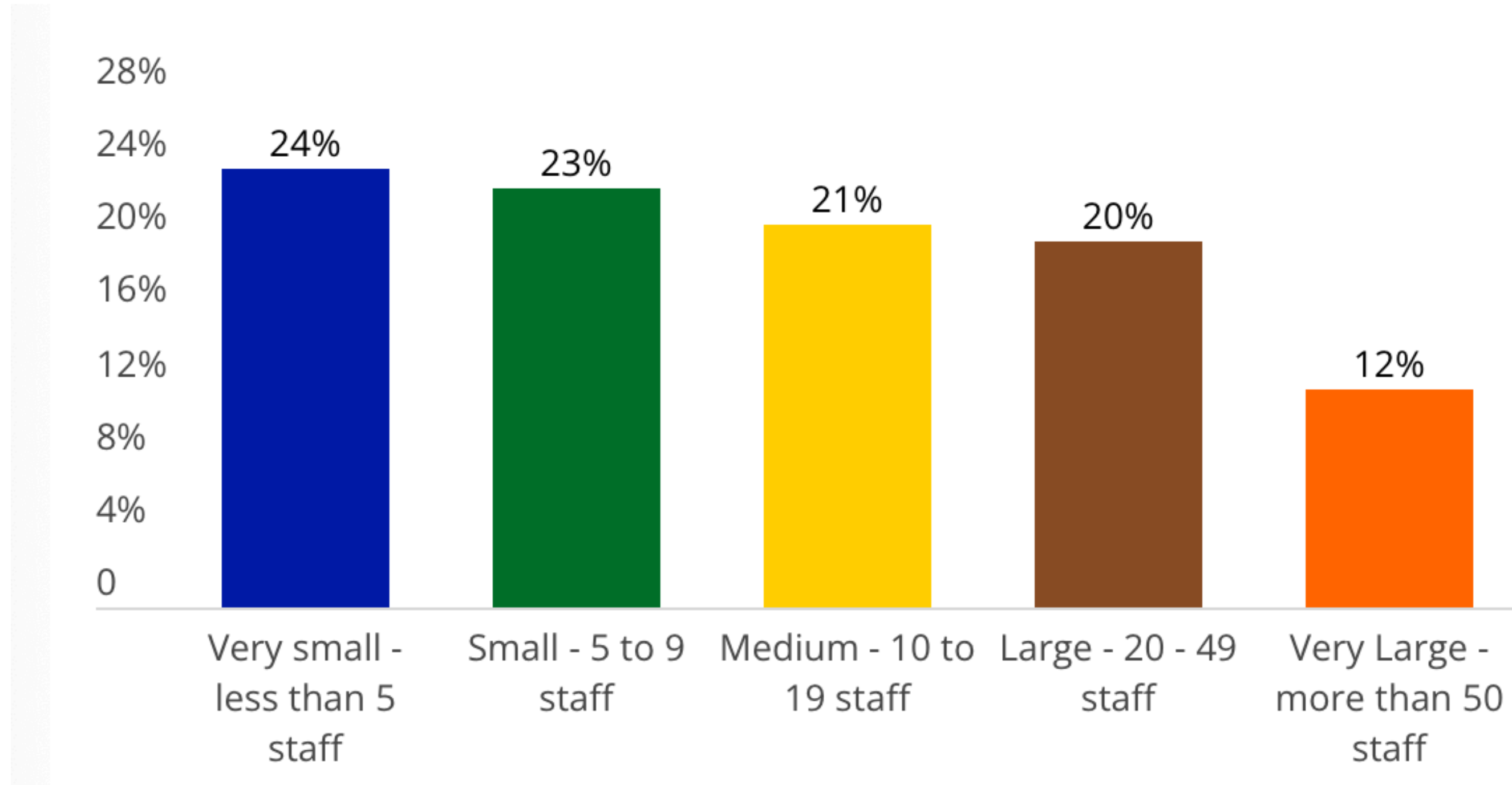
North

East of England

South West

East of England

# SIZE

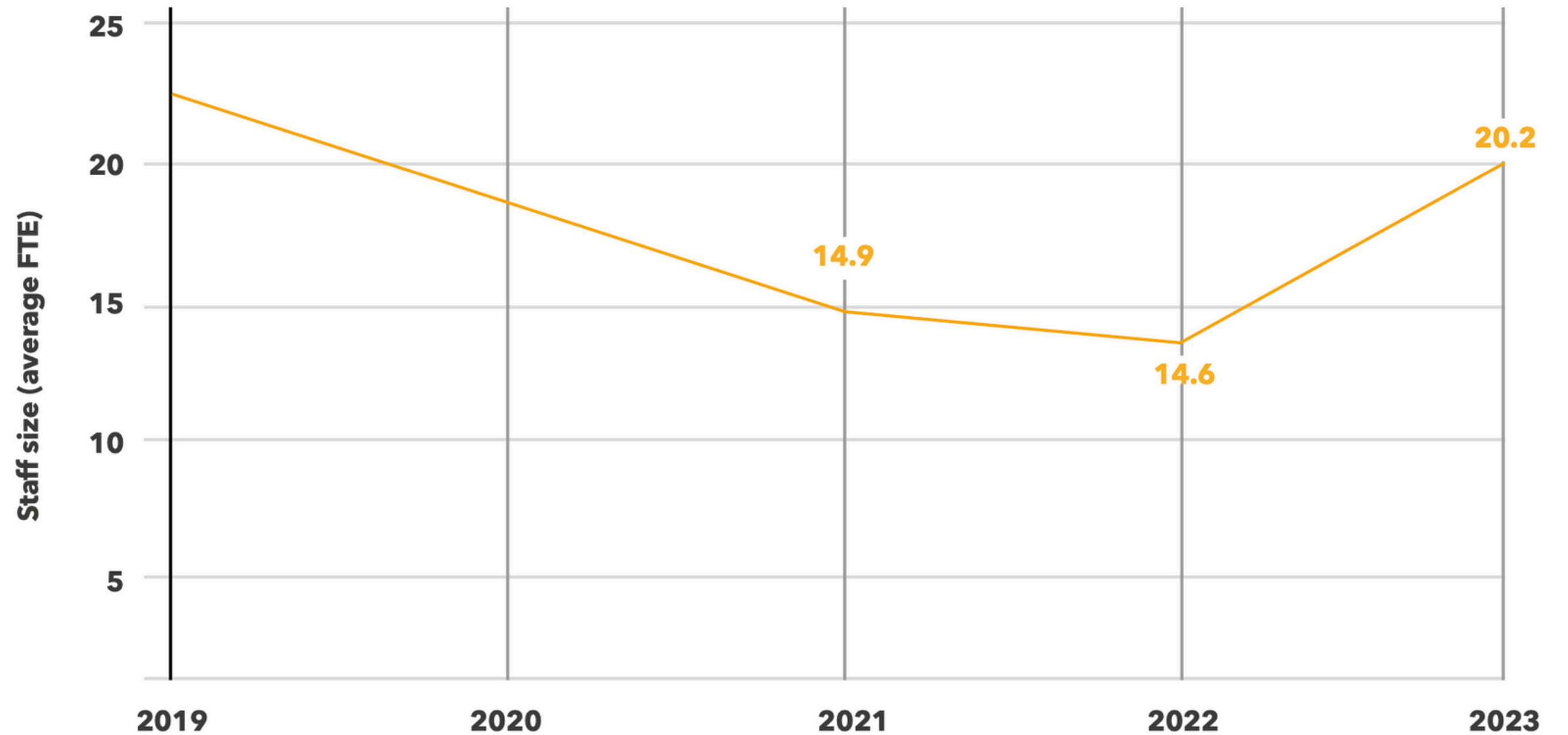


# SIZE OVER TIME



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## Average FTE Headcount

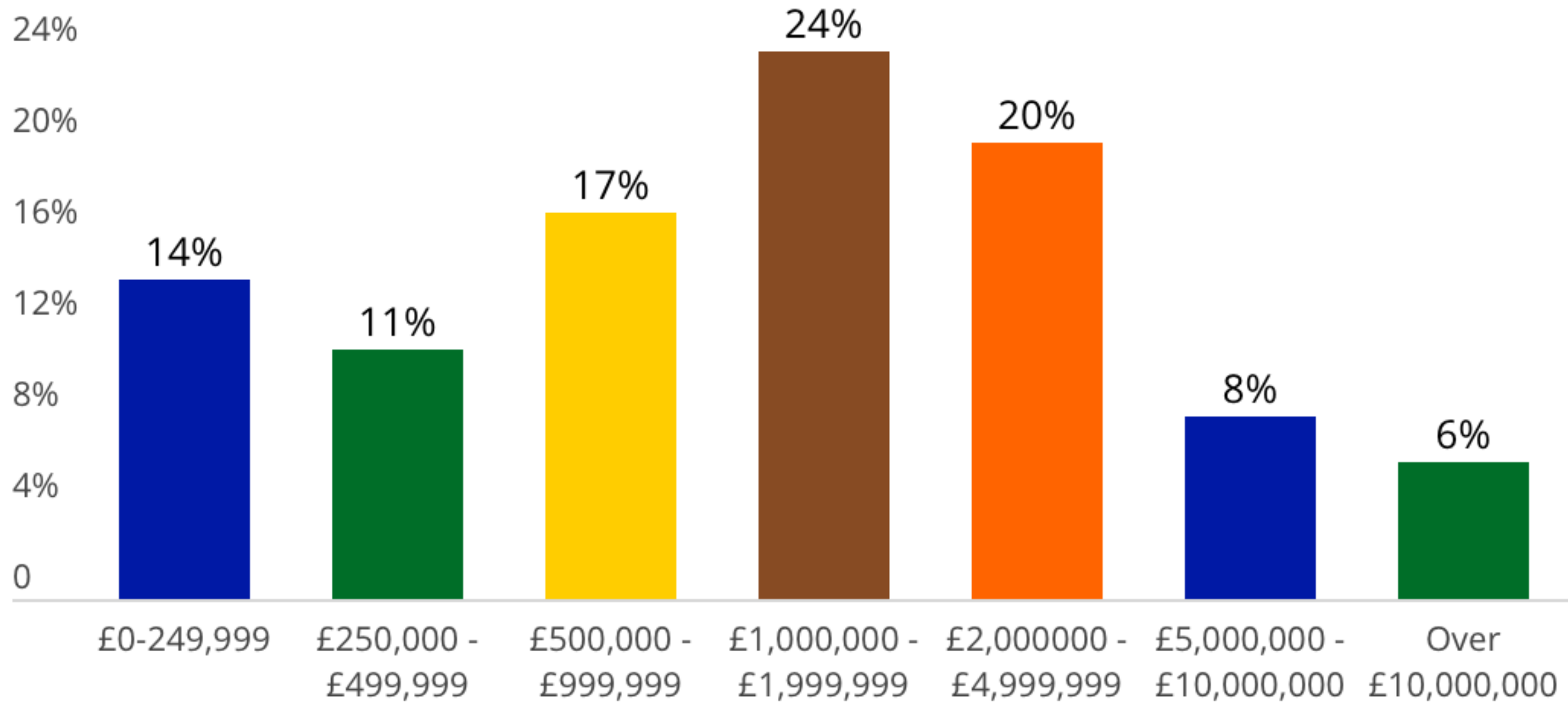


# FINANCIALS

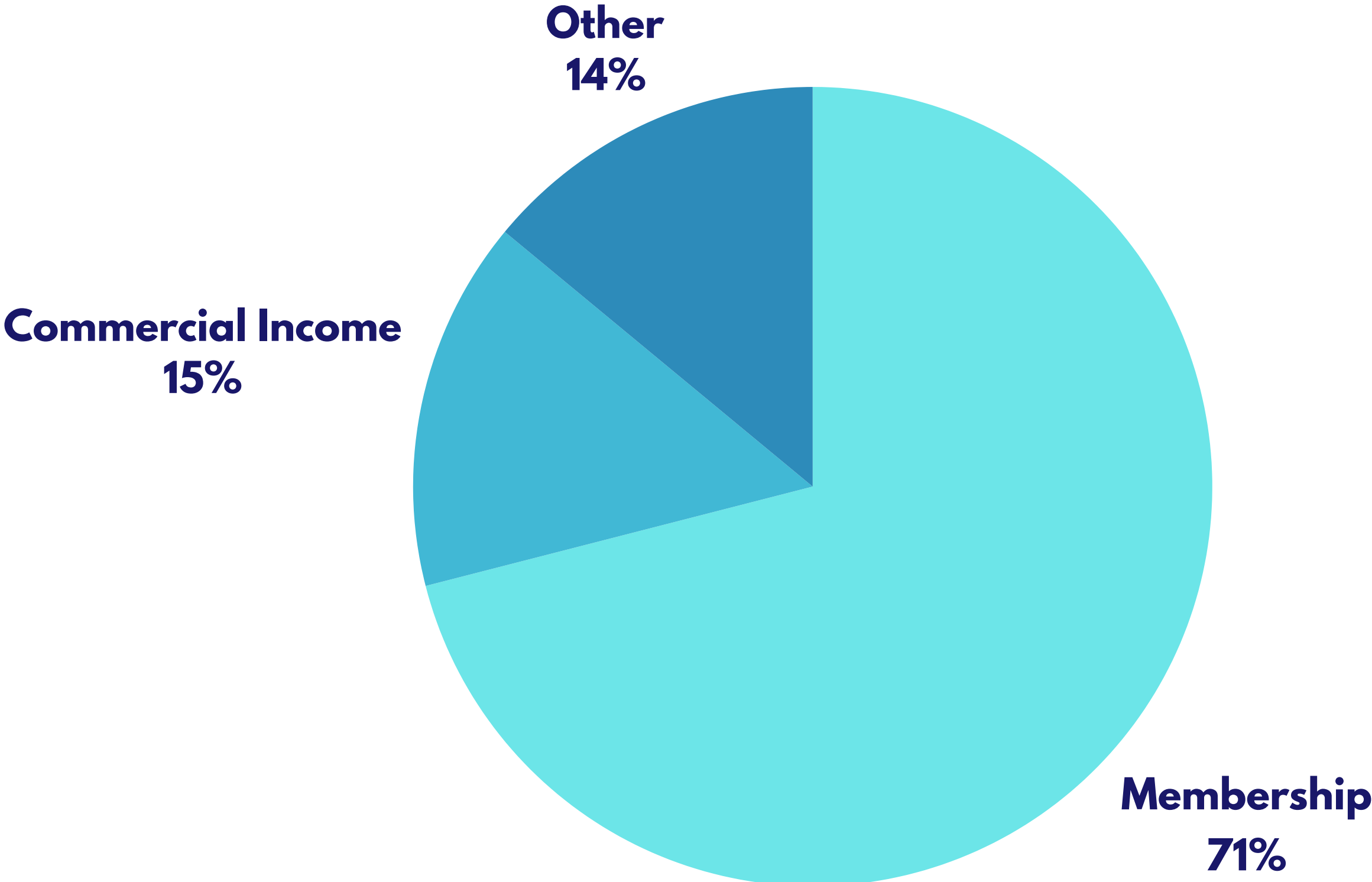
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# TURNOVER



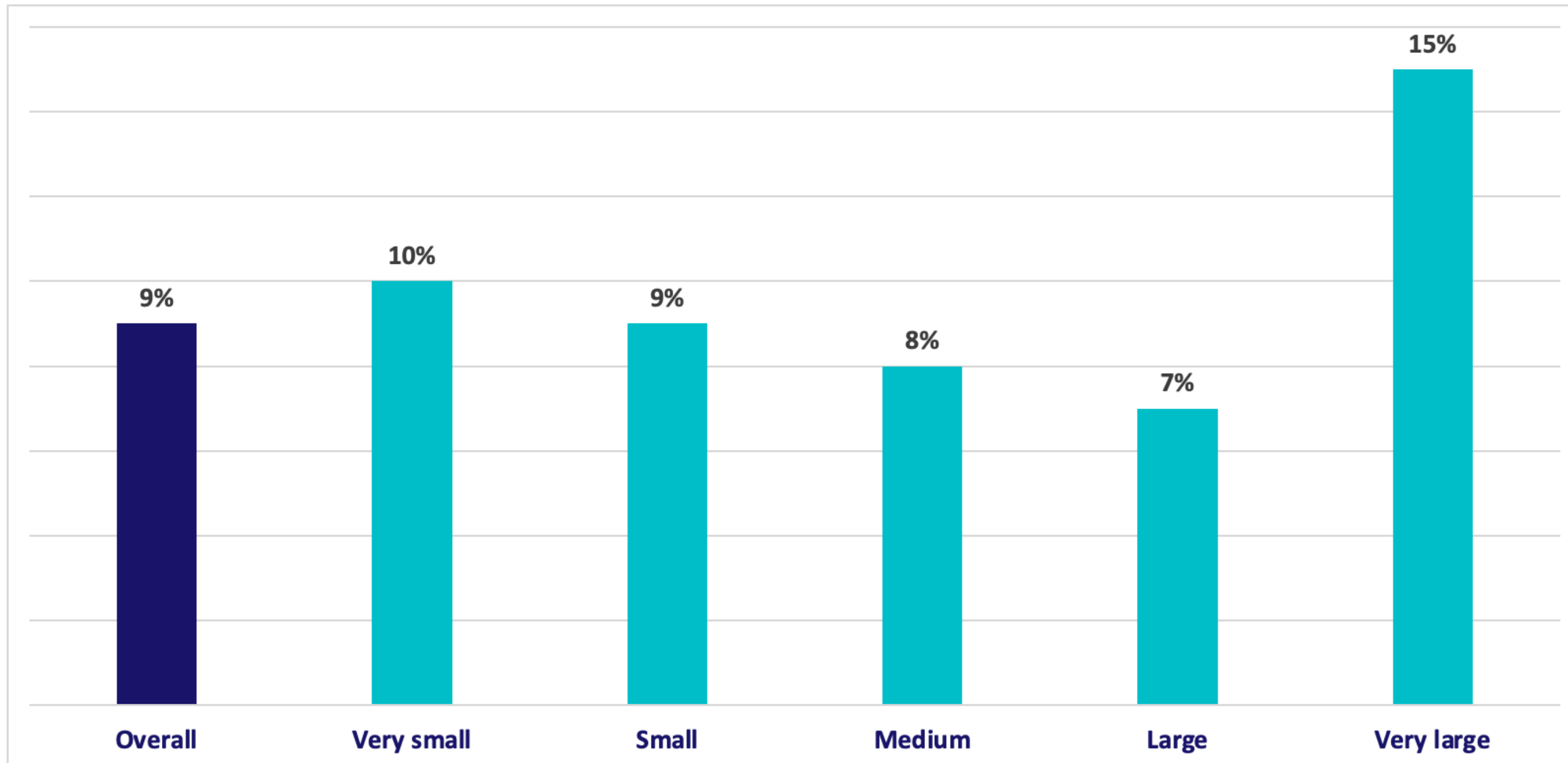
# REVENUE MAKEUP



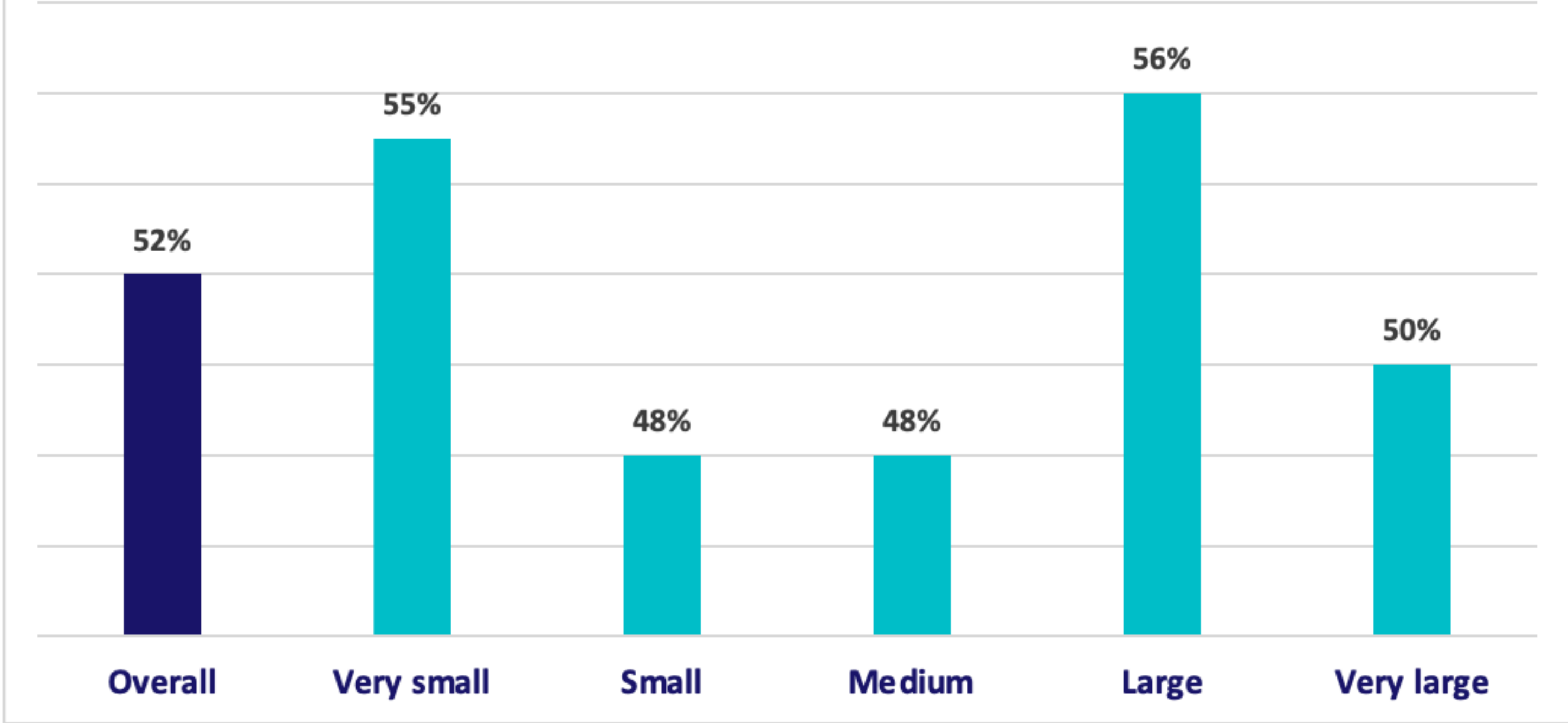
2022 Membership figure: 70%



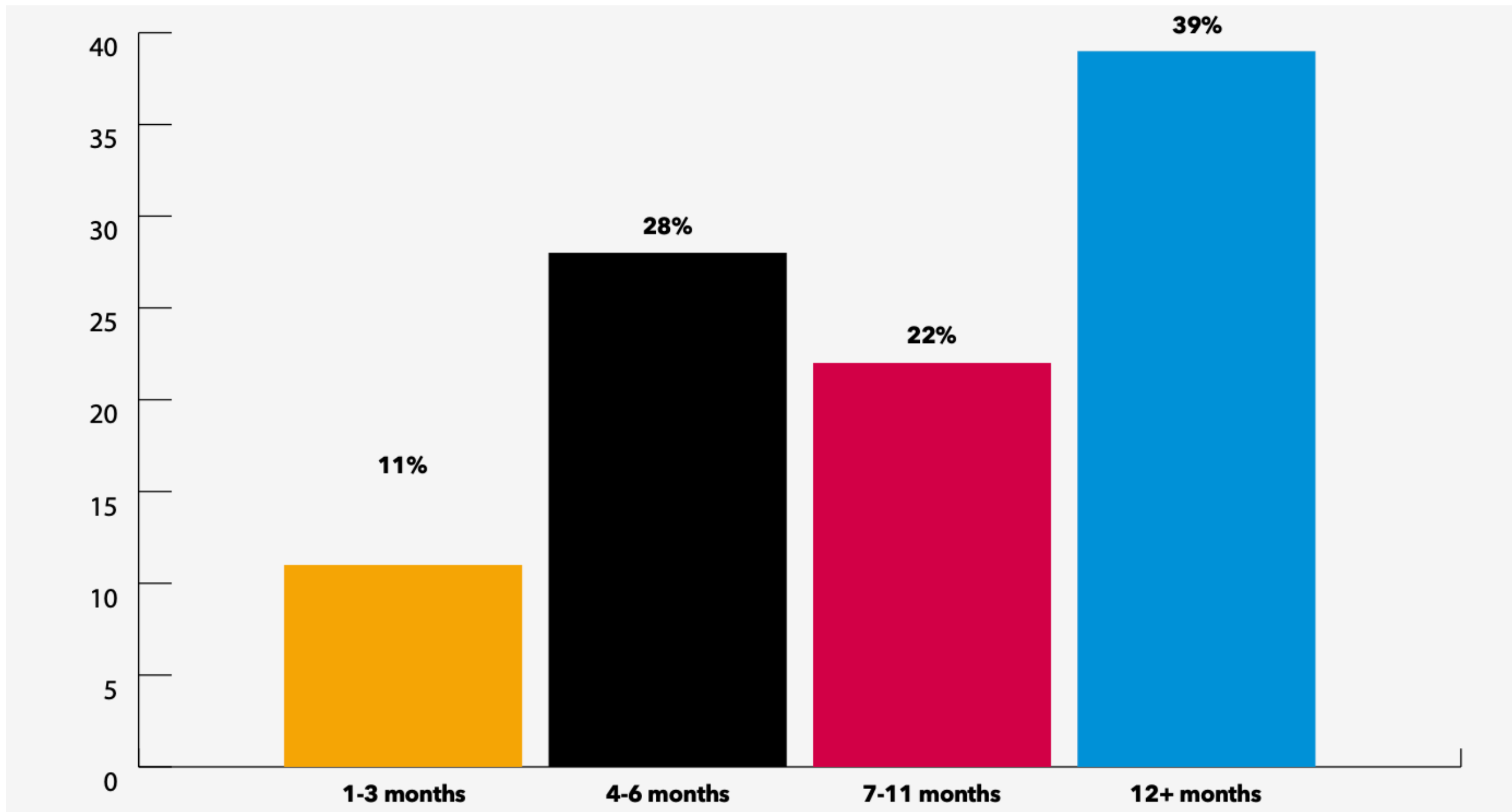
# PROFIT



### Salary Costs as % of Turnover



# RESERVES



## 2022 FIGURES

**1-3 - 11%**

**4-6 - 19%**

**7-11 - 30%**

**12+ - 41%**

# MEMBERS



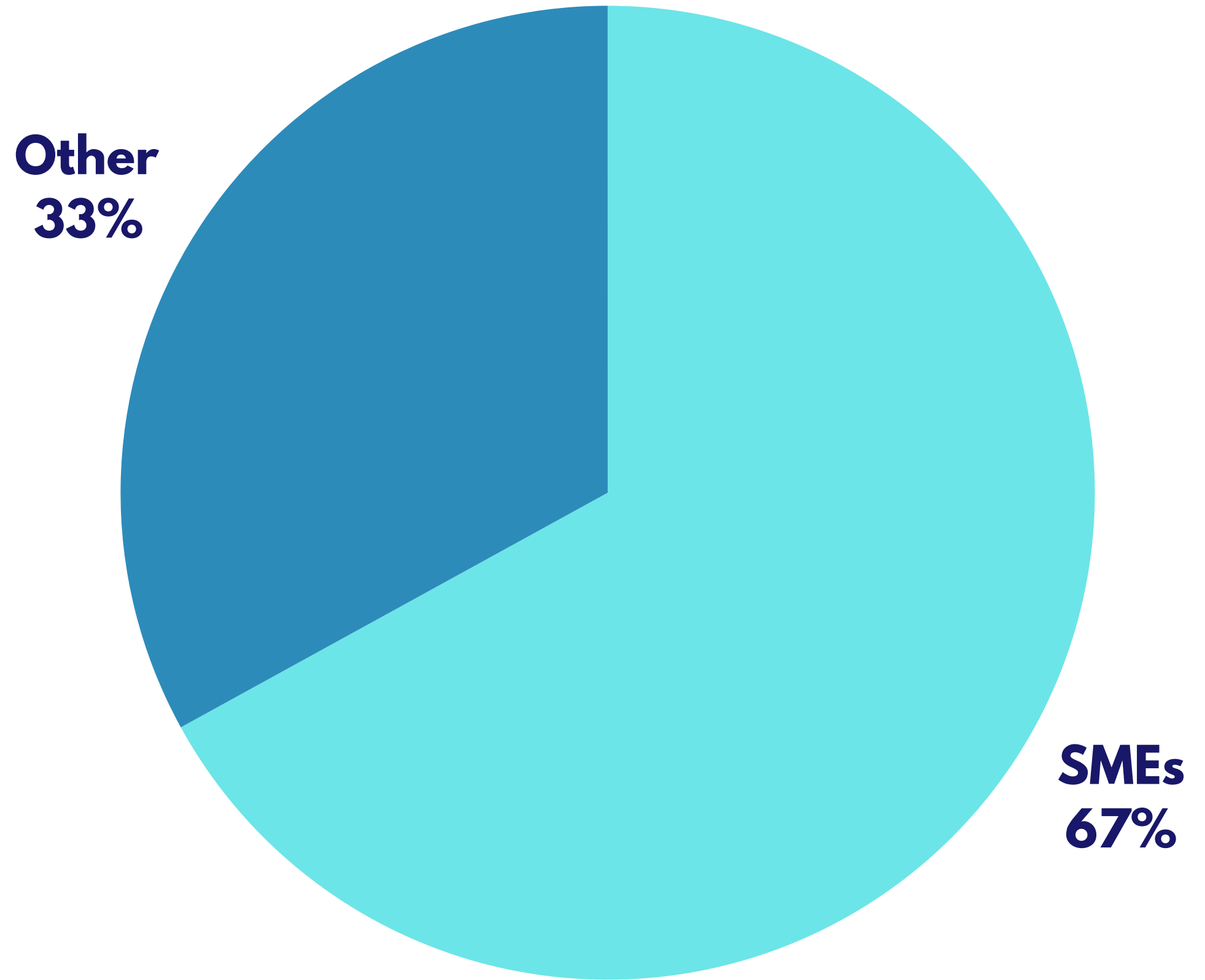
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# NET MEMBERSHIP CHANGE YOY %

	Mean	Lowest	Lower Quartile	Median	Upper Quartile	Highest
<b>Overall</b>	6	-15	0	3	9	100
<b>Very small</b>	3	-5	0	0	5	30
<b>Small</b>	6	-9	0	2	5	89
<b>Medium</b>	6	-15	2	4	12	20
<b>Large</b>	8	-10	0	4	10	100
<b>Very large</b>	3	-6	-1	3	9	10

# SMEs



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# PEOPLE

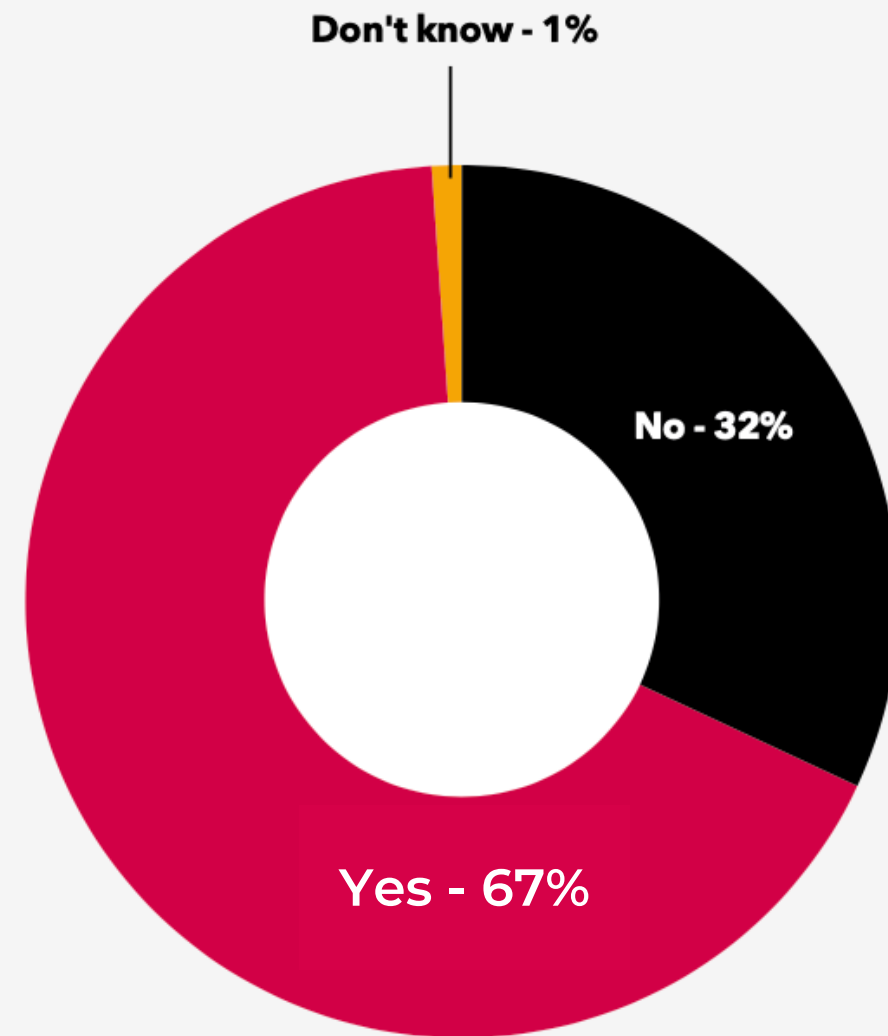


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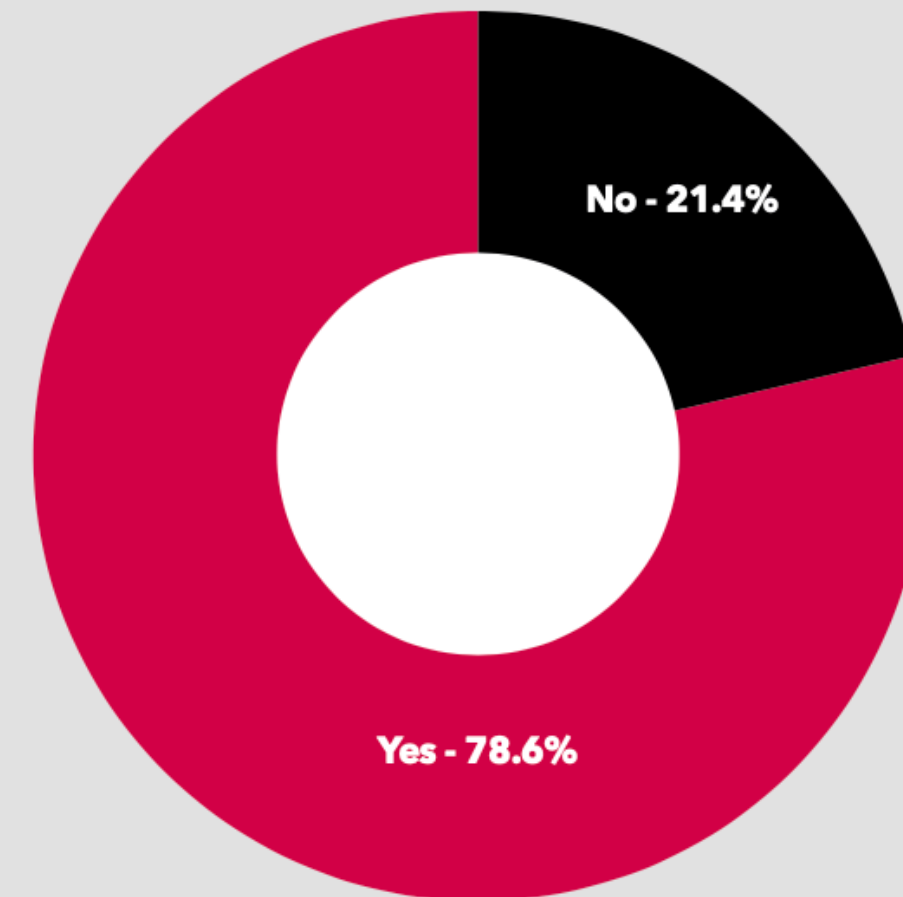
# RECRUITED/RECRUITING

Base size 2023 = 125



2023

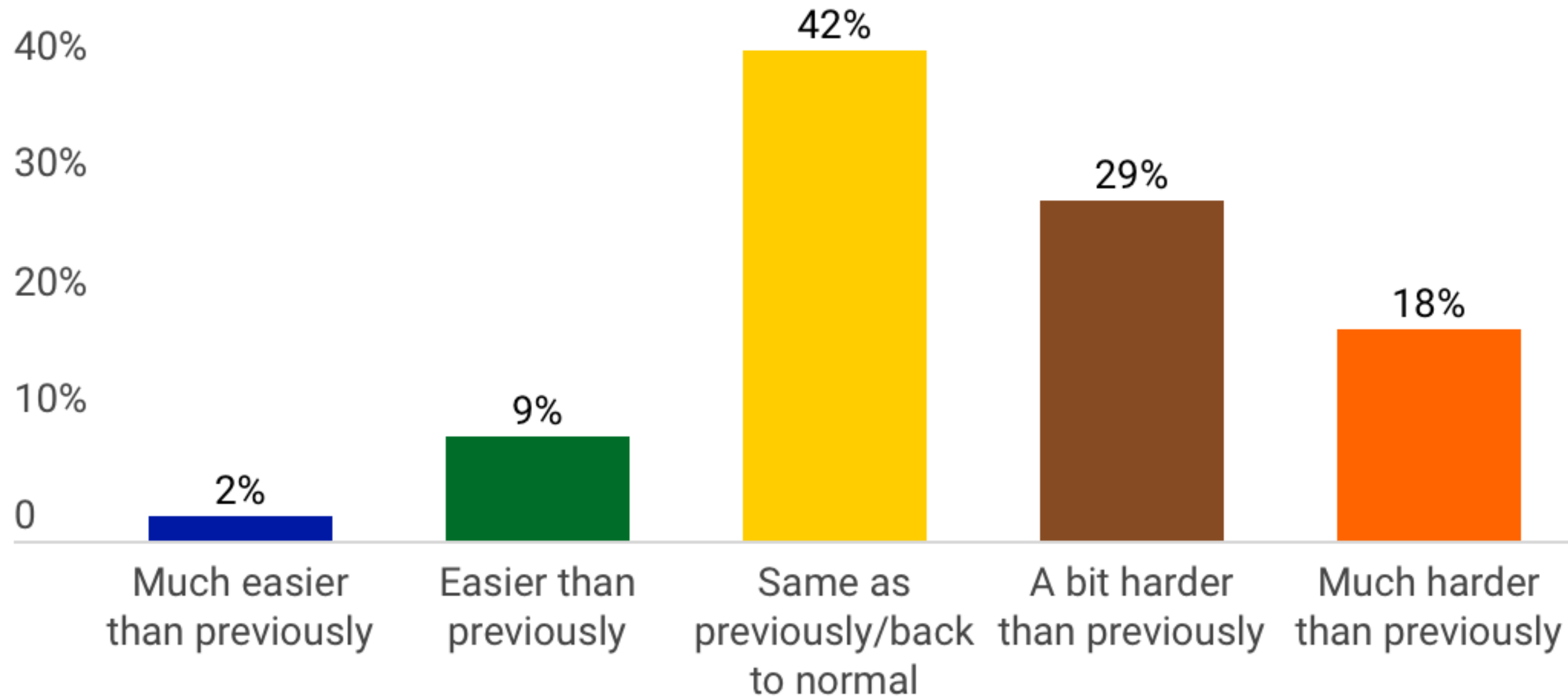
Base size 2022 = 99



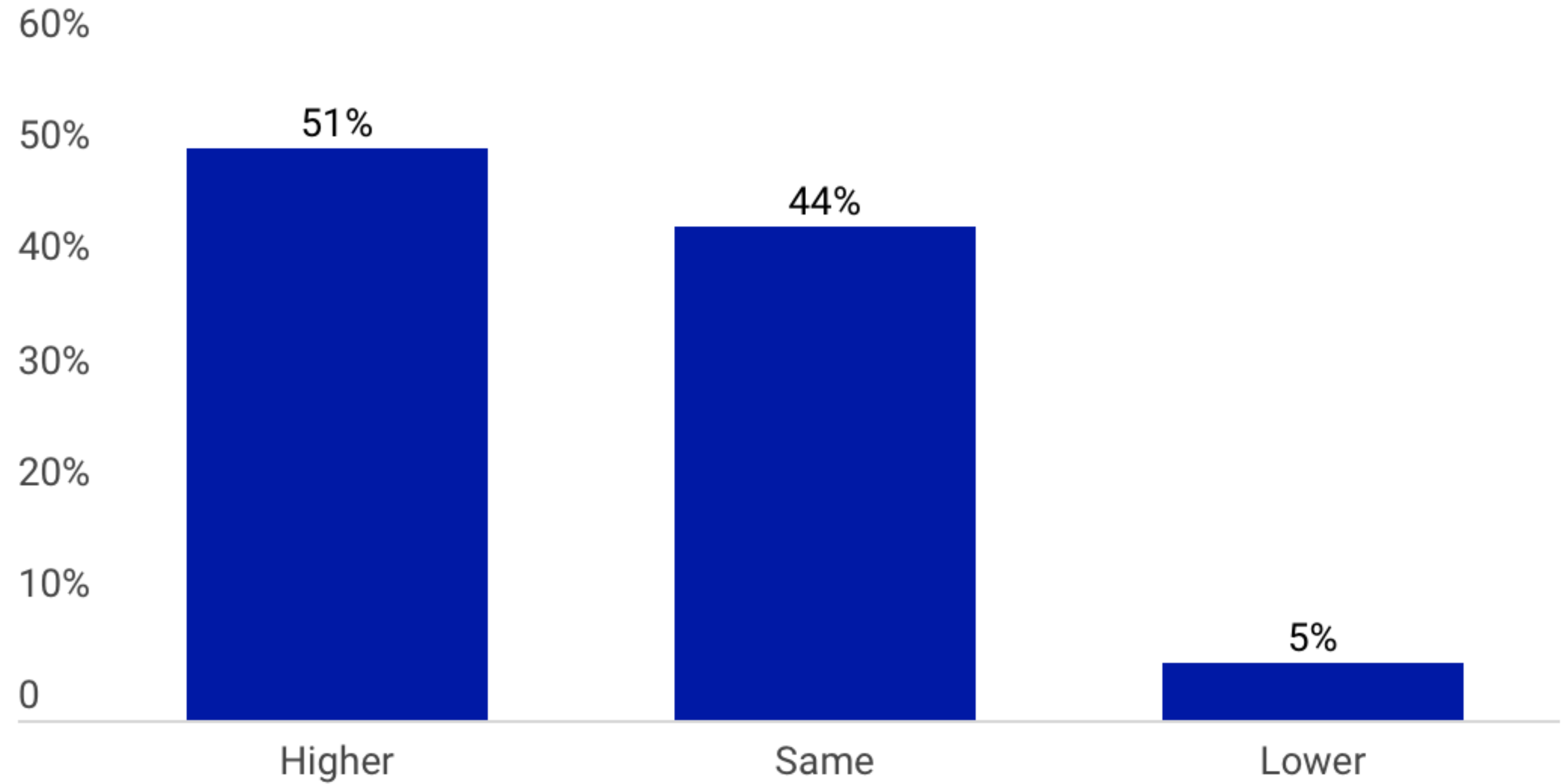
2022



# EASE OF RECRUITING

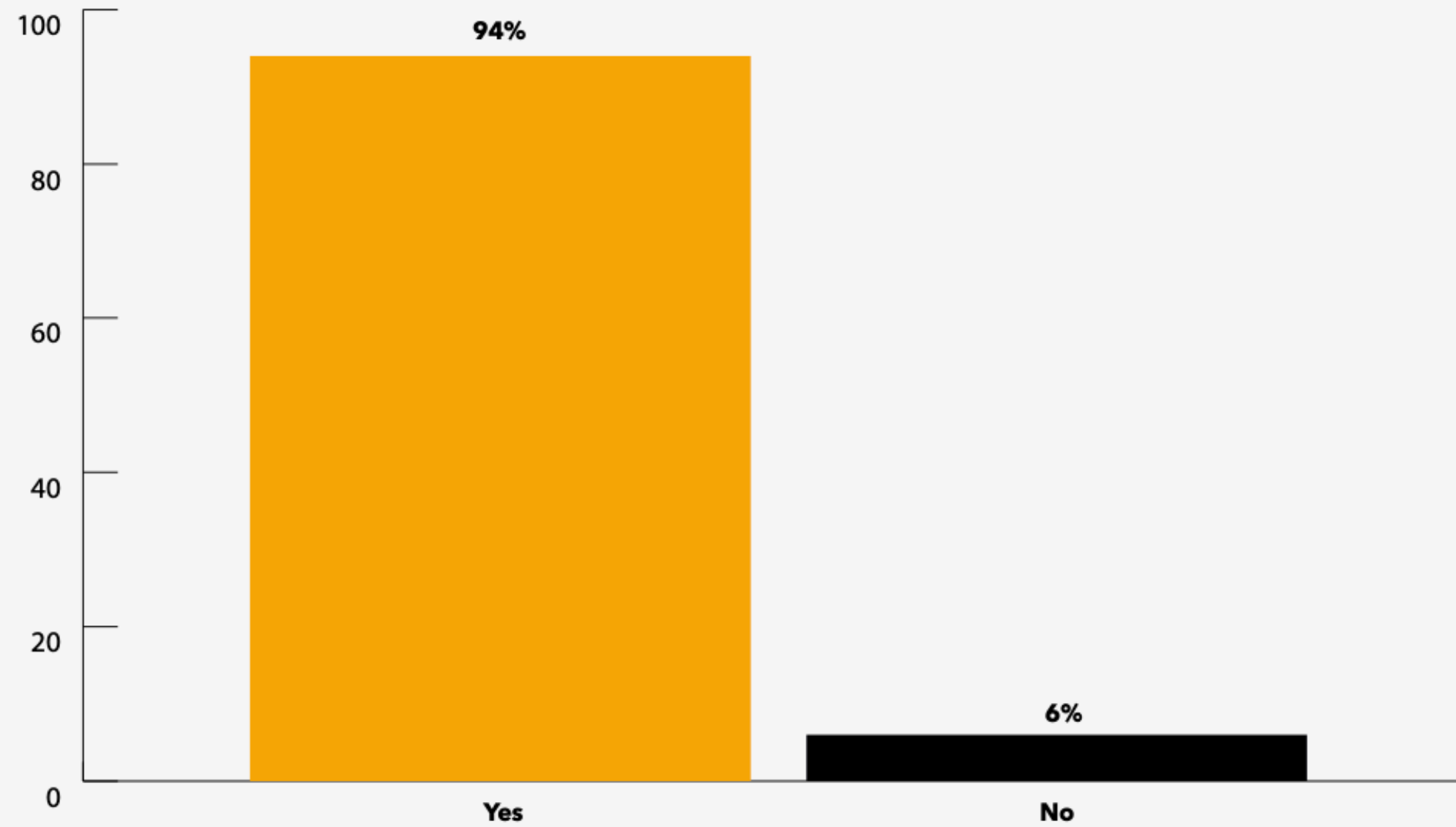


# HOW HAVE STAFF NUMBERS CHANGED SINCE 2022?

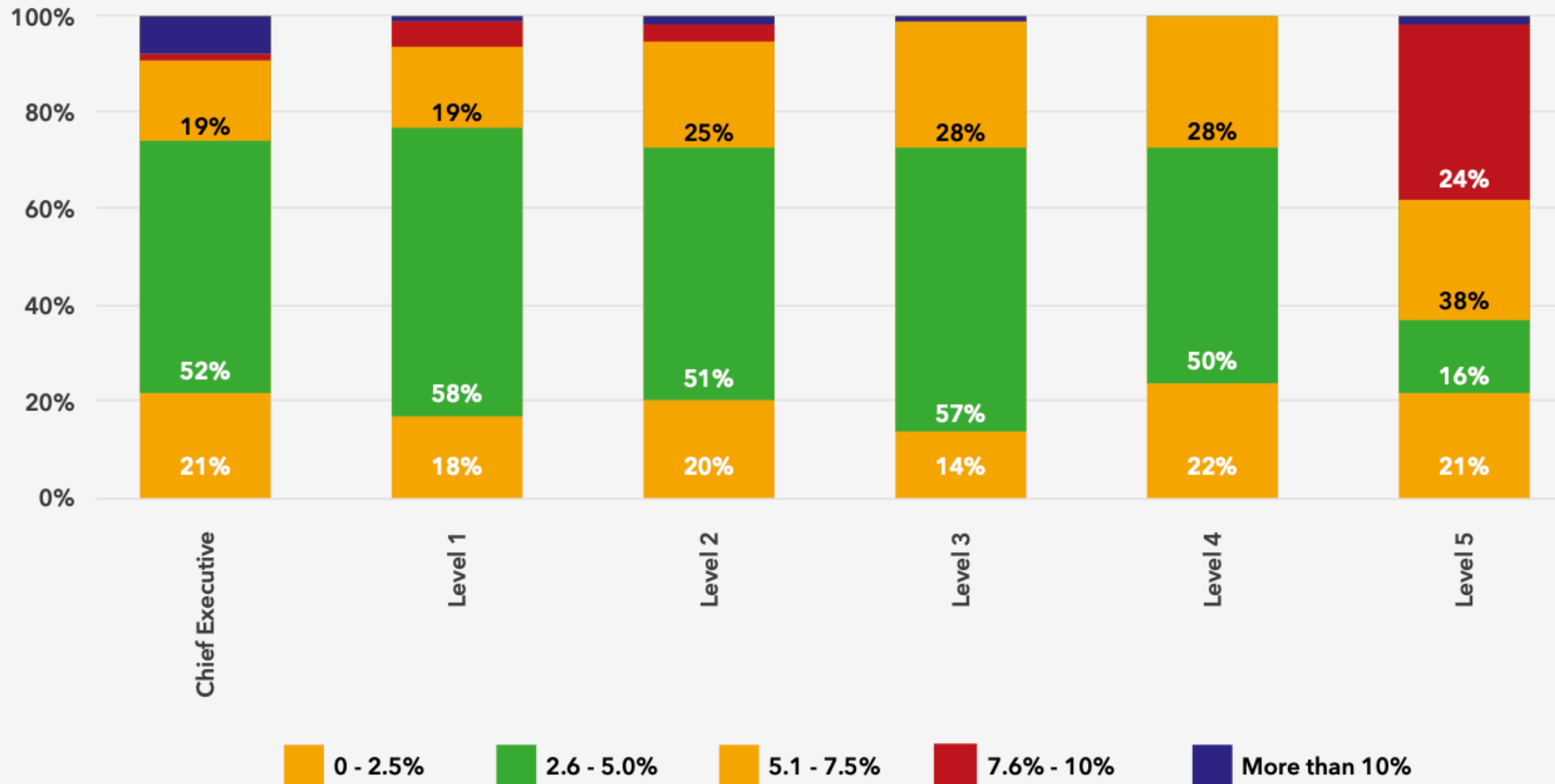


**Q: Has your organisation awarded or budgeted for salary increases in 2023?**

Base size = 110

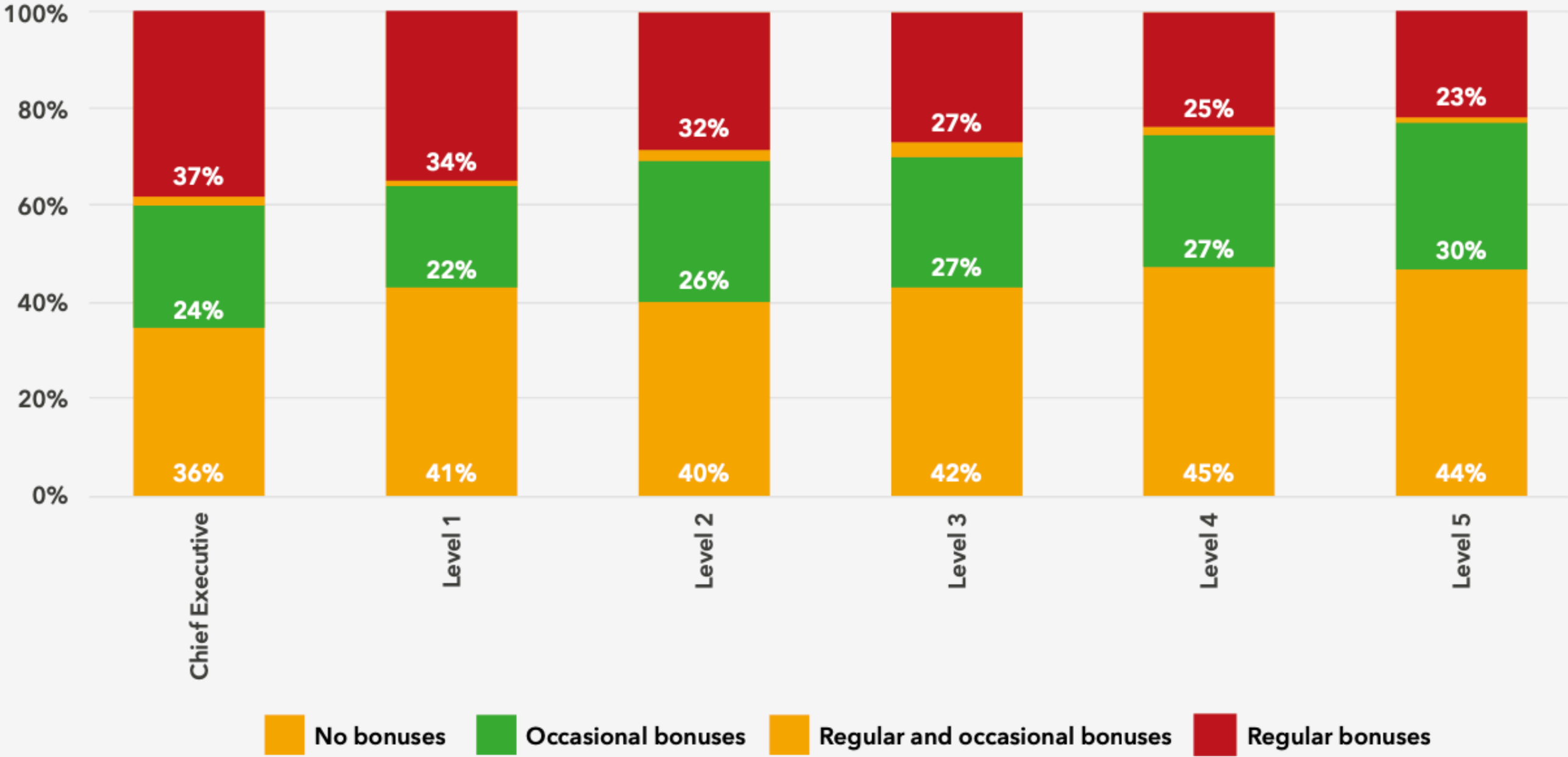


Q: What is the next expected pay award?



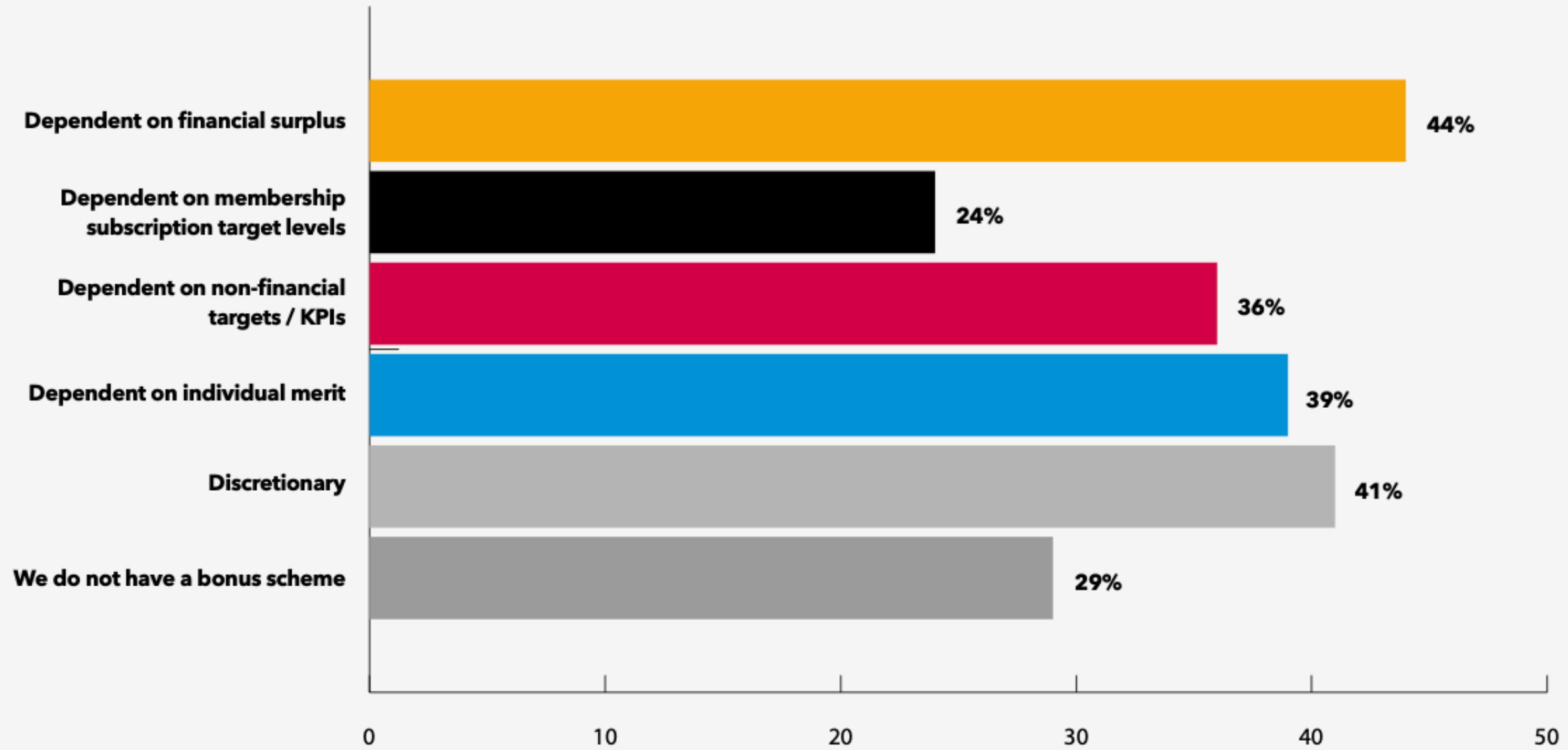
# Q: Do you operate any bonus arrangements?

Base size = 110

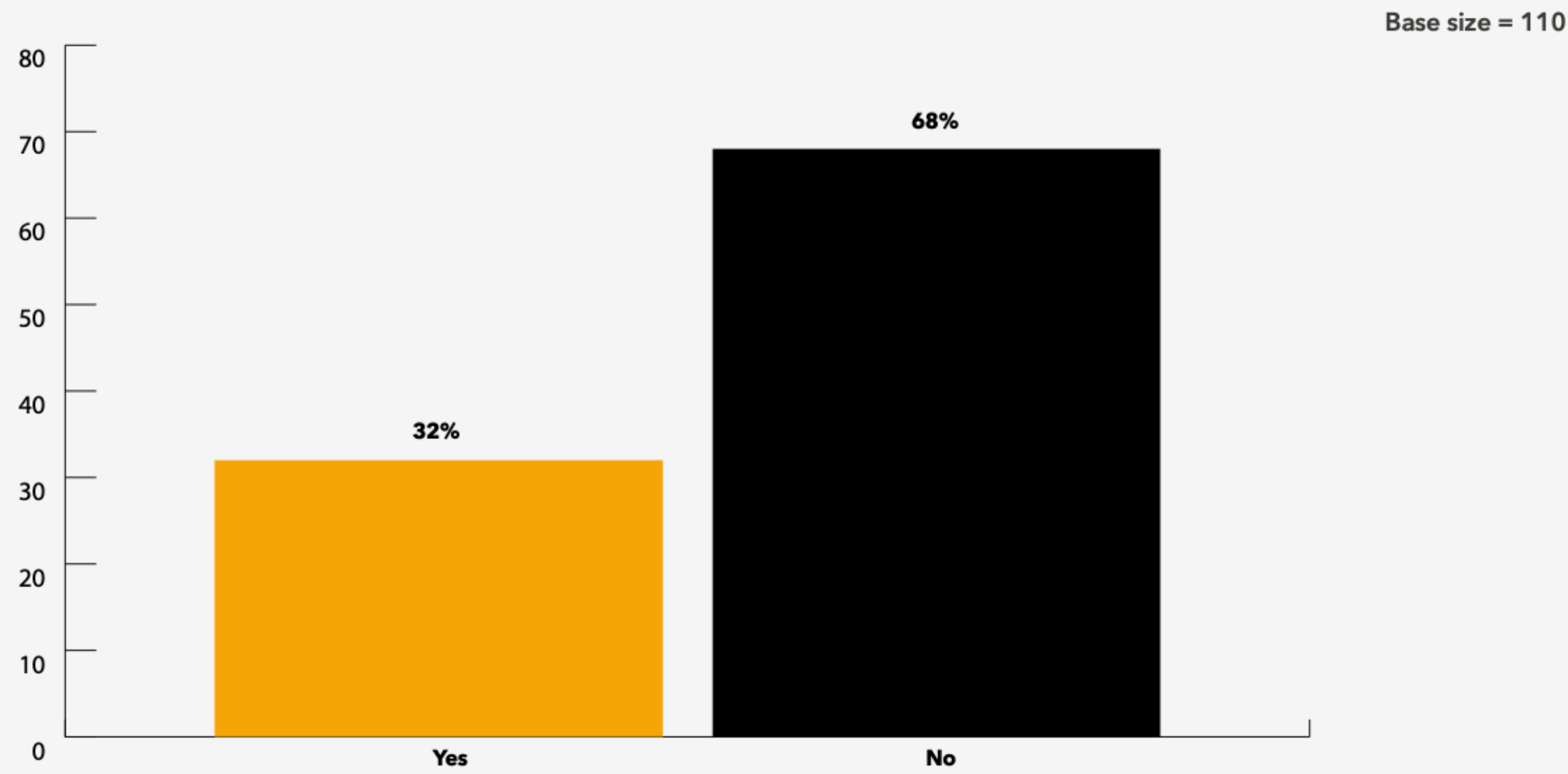


# Q: Which criteria have to be met to qualify for a bonus?

Base size = 108

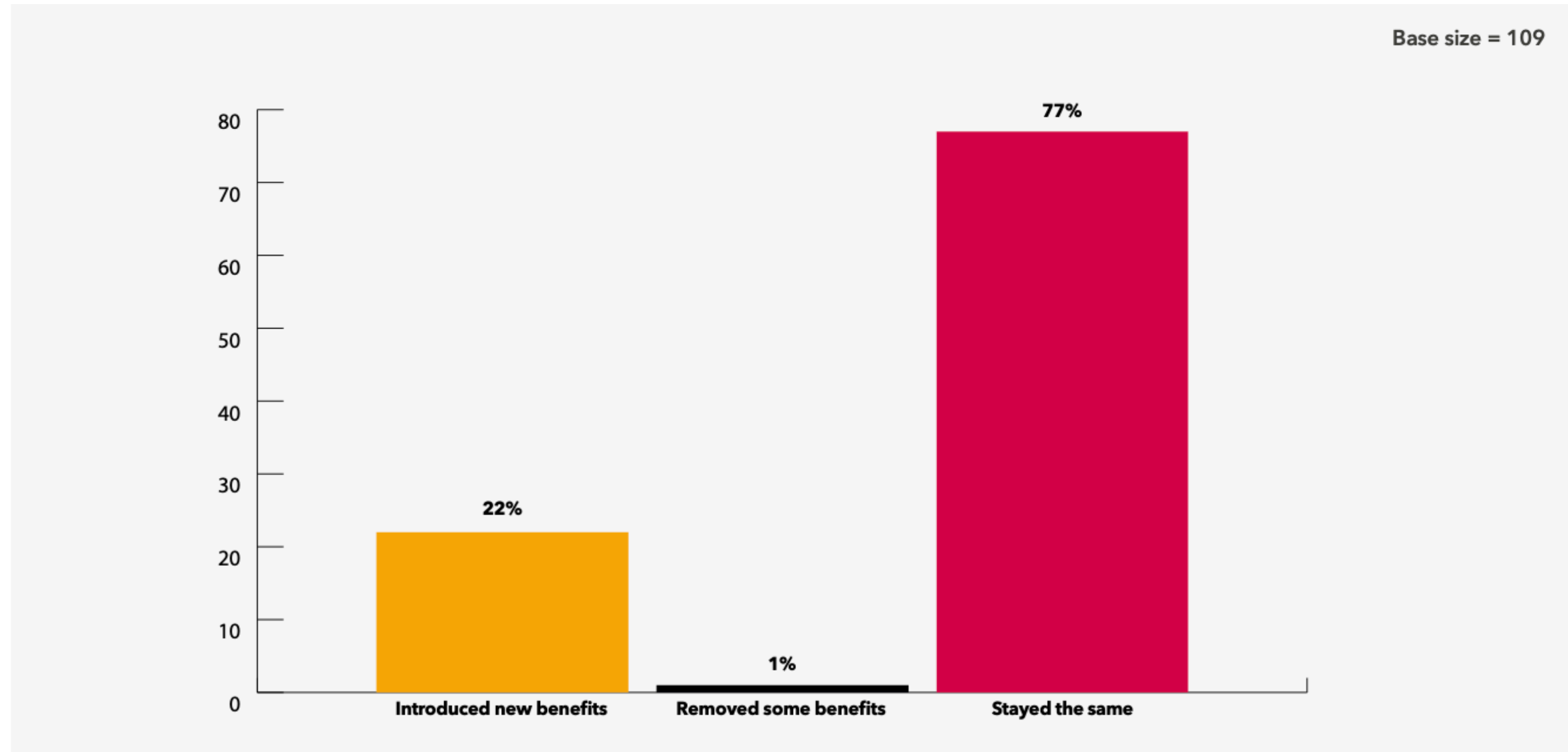


**Q: Has your organisation awarded or agreed to grant any one-off payments to staff to help with the increasing cost of living over the last 12 months?**



**One-off payments up from 17% in 2022**

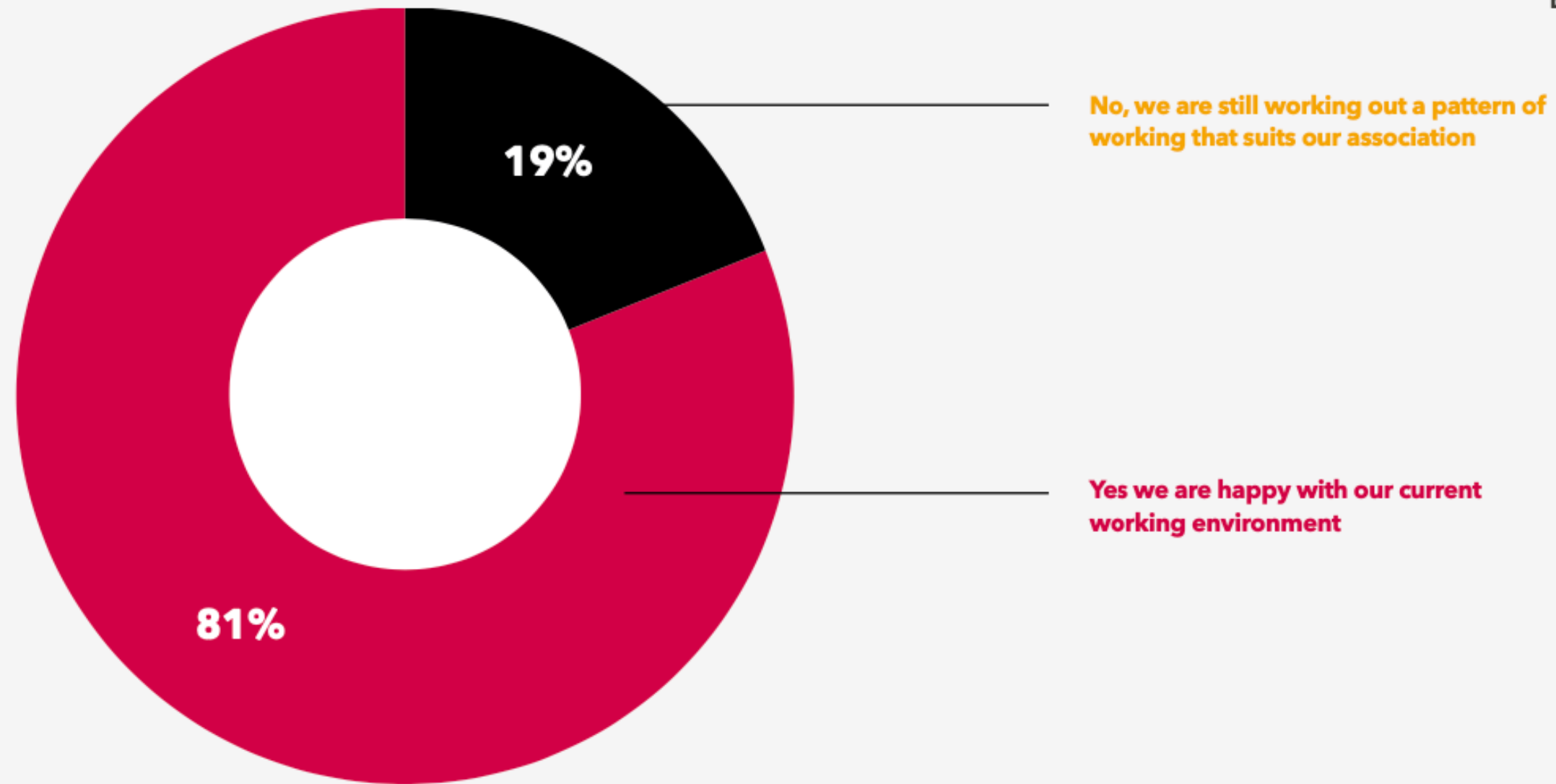
# HOW HAVE YOUR BENEFITS CHANGED?





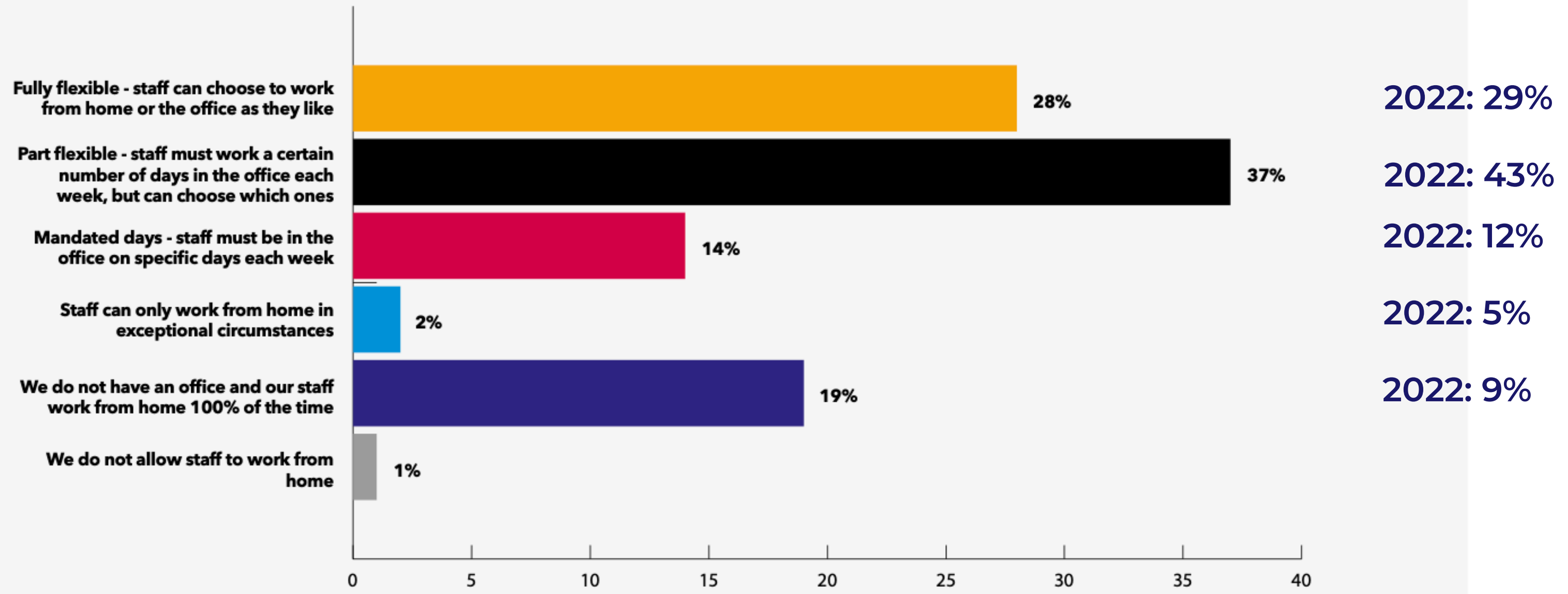
**Q: Are you happy with your current working environment?**

Base size = 124



**Q: Thinking about your current working practices, which statement most closely represents your approach to where your staff work?**

Base size = 123



**BENEFITS**

**BONUSES**

**BOARDS**

**CONSULTANTS**

**ANNUAL LEAVE**

**PENSIONS**

**SALARY SCALES**

**ALL BROKEN DOWN BY SIZE AND  
LOCATION**

**WHAT'S IN  
THE FULL  
REPORT?**

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ea ellwood atfield

# SLIDES

EMAILED TO EVERYONE HERE

# PARTICIPANTS

EMAILED REPORT & DATA TABLES

# NON-PARTICIPANTS

AVAILABLE ON THE TAF SHOP

**REPORT &  
DATA**

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