

THE EMPLOYMENT AND INCOME SURVEY 2015 RESULTS

Key summary points

The 2015 Landscape Institute employment and salary survey ran from 9 December 2015 to 1 March 2016. It was promoted to all LI members through direct mail, as well as to those who subscribe to the email newsletter, through the news page of the LI website and @TalkLandscape tweets.

Response rate and demographics

The survey received 619 responses from 5326 members (11.6%). Of the respondents, 426 were Chartered (CMLI) (68%), 158 were Licentiates (25%), 16 students (2.5%), 11 Fellows (FLI) (1.7%), 4 affiliates and 2 academics. A higher percentage of respondents were female (52.5%) than in the 2014 survey, when 48.7% were female. The largest age groups of respondents were 26-45 (64%).

Headline findings

- **The proportion of respondents in permanent employment has continued to rise**, up from 71% in 2013 and 82% in 2014 to 91% in 2015.
- **Three-quarters of respondents work in private practice**, and the percentage who work for an LI registered practice is 10% higher, at 62%, than in 2013.
- **The most common salary range for respondents who are Chartered members is £30,000-33,999 (17.7%)**, followed by £40,000-43,999 (15.7%).
- **The most common salary range for respondents who are Licentiate members is £24,000-27,999 (35%)** followed by £20,000-23,999 (28.7%).
- **58% of respondents reported a pay rise**. For one third it was a rise of 5% or more.
- **Over 46% of respondents reported an increase in the size of their organisation**.
- **Almost 90% of employers regard professional qualifications as essential or desirable**.

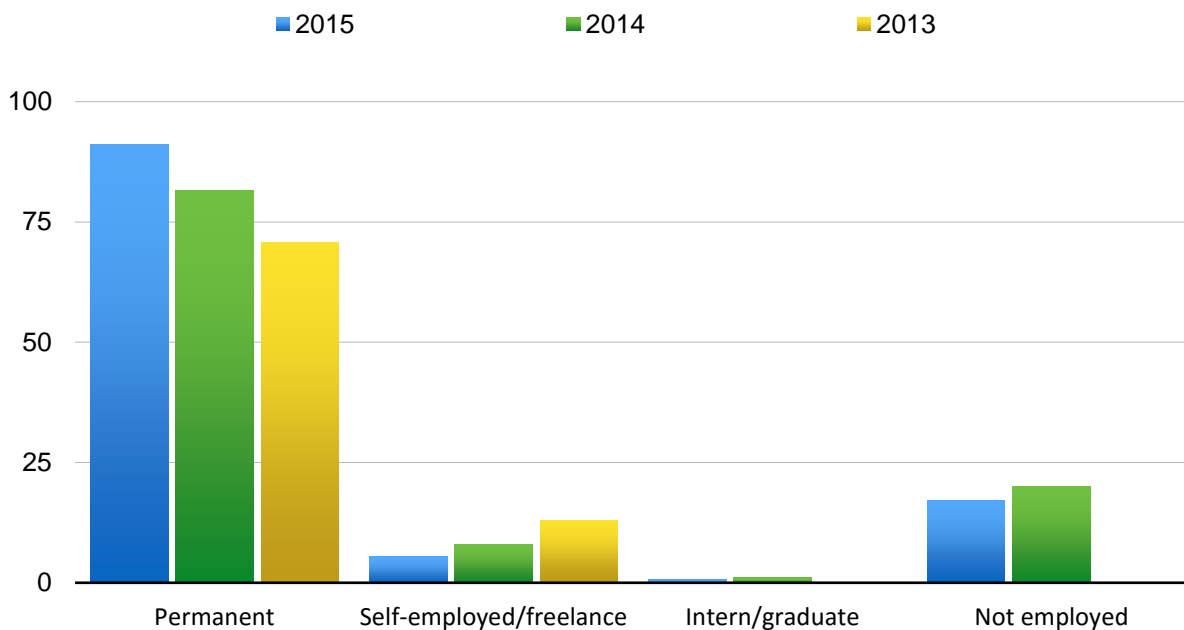
2 Nature and mode of employment

2.1 Employment

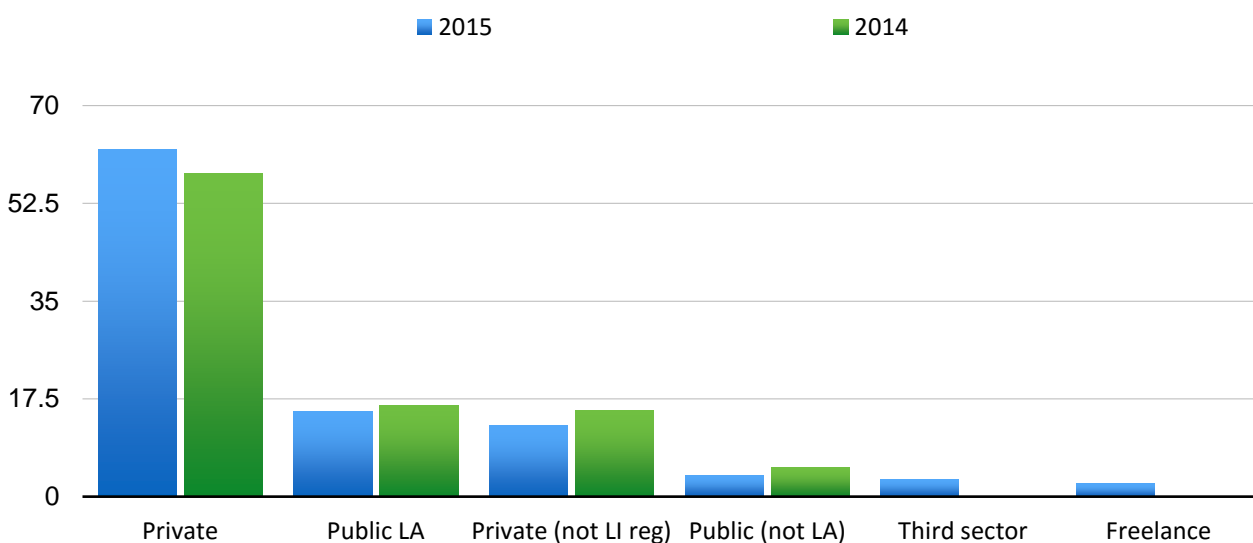
2.1.1 Status

The percentage of respondents who are permanently employed is now 91%, up from 81.6% in 2014, continuing a rising trend after a dip in 2013 to 70.8%.

2.1.2. Type of employer



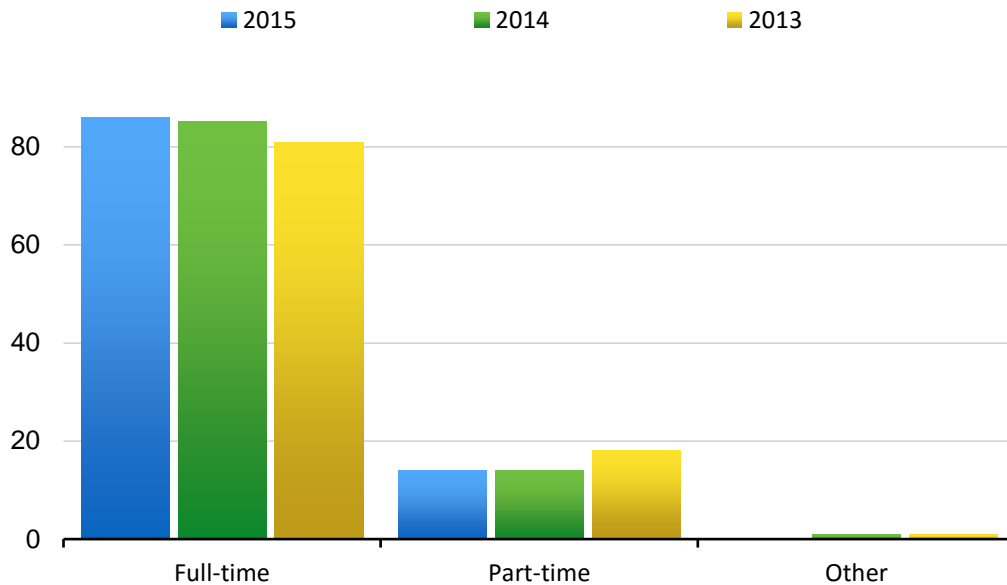
Three-quarters of respondents work in the private sector, up 1.5% on 2014, and those who work for an LI registered private practice has risen from 57.8% to 62.2%. This figure is now 10% higher than in 2013. Just under one in five (19%) continue to work in the public sector, primarily for local authorities, with around 2% fewer (3.7%) working for public sector bodies other than local authorities.



The percentages of those respondents working for non-LI registered private practices and academia have both continued to decrease; in 2014 15.5% were employed in non-LI registered practices, and this has dropped further to 12.7%, while those in academia are down from 1% to 0.8%.

2.2 Full and part-time employment

The percentage of respondents working full-time has risen by 1 percentage point to 86%. Part-time work has remained at 14%, having dropped from 18% in 2013. As previously, more women than men work part-time, with 21.7% of women working part-time, compared to just 4.2% of men. Only 4.2% of respondents would like to work more hours than are currently available to them, a reduction from 2014, when 29% of men and 19% of women wanted to work more hours.



2.3 Unemployment during the last 12 months

Overall 10.7% of respondents had experienced unemployment at some point during 2015. However, only 9% of CMLI/FI respondents had experienced unemployment, compared to 18% of Licentiates, a notable drop from the 32% who were unemployed at some stage in 2014. Only 44% of student respondents were unemployed compared to 60% last year.

Of the 22 people who said they had experienced unemployment, 50% (11 people) said it had lasted for less than 3 months, 3 people for over 12 months and one person for over 3 years.

Only 4% of respondents were unaware of the LI's jobs webpage, for job seekers and recruiters in the landscape profession.

2.3.1 Regional breakdown of unemployment

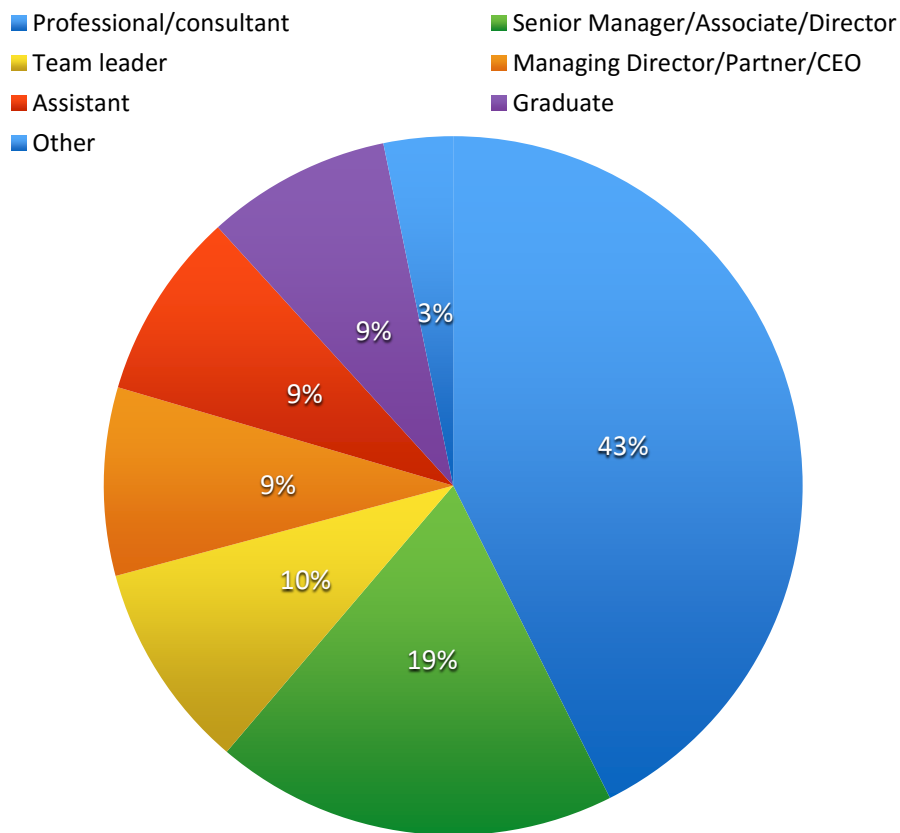
The highest number of respondents who had experienced unemployment were in London: 26 people equating to 23% from that region, followed by North West with 7, and South East and South West with 6 each.

2.4 Career breaks and working outside landscape architecture

One respondent said they were caring for children, two had just moved, and another six said they were job hunting.

2.5 Job level of respondents

The largest group (43%) of respondents identified themselves as Professional/Consultant, with a further 19% saying they were Senior Manager/Associate/Director.



2.6 Areas of Practice

The Landscape Institute recognises five Areas of Practice, the main broad areas of practice in the landscape profession. Members were asked to identify the areas of practice that applied to them in order to gauge the broad range and combination of areas that landscape professionals engage in.

Landscape Design remains much the most common area of practice, identified by 79% of respondents. This is followed by Landscape Planning (49%), Urban Design (32.5%) and Landscape Management (18%). Just over 2% of respondents practice Landscape Science. 9% cited other areas of work, such as environmental or ecological design, researcher, flood and water management, arboriculture, forestry, and historic or heritage work.

3 Current salary for landscape professionals

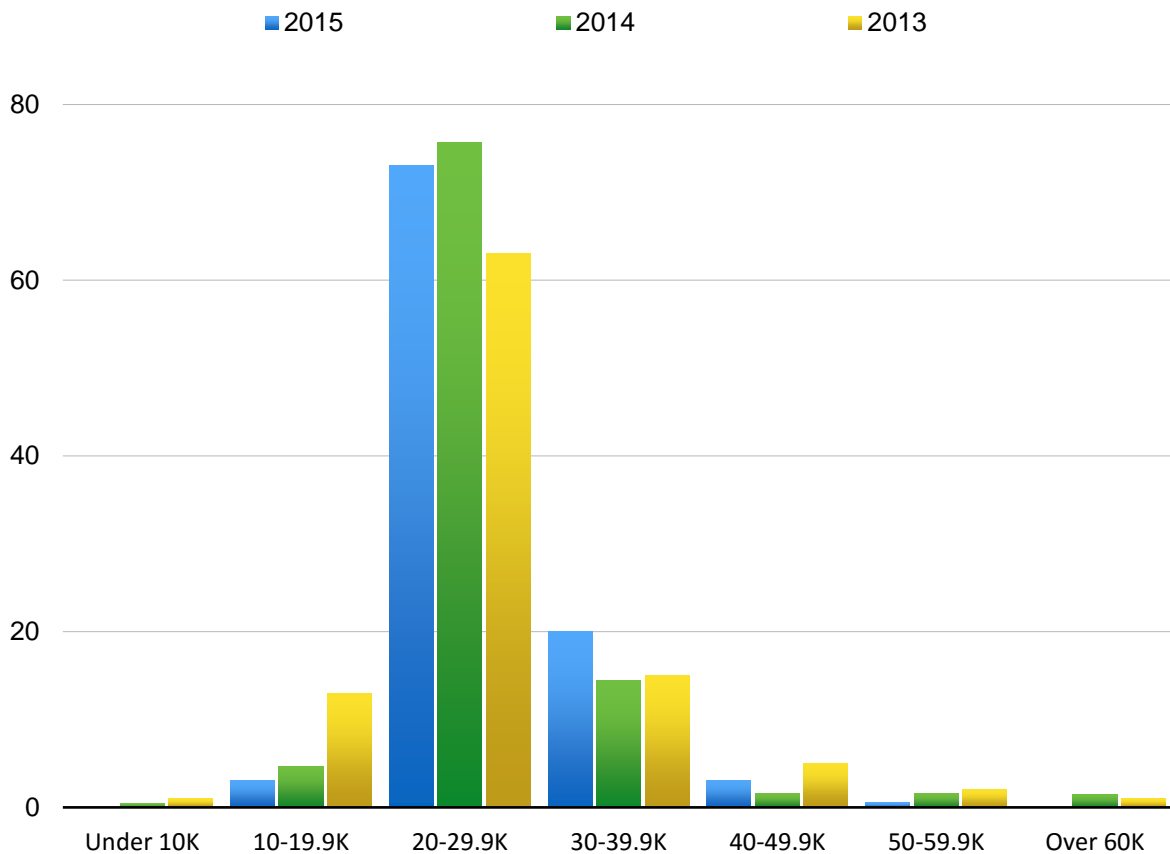
3.1 Full-time salaries

395 full-time CMLI/FLI members, and 160 Licentiates who answered this question. Some salary ranges for the 2015 survey were subdivided, compared to 2014, to provide additional detail for members and improve our careers information.

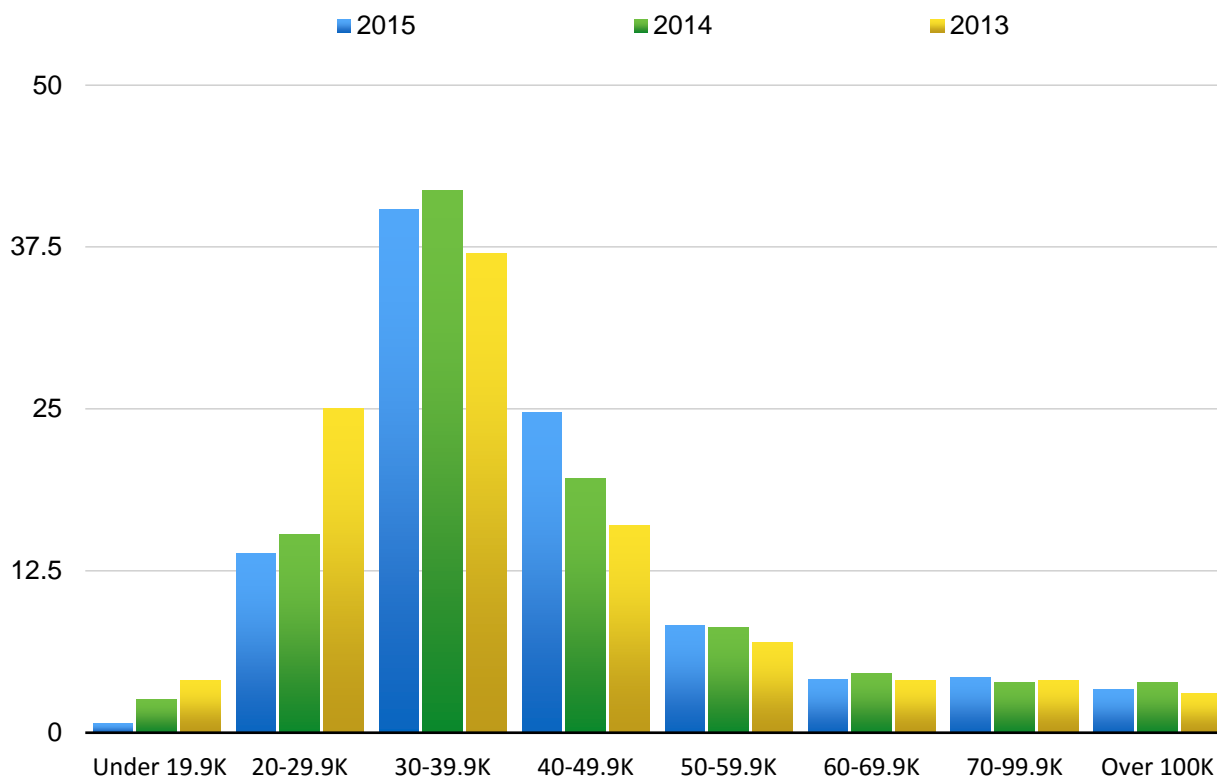
Salary range	Chartered	Licentiate	Salary range	Chartered	Licentiate
Under £10,000	0.5%	0%	£50,000-54,999	5.3%	0.6%
£10,000-14,999	0%	0%	£55,000-59,999	3%	0%
£15,000-19,999	0.25%	3.1%	£60,000-64,999	2.8%	0%
£20,000-23,999	0.5%	28.7%	£65,000-69,999	1.3%	0%
£24,000-27,999	8.3%	35%	£70,000-74,999	0.5%	0%
£28,000-29,999	5%	9.4%	£75,000-79,999	1.3%	0%
£30,000-33,999	17.7%	13.1%	£80,000-84,999	1%	0%
£34,000-37,999	15.4%	5%	£85,000-89,999	0.25%	0%
£38,000-39,999	7.3%	1.9%	£90,000-94,999	0.5%	0%
£40,000-43,999	15.7%	0.6%	£95,000-99,999	0.75%	0%
£44,000-45,999	4%	1.9%	Over £100,000	3.3%	0%
£46,000-49,999	5%	0.6%			

3.1.2 Licentiate salaries

For full-time Licentiates, the most common salary range is now between £24,000 and £27,999. The percentage earning between £30,000-39,999 has gone up from 14.4% to 20%.



3.1.3 Chartered members' salaries



This year 40.4% of CML/FLI respondents earned between £30K and £39,999, just below the 41.9% in this bracket last year, while those earning £40,000-49,999 have gone up from 19.6% to 24.7% of respondents. The percentage earning less than £24,000 is now 1.25%.

3.1.4 Full-time salaries and gender

This year more women than men completed the survey (52.5% of respondents).

As last year, the most common salary for women and men was £30,000-39,999, with 108 women and 99 men (around a third of respondents) earning in this range. However, this equality does not extend into the higher salary range. Just 13% of women compared to 18% of men earn £40,000-49,999, and above this level men outnumber women more than two-to-one: 3.3% of women and 8% of men earn £50,000-59,999 and 0.9% of women and 2.6% of men earn £60,000 to £69,999. Twelve men earned between £70,000 and £99,999, compared to six women, while only one of the 12 people earning over £100K was female. Moreover women are over-represented at lower salary ranges: while 69 men (23% of respondents) earn £20,000-29,999, 112 women (34%) earn in this range (plus a further 20 women who work part-time).

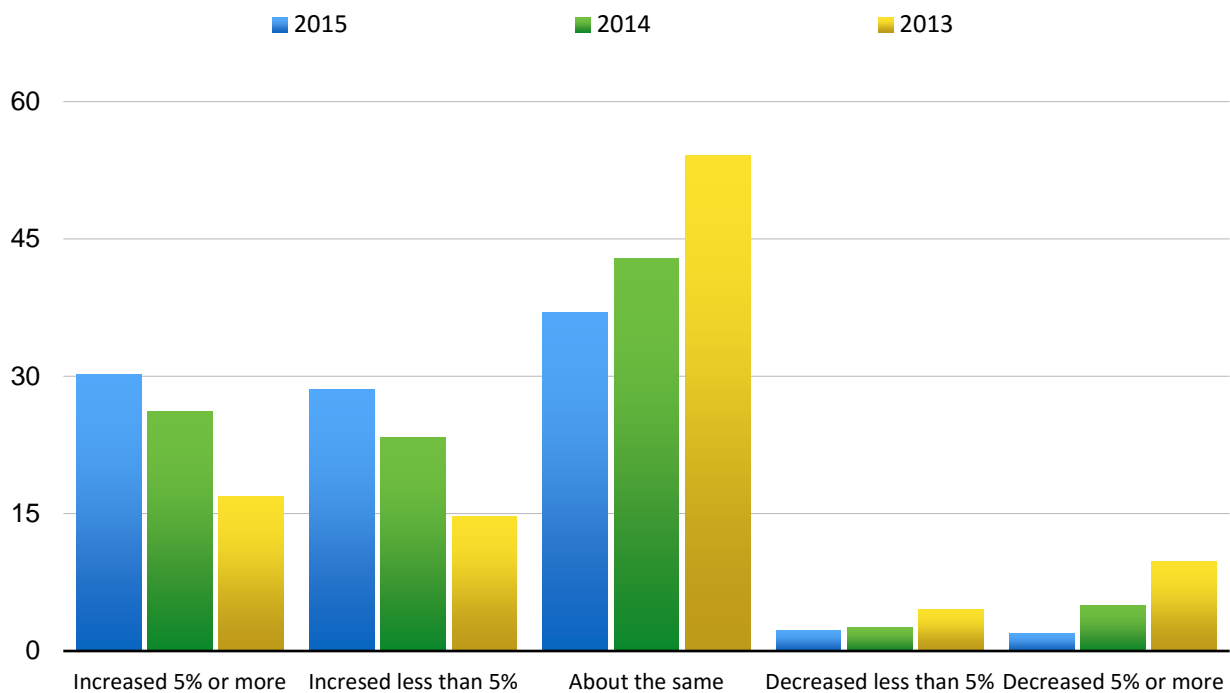
Although there is one woman earning over £100K this year, the gender divide at higher salary levels otherwise seems to have slightly increased. This year, 18% of men earn over £50,000 per year, more than three times the percentage of women (6%), compared to 27% and 11% respectively last year.

4 Salary changes in the landscape industry

4.1 Salary change in the last 12 months

This survey shows that 58% of respondents received a pay rise last year, up from 49.5% last year, and for over 30% that pay rise was over 5%. This continues the trend shown since 2013. Correspondingly the

percentage of those receiving a reduction in pay has dropped to just 4.2%, down from 7.6% in 2014, and 14.2% in 2013.



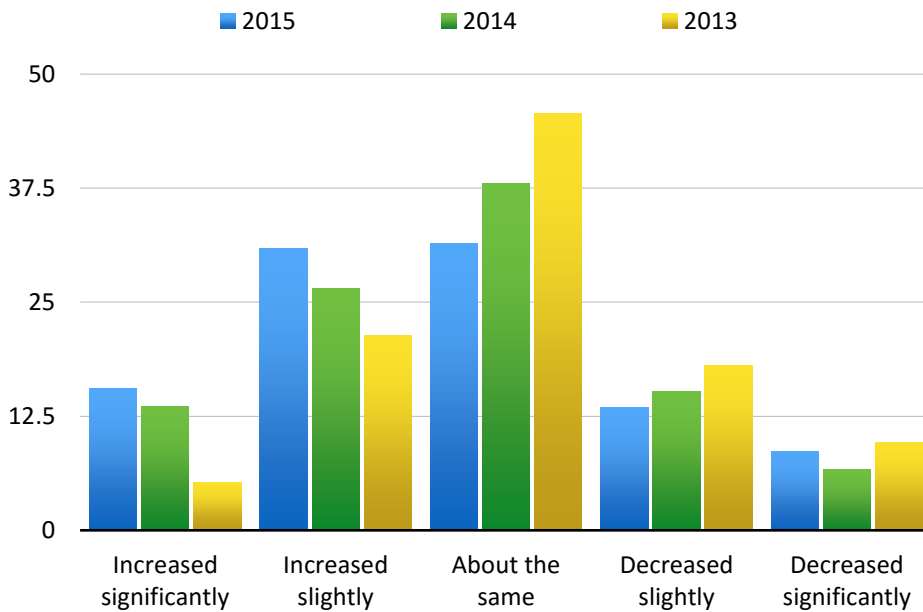
4.2 Salary change by mode of employment

Two thirds (67.2%) of those in permanent full-time employment received a pay increase in the last 12 months, an increase on last year's figure of 54.7%. They were more likely than part-time (38%) or self-employed/freelancers (40%) to earn more. Respondents in the latter categories, as last year, are most likely to be earning about the same (54% and 52% respectively).

5. Changes to employers in the landscape industry

5.1 Change of size in organisation

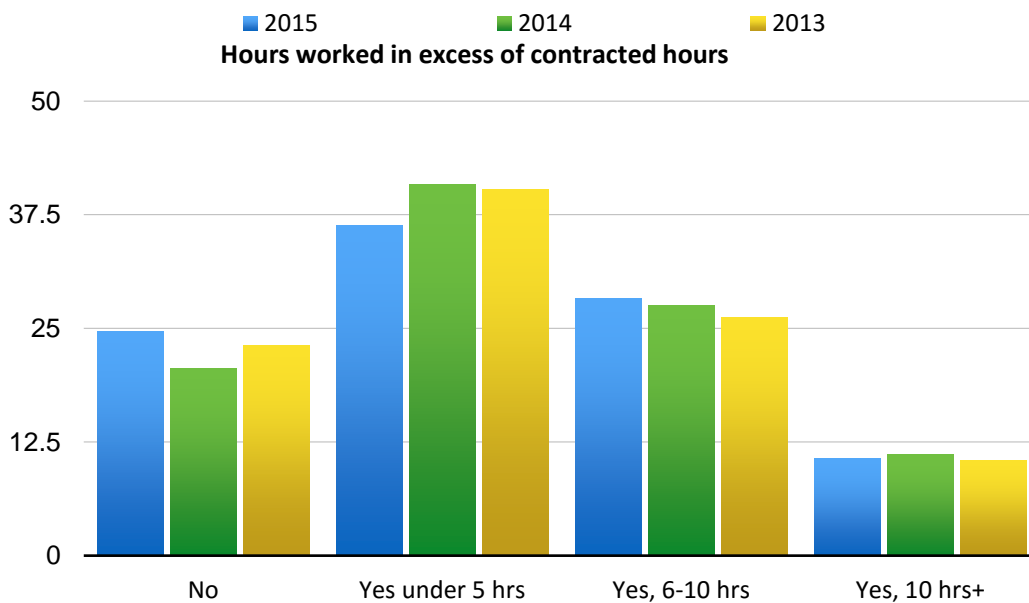
The growth reported in the 2014 survey has continued, with over 46% reporting growth in their organisation.



6. Working conditions

6.1 Working hours

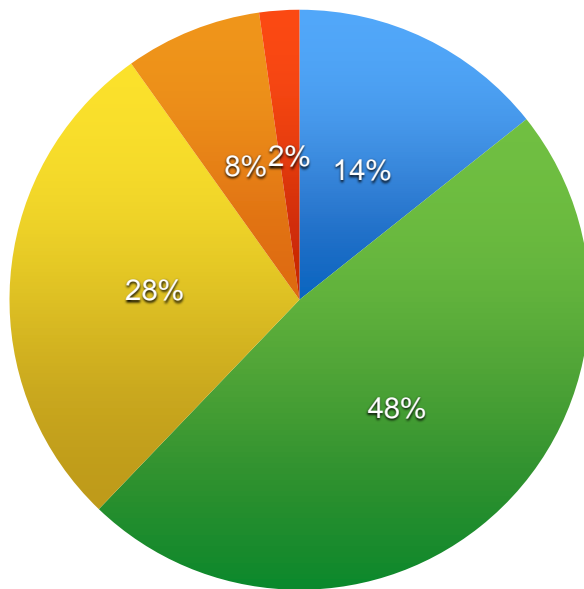
The percentage of respondents working overtime has dropped, with nearly 25% saying they do not work in excess of their contracted hours. Three out of four members still work overtime; 36% work under 5 hours overtime and 28% work 6-10 extra hours a week, this category showing a slight increase on the last two years.



6.2 Annual leave entitlement

This was a new question this year. Almost half (47.5%) of respondents get 21-25 days holiday per year, and a further 28% get 26-30 days annual leave.

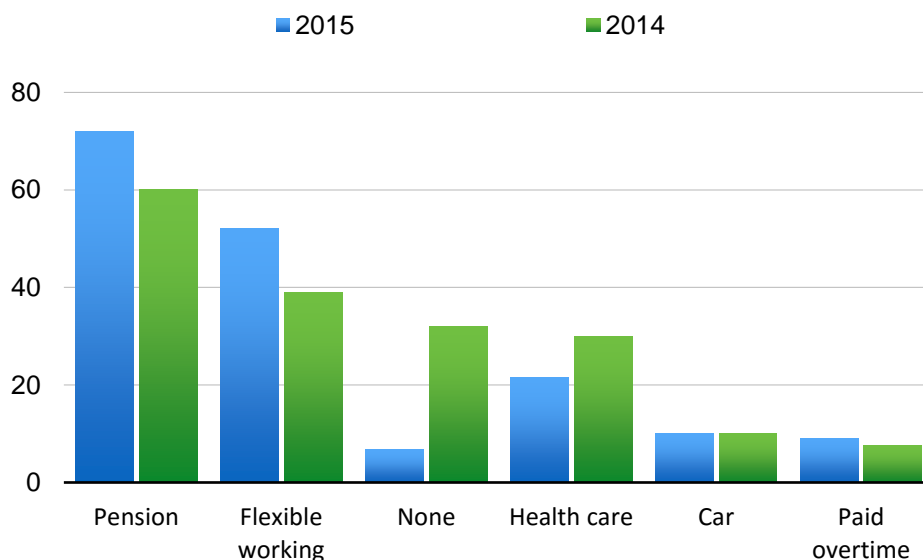
■ 20 days or less ■ 21-25 days ■ 26-30 days
■ 31-35 days ■ over 35 days



6.3 Other benefits

72% of respondents now receive a pension, up from 36% in 2013, and 57% in 2014, and there is a striking drop in those saying they receive no benefits, down from 32% of respondents in 2014 to just 6.7% in 2015.

Additional types of benefit were included in the 2015 survey: 70% of respondents have their LI membership subscription paid, 17% receive a profit share and 16% some form of bonus. A cycle allowance is available to 11%, and free or subsidised petrol to 2%. Other benefits cited included being able to buy or sell leave, travel or life insurance, paid time for volunteering, time for CPD and discounts at local stores.



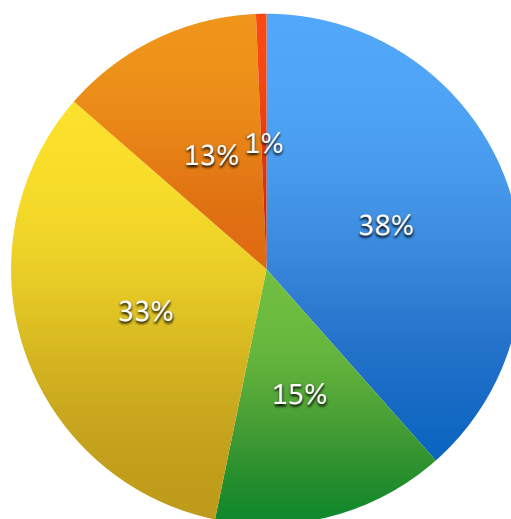
The high percentage of employers who pay LI subscriptions for their employees is reflected in the fact that almost 90% of employers regard membership of a professional body as essential (52.8%) or desirable (37%). Only 5.5% of respondents thought that their employer regarded it as not necessary. Of those whose subscriptions were paid just over half of employers paid the full membership, just under half could claim back their membership and 3 people had half their subscription paid directly to the LI. Responses under 'other' included self-employed, those who claimed against tax, and Licentiates who had their membership paid but not their Pathway to Chartership fees.

6.3 Morale

This year a question about morale was added to the report, and showed that 38% thought morale in their current organisation was positive or high. A third thought that morale could be better while only 13% felt morale was low or unhappy.

Morale in your current organisation

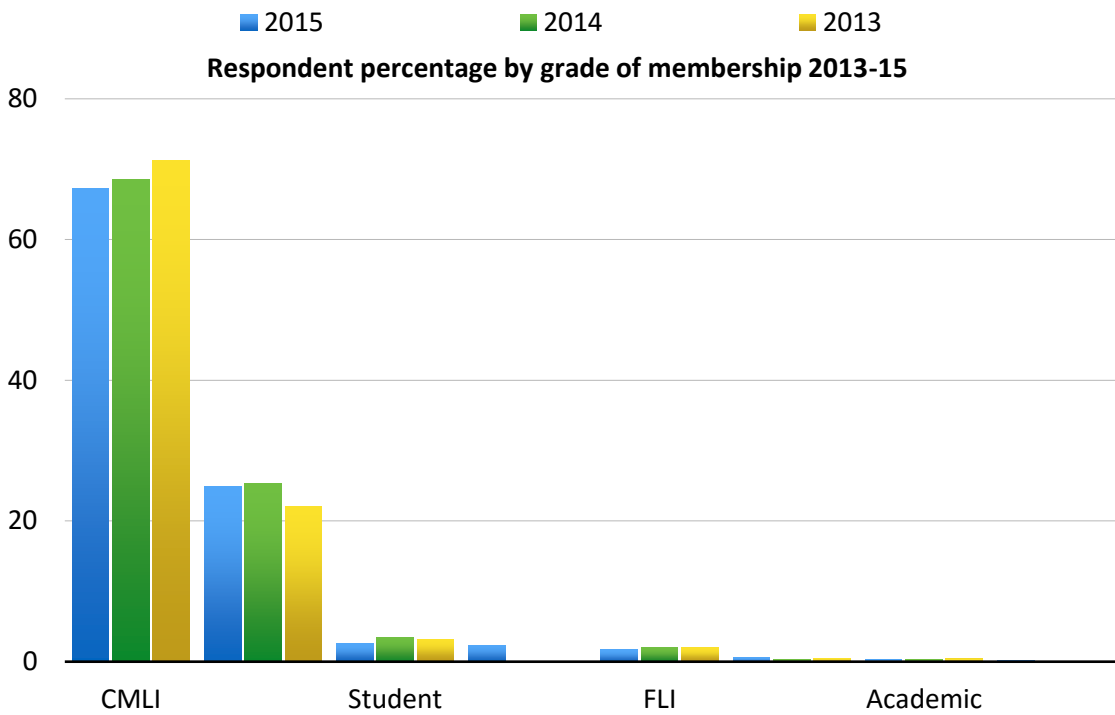
■ High ■ About right ■ Could be better ■ Low ■ Not sure



7. Respondent profile

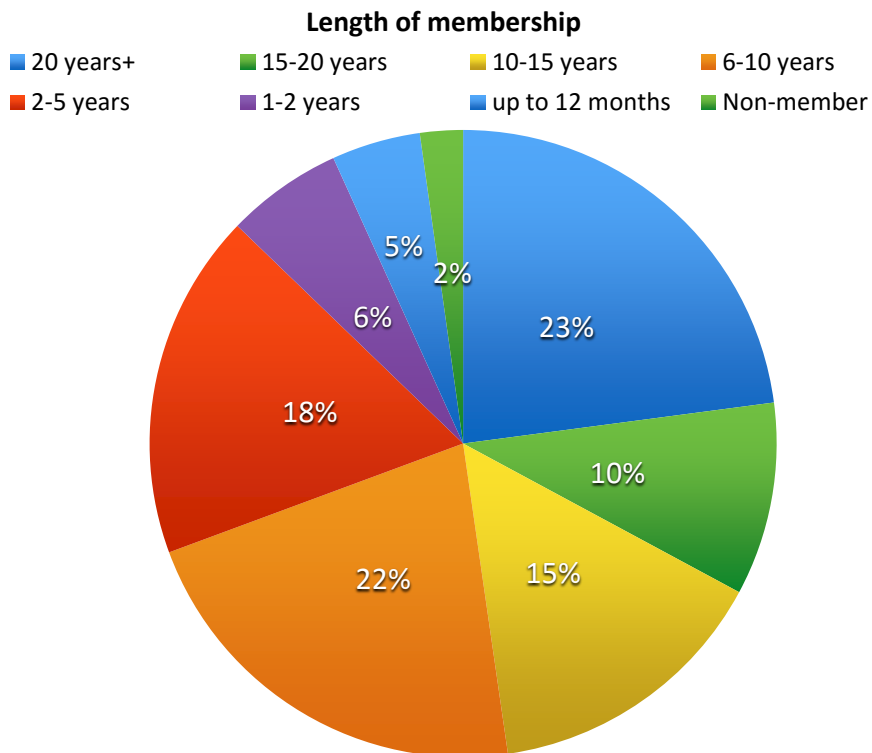
7.1 LI membership

69% of the respondents were Chartered (either CMLI or FLI), just under 25% were Licentiates, with small percentages of students (2.5%), Affiliates (0.52%) and Academics (0.42%). This year the survey was sent to those who subscribe to LI news bulletins but are not members and 2.37% of respondents fell into this category, while just 1 person identified themselves as retired.



Nearly half the respondents (47.7%) have been members of the LI for over 10 years, and a further 22% for over 6 years.

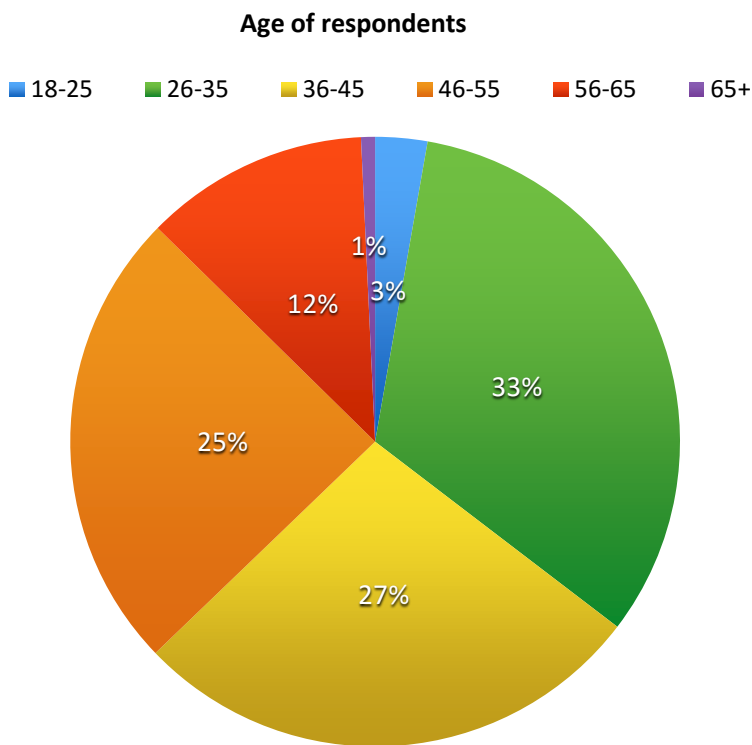
21% of CMLI respondents have been members for over 20 years, 15% for 15-20 years, 9% for 10-15 years and 16.7% for 6-10 years, while 10% have been members for less than 12 months, suggesting that those who have recently become CMLI are more inclined to respond to the survey. This was even more the case with FLI respondents, over 45% having been FLI for less than 12 months and a further 25% having been FLI for less than 5 years. 85% of respondents have either completed or are studying an LI accredited course.



7.2 Demographics

This year the survey gender profile showed a greater proportion of female respondents (52.5%, compared to 48.7% last year).

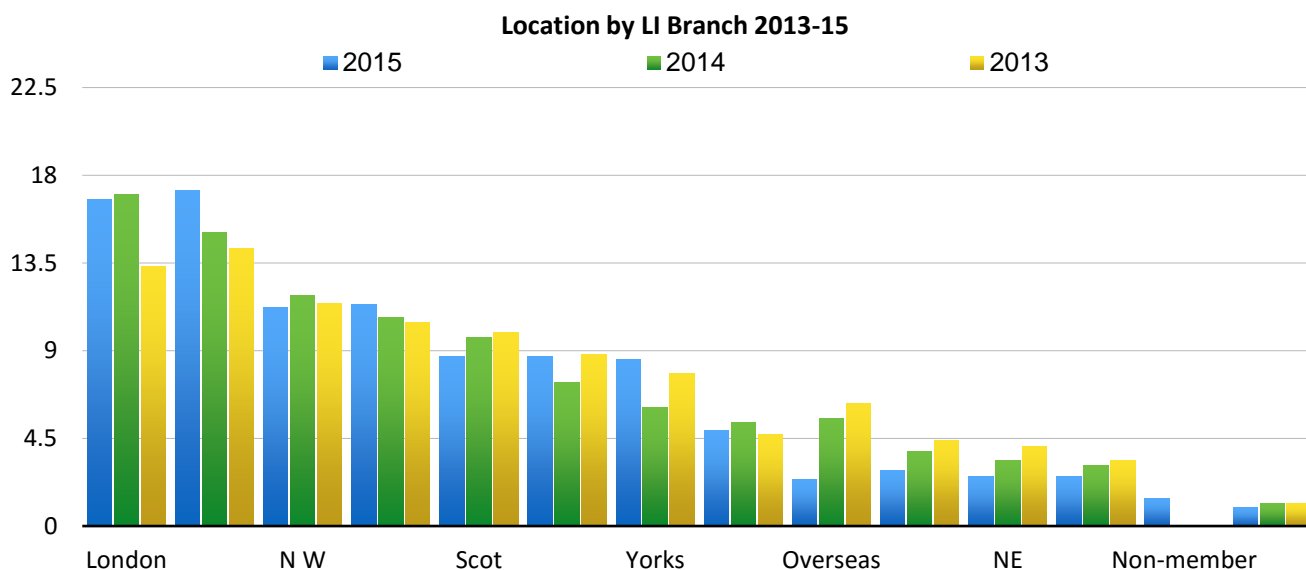
86% of respondents classified themselves as White British (up from 82%), 9.3% as White Other or White Irish (down from 13%), and 2.45% were Indian, Chinese or Mixed: White and Asian. The large majority of respondents (88.3%) have UK nationality, 7% come from within the EU and 3.7% hold non-EU nationality. A third of respondents were aged 26-35, with a further 27% aged 36-45, and a quarter aged 46-55.



7.3 Location by branch area

Members from the South West and London formed the largest percentages of respondents with around 17% from each, followed by 11% from the South East and North West regions. The percentage of responses from overseas has dropped from 6.3% in 2013 to 2.4% in 2015. Otherwise there were only minor variances in location compared to previous years.

Location by workplace follows a similar pattern with 18% in London, 17% in the South West, 12% in the North West and South East, and 8% in Yorkshire and Humber and the Midlands and so on. In Scotland it was 9%.



8 Comments

Comments cover a range of individual issues, but there is a concern about low pay and the low status of the landscape profession. Despite the optimistic picture painted by the overall salary figures, some members continue to feel that their work is undervalued, that their pay does not reflect the level of responsibility they take on, that they are doing a lot of unpaid overtime and that their position is precarious, especially in the public sector.

Other comments include;

- “Landscape salaries across the board are ridiculously low when compared with what we are expected to undertake on a project. We are significantly undervalued within the construction profession.”
- “Great profession, rubbish salaries!”
- “Local authority cuts are continuing to create a drag on the profession which doesn’t look like it will improve any time soon. ...the voluntary and public sectors continue to be hit hard.”
- “Economic climate is still very challenging!”
- “Pleasing clients and the local planning authority is getting harder and harder.”
- “We need to value ourselves better and treat each other kinder”.

Some commented on the difficulty of finding work or career progression for part-time working parents, and of a lack of roles for graduates.

There was also some positive feedback about the LI and about the profession:

- “I appreciate a strong and effective staff team, centrally based in our capital.”

- “The profile of the profession has risen in recent years. This is really good! I am beginning to get more requests from 6th form students wishing to explore a career in Landscape again after about a 10 yr gap! Something is working. Well done!”
- “Careers market seems very buoyant. I had no trouble as a student getting interviews and jobs.”
- “It rocks”