

## **Despite Brexit, majority of Irish employers remain positive about employment for 2018**

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According to a new survey by Performance Reward Consulting, most Irish organisations are forecasting growth in employee numbers in 2018, on average 6.5% growth across participants.

Patrick Robertson, Managing Director of Performance Reward consulting said, “It is surprising and reassuring to see that most Irish businesses (both North and South of the border) are positive about their employment numbers for 2018, despite the uncertainty of Brexit”.

In the survey, conducted in late October across the island of Ireland, 57% of businesses are forecasting an increase in Irish employees, 36% reported that their Irish employee numbers would remain the same and only 7% of participants forecast a reduction in employees for 2018. Of those organisations forecasting an increase in employment, the average increase was 12% for businesses with employees in the Republic of Ireland, 9% for businesses with employees on both sides of the Irish border and 20% for businesses with employees in Northern Ireland only.

The all island survey of senior business leaders across many of Ireland’s leading companies covered a range of areas related to reward planning and Brexit.

Roughly half of respondents (51%) were “concerned” or “somewhat concerned” that Brexit would impact their ability to hire and retain staff in their sector.

Surprisingly, only 36% of respondents expressed concerns that Brexit may lead to staff reductions in their business. However, Mr Robertson noted that this was sector specific. He confirmed that 63% of those responding from the Food, Drinks and Dairy sector, and 42% of those responding from the Financial Services sector had concerns that Brexit may lead to job losses in their business in the future, but only 11% of respondents from the Pharmaceutical and Medical Devices sector had the same concerns. “It is clear that Brexit is likely to impact some sectors more than others”.

Across the survey only 17% of respondents are currently planning HR changes in preparation for Brexit. The reported changes include HR scenario planning, preparation for mobility issues and focus on attraction and retention of staff. Mr Robertson said “it is clear most Irish businesses are taking a wait and see attitude to Brexit and are hoping for the best. Where action is happening, it is tending to be focussed on retention of their key employees and potential mobility issues that may be caused.”

## **Note to Editors**

Performance Reward Consulting's *Reward Planning for 2018 Survey* covered a range of reward related topics. The survey was sent to HR Directors, CEO's and business leaders in October 2017. 76 leading organisations participated in the survey. Of these 47 had employees located in the Republic of Ireland only, 13 had employees located in Northern Ireland only and 16 had employees located on both sides of the border. The median Irish headcount across participating organisations was 500 employees with an average headcount of 1,475 employees. The combined 2017 Irish employment within the survey was 110,616 employees. The survey was conducted on a cross industry, all island basis. Further participant information is attached.

## **About Performance Reward Consulting**

Performance Reward Consulting is a boutique reward consultancy focusing on the Irish market. From advising on appropriate reward strategies to support business plan goals, to designing performance based incentives that motivate employees, they tailor their reward solutions to each client's commercial strategy and unique business environment. For more information visit

<http://www.performancerewardconsulting.com/>

## **Survey Interview Contact**

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