DATASET 1

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  | | --- | |  | | **Total** | **Sector** | | | **Private sector organisation size** | |  |
|  | **Private sector** | **Public sector** | **Third/voluntary sector** | **Private sector SME (2-249)** | **Private sector large (250+)** |  |
|  | **A** | **B** | **C** | **J** | **K** |  |
| **Q1. Is your organisation planning to recruit employees in the next THREE months?** |  |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |  |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |  |
| Yes | 813 | 532 | 217 | 63 | 150 | 382 |  |
| No | 1032 | 869 | 94 | 70 | 498 | 371 |  |
| Don't know | 208 | 159 | 38 | 11 | 60 | 99 |  |

Summary Statistics

DATASET 2

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Q3. Is your organisation planning to make any redundancies during the next THREE months?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Yes | 446 | 362 | 60 | 24 | 110 | 252 |
| No | 1103 | 778 | 231 | 94 | 419 | 358 |
| Don't know | 504 | 421 | 58 | 25 | 179 | 242 |

DATASET 3

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Q3a. To what extent will these redundancies affect your overall headcount over the next three months?** |  |  |  |  |  |  |
| **Unweighted base** | 431 | 327 | 75 | 29 | 127 | 200 |
| **Base** | 446 | 362 | 60 | 24 | 110 | 252 |
| It will affect 0.01% to 10% | 164 | 118 | 32 | 14 | 24 | 95 |
| It will affect 10.01% to 20% | 80 | 64 | 11 | 5 | 19 | 45 |
| It will affect 20.01% to 30% | 60 | 53 | 5 | 3 | 21 | 32 |
| It will affect 30.01% to 40% | 27 | 22 | 4 | 1 | 12 | 10 |
| It will affect by 40.01% to 50% | 27 | 23 | 2 | 1 | 13 | 10 |
| It will affect 50.01% to 60% | 14 | 14 | 1 | - | 6 | 8 |
| It will affect 60.01% to 70% | 4 | 3 | 1 | - | 1 | 2 |
| It will affect 70.01% to 80% | 8 | 8 | - | - | 4 | 4 |
| It will affect 80.01% to 90% | 3 | 3 | - | - | 1 | 2 |
| It will affect 90.01% to 100% | 8 | 7 | 1 | - | 4 | 3 |
| Don't know | 51 | 45 | 6 | - | 4 | 41 |

DATASET 4

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Q4. Thinking about the next THREE months, what will be the overall effect of recruiting new staff and/or making redundancies?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Maintain total staff level | 1008 | 719 | 200 | 89 | 373 | 346 |
| Increase total staff level | 380 | 263 | 90 | 27 | 92 | 171 |
| Decrease total staff level | 458 | 399 | 38 | 21 | 142 | 256 |
| Don't know | 208 | 180 | 21 | 7 | 100 | 80 |
| Promoters | 380 | 263 | 90 | 27 | 92 | 171 |
| Detractors | 458 | 399 | 38 | 21 | 142 | 256 |
| Net Employment Score | -78 | -136 | 52 | 6 | -50 | -86 |
|  |  |  |  |  |  |  |

DATASET 5

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Q4\_rc. Thinking about the next THREE months\_, what will be the overall effect of recruiting new staff and/or making redundancies?** | | | | | | | |
| **Unweighted base** | 1041 | 658 | 289 | 94 | 256 | 402 |  |
| **Base** | 1063 | 748 | 241 | 75 | 230 | 517 |  |
| Maintain total staff level | 370 | 219 | 118 | 33 | 55 | 164 |  |
| Increase total staff level | 353 | 245 | 83 | 25 | 82 | 163 |  |
| Decrease total staff level | 300 | 255 | 29 | 16 | 87 | 168 |  |
| Don’t know | 41 | 29 | 11 | 1 | 5 | 24 |  |
| Promoters | 353 | 245 | 83 | 25 | 82 | 163 |  |
| Detractors | 300 | 255 | 29 | 16 | 87 | 168 |  |
| Net Employment Score | 53 | -10 | 54 | 10 | -5 | -5 |  |
|  |  |  |  |  |  |  |  |

DATASET 6

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **QE1. In the past three years, has your organisation employed people from any of the following groups? Please tick all that apply.** | | | | | | | | |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |  |  |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |  |  |
| People aged 50-64 | 1393 | 1024 | 257 | 112 | 397 | 627 |  |  |
| People aged 65 and above | 657 | 467 | 128 | 62 | 139 | 328 |  |  |
| People with a disability or long-term health condition | 962 | 656 | 216 | 91 | 176 | 479 |  |  |
| People from a Black, Asian or minority ethnic background | 1197 | 853 | 247 | 98 | 238 | 615 |  |  |
| People aged 19-24 with few or no qualifications | 1167 | 883 | 207 | 77 | 306 | 577 |  |  |
| People aged 16-18 with few or no qualifications | 641 | 477 | 121 | 43 | 133 | 345 |  |  |
| Ex-offenders | 300 | 206 | 69 | 25 | 44 | 162 |  |  |
| Parents returning to the workforce | 1005 | 715 | 206 | 84 | 184 | 531 |  |  |
| People returning to the workforce after time out of the labour market for reasons other than having a child, for example because of other caring responsibilities or a health condition | 722 | 500 | 159 | 63 | 91 | 409 |  |  |
| War veterans | 388 | 269 | 98 | 21 | 41 | 228 |  |  |
| None of the above | 147 | 130 | 10 | 7 | 114 | 16 |  |  |
| Don't know | 172 | 136 | 32 | 5 | 22 | 114 |  |  |

DATASET 7

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **WA1. Which of the following flexible working arrangements, if any, does your organisation offer? Please select all that apply.** | | | | | | |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Flexi-time | 914 | 624 | 210 | 80 | 241 | 383 |
| Annualised hours contract | 301 | 166 | 109 | 27 | 35 | 131 |
| Term time working | 420 | 189 | 196 | 35 | 54 | 135 |
| Jobsharing | 593 | 316 | 221 | 56 | 62 | 254 |
| Zero-hours contract | 412 | 301 | 71 | 40 | 107 | 193 |
| On-call working | 297 | 187 | 85 | 25 | 55 | 132 |
| Working from home on a regular basis | 978 | 695 | 191 | 91 | 240 | 455 |
| Home working (always working from home) | 546 | 406 | 100 | 40 | 140 | 267 |
| Part-time hours | 1347 | 958 | 274 | 115 | 354 | 604 |
| Compressed hours (e.g. 4.5 day week, 9 day fortnight) | 628 | 369 | 190 | 69 | 93 | 276 |
| Career breaks | 613 | 396 | 176 | 41 | 52 | 343 |
| Other | 16 | 14 | 1 | 1 | 10 | 4 |
| None of these | 206 | 184 | 15 | 7 | 127 | 57 |

DATASET 8

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **QM4. Does your organisation currently employ any EU nationals in the UK? EU nationals are people working in the UK who are citizens of another country in the European Union, including the Republic of Ireland.** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Yes | 1317 | 978 | 256 | 84 | 273 | 705 |
| No | 626 | 508 | 68 | 50 | 415 | 93 |
| Don't know | 110 | 74 | 26 | 10 | 19 | 55 |

DATASET 9

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **M3b\_rc\_UK. Approximately what proportion of your workforce is made up of workers from each of the following countries?Please type in numbers not words e.g. '10' not 'ten'. Please type in '0' if none. The proportions should add to 100%. (1) - Workers born in the UK** | | | | |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| 0 | 4 | 4 | - | - | 4 | - |
| 1-25% | 32 | 24 | 6 | 2 | 14 | 10 |
| 26-50% | 105 | 93 | 7 | 5 | 44 | 48 |
| 51-75% | 198 | 161 | 24 | 13 | 58 | 103 |
| 76-100% | 893 | 696 | 120 | 77 | 489 | 207 |
| Don`t know | 821 | 582 | 192 | 47 | 99 | 484 |
| ~~Mean~~ | ~~83.29~~ | ~~82.93~~ | ~~83.68~~ | ~~86.27~~ | ~~87.47~~ | ~~75.42~~ |
| ~~Median~~ | ~~90.00~~ | ~~90.00~~ | ~~90.00~~ | ~~94.86~~ | ~~100.00~~ | ~~80.00~~ |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |
| **M3b\_rc\_EU14. Approximately what proportion of your workforce is made up of workers from each of the following countries?Please type in numbers not words e.g. '10' not 'ten'. Please type in '0' if none. The proportions should add to 100%. (1) - Workers born in post-2004 EU countries (Poland, Lithuania, Latvia, Romania, Bulgaria, etc.)** | | | | |  |  |
| **Unweighted base** | 1443 | 960 | 357 | 126 | 355 | 605 |
| **Base** | 1503 | 1105 | 300 | 99 | 316 | 789 |
| 0 | 122 | 97 | 16 | 9 | 63 | 34 |
| 1-25% | 512 | 380 | 89 | 42 | 129 | 252 |
| 26-50% | 38 | 35 | 2 | - | 20 | 15 |
| 51-75% | 5 | 5 | - | - | 1 | 4 |
| 76-100% | 4 | 4 | - | - | 4 | - |
| Don`t know | 821 | 582 | 192 | 47 | 99 | 484 |
| ~~Mean~~ | ~~9.54~~ | ~~10.57~~ | ~~5.99~~ | ~~6.57~~ | ~~11.20~~ | ~~10.12~~ |
| ~~Median~~ | ~~5.00~~ | ~~5.00~~ | ~~5.00~~ | ~~4.00~~ | ~~5.00~~ | ~~7.00~~ |
|  |  |  |  |  |  |  |
| **M3b\_rc\_NON. Approximately what proportion of your workforce is made up of workers from each of the following countries?Please type in numbers not words e.g. '10' not 'ten'. Please type in '0' if none. The proportions should add to 100%. (1) - Workers born in non-EU countries** | | | | |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| 0 | 615 | 518 | 51 | 47 | 433 | 85 |
| 1-25% | 555 | 411 | 99 | 45 | 147 | 264 |
| 26-50% | 56 | 46 | 6 | 5 | 26 | 20 |
| 51-75% | 5 | 3 | 2 | - | 2 | 1 |
| 76-100% | 1 | 1 | - | - | 1 | - |
| Don`t know | 821 | 582 | 192 | 47 | 99 | 484 |
| ~~Mean~~ | ~~5.93~~ | ~~5.78~~ | ~~6.95~~ | ~~5.77~~ | ~~4.64~~ | ~~7.67~~ |
| ~~Median~~ | ~~1.00~~ | ~~-~~ | ~~3.00~~ | ~~1.00~~ | ~~-~~ | ~~5.00~~ |
|  |  |  |  |  |  |  |
| **M7. Compared to the rest of your workforce, do EU nationals have a particularly large representation in particular occupations or functions?** |  |  |  |  |  |  |
| **Unweighted base** | 1250 | 844 | 301 | 105 | 306 | 538 |
| **Base** | 1317 | 978 | 256 | 84 | 273 | 705 |
| Yes | 374 | 282 | 70 | 22 | 87 | 194 |
| No | 774 | 560 | 159 | 55 | 166 | 394 |
| Don't know | 169 | 136 | 27 | 7 | 20 | 116 |
| **M8\_new. In which of the following functions do EU nationals have a particularly large representation in your organisation? Please tick all that apply.** | | | | |  |  |
| **Unweighted base** | 344 | 234 | 83 | 27 | 93 | 141 |
| **Base** | 374 | 282 | 70 | 22 | 87 | 194 |
| Managers, Directors and senior officials | 73 | 64 | 5 | 3 | 17 | 47 |
| Administrative and secretarial occupations | 53 | 46 | 4 | 3 | 14 | 32 |
| Elementary occupations (e.g. cleaners, catering assistants, hotel porters, etc.) | 107 | 75 | 24 | 8 | 12 | 63 |
| Process, plant and machine operatives | 85 | 79 | 3 | 2 | 18 | 61 |
| Sales and customer service occupations | 79 | 71 | 5 | 3 | 18 | 53 |
| Caring, Leisure and Other Service Occupations | 67 | 42 | 15 | 10 | 13 | 29 |
| Skilled trades occupations | 73 | 56 | 12 | 4 | 14 | 42 |
| Associate professional and technical occupations (e.g. police officers, paramedics, building and fire inspectors, IT operations technicians etc.) | 47 | 28 | 13 | 5 | 7 | 21 |
| Professional occupations (e.g. psychologists, pharmacists, lawyers etc.) | 56 | 21 | 27 | 7 | 6 | 16 |
| Other | 29 | 17 | 9 | 3 | 4 | 13 |
| Don't know | 17 | 15 | 2 | - | 6 | 8 |
| **MP9. Thinking about your organisation, will you seek to recruit EU nationals from overseas in greater, about the same or fewer numbers than usual before 31 December 2020?** | | | | |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Greater numbers than usual | 54 | 43 | 9 | 2 | 18 | 25 |
|  |  |  |  |  |  |  |
| About the same numbers as usual | 588 | 414 | 130 | 44 | 132 | 282 |
| Fewer numbers than usual | 304 | 248 | 42 | 15 | 65 | 182 |
| Not applicable – we will not seek to recruit any EU nationals before 31 December 2020 | 615 | 495 | 71 | 49 | 390 | 106 |
| Don't know | 492 | 360 | 97 | 35 | 104 | 256 |
|  |  |  |  |  |  |  |
| **MP9a. You indicated that you will be looking to recruit EU nationals before 31 December 2020. What roles will you be primarily seeking to recruit for?** | | | | |  |  |
| **Unweighted base** | 925 | 631 | 216 | 78 | 246 | 385 |
| **Base** | 946 | 705 | 181 | 60 | 215 | 490 |
| Low-skilled roles | 292 | 230 | 47 | 16 | 63 | 167 |
| Medium-skilled roles | 450 | 339 | 85 | 26 | 97 | 241 |
| High-skilled roles | 356 | 242 | 94 | 20 | 66 | 176 |
| Don't know | 94 | 64 | 19 | 11 | 18 | 45 |
| **MP10. The government has also confirmed a number of changes on how to recruit non-EU citizens. These include the removal of the migration cap, which currently sets a limit on the number of visas that can be issued to non-EU citizens. In addition, the government has committed to reducing the recruitment process to 8 weeks and lower the skill and salary thresholds for non-EU workers from their current levels.Still thinking about your organisation, will you seek to recruit non-EU nationals from overseas in greater, about the same or fewer numbers than usual from 1 January 2021?** | | | | |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Greater numbers than usual | 73 | 57 | 15 | 2 | 25 | 32 |
| About the same numbers as usual | 574 | 412 | 126 | 35 | 117 | 295 |
| Fewer numbers than usual | 192 | 154 | 27 | 11 | 34 | 120 |
| Not applicable – we will not seek to recruit any non-EU nationals from 1 January 2021 | 627 | 503 | 75 | 50 | 402 | 101 |
| Don't know | 586 | 434 | 106 | 46 | 130 | 304 |
|  |  |  |  |  |  |  |
| **MP11. Which roles will your organisation be recruiting non-EU nationals for? Please tick all that apply.** | | | | |  |  |
| **Unweighted base** | 826 | 562 | 201 | 63 | 209 | 353 |
| **Base** | 840 | 624 | 168 | 48 | 176 | 448 |
| Information and communication | 193 | 161 | 29 | 4 | 43 | 118 |
| Health and social work | 155 | 95 | 47 | 12 | 30 | 65 |
| Professional, scientific and technical activities | 331 | 258 | 63 | 10 | 60 | 198 |
| Financial and insurance activities | 127 | 99 | 28 | 1 | 26 | 73 |
| Education | 93 | 24 | 61 | 7 | 10 | 14 |
| Other (please specify) | 125 | 107 | 11 | 7 | 27 | 80 |
| Don't know | 139 | 108 | 16 | 14 | 35 | 73 |
|  |  |  |  |  |  |  |
| **CO3. Comparing your organisation to your peers and competitors within the UK, how would you rate your profitability/financial performance?** | | | | |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Well above average | 236 | 191 | 29 | 17 | 68 | 123 |
| Above average | 782 | 631 | 100 | 51 | 247 | 384 |
| Average | 660 | 496 | 115 | 48 | 272 | 224 |
| Below average | 155 | 120 | 22 | 13 | 66 | 54 |
| Well below average | 36 | 28 | 7 | 2 | 14 | 14 |
| Don't know | 184 | 94 | 77 | 13 | 40 | 54 |
| Net: Above average | 1018 | 822 | 128 | 68 | 315 | 507 |
| Net: Below average | 191 | 148 | 28 | 15 | 80 | 68 |
| **CO6. Which of the following best describes your organisation?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| A high-wage organisation | 388 | 322 | 51 | 15 | 128 | 193 |
| A medium-wage organisation | 1190 | 865 | 240 | 85 | 392 | 473 |
| A low-wage organisation | 365 | 303 | 27 | 36 | 156 | 147 |
| Don't know | 109 | 71 | 31 | 7 | 32 | 39 |
| **Qregion. To which region of the UK, if any, do your answers to this questionnaire apply? (Please tick one box only, being the main region where this information applies.)** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Scotland | 127 | 86 | 33 | 8 | 43 | 43 |
| Wales | 51 | 31 | 17 | 3 | 15 | 16 |
| Northern Ireland | 24 | 15 | 8 | 1 | 6 | 9 |
| North-west England | 156 | 111 | 30 | 15 | 58 | 54 |
| North-east England | 59 | 44 | 10 | 5 | 28 | 16 |
| Yorkshire and Humberside | 103 | 80 | 17 | 6 | 49 | 31 |
| West Midlands | 104 | 79 | 18 | 7 | 45 | 34 |
| East Midlands | 119 | 91 | 24 | 4 | 48 | 43 |
| Channel Islands | 2 | - | 2 | - | - | - |
| Eastern England | 90 | 66 | 15 | 9 | 45 | 21 |
| London | 358 | 275 | 63 | 19 | 120 | 156 |
| South-west England | 156 | 122 | 20 | 14 | 82 | 40 |
| South-east England | 252 | 196 | 35 | 21 | 121 | 75 |
| All of the UK | 451 | 364 | 56 | 31 | 49 | 315 |
| Abroad | - | - | - | - | - | - |
| Net: North | 319 | 235 | 57 | 27 | 134 | 101 |
| Net: Midlands | 223 | 170 | 43 | 11 | 92 | 78 |
| Net: South | 408 | 318 | 55 | 34 | 203 | 115 |
| **CO5. Which of the following best describes the region(s) in which your organisation operates?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| In only one UK region | 694 | 423 | 198 | 73 | 318 | 105 |
| In multiple regions across the UK | 656 | 519 | 88 | 50 | 210 | 308 |
| In both the UK and internationally | 703 | 619 | 63 | 21 | 180 | 439 |
|  |  |  |  |  |  |  |
| **MP1. At the time of writing, the Government had recently announced how it plans to implement a points-based immigration system in the UK. From 1 January 2021, both EU and non-EU nationals will be subject to the same migration restrictions.The two key proposals are to introduce a minimum skill threshold, dependent on the occupation, of RQF Level 3 (SCQF 6 in Scotland), which is equivalent to A-level occupations and a minimum salary threshold of £25,600. There will be a lower salary threshold for some public service occupations that are subject to national pay scale, some labour shortage occupations (no less than £20,480) while new entrants will be subject to a threshold that is 30% below that of experienced workers. In addition, the government has confirmed that there will be no low-skilled or temporary route.Under the new system, some employers that wish to continue recruiting non-UK/Republic of Ireland nationals may be subject to more administration and a range of costs. These look set to include a sponsorship licence, visas (which could extend to dependents of the skilled migrant) and an Immigration skills surcharge for each worker.PeriodSmall or charitable sponsorsMedium or large sponsorsFirst 12 months£364£1,000Each additional 6 months£182£500In addition, to ensure that new arrivals to the UK contribute to the funding of the NHS, the Immigration Health Surcharge will be increased to £624. The government will also introduce a new discounted rate of £470 for children in recognition of the increased financial impact on family groups.Meanwhile the process for recruiting non-EU workers looks set to be relaxed. Key changes include the removal of the migration cap, quickening the recruitment process to 8 weeks and lowering the skill and salary thresholds from current levels.Source: CIPD 2020To the best of your current understanding, will the new system allow your organisation to meet its recruitment needs in the UK (excluding any costs or administration associated with the new system)?** | | | | | | |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Yes | 810 | 612 | 138 | 60 | 288 | 324 |
|  |  |  |  |  |  |  |
| No | 393 | 284 | 81 | 28 | 118 | 166 |
|  |  |  | A |  |  |  |
| Don't know | 850 | 665 | 130 | 55 | 302 | 363 |
|  |  |  |  |  |  |  |
| **MP1a. Does your organisation have prior experience of sponsoring non‐EU national workers?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Yes | 567 | 422 | 115 | 30 | 107 | 316 |
|  |  |  | AC |  |  | J |
| No | 1110 | 863 | 156 | 91 | 555 | 308 |
| Don't know | 376 | 275 | 79 | 22 | 47 | 229 |
| **MP12. To the best of your knowledge, would the additional costs and/or administration associated with the UK's new points-based immigration system affect your organisation's decision-making about recruiting workers from overseas?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Yes it will deter my organisation from recruiting non-UK nationals completely | 177 | 147 | 15 | 15 | 93 | 54 |
|  |  | B |  | B | K |  |
| Yes it will deter my organisation from recruiting non-UK nationals to a large extent | 229 | 173 | 42 | 14 | 72 | 101 |
|  |  |  |  |  |  |  |
| Yes it will deter my organisation from recruiting non-UK nationals to some extent | 217 | 166 | 32 | 18 | 57 | 109 |
|  |  |  |  |  |  | J |
| Yes it will deter my organisation from recruiting non-UK nationals to a small extent | 72 | 55 | 14 | 3 | 11 | 44 |
|  |  |  |  |  |  | J |
| No, it will make little or no difference | 611 | 450 | 111 | 51 | 261 | 189 |
|  |  |  |  |  | K |  |
| It is too early to tell | 431 | 336 | 70 | 25 | 127 | 209 |
|  |  |  |  |  |  | J |
| Don't know | 315 | 233 | 65 | 17 | 86 | 146 |
|  |  |  | C |  |  | J |
| **MP13. To the best of your knowledge, how would your organisation deal with additional costs and/or administration associated with the UK's new points-based immigration system as set out earlier? Please tick all that apply.** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| We will seek legal advice from an external law/HR firm | 540 | 432 | 66 | 42 | 152 | 280 |
| We will seek legal/HR advice from other organisations (e.g. professional bodies) | 425 | 328 | 68 | 29 | 125 | 203 |
| We will seek to recruit more HR/legal expertise in-house | 283 | 207 | 67 | 10 | 46 | 161 |
| We will seek to use the government website (gov.uk) and other free sources of advice | 570 | 421 | 95 | 54 | 228 | 194 |
| Other (please specify) | 65 | 49 | 10 | 6 | 27 | 22 |
| Don't know | 690 | 528 | 123 | 39 | 252 | 276 |
| **MP8. The Migration Advisory Committee (MAC) has said that the government has an ambition to make the UK a high wage, high skill, high productivity economy. What changes, if any, would enable your organisation to achieve these aims and adjust to the new system more broadly? Please tick all that apply.** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Broadening the Apprenticeship Levy into a more flexible Training Levy | 511 | 389 | 80 | 42 | 121 | 268 |
| More business support to help employers improve their people management capability and make the right decisions around recruitment and skills investment | 405 | 333 | 50 | 22 | 134 | 199 |
| Increasing public funding for adult skills | 466 | 324 | 93 | 48 | 147 | 177 |
| Allowing large organisations, such as sector or professional bodies, to act as an 'umbrella sponsor' and run sponsorship licences on behalf of low-volume users of the system | 375 | 260 | 77 | 38 | 93 | 166 |
| Making it easier for those businesses who invest in training their workforce to hire workers from overseas | 399 | 303 | 68 | 29 | 103 | 200 |
|  |  |  |  |  |  | J |
| Other (please specify) | 37 | 27 | 3 | 6 | 17 | 11 |
| None of these – no change would enable us to raise productivity or skills investment | 360 | 289 | 47 | 24 | 200 | 89 |
| Don't know | 590 | 434 | 122 | 34 | 169 | 265 |
| **MP3. Has your organisation made any changes in anticipation of the future migration restrictions on EU nationals?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Yes | 243 | 189 | 44 | 10 | 46 | 143 |
| No | 1379 | 1064 | 205 | 111 | 614 | 449 |
| Don't know | 431 | 308 | 100 | 23 | 48 | 260 |
| **QB1a. To the best of your knowledge, in which of the following ways, if any, will your organisation respond to the introduction of the new points-based immigration system in the next year? Please tick all that apply.** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| More focus on internal development (e.g. more apprenticeships, more skills investment) | 332 | 269 | 47 | 16 | 65 | 204 |
| More investment in new technology (e.g. automation or AI) | 232 | 203 | 26 | 3 | 48 | 156 |
| More investment in other physical capital such as new machinery or other equipment | 116 | 106 | 10 | 1 | 34 | 72 |
| More inclusive recruitment practices (e.g. recruit from disadvantaged groups) | 158 | 113 | 32 | 13 | 27 | 86 |
| Raising pay and/or improving employment conditions (e.g. switch to more permanent contracts with guaranteed hours) | 129 | 105 | 21 | 3 | 21 | 83 |
| Improving quality of work to retain staff (e.g. job design, more flexible working arrangements) | 315 | 254 | 46 | 14 | 68 | 187 |
| We will recruit fewer people | 212 | 168 | 32 | 12 | 59 | 109 |
| Plan for a change in business growth | 153 | 135 | 15 | 3 | 48 | 87 |
| We will continue to recruit non-UK citizens in the same numbers | 323 | 237 | 68 | 18 | 67 | 169 |
| N/A – we will not respond to the introduction of the points-based immigration system in the next year | 1017 | 763 | 167 | 87 | 464 | 299 |
| Other (please specify) | 82 | 60 | 17 | 5 | 16 | 44 |
| **QB1a\_rc. To the best of your knowledge, in which of the following ways, if any, will your organisation respond to the introduction of the new points-based immigration system in the next year? Please tick all that apply.** |  |  |  |  |  |  |
| **Unweighted base** | 989 | 700 | 214 | 75 | 272 | 428 |
| **Base** | 1036 | 797 | 182 | 57 | 244 | 554 |
| More focus on internal development (e.g. more apprenticeships, more skills investment) | 332 | 269 | 47 | 16 | 65 | 204 |
| More investment in new technology (e.g. automation or AI) | 232 | 203 | 26 | 3 | 48 | 156 |
| More investment in other physical capital such as new machinery or other equipment | 116 | 106 | 10 | 1 | 34 | 72 |
| More inclusive recruitment practices (e.g. recruit from disadvantaged groups) | 158 | 113 | 32 | 13 | 27 | 86 |
| Raising pay and/or improving employment conditions (e.g. switch to more permanent contracts with guaranteed hours) | 129 | 105 | 21 | 3 | 21 | 83 |
| Improving quality of work to retain staff (e.g. job design, more flexible working arrangements) | 315 | 254 | 46 | 14 | 68 | 187 |
| We will recruit fewer people | 212 | 168 | 32 | 12 | 59 | 109 |
| Plan for a change in business growth | 153 | 135 | 15 | 3 | 48 | 87 |
| We will continue to recruit non-UK citizens in the same numbers | 323 | 237 | 68 | 18 | 67 | 169 |
| Other (please specify) | 82 | 60 | 17 | 5 | 16 | 44 |
| **MP9. Thinking about your organisation, will you seek to recruit EU nationals from overseas in greater, about the same or fewer numbers than usual before 31 December 2020?** |  |  |  |  |  |  |
| **Unweighted base** | 2053 | 1433 | 427 | 193 | 781 | 652 |
| **Base** | 2053 | 1560 | 349 | 144 | 708 | 852 |
| Greater numbers than usual | 54 | 43 | 9 | 2 | 18 | 25 |
|  |  |  |  |  |  |  |
| About the same numbers as usual | 588 | 414 | 130 | 44 | 132 | 282 |
| Fewer numbers than usual | 304 | 248 | 42 | 15 | 65 | 182 |
| Not applicable – we will not seek to recruit any EU nationals before 31 December 2020 | 615 | 495 | 71 | 49 | 390 | 106 |
| Don't know | 492 | 360 | 97 | 35 | 104 | 256 |
| **MP9a. You indicated that you will be looking to recruit EU nationals before 31 December 2020. What roles will you be primarily seeking to recruit for?** |  |  |  |  |  |  |
| **Unweighted base** | 925 | 631 | 216 | 78 | 246 | 385 |
| **Base** | 946 | 705 | 181 | 60 | 215 | 490 |
| Low-skilled roles | 292 | 230 | 47 | 16 | 63 | 167 |
| Medium-skilled roles | 450 | 339 | 85 | 26 | 97 | 241 |
| High-skilled roles | 356 | 242 | 94 | 20 | 66 | 176 |
| Don't know | 94 | 64 | 19 | 11 | 18 | 45 |
|  |  |  |  |  |  |  |