

MAC Call for Evidence – Salary Threshold and Points Based System (PBS) Commission

Questions for representative organisations

1. What is the name of your organisation?

The Graphics and Print Media Alliance (GPMA) www.gpma.org.uk consists of trade associations representing companies operating in the graphics and print media industry supply chain. Our member organisations are:

Association of Print and Communications Managers
British Association for Print and Communication
The British Coatings Federation
The British Printing Industries Federation
The Confederation of Paper Industries
European Flexographic Industry Association
Independent Print Industries Association
PPMA Group (Process and Packaging Machinery Association, British Automation and Robot Association, UK Industrial Vision Association)
Printing Industry Confederation
The Rubicon Network
Two Sides

Between us, our members represent some 3,667 companies. The majority of these are SMEs which have a combined annual turnover of £9.1 billion and employ 81,000 people in the UK.

We appreciate the opportunity to respond to the Committee's consultation, and would be delighted to take part in stakeholder meetings following the call for evidence period, as mentioned in the call for evidence document.

2. What is your email address?

carys.davis@bpif.org.uk

3. Which of the following options best describe your reason for completing this form?

I am providing evidence of recruitment and salaries in the sector, on behalf of other organisations/members or as a recruitment business.

4. Which of the following best describes your organisation?

An alliance of trade associations (operating in the graphics and print media sector).



5. How many businesses /organisations do you represent?

3,667.

6. How have you engaged the businesses/organisations you represent to inform this consultation response?

Ongoing dialogue as part of business as usual.

Online survey.

7. Thinking of the businesses/organisations you have engaged with, in general are their staff concentrated in specific UK countries/regions or are they nation-wide?

Nation-wide.

8. Not applicable.

9. Thinking of the businesses/organisations you engage with, tick all the relevant sectors they cover from the list below: (Please select all that apply)

Manufacturing

Information and communication

10. Thinking of the businesses/organisations you engage with and their number of employees, tick all size bands that they cover:

All size bands given.

11. Thinking about the businesses/organisations you engage with, are the majority roughly of a similar size in terms of the number of employees (e.g most SMEs or most large organisations)?

Yes.

12. Thinking of the businesses/organisations you engage with and their number of employees which size band(s) are they concentrated in?

50-499 employees. Within that, the majority are in the 0-250 employees category (SMEs).



13. To your knowledge, have the organisations you have engaged with recruited any of the following workers in the past 5 years: (Please select all that apply)

Workers from EEA countries

UK and/or Irish workers

Workers from EEA countries outside of the UK and/or Ireland

Workers from non-EEA countries

14. In the next 12 months are they likely to recruit: (Please select all that apply)

Workers from EEA countries

UK and/or Irish workers

Workers from EEA countries outside of the UK and/or Ireland

Workers from non-EEA countries

15. Following on from the previous question, were these non-EEA workers recruited under the Tier 2 (General) visa system?

Yes.

16. Are the salaries required by the Tier 2 (General) immigration rules generally:

About or higher what they would normally pay.

17. Have the organisations that you represent experienced any issues with Tier 2 (General) visa salary requirements? If so, what were they?

Yes, visa salary requirements being higher than salaries offered in some roles (see below for detail).

18. Have any of the Tier 2 (General) visa employees employed by your members (or organisations you represent) applied or tried to apply for settlement?

Yes.

19. Migrants on Tier 2 (General) visas are eligible to apply for settlement (indefinite leave to remain) after 5 years in the UK. Those migrants coming to the UK on or after the 6th April 2011 have also had to meet a minimum salary threshold, currently £35,800, in order to be successful in their application for settlement. There is an exemption to this salary threshold for migrants employed in shortage occupations. In general, was the settlement income threshold (currently £35,800)?

Above their current salary.



20. Please provide any additional views of Tier 2 (General) visa settlement.

21. To what extent would the businesses/organisations you have engaged with agree or disagree with the following statements: (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

There should not be a minimum salary threshold above the legal requirement (the national minimum wage) – neither agree nor disagree.

If there is a salary threshold it should be applied universally across the economy and UK, with a few exceptions to keep the system simple - agree.

If there are salary thresholds, there need to be a variety to reflect employer needs - agree.

22. If there were tailored salary thresholds, to what extent would the businesses/organisations you have engaged with agree that they should be varied by: (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

Sector - Agree.

Region/country - Agree.

New entrants/young workers - Agree.

Occupation - Agree.

23. Do the businesses/organisations you engage with most commonly think that jobs judged to be in shortage (such as those on the Shortage Occupation List) should have:

Lower salary thresholds compared to those not in shortage.

24. Do the businesses/organisations you engage with most commonly think that having a salary threshold equivalent to the 25th percentile of the full-time pay distribution for employees in that occupation is:

[25th percentile: 75% of full-time employees in an occupation earn the threshold amount or more, and 25% earn less]

Too high.

25. Do the businesses you engage with most commonly think that having a minimum salary requirement of £30,000 for an experienced full-time employee is:

We consider this figure to be too high. The ONS' Annual Survey of Hours and Earnings (provisional data, 2019) shows that there are 16,000 jobs classified as 'printers' in the UK, with a media gross salary of £25,490 and average gross salary of £26,645. A further 12,000 in printing finishing and binding earn a media gross salary of £22,682 and average gross salary of £23,253. Printing machine assistants, of which the survey considers there to be 15,000, earn a media gross salary of £22,236 and average gross salary of £24,270.



GPMA member organisation, the British Printing Industries Federation, conducts regular salary surveys of its 1,300 members which covers a more specific set of roles within the industry. Their data shows that a broad selection of roles pay on average less than £30,000.

Production roles in which the average basic salary falls below £30,000 include:

- Distribution Supervisors (average £23,393)
- Binding/Finishing Supervisors (average £25,345)
- Printing Supervisors (£27,617)
- Pre-Press Supervisors (£25,765)
- Distribution Managers (£29,490)
- Production Planners/Controllers (£29,159)

Sales and marketing roles in which the average basic salary falls below £30,000 include:

- Sales Executives (£29,137)
- Sales Office Managers (£27,220)
- Sales Account/Customer Services Executive (£24,292)

Finance and Administration roles in which the average basic salary falls below £30,000 include:

- PA/Secretary/Receptionist (18,819)
- Credit Controller (£21,840)
- Buyer (£27,608)
- Estimator (£24,468)

26. What do you think should be counted towards the salary for assessing whether an individual meets the threshold? (Please select all that apply)

Company car/ travel allowance.

Housing allowances.

27. Following on from the previous question, please list your responses in order of importance with 1 being the most important and 6/7 being the least.

1. Housing allowances
2. Company car/travel allowance



28. Are there any other issues we should consider? (in 200 words)

To be counted towards the salary threshold, benefits must:

- a) be guaranteed,
- b) be in place for the full length of the employment and
- c) either supplement income or provide clear cost-of-living savings while in employment

Therefore, bonuses, commission or overtime (which are not guaranteed) should not be included. A company's pensions contributions or insurance payments on behalf of the employee should also not be included, as they do not supplement income while in employment.

29. Please attach any additional evidence you would like us to consider.

30. The Government is considering adopting an Australian type Points Based System. In your opinion, please tell us the relative importance of the following characteristics typically used to award points to migrants by ranking them where 1 is the most important and 8/9 is the least important.

1. Having a job offer
2. Priority occupations
3. Language proficiency
4. Work experience
5. Age
6. Education attainment
7. Salary
8. Having studied in the UK

31. Would you like to be added to our stakeholder database for future research purposes and updates on MAC work?

Yes.

32. We may require follow-up to clarify or supplement your responses to the online form, or for follow-up research. Do you consent to be contacted to clarify or supplement your responses?

Yes.

