



The latest round up of news that matters to you

Good afternoonRi!

Grab a coffee and catch up on the latest news that will impact your company. With FedEx helping you to realise your international potential and new access to the Financial Complaints Service, the future is looking rosy (you might even want to add a chocolate biscuit to celebrate!).

Warm regards
The team at ETS

Survey highlights for engineering and manufacturing

Employers	Employees
2.2% average salary increase	49% expect to move jobs within 12 months
94% expect their organisation's activity levels to increase or stay the same over the next 12 months	55% are not satisfied with their salaries
74% plan on recruiting staff over the next 12 months	45% feel there is no scope for progression within their organisation
78% say their top challenge when recruiting is a shortage of suitable applicants	51% rate their work-life balance as positive

Hays UK Salary & Recruiting Trends 2018



The 10 ways to attract Millennials

Millennials are expected to make up 75% of the global workforce by 2025 (according to Forbes). Does your company know how to attract millennials? Watch this short video for our top 10 tips.

[Watch video](#)



Help for SMEs to go global

FedEx Express has announced a £20,000 grant to help SMEs go global. Through the Small Business Grant, FedEx aims to help small and medium businesses across the UK realise their international potential.

[Read more »](#)



Investment and recruitment would be cut in the event of 'no deal'

21% of businesses surveyed will cut investment if there is 'no deal', 20% will move part or all of their business to the EU and 18% will cut recruitment
62% of firms still haven't completed a Brexit risk assessment

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200,000 SMEs Win Access To Financial Complaints Service

Good news for more than 200,000 small and medium-sized enterprises in the UK. From next April, they will gain access to the Financial Ombudsman Service, the dispute resolution service that rules on complaints about firms in the financial services industry, including the banks.

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Succession planning: driving success in gender diversity

Poor succession planning for leadership positions could be contributing to the limited progress in achieving gender balance. Brett Moffatt explains how organisations could benefit from developing female leaders before top vacancies become available.

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UK pay growth rises to 3.1%, the highest in almost a decade

Britain's workers have started to repair the damage from a lost decade of wage growth after increased competition for workers pushed the government's preferred measure of pay to its highest level since the UK was deep in recession a decade ago.

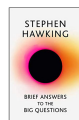
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'SMEs will become the norm': how the business landscape is changing

Some shared insights on growing tech opportunities for SMEs and how these companies will shape the business world.

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Book Corner: Brief Answers to the Big Questions: the final book from Stephen Hawking

The final book from Professor Stephen Hawking, the bestselling author of A BRIEF HISTORY OF TIME and arguably the most famous scientist of our age, BRIEF ANSWERS TO THE BIG QUESTIONS is a profound, accessible and timely reflection on the biggest questions in science.



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