



Building

A BUILDING PRODUCT
OCTOBER 2014

The **Building** Good Employer Guide 2014

Contents



6 The laws of attraction

With the battle to recruit and retain skilled staff heating up, here's how the top employers are making sure they keep hold of the best



8 Listen very carefully ...

Workplace stress, anxiety and depression can no longer be ignored. We look at the pioneering employers who are making the mental wellbeing of staff a top priority



36 The judges

Introducing the expert panel who drew up the final list



38 Methodology

How this year's results were obtained

Interactive tables online

FOR THE FIRST TIME THE DATA IN THE GOOD EMPLOYER GUIDE IS AVAILABLE IN INTERACTIVE TABLES ONLINE AT BUILDING.CO.UK. YOU CAN ALSO VIEW THE GUIDE AS A DIGITAL EDITION AT WWW.BUILDING.CO.UK/GEG2014

KEY TO THE SYMBOLS*



Number of full-time equivalent UK employees



Sabbaticals/career breaks



Private healthcare scheme



Maximum number of days holiday



Flexible working



Enhanced maternity benefits



Training hours



Chance to work abroad



Enhanced paternity benefits



Pension



Female non-administrative staff



Staff from non-white ethnic background

Pensions: Comb: combination pension, DCSP: defined contribution stakeholder pension, GPP: group personal pension, MP: money purchase, PP: personal pension. NC: Non contributory, C: Contributory

John Rowan and Partners

Consultant

John Rowan and Partners is an international consultancy firm with two offices in London and one in Christchurch, New Zealand. It provides a range of services including cost management, project management and building surveying, and operates in the residential, hotel and leisure, retail and infrastructure sectors. Recent roles include as independent certifier on the East Village in the Olympic park.

What they say:

"Our JRP's Got Talent competition invites all employees to submit ideas to improve the way we work. The four winners this year were all recent recruits"

STAFF TURNOVER 2013

11%

KEY COMPANY FACTS



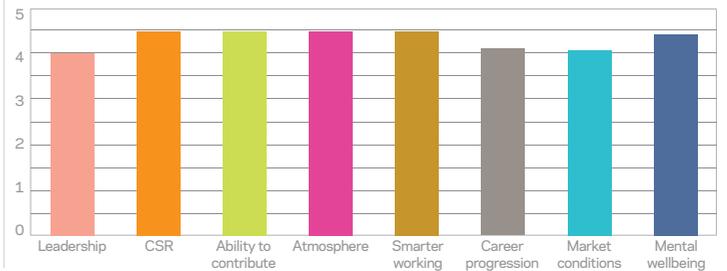
ALL STAFF



SOME STAFF



STAFF RATING



Keegans

Consultant

Keegans was formed in 1984 as a quantity surveying practice and has developed into a multidisciplinary consultancy specialising in project management, cost consultancy, building surveying and CDM co-ordination. It operates out of offices in London, Fareham in Hampshire and Glasgow. Keegans has been in the Good Employer Guide since 2009.

What they say:

"In addition to CPD and APC support, there is a strong ethos of career development, with assistants working very closely with senior staff to further their experience"

STAFF TURNOVER 2013

5%

KEY COMPANY FACTS



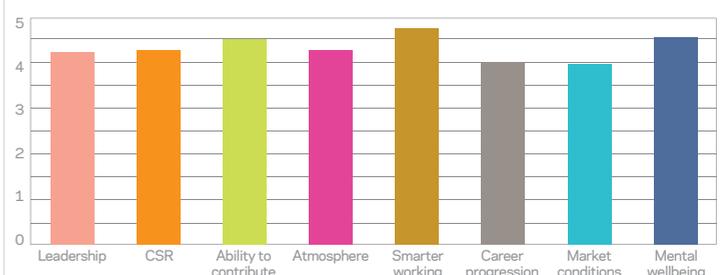
ALL STAFF



SOME STAFF



STAFF RATING



Mace

Contractor/consultant

Mace is an international construction company with expertise in programme and project management, cost consultancy, construction delivery and facilities management. It had a £1.2bn turnover in 2013, an increase of 6% on the previous year, and pre-tax profit was £32.4m, up 14%. The company's chief executive Mark Reynolds aims to increase turnover to £2bn and worldwide staff numbers to over 7,000 by 2020.

What they say:

"This year we recruited 55 graduates and 11 placement students. Our apprenticeship programme also goes from strength to strength"

STAFF TURNOVER 2013

13%

KEY COMPANY FACTS



ALL STAFF



SOME STAFF



STAFF RATING

