

# Top Tips: Attracting the best staff in London

**As a global city, London attracts the best people in the world across all industries. But it's a competitive market for the top staff. How can businesses attract employees to work for them? Here are our top tips:**



## Location, location, location

Where you base your office is important – employees value being close to amenities such as shops, restaurants and gyms, which make their lives easier. Good transport links are also vital, to help cut down commute times for staff.

## Be creative with perks

You don't need to offer staff a state-of-the-art 'fun' office that includes its own canteen, showers and gym, but it pays to be creative. Consider negotiating a deal with a local gym to offer your employees a discount, for example.

## Holidays

Even in the best office, staff will still need to take a break every now and again. While the minimum legal amount of days' holiday you must offer full-time employees is 20 (plus the eight UK bank holidays) in total per year, often companies offer 25 days plus eight bank holidays (or 33 days in total). Some companies also offer employees' birthdays as a free holiday – a nice perk that keeps them enthused!

## London Living Wage

Because it is a global city, the cost of living can be higher in London than if living in other regions. As a result, many employers pay employees a higher wage than elsewhere. For lower-income jobs, the London Living Wage is £8.55 per hour (compared to a national minimum wage of £6.19). Offering the London Living Wage to lower-income earners will keep them more inspired in their jobs and show you are a responsible employer.

## Bonus

Depending on your industry, employees may expect bonus remuneration as part of their contract. This is particularly prevalent in the financial industry, where bonuses are the norm. Include a discretionary bonus or a 'golden handshake' when they join to keep staff motivated. Invest in your staff Training and development programmes benefit not only the employee but the company as a whole. By giving staff opportunities to learn new skills and gain knowledge, you will not only attract but retain the best.



## Contact us

Imagine the potential. Find out more about finding the perfect office for your business.

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