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Rob Gibson
Convener, Rural Affairs, Climate Change and Environment Committee
The Scottish Parliament
EH99 1SP

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Dear Rob

At my appearance before the Committee as part of stage 2 proceedings on the Land Reform (Scotland) Bill on 3 February 2016, I advised the Committee that I would supply further information regarding the wages of seasonal workers employed by shooting businesses.

There is limited evidence available on the earnings of seasonal workers within the shooting sector in Scotland. However, the annex to this letter contains some information that the Committee may find useful and highlights the following in its summary:-

- The limited evidence available suggests that the average hourly wage within the shooting sector is between £5.70 to £7.30, rising to around £10 per hour for experienced gamekeepers.
- This range is likely to be heavily influenced by permanent employees who will earn higher hourly wages than seasonal workers.
- Consequently, seasonal workers are likely to be paid less than the average wage range highlighted above, indicating that they will be paid less than the Living Wage (currently £8.25 per hour¹) and closer to the National Minimum Wage (which they will be subject to).

I hope this is useful to the Committee.

Kind regards

AILEEN MCLEOD

¹ <http://www.livingwage.org.uk/what-living-wage>

Earnings of Seasonal Workers in the Shooting Sector

There is limited evidence available on the earnings of seasonal workers within the shooting sector in Scotland.

None of the various studies on the economic impact of the shooting sector has contained a breakdown of earnings by seasonal or temporary workers. Instead, aggregate figures are provided for total staff costs (covering permanent, temporary and seasonal workers) which can be used to calculate an average wage per worker.

From the Public and Corporate Economic Consultants (PACCEC) study “The Value of Shooting: The economic, environmental, and social benefits of shooting sports in the UK²”, the figures provided suggest that the average earnings for Full Time Equivalent employees in the shooting sector in the UK in 2012-13 was around £10,500 per annum³. This equates to an hourly wage of around £5.70.

The study undertaken by the Fraser of Allandar Institute on the Economic study of Scotland’s grouse moors⁴ estimated that the average annual earnings for a Full Time Equivalent worker on sporting estates was £13,500. This equates to an hourly wage of around £7.30.

A slightly higher estimate is obtained from the study undertaken for Scotland Land and Estates⁵ which estimates that around £7.4m was spent on wages for staff of sporting land uses in Scotland, supporting 366 FTE jobs. This translates to average annual earnings of around £20,300, equivalent to an hourly wage of nearly £11. It is noticeable that this average figure does appear higher when compared with other evidence available on earnings.

From the limited evidence available on earnings, it is likely that the average figures will overestimate the wages earned by seasonal workers as permanent workers are likely to earn more (and therefore raise the average wage). One of the most common permanent jobs within the sector is that of a gamekeeper.

Evidence from the British Association for Shooting and Conservation highlight that the average wage for a gamekeeper⁶ can range from between £5.72 to £8.30 per hour (or between £11,000 and £16,000 per annum)⁷.

Separate figures published in the Times Educational Supplement⁸ in 2009 suggest a similar range, with starting salaries of gamekeepers at around £12,700, with experienced gamekeepers earning between £13,000 and £18,000. Senior or head gamekeepers can earn between £18,000 and £20,500.

² <http://www.shootingfacts.co.uk/pdf/consultancyreport.PDF>

³ Estimated that around £370m was spent on wages in 2012-13 in the UK, supporting 35,000 FTE employment in the sector.

⁴ <https://www.gwct.org.uk/media/350583/An-Economic-Study-of-Grouse-Moors.pdf>

⁵ <http://scottishlandandestates.co.uk/images/stories/EconomicContributionofEstatesinScotland.pdf>

⁶ Often gamekeepers will receive additional benefits, such as accommodation.

⁷ http://www.andywightman.com/docs/BASC_employment.pdf

⁸ <https://growingambitions.tes.co.uk/printpdf/2533>

More recent figures were contained in a Smith Gore⁹ benchmarking survey which highlighted that the average gamekeeper salary in the UK was around £17,000 in 2013-14.

However for seasonal workers, evidence indicates that they will be paid significantly less than gamekeepers. A survey highlighted that the average wage for a picker up and a beater, two jobs which are usually undertaken by seasonal workers, was £28 and £24 respectively in 2013¹⁰. This suggests an hourly wage below the average range of £5.70 to £7.30 highlighted above.

Overall, the range of average earnings of employees within the shooting sector is likely to be heavily influenced by permanent employees such as gamekeepers. The limited evidence available indicates that seasonal workers are likely to be paid less than the average wage rates highlighted in this paper.

National Minimum Wage

Workers within the shooting sector are subject to the UK National Minimum Wage. The table below contains details of the National Minimum Wage in the UK:

Year	21 and over	18 to 20	Under 18	Apprentice
2015 (current rate)	£6.70	£5.30	£3.87	£3.30
2014	£6.50	£5.13	£3.79	£2.73
2013	£6.31	£5.03	£3.72	£2.68
2012	£6.19	£4.98	£3.68	£2.65
2011	£6.08	£4.98	£3.68	£2.60
2010	£5.93	£4.92	£3.64	£2.50

Source: <https://www.gov.uk/national-minimum-wage-rates>

From April 2016, the UK Government will introduce the National Living Wage which will be £7.20 an hour for workers aged 25 and older. The minimum wage will still apply for workers aged 24 and under.

Summary

- The limited evidence available suggests that the average hourly wage within the shooting sector is between £5.70 to £7.30, rising to around £10 per hour for experienced gamekeepers.
- This range is likely to be heavily influenced by permanent employees who will earn higher hourly wages than seasonal workers.
- Consequently, seasonal workers are likely to be paid less than the average wage range highlighted above, indicating that they will be paid less than the Living Wage (currently £8.25 per hour¹¹) and closer to the National Minimum Wage (which they will be subject to).

⁹ <https://www.gwct.org.uk/news/news/2015/february/20150213/>

¹⁰ <http://www.struttandparker.com/media/598986/the-shooting-fishing-census-2013.pdf>

¹¹ <http://www.livingwage.org.uk/what-living-wage>