

Independent Review into Labour Shortages survey

This document contains the labour shortage survey questionnaire. Please note:

- The question numbers are not displayed on screen and may have non-sequential numbering in this document. This is not an error.
- Not all respondents will see all questions. Some questions are displayed depending on responses to previous ones. The display logic is included in this document in blue boxes.
- If you have any questions about the survey, please contact us at:
Independent.Labour.Review@defra.gov.uk

Start of Block: Section 1: About your business

Intro **Independent Review into Labour Shortages survey**

The survey will help the Expert Panel understand some of the challenges being seen within sectors in the scope of this Review. It should take around 15 minutes.

The survey does not collect any personal information. Defra analysts are administering and processing the survey on behalf of the independent Panel. All information collected will be stored securely, anonymised and collated in a report such that both businesses and individuals cannot be identified. The data is not used for monitoring compliance with regard to worker immigration status.

By starting the survey, this will be taken as an indication that you give your consent for your responses to be used in this research. If you have questions about the survey, or need further assistance accessing it, please contact: Independent.Labour.Review@defra.gov.uk

Part 1 intro **Part 1: About your business**

Q1.3 In which sectors of the food industry does your business operate?
(select all that apply)

- ☐ Farming: Pigs (1)
- ☐ Farming: Eggs (2)
- ☐ Farming: Poultry (3)
- ☐ Farming: Red meat (4)
- ☐ Farming: Dairy (5)
- ☐ Farming: Arable (6)
- ☐ Farming: Edible horticulture (grown in glasshouses or other protected structures)
(7)
- ☐ Farming: Edible horticulture grown in the open (including tunnels) (8)
- ☐ Processing: Meat (9)
- ☐ Processing: Dairy (10)
- ☐ Processing: Egg packing (11)
- ☐ Processing: Seafood (12)
- ☐ Processing: Horticulture, eg packing (13)
- ☐ Processing: Other (eg mills, oils, sugar) (14)
- ☐ Manufacturing: Food (15)
- ☐ Manufacturing: Non-alcoholic Drink (16)
- ☐ Service support to farming and food businesses (please describe the service)
(17) _____
- ☐ Other (please specify) (18)

Display This Question:

*If In which sectors of the food industry does your business operate?(select all that apply) = Farming:
Edible horticulture (grown in glasshouses or other protected structures)*

*Or In which sectors of the food industry does your business operate?(select all that apply) = Farming:
Edible horticulture grown in the open (including tunnels)*

Q1.4 In which horticulture sectors does your business operate?
(select all that apply)

- ☐ Field Vegetables (including roots, onions and potatoes) (1)
 - ☐ Mushrooms (2)
 - ☐ Protected Vegetables (3)
 - ☐ Soft Fruit / Small Fruit (4)
 - ☐ Top Fruit/ Orchard Fruit / Tree Fruit / Stone Fruit (5)
 - ☐ Other (6)
-

Q1.5 In which regions do you operate sites?
(select all that apply)

- ☐ ENGLAND: North East (1)
 - ☐ ENGLAND: North West (2)
 - ☐ ENGLAND: Yorks. & Humber (3)
 - ☐ ENGLAND: East Midlands (4)
 - ☐ ENGLAND: West Midlands (5)
 - ☐ ENGLAND: Eastern (6)
 - ☐ ENGLAND: South West (7)
 - ☐ ENGLAND: London (8)
 - ☐ ENGLAND: South East (excluding London) (9)
 - ☐ SCOTLAND (10)
 - ☐ WALES (11)
 - ☐ NORTHERN IRELAND (12)
 - ☐ REPUBLIC OF IRELAND (13)
 - ☐ INTERNATIONAL: EU (excluding Rol) (14)
 - ☐ INTERNATIONAL: Rest of World (15)
-

Three year logic How long has your business been in operation?

☐ Less than three years (1)

☐ Three years or more (2)

Non-season intro We are now going to ask some questions about your **non-seasonal** workforce. By non-seasonal we mean people employed all year round, on full time or part time contracts, or workers on temporary agency contracts filling non-seasonal roles.

We will be asking you questions about seasonal workers later.

If you do not have exact numbers or percentages for the answers, please give your best estimate.

Q1.8 How many non-seasonal staff does your business currently employ in England?

- ☐ (1)
 - ☐ 10-49 (2)
 - ☐ 50 - 249 (3)
 - ☐ 250-499 (4)
 - ☐ 500 - 999 (5)
 - ☐ 1000 or more (6)
-

Q1.9 What percentage of your non-seasonal workforce in England are:

- _____ UK/Irish citizens (1)
 - _____ Have EU settled status (2)
 - _____ Have other settled status (3)
 - _____ Have temporary immigration status (4)
 - _____ Have other immigration status (5)
-

Q1.10 What percentage of your non-seasonal workforce in England are:

- _____ Full time (1)
 - _____ Part time (2)
 - _____ Temporary agency workers (3)
-

Full/part time text

Full-time: Full-time employment is employment in which a person works a minimum number of hours defined as such by their employer.

Part-time: A part-time contract is a form of employment that carries fewer hours per week than a full-time job. Workers are commonly considered to be part-time if they work fewer than 40 hours per week.

Temporary Agency Worker: An agency worker is someone who has a contract with an agency but works temporarily for an employer.

Q1.12 What percentage of your non-seasonal workforce in England are:

	Age 16 - 21 (1)	22-49 (2)	50-54 (3)	55-59 (4)	60-64 (5)	65+ (6)
Male (1)						
Female (2)						
Other/unknown (3)						

Display This Question:

If How long has your business been in operation? = Three years or more

Q1.13 Compared to three years ago, what is the percentage change (positive or negative, if any) in your:

_____ Average wage (1)

_____ Overall wage bill (2)

End of Block: Section 1: About your business

Start of Block: Section 2: Your non-seasonal labour needs

Part 2 banner **Part 2: Your non-seasonal worker recruitment needs**

We are now going to ask you about your recruitment needs for **non-seasonal** staff, i.e. people employed all year round, on full time, part time or temporary agency contracts.

If you do not have exact numbers or percentages for the answers, please give your best estimate.

Vacancies non-season How many non-seasonal vacancies do you have open currently in England?

_____ vacancies (6)

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.3 Of your non-seasonal vacancies in England, how many are:

_____ Full time (1)

_____ Part Time (2)

Full/part time text

Full-time: Full-time employment is employment in which a person works a minimum number of hours defined as such by their employer.

Part-time: A part-time contract is a form of employment that carries fewer hours per week than a full-time job. Workers are commonly considered to be part-time if they work fewer than 40 hours per week.

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.5 Of your non-seasonal vacancies in England, how many are you covering with agency staff?

_____ Full time (1)

_____ Part time (2)

Full/part time text

Full-time: Full-time employment is employment in which a person works a minimum number of hours defined as such by their employer.

Part-time: A part-time contract is a form of employment that carries fewer hours per week than a full-time job. Workers are commonly considered to be part-time if they work fewer than 40 hours per week.

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.7 How many of your non-seasonal vacancies in England are:

_____ Backfilling existing positions (1)

_____ Newly created positions (2)

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.8 How many of your non-seasonal vacancies in England are business critical?
(where unfilled roles would have significant impact on the operation of the business)

- _____ Highly-skilled roles (1)
- _____ Skilled roles (2)
- _____ Semi-skilled roles (3)
- _____ Lower-skilled roles (4)
- _____ Unskilled roles (5)

Skill level text

Highly-skilled: Degree level and above e.g. Engineers, Directors etc. (RQF level 6 and above)

Skilled: Requiring a degree & experience e.g. Production / Operations / HR Managers, (RQF level 6)

Semi-skilled: Requiring experience & training e.g. Skilled trades (RQF 3-5)

Lower-skilled: Requiring some training/experience e.g. Process operative, skilled field worker (RQF 2)

Unskilled: Requiring minimal training/experience, e.g. Elementary roles, picking, packing etc. (below RQF 2)

Display This Question:

If How long has your business been in operation? = Less than three years

Q2.10 What was the percentage vacancy rate in England for your non-seasonal staff :

- _____ This year (1)

Display This Question:

If How long has your business been in operation? = Less than three years

Q2.11 What was your non-seasonal staff turnover rate (%) in England:

	This year (1)
Highly-skilled roles (1)	
Skilled roles (2)	
Semi-skilled roles (3)	
Lower-skilled roles (4)	
Unskilled roles (5)	

Display This Question:

If How long has your business been in operation? = Three years or more

Q2.12 What was the percentage vacancy rate in England for your non-seasonal staff :

_____ This year (1)

_____ Three years ago (2)

Display This Question:

If How long has your business been in operation? = Three years or more

Q2.13 What was your non-seasonal staff turnover rate (%) in England:

	This year (1)	Three years ago (2)
Highly-skilled roles (1)		
Skilled roles (2)		
Semi-skilled roles (3)		
Lower-skilled roles (4)		
Unskilled roles (5)		

Q2.14 How long on average do non-seasonal new recruits remain in your business:

- ☐ Less than 3 months (1)
- ☐ 3 - 6 months (2)
- ☐ 6 months - 1 year (3)
- ☐ 1 - 3 years (4)
- ☐ More than 3 years (5)

Q2.15 Are there any key reasons for people leaving your business in the last year?

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.16 How many non-seasonal vacancies in England are you currently trying to fill for these role types?

	Full time (1)	Part time (2)	Temporary agency worker (3)
Management and Directorship (1)			
Administration (including HR, finance, accountancy, legal) (2)			
IT and telecoms (3)			
Media and marketing (4)			
Sales and customer service (5)			
R&D (6)			
Engineering (7)			
Process, plant and machine operatives (8)			
Farm manager/assistant manager (9)			
Skilled trades (10)			
Semi skilled trades (11)			
Elementary (unskilled) occupations (12)			

Job role examples

Examples of Skilled trades may be: Agricultural contractor, Agricultural technician, Farmer, Herd manager, Fishmonger, Butcher

Examples of Process, plant and machine operators may be: Meat Processor, Bakery Assistant, Agricultural machinist, Tractor driver (agriculture)

Examples of Elementary occupations may be: Agricultural worker, Farm labourer, Farm worker, Herdsman, Shepherd, Mushroom picker, Factory worker (packing)

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.18 Generally, how easy is it to find suitable candidates to fill the following non-seasonal roles?

	Extremel y difficult (1)	Somewha t difficult (2)	Neithe r easy nor difficul t (3)	Somewha t easy (4)	Extremel y easy (5)	Not applicable/Don 't know (6)
Management and Directorship (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration (including HR, finance, accountancy, legal) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT and telecoms (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media and marketing (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sales and customer service (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
R&D (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engineering (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Process, plant and machine operatives (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Farm manager/assista nt manager (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skilled trades: food preparation (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Semi skilled trades (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elementary (unskilled) occupations (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Job role examples

Examples of Skilled trades may be: Agricultural contractor, Agricultural technician, Farmer, Herd manager, Fishmonger, Butcher

Examples of Process, plant and machine operators may be: Meat Processor, Bakery Assistant, Agricultural machinist, Tractor driver (agriculture)

Examples of Elementary occupations may be: Agricultural worker, Farm labourer, Farm worker, Herdsman, Shepherd, Mushroom picker, Factory worker (packing)

Display This Question:

If How many non-seasonal vacancies do you have open currently in England? [vacancies] > 0

Q2.20 Are there any other job roles you have difficulty recruiting?

End of Block: Section 2: Your non-seasonal labour needs

Start of Block: Section 3: Seasonal workers

Part 3 intro **Part 3: Your seasonal worker recruitment needs**

We are now going to ask you about your recruitment needs for **seasonal workers**, i.e. employment which fluctuates or is restricted according to the season or time of the year. Not restricted to seasonal workers recruited through the seasonal worker visa route.

If you do not have exact numbers or percentages for the answers, please give your best estimate.

Q3.2 Do you recruit seasonal workers in your business?

☐ No (1)

☐ Yes (2)

Skip To: End of Block If Do you recruit seasonal workers in your business? = No

Q3.3 During which months do you usually require seasonal staff?
(select all that apply)

- ☐ January (1)
 - ☐ February (2)
 - ☐ March (3)
 - ☐ April (4)
 - ☐ May (5)
 - ☐ June (6)
 - ☐ July (7)
 - ☐ August (8)
 - ☐ September (9)
 - ☐ October (10)
 - ☐ November (11)
 - ☐ December (12)
-

Q3.4 How many seasonal workers in England do you have at your peak seasonal period?
 _____ workers (1)

Q3.5 How many seasonal workers in England at your peak seasonal period do you have in these roles?

	Seasonal worker (1)
Management and Directorship (1)	
Administration (including HR, finance, accountancy, legal) (2)	
IT and telecoms (3)	
Media and marketing (4)	
Sales and customer service (5)	
R&D (6)	
Engineering (7)	
Process, plant and machine operatives (8)	
Farm manager/assistant manager (9)	
Skilled trades: food preparation (10)	
Semi skilled trades (11)	
Elementary (unskilled) occupations (12)	

Job role examples

Examples of Skilled trades may be: Agricultural contractor, Agricultural technician, Farmer, Herd manager, Fishmonger, Butcher

Examples of Process, plant and machine operators may be: Meat Processor, Bakery Assistant, Agricultural machinist, Tractor driver (agriculture)

Examples of Elementary occupations may be: Agricultural worker, Farm labourer, Farm worker, Herdsman, Shepherd, Mushroom picker, Factory worker (packing)

Q3.7 How many seasonal staff in England were you planning to employ in the last 12 months?
_____ staff (1)

Q3.8 How many seasonal staff in England have you actually employed in last 12 months?
_____ staff (1)

Q3.9 If you did not employ as many seasonal workers as you planned, please detail the reasons why:

End of Block: Section 3: Seasonal workers

Start of Block: Section 4: Recruitment strategy

Part 4 intro **Part 4: Your recruitment experiences**

We are now going to ask about your recruitment processes for **all** staff, both seasonal and non-seasonal.

Q4.2 What methods did you use to recruit staff in England in 2022?
(select all that apply)

	UK staff (1)	Non-UK staff (2)
Colleague incentivised referral (1)	<input type="checkbox"/>	<input type="checkbox"/>
Job Centre (2)	<input type="checkbox"/>	<input type="checkbox"/>
Online job site (3)	<input type="checkbox"/>	<input type="checkbox"/>
Employment agency (4)	<input type="checkbox"/>	<input type="checkbox"/>
Licenced Seasonal Worker visa route operator (5)	<input type="checkbox"/>	<input type="checkbox"/>
Contact with an FE or HE provider (6)	<input type="checkbox"/>	<input type="checkbox"/>
Social media (7)	<input type="checkbox"/>	<input type="checkbox"/>
Job fairs (8)	<input type="checkbox"/>	<input type="checkbox"/>
Leaflet campaigns (9)	<input type="checkbox"/>	<input type="checkbox"/>
Word of mouth (10)	<input type="checkbox"/>	<input type="checkbox"/>
Advertising on own website (11)	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships (12)	<input type="checkbox"/>	<input type="checkbox"/>
EU Settled Status returners (13)	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) (14)	<input type="checkbox"/>	<input type="checkbox"/>

Q4.3 Which have been most successful (and why)?

Display This Question:

If How long has your business been in operation? = Less than three years

Q4.4 How many apprentices in England, if any:

_____ Do you have now (1)

Display This Question:

If How long has your business been in operation? = Three years or more

Q4.5 How many apprentices in England, if any:

_____ Do you have now (1)

_____ Did you have three years ago (2)

Q4.6 Are you licensed to sponsor Skilled Worker visas?

☐ No (1)

☐ Yes (2)

☐ Don't know (3)

Display This Question:

If Are you licensed to sponsor Skilled Worker visas? = Yes

Q4.7 How frequently, if at all, do you recruit Skilled Worker visa holders in your business?

- ☐ Once or twice a month (1)
 - ☐ Once or twice per quarter (2)
 - ☐ Once or twice a year (3)
 - ☐ Less frequently than once or twice a year (4)
 - ☐ Varies too much to say (5)
 - ☐ Never recruit Skilled Worker visa holders (6)
 - ☐ Not applicable (7)
-

Q4.8 In 2023, how confident are you in your ability to recruit enough **seasonal** staff to:

	Very confident (1)	Confident (2)	Neutral (3)	Doubtful (4)	Very doubtful (5)	Don't know (6)	Not Applicable (7)
Highly- skilled roles (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skilled roles (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Semi- skilled roles (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower- skilled roles (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unskilled roles (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Skill level text

Highly-skilled: Degree level and above e.g. Engineers, Directors etc. (RQF level 6 and above)

Skilled: Requiring a degree & experience e.g. Production / Operations / HR Managers, (RQF level 6)

Semi-skilled: Requiring experience & training e.g. Skilled trades (RQF 3-5)

Lower-skilled: Requiring some training/experience e.g. Process operative, skilled field worker (RQF 2)

Unskilled: Requiring minimal training/experience, e.g. Elementary roles, picking, packing etc. (below RQF 2)

Q4.10 What is your return rate for seasonal workers year on year?

_____ % (1)

Q4.11 In 2023, how confident are you in your ability to recruit enough **non-seasonal** staff to:

	Very confident (1)	Confident (2)	Neutral (3)	Doubtful (4)	Very doubtful (5)	Don't know (6)	Not Applicable (7)
Highly- skilled roles (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skilled roles (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Semi- skilled roles (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower- skilled roles (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unskilled roles (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Skill level text

Highly-skilled: Degree level and above e.g. Engineers, Directors etc. (RQF level 6 and above)

Skilled: Requiring a degree & experience e.g. Production / Operations / HR Managers, (RQF level 6)

Semi-skilled: Requiring experience & training e.g. Skilled trades (RQF 3-5)

Lower-skilled: Requiring some training/experience e.g. Process operative, skilled field worker (RQF 2)

Unskilled: Requiring minimal training/experience, e.g. Elementary roles, picking, packing etc. (below RQF 2)

Q4.13 In 2023, how confident are you in your ability to **retain** non-seasonal staff:

	Very confident (1)	Confident (2)	Neutral (3)	Doubtful (4)	Very doubtful (5)	Don't know (6)	Not Applicable (7)
Highly- skilled staff (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skilled staff (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Semi- skilled staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower- skilled staff (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unskilled staff (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Skill level text

Highly-skilled: Degree level and above e.g. Engineers, Directors etc. (RQF level 6 and above)

Skilled: Requiring a degree & experience e.g. Production / Operations / HR Managers, (RQF level 6)

Semi-skilled: Requiring experience & training e.g. Skilled trades (RQF 3-5)

Lower-skilled: Requiring some training/experience e.g. Process operative, skilled field worker (RQF 2)

Unskilled: Requiring minimal training/experience, e.g. Elementary roles, picking, packing etc. (below RQF 2)

Display This Question:

If How long has your business been in operation? = Less than three years

Q4.15 How many weeks on average did it take to recruit new staff:

_____ This year (1)

Display This Question:

If How long has your business been in operation? = Three years or more

Q4.16 How many weeks on average did it take to recruit new staff:

_____ This year (1)

_____ Three years ago (2)

Q4.17 Please provide any further details on strategies your business uses to recruit and retain staff:

Q4.18 How many agency staff did you plan to engage this year?

_____ staff (1)

Display This Question:

If How many agency staff did you plan to engage this year? [staff] > 0

Q4.19 How many agency staff did you actually engage this year?
_____ staff (1)

End of Block: Section 4: Recruitment strategy

Start of Block: Section 5: Labour shortages impact

Part 5 Intro **Part 5: Impact of labour shortages**

Q5.2 Have labour shortages for **non-seasonal** staff had a negative impact on your business in England in the last year?

- ☐ Yes (1)
 - ☐ No (2)
 - ☐ Don't know (3)
-

Display This Question:

If Have labour shortages for non-seasonal staff had a negative impact on your business in England in... = Yes

Q5.3 Please rate the scale of the impact of **non-seasonal** labour shortages:

- ☐ Minor impact (1)
 - ☐ Moderate impact (2)
 - ☐ Severe impact (3)
-

Q5.4 Have labour shortages for **seasonal** staff had a negative impact on your business in England in the last year?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)

Display This Question:

If Have labour shortages for seasonal staff had a negative impact on your business in England in the... = Yes

Q5.5 Please rate the scale of the impact of **seasonal** labour shortages:

- ☐ Minor impact (1)
 - ☐ Moderate impact (2)
 - ☐ Severe impact (3)
-

Display This Question:

If Have labour shortages for non-seasonal staff had a negative impact on your business in England in... = Yes

Or Have labour shortages for seasonal staff had a negative impact on your business in England in the... = Yes

Q5.6 What was the result of the impact of **overall labour shortages** had on your business in England in the last year?

(select all that apply)

- ☐ Reduced productivity (1)
 - ☐ Crops wasted (2)
 - ☐ Increased level of imports (3)
 - ☐ Additional reliance on existing workforce (4)
 - ☐ Used more overtime to maintain production (5)
 - ☐ Increased wages (6)
 - ☐ Reduced profitability (7)
 - ☐ Preventing my business from growing (8)
 - ☐ Resulted in site closure/downsizing (9)
 - ☐ Moving business overseas (10)
 - ☐ Considering closing the business (11)
 - ☐ Other (please specify) (12)
-

Display This Question:

If Have labour shortages for non-seasonal staff had a negative impact on your business in England in... = Yes

Or Have labour shortages for seasonal staff had a negative impact on your business in England in the... = Yes

Q5.7 Please add any comments on the impact that labour shortages are having on your business:

End of Block: Section 5: Labour shortages impact

Start of Block: Section 6: Automation

Q6.2 Is automation technology available, or being developed, in your sector?

- ☐ No (1)
 - ☐ Yes (2)
 - ☐ Don't know (3)
-

Display This Question:

If Is automation technology available, or being developed, in your sector? = Yes

Or Is automation technology available, or being developed, in your sector? = Don't know

Q6.3 Do you use automation technology in your business?

- ☐ No (1)
 - ☐ Yes (2)
 - ☐ Don't know (3)
-

Display This Question:

If Do you use automation technology in your business? = Yes

Q6.4 Please describe the automation technology you use:

Display This Question:

If Do you use automation technology in your business? = No

Q6.5 If you do not use automation technology, why not?

- ☐ Available technology not reliable or advanced enough (1)
- ☐ Investment too risky (2)
- ☐ Too expensive (3)
- ☐ Lack of knowledge or know how (4)
- ☐ Other (please specify) (5)

End of Block: Section 6: Automation

Start of Block: Section 7: further evidence

Q7.1 Do you have any further evidence/information you wish to submit to the Panel in the form of documents (you will be able to upload them)?

☐ No (1)

☐ Yes (2)

Skip To: End of Block If Do you have any further evidence/information you wish to submit to the Panel in the form of docum... = No

Q7.2 You can upload files here:

End of Block: Section 7: further evidence
