



## **The Hill McGlynn Salary Survey 2006**

Based on average salaries throughout the UK in 2006

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# The Hill McGlynn Salary Survey

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# The Hill McGlynn Salary Survey

The annual Hill McGlynn Salary Survey is a guide on average salaries within the construction industry, based on job title and region.

The Salary Survey is not a definitive guide to salaries within the construction industry - it is purely a guide and monitor for the recruitment and retention of staff and indicates average salaries. There will always be individual cases where salaries come outside of the brackets laid out in this report.

The salary guide is produced by Hill McGlynn & Associates, one of the leading construction recruitment organizations in the UK for the past 30 years. The salaries indicated are based on actual permanent placements by Hill McGlynn within the last 6 calendar months.

The salaries are split by not only job title, but by region. The regions are as follows:-

**North** – Newcastle & Humberside, Scotland

**North East** – Yorkshire

**North West** – Lancashire, Cheshire & North Wales

**Midlands** – East & West Midlands & East Anglia

**London** – Greater & Central London

**South & South East** – Southern & Northern Home Counties

**South West** – Devon, Cornwall & South Wales

## **Summary of the Results:-**

Overall, salaries have continued with a steady growth in all disciplines and regions, however, areas to note are:-

**London** – London continues to grow at a higher rate in terms of salary growth than any other region and with the Olympic bid beginning to make an impact over the coming years, this is predicted to continue.

**North / Scotland** – the Northern region has seen some of the largest growth in terms of salary, partly due to an increase in projects north of the border.

**High End Salaries** – Companies are beginning to see the benefit of retaining key staff and in nearly all areas, increases have been seen in the higher-end salaries.

# Quantity Surveyor

National Average: £33,000



## Senior Quantity Surveyor (15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£35 - 43,000	£38,000
North East	£33 - 43,000	£38,000
North West	£34 - 44,000	£38,000
Midlands	£35 - 47,500	£40,000
London	£40 - 58,000	£50,000
South & South East	£40 - 48,000	£45,000
South West	£35 - 45,000	£40,000

## Quantity Surveyor (10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£30 - 35,000	£33,000
North East	£27 - 34,000	£32,000
North West	£26 - 35,000	£33,000
Midlands	£25 - 39,000	£35,000
London	£32 - 48,000	£39,000
South & South East	£30 - 45,000	£32,000
South West	£30 - 38,000	£34,000

## Assistant Quantity Surveyor (Graduate – up to 10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£18 - 24,000	£21,000
North East	£19 - 25,000	£23,000
North West	£19 - 27,000	£23,000
Midlands	£21 - 30,000	£26,000
London	£22 - 31,000	£29,000
South & South East	£20 - 29,000	£27,000
South West	£18 - 28,000	£25,000

# Building Surveyor

National Average: £28,500



## Associate (15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£30 - 38,000	£36,000
North East	£30 - 38,000	£35,000
North West	£32 - 38,000	£36,000
Midlands	£33 - 40,000	£38,000
London	£42 - 55,000	£48,000
South & South East	£35 - 45,000	£41,000
South West	£33 - 45,000	£40,000

## Surveyor (10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£23 - 28,000	£26,000
North East	£23 - 28,000	£26,000
North West	£23 - 29,000	£28,000
Midlands	£25 - 35,000	£31,000
London	£35 - 47,000	£41,000
South & South East	£35 - 40,000	£35,000
South West	£28 - 40,000	£34,000

## Surveyor (Graduate – up to 10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£16 - 24,000	£20,000
North East	£17 - 24,000	£21,500
North West	£18 - 25,000	£22,000
Midlands	£17 - 26,000	£24,000
London	£20 - 38,000	£26,000
South & South East	£19 - 28,000	£25,000
South West	£18 - 26,000	£24,000

# PQS

**National Average: £35,000**



## **Associate** (15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£30 - 40,000	£35,000
North East	£33 - 42,000	£38,000
North West	£35 - 45,000	£38,000
Midlands	£35 - 42,000	£40,000
London	£50 - 60,000	£55,000
South & South East	£37 - 50,000	£44,000
South West	£40 - 45,000	£42,000

## **Surveyor** (10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£23 - 28,000	£26,000
North East	£24 - 30,000	£27,000
North West	£25 - 30,000	£27,000
Midlands	£25 - 33,000	£28,500
London	£35 - 50,000	£46,000
South & South East	£26 - 33,000	£30,000
South West	£30 - 38,000	£36,000

## **Assistant Surveyor** (Graduate – up to 10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£16 - 22,000	£19,000
North East	£17 - 22,000	£20,000
North West	£17 - 23,000	£20,000
Midlands	£18 - 23,000	£21,000
London	£20 - 35,000	£30,000
South & South East	£19 - 25,000	£22,000
South West	£18 - 24,000	£21,000

# Contracts Manager

National Average: £40,000



## Senior Contracts Manager (15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£37 – 50,000	£45,000
North East	£35 – 45,000	£40,000
North West	£38 – 48,000	£42,000
Midlands	£37 – 49,000	£44,000
London	£45 – 60,000	£50,000
South & South East	£38 – 50,000	£48,000
South West	£38 – 45,000	£42,000

## Contracts Manager (10 years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£35 – 45,000	£40,000
North East	£35 – 42,000	£37,000
North West	£34 – 44,000	£38,000
Midlands	£37 – 45,000	£41,000
London	£42 – 52,000	£48,000
South & South East	£35 – 50,000	£48,000
South West	£34 – 42,000	£38,000

# Project Manager

National Average: £42,000



## Project Manager

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£35 – 48,000	£42,000
North East	£35 – 45,000	£40,000
North West	£38 – 45,000	£41,000
Midlands	£35 – 45,000	£42,000
London	£42 – 60,000	£48,000
South & South East	£40 – 50,000	£45,000
South West	£38 – 48,000	£42,000

## Site Agent

National Average: £33,000



### Senior Site Agent (10 + years Exp)

#### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£29 – 35,000	£33,000
North East	£28 – 35,000	£32,000
North West	£28 – 35,000	£32,000
Midlands	£29 – 40,000	£38,000
London	£30 – 42,000	£38,000
South & South East	£32 – 40,000	£38,000
South West	£32 – 36,000	£34,000

### Site Agent

#### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£25 – 33,000	£28,000
North East	£24 - 33,000	£29,000
North West	£23 – 33,000	£29,000
Midlands	£25 – 35,000	£34,000
London	£26 – 38,000	£34,000
South & South East	£25 – 35,000	£31,000
South West	£26 – 35,000	£29,000

# Site Manager

**National Average: £35,000**



**Site Manager** (10 + years Exp)

## *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£29 – 38,000	£34,000
North East	£29 – 36,000	£34,000
North West	£28 – 36,000	£34,000
Midlands	£27 – 40,000	£35,000
London	£32 – 45,000	£38,000
South & South East	£29 – 45,000	£37,000
South West	£28 – 36,000	£34,000

# Engineers

**National Average: £27,000**



## Senior Engineer (10 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£28 – 34,000	£31,000
North East	£28 – 33,000	£30,000
North West	£27 – 33,000	£30,000
Midlands	£28 – 38,000	£34,000
London	£30 – 45,000	£39,000
South & South East	£30 – 40,000	£36,000
South West	£28 – 38,000	£33,000

## Engineer

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£22 – 29,000	£26,000
North East	£21 – 28,000	£26,000
North West	£20 – 28,000	£26,000
Midlands	£22 – 32,000	£29,000
London	£25 – 34,000	£33,000
South & South East	£25 – 34,000	£30,000
South West	£24 – 30,000	£27,500

## Junior Engineer

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£18 – 23,000	£20,000
North East	£18 – 23,000	£20,000
North West	£18 – 23,000	£20,000
Midlands	£19 – 25,000	£24,000
London	£22 – 25,000	£24,000
South & South East	£20 – 25,000	£24,000
South West	£17 – 23,000	£21,000

# Buyer

**National Average: £31,500**



## **Senior Buyer** (15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£28 - 34,000	£32,000
North East	£28 – 38,000	£34,000
North West	£25 – 36,000	£34,000
Midlands	£28 – 38,000	£40,000
London	£35 – 45,000	£41,000
South & South East	£35 – 45,000	£41,000
South West	£24 – 42,000	£38,000

## **Buyer** (10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£23 – 32,000	£28,000
North East	£21 – 32,000	£28,000
North West	£20 – 32,000	£28,000
Midlands	£25 – 31,000	£30,000
London	£29 – 41,000	£35,000
South & South East	£29 – 40,000	£35,000
South West	£25 – 34,000	£30,000

## **Assistant Buyer** (Graduate – up to 10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£18 – 24,000	£18,000
North East	£17 – 23,000	£19,000
North West	£17 – 22,000	£19,000
Midlands	£17 – 25,000	£22,000
London	£22 – 30,000	£26,000
South & South East	£19 – 28,000	£23,000
South West	£18 – 25,000	£21,000

# Estimator

**National Average: £36,000**



## Senior Estimator(15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£30 – 45,000	£37,000
North East	£29 – 45,000	£37,000
North West	£30 – 44,000	£38,000
Midlands	£31 – 55,000	£45,000
London	£45 – 58,000	£54,000
South & South East	£40 – 50,000	£45,000
South West	£42 – 50,000	£44,000

## Estimator

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£25 – 35,000	£27,000
North East	£21 – 33,000	£28,000
North West	£22 – 32,000	£28,000
Midlands	£25 – 38,000	£38,000
London	£35 – 48,000	£40,000
South & South East	£30 – 40,000	£35,000
South West	£28 – 38,000	£34,000

# Planners

**National Average: £35,000**



## **Senior Planner** (15 + years Exp)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£33 - 42,000	£38,000
North East	£32 - 40,000	£35,000
North West	£32 - 41,000	£35,500
Midlands	£38 - 48,000	£45,000
London	£40 - 55,000	£48,000
South & South East	£40 - 50,000	£46,000
South West	£36 - 48,000	£42,000

## **Planner** (10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£28 - 36,000	£33,000
North East	£28 - 34,000	£30,000
North West	£28 - 34,000	£30,000
Midlands	£28 - 38,000	£35,000
London	£38 - 45,000	£42,000
South & South East	£35 - 45,000	£40,000
South West	£30 - 38,000	£34,000

## **Assistant Planner** (Graduate – up to 10 years Exp.)

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£20 - 25,000	£22,000
North East	£20 - 25,000	£22,500
North West	£20 - 25,000	£22,500
Midlands	£18 - 27,000	£23,000
London	£25 - 32,000	£28,000
South & South East	£25 - 30,000	£28,000
South West	£22 - 28,000	£25,000

# Commercial Manager

National Average: £41,000



## Commercial Manager

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£34 – 48,000	£43,000
North East	£34 – 40,000	£38,000
North West	£34 – 42,000	£38,000
Midlands	£38 – 50,000	£47,500
London	£45 – 60,000	£50,000
South & South East	£45 – 55,000	£50,000
South West	£45 – 55,000	£50,000

# Health & Safety Manager

National Average: £34,500



## Health & Safety Manager

### *Regional Breakdown*

	<b>Range of salary</b>	<b>Typical</b>
North	£29 – 41,000	£35,000
North East	£30 – 40,000	£36,000
North West	£30 – 40,000	£36,000
Midlands	£30 – 42,000	£40,000
London	£35 – 54,000	£46,000
South & South East	£35 – 50,000	£42,000
South West	£35 – 48,000	£42,000

## Regional Comments



### North West

Salaries have been relatively stagnant in the Civils market for the past 12 months, however, with major water projects, three highways projects and several other major civils projects beginning in the next 6 months, we envisage that this will have a significant impact on salaries – especially Site Engineers and cross the board QS's.

### London

Across the board, London has seen an increase in salaries – mainly due to the large number of projects and skills shortages and this is reflected in the salary differential from across the rest of the UK. Senior Management salaries have seen the largest increase due to the fact that senior staff are in high demand and many of the job roles have changed significantly over the last 5 years. Senior positions now come with more added responsibilities with multiple projects, larger teams, more legislation and an increase in training and this is reflected in their salary increases. There has also been a change in 'intermediate' levels, such as QS's. Whereas 5 to 10 years ago, QS's would be looking to have 5-10 years experience to qualify for an intermediate salary, due to the shortage, employers are now 'back-filling' into the intermediate positions, so a QS with 2 years experience can now demand a salary of intermediate level. This is why assistant / graduate salaries have not increased significantly.

### South West

Salaries throughout the South West and South Wales have been coming more increasingly inline with those in the Southern / Midlands region of the UK. This is due to the work currently ongoing in the South West region where demand is outstripping supply – especially in the Technical and Commercial sectors. There will be major city re-developments in Plymouth, Exeter, Cardiff and Newport in 2006 / 2007 which will continue to underpin salary increases in this region.

### **North**

Salaries in the North & Scotland have rocketed in the past 12-18 months purely down to demand of staff due to the increase in projects and work. There is a huge workload in this region with some large PFI projects taking place. Employers have been finding that they are having to pay higher salaries to recruit people which can sometimes have a knock-on effect in existing employers salaries to bring these into line. Retention of good staff has been key too in the region and salaries, which were historically lower than the rest of the UK, are now coming into line with those in the South / South East – again a demand outstripping supply scenario.

### **Midlands**

The Midlands regions salaries have fluctuated in recent years due to project led knee-jerk reactions from different sectors. Recent projects such as the Bull Ring, the relief ring road and the rail sector have all seen employers having to buy in staff and this trend will continue with other large projects in the pipeline. Candidates in the Midlands region have also become more keen to stay within the area and cut down on travelling, whereas in the past, they have had to be more regionalised, they can now demand to stay centrally located.

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