



Construction
& Property



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Industrial &
Engineering

Salary Insights Report 2018-19

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Executive Summary

The UK has experienced significant political upheaval in recent times, with the long-term impact of Brexit still to be seen. Such uncertainty has naturally raised questions about what the future looks like. Despite this, business confidence seems high and the employment market remains fairly consistent amidst this backdrop. The unemployment rate is at a 44-year low, running at 3.8%, and average weekly earnings continued to rise at an annual rate of 3.4%.

Although the predicted growth in the construction industry has been downgraded, it is still expected to rise by 0.6%. Housing continues to be a key sector and the infrastructure sector also remains a significant driver of growth for the industry.

Demand for good quality skilled candidates is of course high. This year we have experienced an increase in permanent placements where clients want to keep hold of the skilled workers who appear to be in short supply. To enable Linear to continue to meet our clients' needs we have invested heavily in our Website and CRM system, both of which will further improve performance and enhance the service we offer to our clients and candidates in the current climate. Our database enables us to keep an extensive pool of the very best candidates.

Along with this we have evaluated all of the intelligence we have gained over the past 12 months and have analysed every inch of

relevant data we could find from within the market. This has enabled us to collate this Salary Insights Report and provide what is a vital set of statistics for companies and candidates alike.

I hope you find this useful, and if you require any further information please do not hesitate to get in touch.



Gareth Tomkins |
Managing Director

ABOUT OUR SALARY INSIGHTS REPORT

Using only our own data from April 2018 to March 2019, we have analysed over 35,000 pieces of information on candidate pay. This includes those candidates we have placed in permanent roles, along with all temporary Pay As You Earn (PAYE) and non-PAYE candidates.

It has been a tumultuous year in UK politics and the lack of clarity and progress of the fast-becoming debacle that is Brexit has no doubt had an impact on the Construction Industry. Despite a Construction output increase across Q1 2019 of 1%, there was a drop in March of 1.9%, which wasn't to be unexpected given the political uncertainty the country has faced.

The future also looks far from clear. Blane Perrotton, Managing Director of Naismiths, a national property consultancy and surveyor, said: "the industry is struggling to thaw from the inertia wrought by ending Brexit uncertainty. It is almost certain that the construction sector will remain in a state of hibernation as the Prime Minister grapples for a deal in the run-up to Halloween." Mr Perrotton put the overall quarterly increase down to contractors trying to get projects "over the line" before the previous EU leave date of 29 March, stating that the 0% growth in new projects is "far more revealing of the sector's endemic issues".

Despite the ongoing uncertainty that prevails over the construction industry and the economy as a whole, there is also a concern over skills shortages whether that be blue or white collar. In particular, demand for our permanent recruitment services has increased, as clients look to secure the talent they need to grow and prosper in a competitive environment. The upshot of this is that we have seen an

ever-increasing shortage of professional staff, especially within commercial and technical disciplines, and this has had an impact on salaries across the board. This report shows, for example, that Quantity Surveyor roles have been attracting remuneration levels of £60k per annum (excluding package) and experienced candidates have been able to secure multiple interviews and job offers.

Our Salary Insights Report also shows that London salaries outstrip other regions by around 20%. Our average salary from our capital office is £53k compared to £41.4k in the North East, £42k in the North West and £43.5k in Yorkshire. The same can be said of temporary roles, with pay rates for traditional blue-collar roles such as Joiners and Bricklayers around 15% higher in the South East compared to other regions.

Having personally recruited staff within the construction industry for over 15 years now, I believe that the recession of the mid-late 2000s is still having a major impact on recruitment today. The lack of people entering the industry as a whole during this period has meant there is now a dearth of good quality, mid-level experienced candidates for our clients to attract. But how can they attract from the talent pool that exists? It isn't all about the money, but about the client's reputation, their ability to offer flexible working practices and the security and progression on offer.

At Linear Recruitment our aim is to provide our customers with a clear, transparent, and honest service. We aim to be consultative and can provide up-to-date guidance on all matters from market trends to industry legislation. We continually look to build relationships with both our clients and our candidates in order to ensure that all have the best range of options available to them whether they are looking to recruit staff or for new career opportunities.

We hope this Salary Insights Report will give our candidates and clients a glimpse of the current market conditions in the Construction Industry. Linear Recruitment has a wealth of experience across five offices in the United Kingdom and we aim to go beyond the standard recruitment service, offering advice on fundamental issues in staffing the Construction Industry.

Geoff Taylor |
Operations Director (North)



This report provides a snapshot of the hourly rates, day rates and annual salaries paid to Linear candidates during the 2018-19 period. Owing to a multitude of ever-changing market conditions that have an impact on wages, current and future candidates may receive remuneration higher or lower than the bandings listed in the

document. This report does not provide any guarantee of current or future rates of pay and is intended to offer guidance on industry pay performance.

In addition to this Salary Insights Report we have been commissioned to produce bespoke reports for our clients on salary, bonus, benefits and market

conditions. Our clients have found these reports give them greater understanding of the industry they are operating in, as well as invaluable information on how to attract and retain the very best candidates. To find out more please get in touch to discuss your requirements.

Day Rate Non-PAYE

The table shows the minimum, maximum and average Day Rates of those candidates placed by Linear working on a non-PAYE basis

JOB TITLE	MIN	MAX	AVG	JOB TITLE	MIN	MAX	AVG
Assistant Site Manager	£200	£210	£208	Planner	£100	£350	£157
Bricklayer	£162	£333	£196	Plant Operator	£260	£280	£262
Buyer	£300	£300	£300	Plasterer	£160	£160	£160
Commissioning Engineer	£359	£359	£359	Plater	£250	£250	£250
Construction Manager	£290	£690	£376	Project Manager	£232	£450	£309
Contracts Manager	£275	£300	£275	Quantity Surveyor	£200	£400	£316
Design Manager	£300	£410	£334	Senior Engineer	£250	£350	£305
Electrician	£300	£300	£300	Senior Planner	£400	£500	£429
Engineer	£239	£600	£314	Senior Quantity Surveyor	£330	£410	£348
Estimator	£500	£500	£500	Senior Site Engineer	£310	£310	£310
Finishing Foreman	£235	£280	£242	Senior Site Manager	£300	£320	£317
Foreman	£176	£400	£261	Shuttering Joiner	£250	£250	£250
Groundworker	£200	£260	£253	Site Agent	£220	£385	£336
Health & Safety Manager	£250	£350	£294	Site Engineer	£240	£399	£306
Hod Carrier	£90	£180	£106	Site Manager	£165	£350	£256
Industrial Blaster	£225	£250	£236	Site Supervisor	£230	£230	£230
Industrial Painter	£225	£225	£225	Supervisor	£160	£800	£257
Labourer	£85	£270	£150	Surveyor	£260	£260	£260
Night Manager	£270	£300	£292	Tiler	£180	£200	£182
Painter & Decorator	£120	£130	£123	Welder	£250	£250	£250

Analysis



In the Construction Sector, we are experiencing a higher demand for permanent recruitment than freelance at the moment. Clients are still confident enough to recruit permanent staff, but how long this will continue, I am not sure, given the uncertainty that surrounds the economy on the whole. The sector collectively is still busy, but we are yet to see what consequences there will be surrounding Brexit. There has been a reduction in foreign investment and there are a number of major projects currently on hold. Brexit is most likely having an impact on this uncertainty, and when we do finally leave the EU (which I believe we will), I think there will be a "Brexit Bounce", with clients then in a position to push the button on major projects.

We saw a peak in 2018 for freelance rates, and there has been some degree of flat-lining regarding pay rates. This is not a bad thing in my opinion, as it has brought some normality back to our sector. There are still some skill sets that command premium pay rates, but they are now limited. What we have also seen is that there is now a better quality of candidate on the market in 2019 compared to 2018. Clients are now prepared to wait longer for the right candidate and the selection process is a more measured approach, with companies willing to reject candidates if they feel they do not quite fit the profile required for their role. There is far less "knee-jerk" recruitment this year.

Going forward I believe the construction sector will still grow in London, albeit at a rather steady rate, and there will be a good volume of work for quality recruiters, as Linear prides itself on being.

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Day Rate Non-PAYE | Sector Analysis

JOB TITLE	LONDON & SOUTH EAST	NORTH EAST	NORTH WEST	POWER & UTILITIES	RAIL & TRANSPORT	YORKSHIRE & MIDLANDS	AVERAGE
Assistant Site Manager	£208						£208
Bricklayer			£196				£196
Buyer						£300	£300
Commissioning Engineer				£359			£359
Construction Manager	£368	£387			£690	£290	£376
Contracts Manager	£275				£300		£275
Design Manager		£388				£300	£334
Electrician		£300					£300
Engineer	£400	£321			£298	£308	£314
Estimator					£500		£500
Finishing Foreman	£242						£242
Foreman	£199	£245		£312	£290	£290	£261
Groundworker				£253			£253
Health & Safety Manager	£294	£293					£294
Hod Carrier			£106				£106
Industrial Blaster				£250			£236
Industrial Painter				£225			£225
Labourer			£97		£250	£270	£150
Night Manager	£292						£292
Painter & Decorator						£123	£123

JOB TITLE	LONDON & SOUTH EAST	NORTH EAST	NORTH WEST	POWER & UTILITIES	RAIL & TRANSPORT	YORKSHIRE & MIDLANDS	AVERAGE
Planner	£325			£300	£100	£350	£157
Plant Operator				£262			£262
Plasterer						£160	£160
Plater			£250				£250
Project Manager	£450	£289	£290		£339	£334	£309
Quantity Surveyor	£342	£316	£220	£270		£285	£316
Senior Engineer				£295	£306		£305
Senior Planner				£400	£432		£429
Senior Quantity Surveyor	£356				£330	£341	£348
Senior Site Engineer					£310	£310	£310
Senior Site Manager	£317						£317
Shuttering Joiner				£250			£250
Site Agent	£300	£290	£290		£371	£320	£336
Site Engineer		£336	£253	£317	£288	£304	£306
Site Manager	£250	£238	£220		£275	£275	£256
Site Supervisor			£230				£230
Supervisor	£160	£243		£326	£262		£257
Surveyor						£260	£260
Tiler						£182	£182
Welder		£250					£250

Analysis



2019 has been an interesting year so far, with variations across the sub-sectors of Power & Utilities. As AMP6 begins to draw to a close, an expected rise in freelance opportunities in the Water-related industry has yet to be realised, with the exception of some high profile schemes. Whilst this continues the trend from the latter part of 2018, it will surely improve as we approach the summer months and projects are concluded. Then with AMP7 due to start, we expect to see a rise in permanent recruitment. Whilst this is typical at the start of most AMPs, Brexit is likely to increase this further.

However, in terms of the nation's electric and gas networks, the political uncertainty is having varying effects. Earlier in the year, as reported by several organisations including Energy News, National Grid recommended 'an investment of £59.8 million across 25 asset-based projects this year', stating this investment (higher than last year's), 'would allow it to maintain the option to deliver projects costing almost £5.4 billion'. These projects are 'required to ensure the future capability of the country's transmission network during an uncertain political landscape over coming decades and support the future development of the networks in an efficient, affordable and co-ordinated way'.

Linear has certainly seen a large proportion of its Power & Utilities business be attributed to this investment. Moreover, whatever happens with/after Brexit, there are physical links between Britain and mainland Europe; interconnectors that allow the UK to import energy to the continent when it is needed and export it when a surplus arises. National Grid owns joint stakes in two interconnectors linking Britain with France and the Netherlands and has three more under construction - Nemo to Belgium, the North Sea Link to Norway and IFA2 to France. It is doubtful that the lights will simply be turned out and therefore, new-build and upgrades of substations and gas compressor stations are expected to continue.

Any change in Government would perhaps have a greater impact, despite Labour's recent proposal to nationalise National Grid being unlikely to happen or of benefit. What is of greater intrigue is how the challenge of reducing carbon emissions will be achieved. The impact of this upon its construction-related activities will be anticipated with real interest. Linear Recruitment will adapt to its clients' needs with sincere collaboration with its candidates.

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Hourly Rate PAYE

JOB TITLE	MIN	MAX	AVG
Administration Assistant	£7.83	£7.83	£7.83
Administrator	£7.50	£11.50	£9.04
Assembler	£7.50	£9.43	£7.97
Banksman	£11.00	£13.62	£12.17
Bricklayer	£12.72	£14.25	£13.37
Cable Puller	£11.50	£11.50	£11.50
Cleaner	£7.50	£13.00	£8.61
CNC Operator	£8.50	£9.00	£8.55
Competent Person (Nat. Grid)	£19.63	£23.76	£19.93
Crane Supervisor	£20.00	£20.00	£20.00
Customer Service Operative	£8.50	£8.50	£8.50
Data Entry Clerk	£10.50	£10.50	£10.50
Document Controller	£13.00	£13.25	£13.10
Driver	£7.50	£10.58	£8.66
Dumper Driver	£11.60	£17.00	£12.53
Electrician	£13.50	£14.50	£14.41
FLT Driver	£7.83	£9.00	£8.34
Foreman	£18.11	£18.11	£18.11
Foundry Operative	£8.20	£9.20	£8.51
Gateperson	£7.83	£10.79	£9.25
General Foreman	£7.83	£7.83	£7.83
General Operative	£7.05	£17.37	£8.73
Groundworker	£8.80	£15.00	£11.96
Hod Carrier	£7.83	£8.00	£7.95

JOB TITLE	MIN	MAX	AVG
Industrial Blaster/Sprayer	£11.00	£11.00	£11.00
Industrial Painter	£12.00	£16.00	£13.06
Joiner	£10.50	£15.00	£10.61
Kitchen Porter	£7.50	£7.83	£7.81
Labourer	£7.00	£14.00	£8.36
Logistics Manager	£13.55	£13.55	£13.55
Machine Operator	£8.50	£8.50	£8.50
Mechanical Fitter	£9.50	£15.00	£13.74
Order Picker	£7.50	£9.75	£8.30
PA	£8.00	£8.00	£8.00
Packer	£8.50	£9.33	£8.58
Plant Operator	£7.83	£18.50	£11.77
Plater	£14.28	£14.28	£14.28
Production Operative	£7.05	£13.53	£8.26
Semi-skilled Labourer	£8.30	£8.30	£8.30
Site Groundworker	£7.83	£10.60	£9.98
Skilled Labourer	£8.47	£12.45	£10.35
Snagger	£11.25	£11.30	£11.29
Telehandler	£11.00	£16.49	£13.07
Telesales Advisor	£15.00	£15.00	£15.00
Trackman	£11.00	£15.00	£12.30
Traffic Marshall	£10.00	£10.45	£10.41
Warehouse Operative	£7.83	£8.86	£8.19
Welder	£16.00	£16.00	£16.00

Analysis



The Brexit issue and the uncertainty surrounding when we will leave or indeed if we will leave the EU has had major effects on the manufacturing and warehousing industries since the vote in 2016. Businesses have lost contracts to their European competitors, and with the threat of tariffs being imposed on them and the confusion surrounding the rights of EU nationals to stay in the UK after Brexit, we have seen many people abandon the UK and search for work in other EU countries. This has become a real concern, especially given that The Recruitment and Employment Federation (REF) found in a survey that 60% of recruiters operating in the warehousing sector recruit at least half their staff from the EU.

However, it's not all doom and gloom. The Warehousing and Logistics sector invested £1.8 Billion in new warehousing facilities during quarter 3 of 2018 alone and the push from large retailers to offer consumers same-day deliver means that the opportunity for growth in this sector is immense. Coupled with record employment figures across the UK, it has become more important than ever to attract and retain the best candidates for our clients.

I believe this Salary Insights Report shows that the market is more competitive than ever during my 19 years in recruitment.

The challenge for us is to make sure we are offering Linear's highly sought-after service to clients while making sure we are doing so in line with our values and commitments to candidates.

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PAYE Hourly Sector Analysis

The tables below represent the data from page 6 split into each sector. Here we can see how wages perform in each role across location and sector.

JOB TITLE	NORTH EAST	NORTH WEST	YORKSHIRE & MIDLANDS	LINEAR AVERAGE	JOB TITLE	NORTH EAST	NORTH WEST	YORKSHIRE & MIDLANDS	LINEAR AVERAGE
CONSTRUCTION	£9.74	£9.22	£8.84	£9.27	Industrial Painter		£13.44		£13.44
Administrator	£9.00	£8.43		£8.69	Joiner			£15.00	£15.00
Banksman	£12.22			£12.22	Labourer	£9.10	£7.97	£8.14	£8.27
Bricklayer	£13.37			£13.37	Logistics Manager		£13.55		£13.55
Cleaner	£8.62	£7.75	£8.84	£8.76	Mechanical Fitter	£10.84			£10.84
Crane Supervisor			£20.00	£20.00	PA	£8.00			£8.00
Data Entry Clerk			£10.50	£10.50	Plant Operator	£11.85		£11.33	£11.74
Document Controller	£13.10			£13.10	Plater	£14.28			£14.28
Driver	£8.90		£9.00	£8.99	Production Operative			£8.25	£8.25
Dumper Driver	£12.35			£12.35	Semi Skilled Labourer			£8.30	£8.30
Electrician	£13.50			£13.50	Site Ground Worker	£9.98			£9.98
Foreman	£18.11			£18.11	Skilled Labourer	£8.99	£8.47	£10.72	£10.31
Gateperson	£9.29		£8.15	£9.25	Snagger			£11.29	£11.29
General Operative	£8.75			£8.75	Telehandler	£13.14		£11.07	£12.66
Groundworker	£10.19		£15.00	£11.94	Traffic Marshall			£10.41	£10.41
Hod Carrier	£7.95			£7.95	Welder	£16.00			£16.00

JOB TITLE	YORKSHIRE & MIDLANDS AVG	JOB TITLE	AVERAGE
INDUSTRIAL & ENGINEERING	£8.50	POWER & UTILITIES	£14.66
Administration Assistant	£7.83	Competent Person (National Grid)	£19.73
Administrator	£9.15	Dumper Driver	£17.00
Assembler	£7.97	Electrician	£14.50
Cleaner	£8.16	Mechanical Fitter	£14.00
CNC Operator	£8.55	Plant Operator	£18.50
Customer Service Operative	£8.50	Skilled Labourer	£11.26
Driver	£8.62	Telehandler	£15.74
FLT Driver	£8.34		
Foundry Operative	£8.51		
General Foreman	£7.83		
General Operative	£8.73		
Bench Joiner	£10.50		
Kitchen Porter	£7.81		
Labourer	£8.64		
Machine Operator	£8.50		
Order Picker	£8.30		
Packer	£8.58		
Production Operative	£8.26		
Warehouse Operative	£8.19		
		RAIL & TRANSPORT	£12.27
		Banksman	£11.00
		Cable Puller	£11.50
		Groundworker	£12.00
		Industrial Painter	£12.19
		Industrial Blaster/Sprayer	£11.00
		Labourer	£12.69
		Trackman	£12.30

Hourly Rate Non-PAYE

The tables show the minimum, maximum and average hourly rate of those candidates placed by Linear working on a non-PAYE basis.

JOB TITLE	MIN	MAX	AVG
Administrator	£10.00	£18.00	£12.00
Assistant Quantity Surveyor	£14.00	£14.00	£14.00
Assistant Site Manager	£18.00	£24.98	£20.86
Banksman	£12.00	£19.00	£14.96
Bricklayer	£13.00	£34.50	£19.00
Brickwork Foreman	£19.00	£19.00	£19.00
Building Labourer	£10.00	£14.00	£11.50
Cable Puller	£13.00	£17.94	£14.47
CAD Technician	£33.80	£33.80	£33.80
Cleaner	£9.55	£10.10	£9.91
Competent Person	£25.00	£29.08	£25.99
Concrete Finisher	£13.39	£22.47	£16.46
Consultant	£50.00	£50.00	£50.00
Contracts Manager	£25.00	£25.00	£25.00
COSS	£14.00	£34.00	£15.80
Crane Driver	£17.64	£23.18	£20.80
Crane Supervisor	£20.00	£21.00	£20.76
Customer Care Manager	£19.00	£24.00	£22.93
Document Controller	£12.00	£21.00	£17.28
Driver	£9.85	£20.42	£13.59
Dry Liner	£18.00	£18.00	£18.00
Dumper Driver	£13.00	£22.00	£14.97
Electrical Engineer	£30.00	£30.00	£30.00
Electrician	£16.00	£19.00	£17.65
Electrician's Mate	£12.00	£13.00	£12.86
Engineer	£25.00	£28.45	£25.75
Fabricator	£15.00	£16.46	£15.42
Finisher	£10.50	£20.00	£14.50
Finishing Foreman	£17.00	£19.00	£17.36
Finishing Manager	£20.00	£26.32	£23.23
Fix Carpenter/Joiner	£16.00	£18.00	£17.59
FLT Driver	£13.65	£13.65	£13.65
Foreman	£17.00	£23.85	£20.79
Ganger	£13.00	£29.69	£16.08

JOB TITLE	MIN	MAX	AVG
Gateperson	£9.40	£13.00	£10.75
General Foreman	£20.00	£30.92	£27.68
General Labourer	£9.50	£14.00	£10.60
General Operative	£7.83	£19.00	£11.04
Groundworker	£11.00	£25.00	£15.58
Health & Safety Manager	£28.40	£28.40	£28.40
Hoist Driver	£12.00	£13.00	£12.28
HV Comp	£23.00	£24.00	£23.92
Industrial Painter	£8.00	£19.00	£16.81
Joiner	£13.00	£27.00	£16.88
Kitchen Fitter	£12.00	£12.00	£12.00
Labourer	£7.83	£22.00	£10.57
Liaison Officer	£12.00	£12.00	£12.00
Lifting Supervisor	£18.00	£18.00	£18.00
Logistics Manager	£16.00	£17.00	£16.40
Lookout	£12.00	£16.80	£12.97
Machine Operator	£14.00	£23.00	£18.21
Maintenance	£10.00	£10.00	£10.00
Materials Controller	£15.00	£26.00	£24.84
Mechanical Fitter	£12.63	£22.00	£18.02
Night Manager	£26.50	£26.50	£26.50
Painter & Decorator	£12.00	£23.50	£14.64
PASMA Qualified Worker	£14.71	£18.00	£17.18
Pipe Fitter	£18.00	£18.00	£18.00
Pipe Layer	£15.00	£17.00	£15.28
Pipefitter's Mate	£12.00	£18.00	£13.50
Planner	£40.00	£40.00	£40.00
Plant Operator	£9.85	£34.00	£15.38
Plaster Patcher	£15.00	£15.00	£15.00
Plasterer	£14.50	£20.00	£15.70
Plater	£14.28	£20.00	£17.99
Plumber	£14.85	£19.50	£17.05
Protection Controller	£17.00	£19.00	£18.00
Quantity Surveyor	£13.50	£13.50	£13.50

JOB TITLE	MIN	MAX	AVG
Receptionist	£10.55	£10.55	£10.55
Rigger	£18.00	£20.00	£18.45
Roofer	£16.00	£16.00	£16.00
Safety Critical Operative	£11.00	£49.85	£17.01
Scaffolder	£17.00	£17.50	£17.43
Secretary	£12.85	£12.85	£12.85
Semi-skilled Labourer	£10.00	£13.50	£10.97
Senior Engineer	£26.00	£40.00	£30.76
Senior Planner	£55.55	£55.55	£55.55
Shuttering Joiner	£13.00	£28.46	£18.42
Site Agent	£28.00	£30.00	£29.37
Site Engineer	£14.00	£35.35	£27.04
Site Groundworker	£10.00	£27.89	£14.54
Site Manager	£10.25	£35.00	£23.05

JOB TITLE	MIN	MAX	AVG
Site Supervisor	£16.00	£25.00	£19.44
Skilled Labourer	£9.40	£20.00	£12.69
Slinger/Signaller	£11.00	£18.00	£14.98
Snagger	£12.00	£17.50	£14.46
Steel Erector	£9.35	£28.00	£20.48
Steel Fixer	£17.00	£30.19	£23.02
Storeman	£11.00	£18.00	£14.23
Supervisor	£12.00	£30.00	£21.88
Telehandler	£9.90	£21.00	£14.66
Tiler	£15.00	£18.00	£16.09
Trackman	£10.00	£20.00	£13.47
Traffic Marshall	£10.00	£14.00	£12.29
Welder	£16.00	£25.11	£17.88

Analysis



It has been a strange start to 2019 across various sectors within construction. Like many others, our region has seen a decline in the number of projects commencing. There have been many key influences behind this, mainly associated with the political uncertainty. With the Government's Housing Agenda, many in the sector were feeling positive even with Brexit looming. However, Yorkshire as a Region was the only one to see a reduction in planning approvals, having a knock-on effect on clients' recruitment strategies.

Discussions with our clients have centred around delays in recruitment needs and longer processes due to the complex nature of the current climate, adding to the frustration for both clients and candidates. It has been widely publicised that we are facing skill-shortages across various departments and this has led to inflated salaries adding to recruitment pressure. In the permanent market, salaries are the highest we have seen and even still candidates are more cautious when making their next career move.

Looking to the future, there is growing concern in the region attracting the right candidate skillset to complete on current and forthcoming projects with the introduction of IR35 not helping and set to affect both the contract and permanent recruitment markets. Organisations have started to re-think their business models post introduction to IR35 and what this might mean for their company. Initial thoughts suggest that contractors will look to increase their day rate which may mean companies will need to look at their permanent recruitment strategy.

As we move forward, it will be interesting to see how businesses adapt to the changes and market conditions. Linear Recruitment will be on hand to support talent attractions and offer guidance throughout the recruitment process.

Danielle Simmonds - Regional Manager - Yorkshire

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Analysis



We are seeing a lot of uncertainty in the construction and infrastructure sectors at present. A number of reputable construction companies are facing difficulties sending major ripples across the London and South East region.

In spite of this, we are confident there is growth potential especially in the civil engineering sector. There are some key major projects happening such as the Lower Thames Crossing, Tilbury Dock Regeneration and smart motorway schemes, along with general road regeneration projects. We are also working with a number of SMEs on soil stabilisation and earthwork projects across the UK and mainland Europe, and expect to see a rise in warehouse and storage construction projects.

Darren Brown - Regional Manager - London/South East

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Average of Salary Non-PAYE Per Hour

JOB TITLE	LONDON & SOUTH EAST	NORTH EAST	NORTH WEST	YORKSHIRE & MIDLANDS	LINEAR AVERAGE
CONSTRUCTION	£16.36	£16.82	£13.90	£15.03	£15.66
Administrator	£12.62		£10.00		£12.00
Assistant Quantity Surveyor				£14.00	£14.00
Assistant Site Manager	£21.85	£20.69	£19.91	£22.58	£20.86
Banksman		£15.66	£12.54	£12.13	£14.81
Bricklayer	£20.00	£16.40	£17.44	£18.91	£17.88
Brickwork Foreman			£19.00		£19.00
Building Labourer	£10.00				£10.00
CAD Technician	£33.80				£33.80
Cleaner	£9.88	£9.85	£9.85	£9.93	£9.91
Concrete Finisher		£15.00			£15.00
Consultant	£50.00				£50.00
Contracts Manager		£25.00			£25.00
Crane Driver		£20.80			£20.80
Crane Supervisor				£20.76	£20.76
Customer Care Manager				£22.93	£22.93
Document Controller	£17.53		£12.00		£17.28
Driver		£13.09		£11.00	£12.34
Dry Liner				£18.00	£18.00
Dumper Driver		£14.30	£14.74	£14.85	£14.50
Electrical Engineer				£30.00	£30.00
Electrician		£17.07		£18.00	£17.24
Electrician's Mate		£12.86			£12.86
Engineer				£25.87	£25.75
Fabricator		£15.42			£15.42
Finisher				£11.75	£11.75
Finishing Foreman		£18.00	£17.00	£19.00	£17.36
Finishing Manager	£23.42		£20.50		£23.23
Fix Carpenter/Joiner	£18.00			£17.37	£17.59
FLT Driver		£13.65			£13.65
Foreman	£20.00	£22.51		£20.00	£22.29
Ganger				£13.00	£13.00
Gateperson	£11.52	£10.00	£10.83	£10.54	£10.75
General Foreman		£27.07		£30.28	£27.68
General Labourer		£9.85		£9.99	£9.98
General Operative	£15.21	£10.48	£10.18	£10.94	£10.91
Groundworker	£15.42	£13.84	£16.52	£15.04	£14.58
Health & Safety Manager	£28.40				£28.40
Hoist Driver	£12.28				£12.28
Industrial Painter			£16.44	£19.00	£16.81
Joiner	£18.73	£16.07	£16.74	£16.81	£16.68
Kitchen Fitter	£12.00				£12.00
Labourer	£10.85	£11.52	£9.94	£10.06	£10.36

JOB TITLE	LONDON & SOUTH EAST	NORTH EAST	NORTH WEST	YORKSHIRE & MIDLANDS	LINEAR AVERAGE
Liaison Officer	£12.00				£12.00
Lifting Supervisor		£18.00			£18.00
Logistics Manager			£16.40		£16.40
Lookout		£12.92			£12.92
Maintenance		£10.00			£10.00
Materials Controller		£24.84			£24.84
Mechanical Fitter		£19.14			£19.14
Night Manager		£26.50			£26.50
Painter & Decorator	£14.22	£13.89	£15.02	£15.84	£14.64
Pipe Fitter		£18.00			£18.00
Pipe Layer		£15.00		£17.00	£15.28
Pipefitter's Mate		£13.50			£13.50
Planner		£40.00			£40.00
Plant Operator	£16.94	£14.56	£14.22	£15.08	£14.85
Plaster Patcher			£15.00		£15.00
Plasterer	£17.60	£15.55	£15.09	£17.00	£15.70
Plater		£17.99			£17.99
Plumber		£14.89	£16.50	£18.92	£17.05
Quantity Surveyor		£13.50			£13.50
Receptionist	£10.55				£10.55
Rigger		£18.45			£18.45
Roofer			£16.00		£16.00
Scaffolder			£17.50	£17.40	£17.43
Secretary	£12.85				£12.85
Semi-skilled Labourer			£10.97		£10.97
Senior Engineer		£26.43		£33.79	£30.76
Senior Planner				£55.55	£55.55
Shuttering Joiner		£16.84		£18.07	£17.06
Site Agent		£29.37			£29.37
Site Engineer		£25.18		£30.57	£27.16
Site Groundworker		£13.10	£11.04	£14.57	£13.93
Site Manager	£20.92	£22.46	£24.49	£23.21	£23.05
Site Supervisor	£16.00	£24.29			£19.44
Skilled Labourer	£12.13	£11.92	£10.96	£11.76	£11.32
Slinger/Signaller		£14.33	£16.68	£15.06	£14.93
Snagger			£16.66	£14.16	£14.46
Steel Fixer		£18.28		£17.00	£18.24
Storeman		£13.17			£13.17
Supervisor	£12.51	£26.37	£14.50	£20.03	£21.88
Telehandler	£15.50	£14.34	£14.49	£14.78	£14.60
Tiler	£18.00			£15.32	£16.09
Traffic Marshall			£11.63	£12.21	£12.18
Welder	£24.25	£17.72			£17.88

JOB TITLE	AVERAGE	JOB TITLE	AVERAGE	JOB TITLE	AVERAGE
POWER & UTILITIES	£20.16	Dumper Driver	£18.55	Shuttering Joiner	£24.33
360 Driver	£21.80	Electrician	£18.00	Site Engineer	£25.06
Banksman	£15.00	Finisher	£20.00	Site Groundworker	£20.89
Bricklayer	£23.63	Ganger	£17.74	Skilled Labourer	£15.06
Cable Puller	£15.63	General Operative	£17.25	Steel Fixer	£26.14
Competent Person (Nat. Grid)	£25.99	Groundworker	£22.23	Storeman	£12.50
Concrete Finisher	£17.93	Joiner	£25.42	Telehandler	£18.00
		Mechanical Fitter	£17.42		

JOB TITLE	AVERAGE	JOB TITLE	AVERAGE	JOB TITLE	AVERAGE
RAIL & TRANSPORT	£16.05	Groundworker	£15.79	Shuttering Joiner	£19.12
Banksman	£15.65	HV Comp	£23.92	Site Groundworker	£14.25
Bricklayer	£20.45	Industrial Painter	£16.79	Skilled Labourer	£20.00
Building Labourer	£13.75	Joiner	£20.00	Slinger/Signaller	£17.00
Cable Puller	£13.23	Labourer	£12.97	Steel Erector	£20.48
COSS	£15.80	Lookout	£13.26	Steel Fixer	£18.39
Driver	£15.00	Machine Operator	£18.21	Storeman	£16.55
Foreman	£17.10	PASMA Qualified Worker	£17.18	Supervisor	£22.00
Ganger	£18.22	Plant Operator	£18.99	Telehandler	£15.86
General Labourer	£13.20	Protection Controller	£18.00	Trackman	£13.47
General Operative	£17.25	Safety Critical Operative	£17.01	Traffic Marshall	£13.16

Analysis



With a projected £48 billion to be spent over the next five years, the UK rail industry is entering a period of substantial growth. Whilst we transition from Control Period 5 in to Control Period 6, the market has proven to be slow in comparison to the extremely busy start of the year as contractors hurried to finish-off existing projects. It seems the majority of contractors are in the same boat, waiting to hear back on tenders and for projects to start on site. The worry here would be the loss of quality, skilled candidates to other industries as people grow frustrated waiting for projects to start.

The rates have been fairly consistent recently but it will be interesting to see how they fluctuate in the upcoming period. As always, candidate availability will drive these changes, especially in the case of more skilled workers. What we may end up seeing is an inflation in certain rates as the railway industry competes with other, large scale infrastructure projects to attract the workers. Another factor to consider is the impending change in IR35 regulations in the private sector which may also cause disruption or see a surge in contractors seeking permanent positions.

With the uncertainty regarding Brexit, it is important to consider a potential shortage of workers if we no longer have the availability of EU Nationals working in the UK railway industry. It is therefore key for the industry, and ourselves, to continually attract new workers so that we can meet the demand. Fortunately, at Linear, we have developed an extensive database of excellent candidates we can rely on.

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Permanent Placements

At Linear we saw a rise in the number of permanent placements in 2018-19. There has been an increase in demand as businesses look to recruit and retain skilled staff.



Geoff Taylor
Operations Director (North)

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The North East market continues to provide mixed messages in terms of its performance in 2019. Our clients are expressing a general frustration about getting projects on to sites and a lot of clients stating political uncertainty as a significant factor. Unemployment in the North East actually rose (against the general National trend) by 0.6% in the three months to April and currently stands at 5.7% (highest in the country). That said there is a continuing need for high quality permanent staff across the Construction Industry in the region and that is clearly having an impact on the salaries required to attract the right candidates.

House builders continue to show a high demand for staff due to a mixture of increasing completion targets and the competitive nature of the candidate market as a whole, and from our data we can see that organisations in the sector are now having to pay mid £50ks and above for experienced site management staff. In addition there continues to be a thirst for growth in this sector with well-known builders opening up new offices in the region, inevitably leading to recruitment opportunities. Commercial staff, especially Quantity Surveyors are always in high demand.

Our North East data shows that in the North East the average salary for a Quantity Surveyor placement was £42,833; for the Housing companies and large Construction companies that figure will be significantly higher as the requirement for particular skill sets and subsequent competition for such candidates increases. The looming impact of IR35 is likely to have further implications for permanent recruitment especially within those segments of the Industry that have typically relied more heavily on Temporary staff, which may again add inflationary pressure on salaries.

This upward force is despite the general uncertain outlook for the region's economy, but whatever the future Linear Recruitment's Newcastle office has significant experience in the sector ensuring we offer the correct advice and to assist on any recruitment requirement.

2018/19 Salaries

JOB TITLE	MIN	MAX	AVG
Administrator	£18,000	£18,000	£18,000
Architectural Technician	£35,000	£35,000	£35,000
Architectural Technologist	£29,000	£29,000	£29,000
Assistant Engineer	£23,000	£23,000	£23,000
Assistant Quantity Surveyor	£25,000	£30,000	£27,500
Assistant Site Manager	£31,880	£49,000	£37,149
Buyer	£42,500	£42,500	£42,500
Commercial Manager	£74,000	£95,000	£84,500
Construction Manager	£41,667	£65,000	£53,333
Design Manager	£52,500	£52,500	£52,500
Development Engineer	£55,000	£55,000	£55,000
Development Manager	£52,000	£52,000	£52,000
Document Controller	£23,000	£35,000	£28,760
Engineer	£45,500	£45,500	£45,500
Estimator	£40,833	£41,000	£40,917
General Foreman	£35,000	£35,000	£35,000
M & E Project Manager	£91,000	£91,000	£91,000
NRSWA Supervisor	£36,000	£36,000	£36,000
Operations Manager	£45,000	£45,000	£45,000
Painter	£23,000	£23,000	£23,000
Payroll Administrator	£21,000	£21,000	£21,000

JOB TITLE	MIN	MAX	AVG
Project Administrator	£18,000	£18,000	£18,000
Project Director	£43,500	£90,000	£69,625
Project Manager	£32,000	£66,000	£50,333
Project Planner	£70,000	£70,000	£70,000
Quality Assurance Officer	£30,000	£30,000	£30,000
Quantity Surveyor	£35,000	£60,000	£44,292
Sales Advisor	£22,500	£22,500	£22,500
Section Engineer	£43,000	£43,000	£43,000
Senior Construction Manager	£110,000	£110,000	£110,000
Senior Quantity Surveyor	£53,333	£53,333	£53,333
Senior Site Manager	£49,000	£72,500	£57,556
Senior Technical Coordinator	£60,000	£60,000	£60,000
Site Administrator	£24,500	£24,500	£24,500
Site Agent	£39,000	£40,000	£39,500
Site Engineer	£35,000	£36,000	£35,333
Site Manager	£28,000	£60,000	£47,701
Site Secretary	£26,500	£26,500	£26,500
Technical Coordinator	£39,000	£54,000	£47,000
Technical Manager	£56,000	£56,000	£56,000
Telehandler	£26,000	£26,000	£26,000



Caroline Oberman
Regional Manager Manchester

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On the back of the Brexit vote there was an initial panic phase for many of the larger tier 1 contractors and volume housebuilders, and for a short period of time we saw some companies even put permanent recruitment on hold. However in the months following the news, and right up until today, the majority of our clients have been leaning towards employing people on a permanent basis more so than contract. There is still a huge shortage of suitably qualified, experienced construction candidates within all disciplines and clients are now wanting to make sure they secure the top talent for their business on a permanent basis. This is a complete contrast to the previous recession where the majority of roles became project lead and of a contract nature.

We have also seen a rise this year in clients asking for more junior level candidates they can train and develop into their future stars. Again this has been across all disciplines including engineering, surveying and site management. I believe some of the reasons behind this move are related to the industry talent shortage caused by the 2008 recession, as well as the lack of promotion of the construction industry to school leavers. There is the belief that by growing their own talent businesses will earn loyalty in a competitive market where salaries are growing rapidly.

There does seem to be a slight slowdown in the urgency of vacancies as we come into the summer, some of which has been caused by delays to project starts. I believe this will only be short term as it is not unusual to have a decline in permanent starters due to the financial year and holiday season for a lot of hirers. This does in turn lead to a higher number of contract roles to cover this period.

Salaries within the North West have seen a significant growth over the last two years, where some roles have grown by 25%. It is not unusual for Site Managers to be commanding salaries in excess of £50,000, even on smaller, low value sites. Packages have also increased with a standard car allowance of between £5,000 and £8,000 and bonuses ranging from 10% - 25%. I think that there is now only a very small gap between Manchester and London salaries, especially in housebuilding. We are finding that salary is not the only deciding factor when candidates negotiate their job package. The overall package is becoming increasingly important, as well as an open approach to flexible working. Other benefits offered from our clients include: mileage or fuel card, death in service, good holidays and often days can be added as service years increase, private health insurance, pension, gym membership, childcare vouchers and additional cash funds. The kind of benefits packages on offer does differ from company to company with differences related to the size of the organisation.

2017/18 Salaries

JOB TITLE	MIN	MAX	AVG
Administrator	£24,000	£24,000	£24,000
Area Manager	£70,000	£70,000	£70,000
Assistant Buyer	£19,000	£19,000	£19,000
Assistant Quantity Surveyor	£30,000	£30,000	£30,000
Assistant Site Manager	£28,500	£39,500	£35,278
Bid Writer	£34,000	£40,000	£37,000
Build Manager	£73,000	£73,000	£73,000
Buyer	£14,000	£40,000	£27,583
Commercial Assistant	£28,000	£28,000	£28,000
Commercial Director	£80,000	£80,000	£80,000
Commercial Gas Engineer	£29,000	£29,000	£29,000
Commercial Manager	£26,500	£67,000	£51,167
Construction Manager	£35,000	£62,500	£48,750
Contracts Manager	£45,000	£53,000	£49,000
Customer Care Coordinator	£22,000	£22,000	£22,000
Customer Care Manager	£35,000	£35,000	£35,000
Design Manager	£52,500	£52,500	£52,500
Development Coordinator	£30,000	£30,000	£30,000
Development Manager	£51,000	£51,000	£51,000
Development Surveyor	£56,000	£56,000	£56,000
Document Controller	£31,000	£31,000	£31,000
Estimator	£50,000	£50,000	£50,000
Foundry Operative	£19,760	£19,760	£19,760
General Foreman	£44,000	£45,000	£44,500
Head of Technical	£75,000	£75,000	£75,000
Health & Safety Assistant	£21,000	£21,000	£21,000
Labour Co-ordinator	£18,000	£18,000	£18,000
Land Manager	£55,000	£55,000	£55,000

JOB TITLE	MIN	MAX	AVG
Operations Director	£72,000	£72,000	£72,000
Operations Manager	£70,000	£70,000	£70,000
Planner	£33,000	£54,000	£43,500
Project Manager	£34,000	£75,000	£58,429
Project Planner	£45,000	£45,000	£45,000
Project Sales Manager	£20,000	£20,000	£20,000
Quantity Surveyor	£40,000	£85,000	£66,500
Receptionist	£18,000	£20,300	£19,100
Regional Manager	£52,500	£52,500	£52,500
Secretary / Personal Assistant	£23,333	£23,333	£23,333
Senior Assistant Site Manager	£54,000	£54,000	£54,000
Senior Buyer	£45,000	£45,000	£45,000
Senior Project Manager	£65,000	£80,000	£70,000
Senior Quantity Surveyor	£40,000	£85,000	£48,000
Senior Site Manager	£55,000	£64,500	£59,750
SHE Advisor	£22,500	£22,500	£22,500
Site Agent	£38,695	£55,000	£44,565
Site Engineer	£26,500	£36,000	£30,375
Site Manager	£33,000	£55,000	£45,179
Site Secretary	£32,000	£32,000	£32,000
Site Supervisor	£25,000	£38,000	£31,500
Sub Agent	£45,000	£45,000	£45,000
Technical Coordination Advisor	£32,000	£32,000	£32,000
Technical Coordinator	£36,000	£36,000	£36,000
Technical Engineer	£38,000	£38,000	£38,000
Technical Manager	£96,000	£96,000	£96,000
Telehandler	£22,308	£25,350	£23,829
Trade Package Manager	£28,000	£28,000	£28,000

Permanent Salaries Regional Breakdowns

This table shows the 2018-19 average salary split by location and sector.

JOB TITLE	LONDON & SOUTH EAST	NORTH EAST	NORTH WEST	POWER & UTILITIES	RAIL & TRANSPORT	YORKSHIRE & MIDLANDS	LINEAR AVERAGE
Administrator						£18,000	£18,000
Architectural Technician		£35,000	£35,000				£35,000
Architectural Technologist		£29,000					£29,000
Assistant Engineer		£23,000					£23,000
Assistant Quantity Surveyor		£25,000				£30,000	£27,500
Assistant Site Manager	£35,000	£35,776	£37,875			£38,750	£37,149
Buyer	£42,500						£42,500
Commercial Manager	£95,000	£74,000					£84,500
Construction Manager	£65,000				£41,667		£53,333
Design Manager	£52,500						£52,500
Development Engineer			£55,000				£55,000
Development Manager			£52,000				£52,000
Document Controller	£30,200	£23,000					£28,760
Engineer		£45,500					£45,500
Estimator		£40,917					£40,917
General Foreman		£35,000					£35,000
M & E Project Manager	£91,000						£91,000
NRSWA Supervisor				£36,000			£36,000
Operations Manager						£45,000	£45,000
Painter						£23,000	£23,000
Payroll Administrator						£21,000	£21,000
Project Administrator			£18,000				£18,000
Project Director					£66,750	£72,500	£69,625
Project Manager	£47,400	£50,000	£66,000				£50,333
Project Planner	£70,000						£70,000
Quality Assurance Officer	£30,000						£30,000
Quantity Surveyor	£57,500	£42,833	£36,667			£37,500	£44,292
Sales Advisor						£22,500	£22,500
Section Engineer						£43,000	£43,000
Senior Construction Manager	£110,000						£110,000
Senior Quantity Surveyor	£53,333						£53,333
Senior Site Manager	£67,500	£52,667	£56,250				£57,556
Senior Technical Coordinator	£60,000						£60,000
Site Administrator			£24,500				£24,500
Site Agent		£39,500					£39,500
Site Engineer			£35,333				£35,333
Site Manager	£54,150	£45,500	£47,452		£28,000	£49,833	£47,701
Site Secretary	£26,500						£26,500
Technical Coordinator	£47,000						£47,000
Technical Manager						£56,000	£56,000
Telehandler		£26,000					£26,000

it's personal
we're better together
we do what's right
straight to the point
we go beyond

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