



Highways &
Infrastructure



Industrial &
Engineering



Construction
& Property



Trades &
Labour



Design &
Consultancy



Power &
Utilities



Rail &
Transport



Salary Insights Report 2020

Executive Summary

When we started looking at putting our 2020 Salary Insights Report together at the beginning of the year my summary was looking very different to the one we have finally published.

As a company, Linear finished 2019 very strongly; this put us in good stead for 2020 and we were set for a record first quarter. At the start of 2020 the UK Jobs market was moving at a steady pace and in January the number of people placed into permanent job roles increased at the quickest rate in 14 months.

As the country then entered the very unfortunate and unprecedented times at the back end of March 2020, the Covid-19 pandemic and subsequent lockdown hit the jobs market massively as it experienced a record drop in vacancies, recruitment plans were frozen and redundancies were made. As a consequence staff availability increased at the quickest rate since July 2009 and as many as a third of all UK jobs have been affected by the lockdown.

The Construction Industry, like most, very much felt the consequences of the pandemic as the value of project starts fell by an estimated 62% during the second quarter of 2020. However with the Government's proposed investment in construction many people are suggesting a quicker than first expected recovery.

Like ourselves, many of our clients and companies in general have taken a number of steps to safeguard the business and future operations and are now starting to focus on their strategy moving forward. Everyday we are adding new quality job seekers to our already extensive pool of the very best candidates. If your business is in a phase of restructuring or you are revisiting your recruitment plans there is no better time to contact us especially if you are searching for the best talent, whether on a contract or permanent basis.

As we are seeing the economy slowly getting back to its feet and the construction industry move closer to pre-lockdown productivity levels there are other hurdles/uncertainties on the horizon that will have an effect on the UK labour market. We have Brexit at the end of 2020 and the uncertainty this brings on the availability of EU workers. Across our sectors, companies rely heavily on migrant labour but also on materials imported from the EU. 7% of workers in the construction industry are EU nationals and this is as high as 28% in London.

In July 2020 the private sector IR35 reforms were given the go ahead for April 2021. There had been uncertainties whether this would be again delayed or even scrapped but it has now been confirmed in Parliament. Linear was well prepared for the legislation change in April 2020 so we have all the processors in place. Our advice to clients is to use the delay to prepare well in advance for April 2021. Start putting your procedures in place and carry out your Status Determination Statements well in advance. If you need any advice on the subject please give us a call and we will be happy to help.

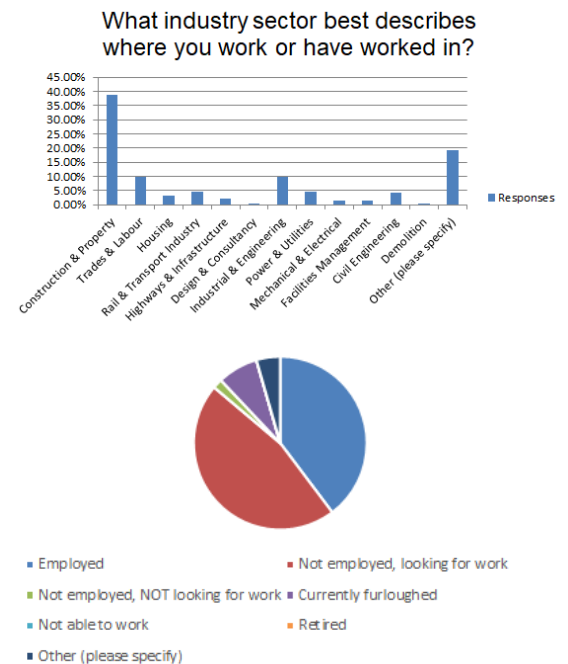
I hope this Salary Insights Report will prove useful and informative and as always we would love to hear from you regarding any feedback or comments or indeed if we can help in any way.

Gareth Tomkins
Managing Director

About our

Our Salary Insights Report has been compiled using our own data from April 2019 to March 2020. We have analysed close to 40,000 pieces of information on candidate pay. This includes those candidates in permanent, contract and temporary roles, both PAYE and non-PAYE candidates, across all the sectors in which we operate; Construction & Property, Trades & Labour, Power & Utilities, Highways & Infrastructure, Rail & Transport, Industrial & Engineering and Design & Consultancy.

We had a fantastic response to our Salary Survey that we published - a huge thank you to everyone who took the time to complete it. There was a good split across our industry sectors, but a bigger weight of Construction-related respondents.



According to the results of our external Survey, 7.6% of respondents are/have been furloughed. Until recently, the term furlough was relatively unknown, but thanks to the scheme introduced by the Government, it should help safeguard millions of jobs. Across different sectors, 10.7% of respondents working in Construction have been furloughed, and a staggering 28.6% furloughed in the Housing sector. 39.7% of respondents were still currently employed and working, but a staggering 46.4% of people are not employed and are actively seeking employment.

Responses from those working in the Power & Utilities, Rail and Highways & Infrastructure sectors show that employment levels remain high; 80%, 63.6% and 66.7% respectively, with fewer respondents being either furloughed or not employed.

Salary Insights Report 2020

In conjunction with our own data, we have also conducted our own Salary Survey across our social and web channels. This has helped us to gauge salaries of those people who may or may not have used the services of Linear, and includes information regarding additional compensation packages that people receive, as well as levels of satisfaction with remuneration. This data will compliment our own data set and we hope provide really useful insights for you.

This year has witnessed the unprecedented shock of the

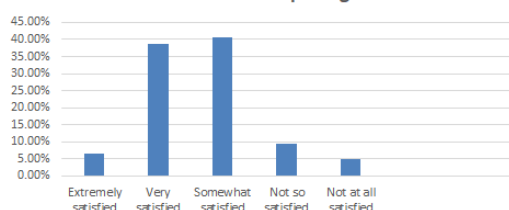
Coronavirus pandemic and we are waiting to see what the true impact the Coronavirus pandemic has had/will have on remuneration levels. Owing to this and the multitude of ever-changing market conditions that have an impact on wages, current and future, candidates may receive remuneration higher or lower than the bandings listed in the report. However our Survey results, along with input from our Senior Management team, has enabled us to provide some insights into the market conditions.

What has our external survey shown?

The Government anticipates a 'v-shaped' recession, with the sharp fall being matched with a sharp rebound and economic growth. However, with social distancing measures needing to be in place, productivity levels will be reduced until such measures can be relaxed, so we will have to wait to see how the economy performs and if it does 'bounce back', and how this translates into employment rates.

In terms of salaries and packages, the majority of responses showed that people were satisfied with what they receive - over 85% were somewhat, very or extremely happy with their remuneration package.

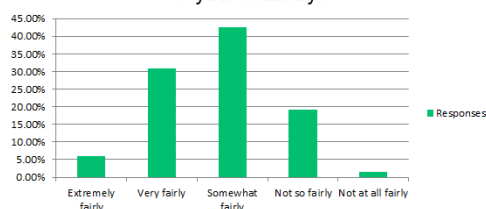
Satisfaction levels with salary and overall remuneration package



33.1% of respondents receive additional compensation on top of their basic salary. 63% receive a car allowance, 57% receive bonus or commission, 63% a pension contribution and 28% receive 'other' benefits, such as fuel allowances, travel and accommodation subsistence and private healthcare.

Of those people that are currently employed, we also asked about how they think their package compares to similar positions in their industry. As you can see from the chart below the majority of responses indicate people believe they are fairly compensated.

How fairly do you think you are compensated relative to similar positions in your industry?



In terms of salaries from the external Salary Survey, the average across all respondents in the Construction & Property sector is around £45,000 per annum, day rates are around £235/day, and hourly rates £18.60 - this covers a wide spectrum of different roles and areas within that sector. The average salary for a Site Manager is around £41,000, those paid on day rates average £260/day, and the average for a Senior Site Manager's annual salary is £52,000. This is across all kinds of sites - residential and commercial. A Project Manager average annual salary sits at around £53,500, and an Assistant Quantity Surveyor £27,000.

In the Trades & Labour sector, the mean pay rate is £14.90 an hour, with the average for a Labourer being £10 an hour, and a Joiner £20/hour.

In Industrial & Engineering, the average hourly rate is £9.35, which covers roles such as Warehouse, Factory and Production Operatives, with annual salaries averaging £20,000 for Team Leader positions.

In the Highways & Infrastructure sector, average annual salaries are higher at £58,000. This covers roles such as Quantity Surveyors and Site Agents, and day rates average £200 per day.

Respondents from roles in the Power & Utilities sector have an average salary of £40,000 per annum, with day rates being £203/day for roles such as Project Managers, Site Managers, Groundworkers and Supervisors.

62% of respondents said they were worried to some extent personally about the effects of coronavirus on them

Given the unprecedented times that we have experienced in 2020, we felt it necessary to ask how people feel the coronavirus pandemic might impact personally. A huge 62% of respondents said they were worried to some extent about the impact of coronavirus on them, with 29% of those being very or extremely worried. Only time will tell to what extent the economy and indeed the UK in general will be affected.

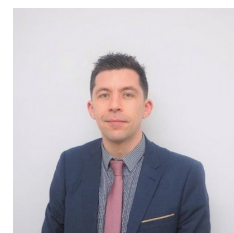
Permanent Recruitment

At Linear we saw exceptional growth in our permanent placements as we moved into 2020. Here we can see the average salaries across our sectors.

| Job Title | Min | Max | Average |
|-----------------------------|-------|-------|---------|
| Architectural Technician | 26000 | 34000 | 29333 |
| Assistant Buyer | 28000 | 30000 | 29000 |
| Assistant Estimator | 26000 | 26000 | 26000 |
| Assistant Quantity Surveyor | 16000 | 30000 | 24222 |
| Assistant Site Manager | 27000 | 50000 | 36833 |
| Design Co-ordinator | 35000 | 40000 | 37333 |
| Design Manager | 36000 | 60000 | 47667 |
| Development Engineer | 37000 | 48000 | 42750 |
| Development Surveyor | 54000 | 54000 | 54000 |
| Engineer | 45000 | 50000 | 47500 |
| Engineering Manager | 65000 | 65000 | 65000 |
| Finishing Foreman/Manager | 32000 | 46154 | 41262 |
| Framework Manager | 70000 | 70000 | 70000 |
| Health & Safety Advisor | 30000 | 32000 | 31000 |
| HSE Manager | 40000 | 48000 | 44000 |
| M&E Manager | 52000 | 56000 | 54000 |
| Planner | 33000 | 55000 | 46750 |
| Planning Consultant | 40000 | 40000 | 40000 |
| Planning Engineer | 55000 | 55000 | 55000 |
| Project Administrator | 30000 | 35000 | 32333 |
| Project Manager | 54000 | 64000 | 59333 |
| Quantity Surveyor | 39000 | 72500 | 50786 |
| Resident Liaison Officer | 23000 | 23000 | 23000 |
| Sales Advisor | 23000 | 23000 | 23000 |
| Senior Quantity Surveyor | 55000 | 60000 | 57667 |
| Senior Site Manager | 57000 | 74000 | 64000 |
| SHEQ Manager | 45000 | 45000 | 45000 |
| Site Agent | 50000 | 55000 | 52500 |
| Site Engineer | 28000 | 38000 | 34000 |
| Site Manager | 32144 | 60000 | 48001 |
| Sub Agent | 45000 | 45000 | 45000 |
| Trainee Engineer | 19000 | 25000 | 22000 |
| Trainee Quantity Surveyor | 18000 | 24000 | 19000 |

Permanent Recruitment Analysis

Geoff Taylor
Operations Director
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What a strange year 2020 has been so far! As we moved out of 2019 and into the New Year all the signs were that 2020 was going to be a strong year for the Construction Industry and the Recruitment sector that operates within it, especially within the Permanent Recruitment market. At the turn of the year, due to the impending changes to IR35 legislation, an improving outlook across the Construction sector especially within the Residential market, and general shortage of quality candidates, the Permanent Recruitment market was looking like it would grow from strength to strength. Indeed, our internal results showed that perm billings grew by 366% between Q4 2019 to Q1 2020; while we would normally expect a healthy increase due to the Christmas period this growth was exceptional.

All that confidence was shattered by the Covid19 Pandemic and the impact the Construction industry, and subsequently the staffing market, experienced. The Pandemic and ensuing lockdown hit the employment market hugely and as of June 30th, approximately 9.3 million jobs, from 1.1 million different employers, were still furloughed in the United Kingdom as part of the Government's Job Retention Scheme.

The long term impact on the Construction Employment sector is still unclear but as we move out of lockdown we have started to see companies making staffing cuts due to uncertainty over future workload.; A survey conducted by Build UK for the Construction Leadership Council at the start of June 2020 revealed that contractors expected to lay off an average of 11.4% of their employees by September. Across the industry, 43% of survey respondents expected to make redundancies, with some laying off as much as 20% of their workforce. To counter this, at the end of June the Government announced a plan to bring forward £5bn of capital investment projects, supporting jobs and the economic recovery.



What do our own experiences show? From our data we can see that salaries can vary within position titles and between regions. The Social Housing sector has come out of lockdown buoyantly, and at the time of writing we have already worked on and have taken on new positions within this sector especially within Site Management and Quantity Surveying. What we can see from our data is that the average salary for a Site Manager is £48,000 across the Construction Industry as a whole while the average salary for a Quantity Surveyor is £51,000. Despite the aforementioned redundancies we are yet to experience any downward pressure on salaries for permanent positions which would suggest clients are focused on recruiting and retaining the best talent available over the long term.

While we are likely to see some companies struggle with workload such as those specialising within the Office and Retail sectors, there are others that continue to have an optimistic outlook, such as Social Housing, Industrial, Warehousing, Education and Civil Engineering, and with the additional Government intervention we are hopeful that the recovery from the Pandemic will be swift.

Each of our offices has a dedicated Consultant who specialises within the Permanent Recruitment sector. If you are a client looking for advice on recruitment strategies or a candidate looking for work, don't hesitate to get in touch with us.

Permanent Placements: Regional Breakdown

| Job Title | London & South East | North East & Yorkshire | North West | Power & Utilities |
|-----------------------------|---------------------|------------------------|--------------|-------------------|
| Architectural Technician | | 29500 | 29000 | |
| Assistant Buyer | | 28000 | 30000 | |
| Assistant Estimator | | 26000 | | |
| Assistant Quantity Surveyor | | 23429 | 27000 | |
| Assistant Site Manager | 46500 | 34333 | 35750 | |
| Design Co-ordinator | | 37500 | 37000 | |
| Design Manager | | 41500 | 60000 | |
| Development Engineer | | 42333 | 44000 | |
| Development Surveyor | 54000 | | | |
| Electrical Supervisor | | | | 31500 |
| Engineer | | 50000 | 45000 | |
| Engineering Manager | | 65000 | | |
| Finishing Foreman/Manager | 45769 | 37000 | 32000 | |
| Framework Manager | | | | 70000 |
| Health & Safety Advisor | | 30000 | 32000 | |
| HSE Manager | | 40000 | 48000 | |
| M&E Manager | | 52000 | 56000 | |
| Planner | | 49500 | 55000 | 33000 |
| Planning Consultant | | | 40000 | |
| Planning Engineer | | 55000 | | |
| Project Administrator | 33500 | | 30000 | |
| Project Engineer | | | | 41000 |
| Project Manager | 64000 | 54000 | 60000 | |
| Quantity Surveyor | 64250 | 43667 | 48000 | |
| Resident Liaison Officer | | 23000 | | |
| Sales Advisor | | 23000 | | |
| Senior Quantity Surveyor | | 57500 | 58000 | |
| Senior Site Manager | 69500 | 57000 | 60000 | |
| SHEQ Manager | | 45000 | | |
| Site Agent | | 55000 | 50000 | |
| Site Engineer | | 35000 | 33667 | |
| Site Manager | 57333 | 44349 | 56000 | 44870 |
| Sub Agent | | 45000 | | |
| Trainee Engineer | | 19000 | 25000 | |
| Trainee Quantity Surveyor | | 18000 | 24000 | |
| Works Manager | | | | 41052 |
| Location Average | 54357 | 40021 | 43105 | 43570 |

A breakdown of the average salaries across our sectors

The construction industry in the North West has, for the most part, retained its high salary levels, despite the influence of Brexit in 2019 and the pandemic of 2020. Whilst some companies have been more hesitant to employ, with concerns about the future, those that have been hiring are still seeking the best talent in the marketplace, and some candidates for certain roles are still in short supply. Those that can particularly command a high salary include Estimators, Planners and Development Managers.

We have also seen a closing of the gap between housebuilders' salaries and contractors' salaries, with both offering Site Managers up to £60,000 depending on development size and Quantity Surveyors up to £50,000.

We are expecting to see a reduction in the salaries in the next few months, as the furlough scheme draws to an end, and there will undoubtedly be more redundancies and therefore candidate

availability in the market. Some companies will be hoping to secure good talent for under the usual market rate, especially if they can offer longevity and security of projects, however they should be careful of too much underpayment, as once the market does bounce back as it is expected to, these people may look to move to regain their previous earnings.

Hourly rates on sites have also been maintained, despite the temporary closing of sites and pandemic procedures, and due to some clients now opening sites longer their weekly take home pay for some workers has actually risen as many are now doing 50 hours plus per week. As the previously closed sites now all open, the need for good quality trades is only going to increase – especially as clients try to catch up on work missed so the feeling in the market is that the rates will be maintained throughout the rest of 2020.

Caroline Oberman
Regional Director
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PAYE Hourly Rate Placements

32% of our candidates placed were paid through PAYE. This data shows the average hourly pay rates, on a PAYE basis, across all of our sectors.

| Job Title | Min | Max | Average |
|----------------------------|-------|-------|---------|
| Administrator | 8.50 | 13.18 | 10.14 |
| Assistant Site Manager | 15.00 | 15.00 | 15.00 |
| Banksman | 11.25 | 11.25 | 11.25 |
| Cleaner | NMW | 13.00 | 8.90 |
| Data Entry Clerk | 10.50 | 10.50 | 10.50 |
| Document Controller | 12.00 | 16.00 | 13.16 |
| Driver | 9.27 | 26.41 | 10.84 |
| Dumper Driver | 10.90 | 14.50 | 12.51 |
| FLT Driver | 8.30 | 11.13 | 10.29 |
| Foundry Operative | 8.58 | 9.58 | 8.84 |
| Gate-person | 8.50 | 13.10 | 10.41 |
| General Operative | NMW | 14.06 | 9.12 |
| Grinder | 10.00 | 10.00 | 10.00 |
| Groundworker | 9.00 | 16.64 | 13.82 |
| Hygiene Operative | NMW | 8.21 | 8.21 |
| Industrial Blaster/Sprayer | 10.00 | 11.00 | 10.57 |
| Industrial Painter | 12.75 | 13.88 | 12.79 |
| Kitchen Porter | NMW | 8.21 | 8.21 |
| Labourer | NMW | 14.24 | 8.64 |
| Logistics Manager | 15.50 | 15.50 | 15.50 |
| Machine Operative | 12.50 | 12.50 | 12.50 |
| Mechanical Fitter | 14.00 | 15.00 | 14.06 |
| Order Picker | NMW | 9.92 | 8.63 |
| Packer | NMW | 8.27 | 8.22 |
| Plant Operator | 10.90 | 17.17 | 12.58 |
| Production Operative | NMW | 8.70 | 8.24 |
| Receptionist | 10.50 | 11.15 | 11.08 |
| Semi Skilled Labourer | 11.85 | 11.85 | 11.85 |
| Sewing Machinist | 9.00 | 9.50 | 9.38 |
| Shuttering Joiner | 18.00 | 19.88 | 18.71 |
| Site Manager | 17.50 | 18.00 | 17.68 |
| Skilled Labourer | 9.50 | 12.50 | 11.80 |
| Snagger | 11.50 | 12.00 | 11.94 |
| Tele-handler | 8.78 | 15.00 | 12.59 |
| Tenant Liason Officer | 12.00 | 17.26 | 12.20 |
| Trackman | 12.00 | 13.50 | 12.70 |
| Traffic Marshall | 8.80 | 10.45 | 10.38 |
| Warehouse Operative | NMW | 9.09 | 8.19 |
| Welder | 10.00 | 10.58 | 10.25 |

NMW represents National Minimum Wage

Industrial & Engineering Sector Analysis

Dean Plumb

Director Industrial & Engineering
0114 2634888



Our Industrial & Engineering division had a record breaking start to 2020, with demand for Warehouse and Production roles in particular soaring.

Whilst rates have been fairly steady, we have seen some good increases in our average pay rates compared to last year, for example the average hourly rate for Drivers rose by 26% year on year, and by 23% for FLT Drivers, and rates for Mechanical Fitters increasing by 9.2%.

The UK outlook for our sector was a little mixed at the start of the year - the ever-looming Brexit has been causing uncertainty, especially around the supply of labour in the UK, along with the supply of materials from the EU. However the Warehousing & Logistics sector has performed strongly, with the growth in online retailing causing a surge in demand for warehouse and logistics premises.

The effects of the Covid-19 pandemic are yet to be fully realised and understood, but it has had a direct impact upon the areas that our Industrial & Engineering sector serves. The UK manufacturing sector has been badly affected. According to The CBI, UK output fell in the three months to July by 59%, a new record decline, and both domestic and overseas demand is expected to fall as most major economies enter recession. Average costs rose, and headcount also fell at its fastest pace. The recessions are expected to be 'V-shaped' with a fairly quick bounceback, and so it is expected that orders will increase over the course of the year.

There is also likely to be disruption on investment in the UK manufacturing industry, due to the recession and Brexit, and as firms make efficiency improvements rather than capital investments. However, growth in Warehousing and Logistics is predicted to remain strong, compounded by the increase in online retail during the lockdown period. Linear's challenge is to make sure we are offering our highly sought-after services to clients, whilst making sure we are doing so in line with our values and commitments to candidates.

PAYE Hourly Rates: sector/location

A breakdown of average PAYE hourly rates by sector/location.

| Job Title | Industrial & Engineering | London & South East | North East & Yorkshire | North West | Power & Utilities | Rail & Transport |
|----------------------------|--------------------------|---------------------|------------------------|------------|-------------------|------------------|
| Administrator | 9.17 | | 11.44 | 10.34 | | |
| Assistant Site Manager | | | 15.00 | 15.00 | | |
| Banksman | | | | 11.25 | | |
| Cleaner | 8.35 | | 9.11 | 9.20 | | |
| Data Entry Clerk | | | 10.50 | | | |
| Document Controller | | | 13.16 | | | |
| Driver | 10.90 | | 10.14 | | | |
| Dumper Driver | | | 12.46 | 12.50 | | 14.50 |
| FLT Driver | 10.29 | | | | | |
| Foundry Operative | 8.84 | | | | | |
| Gate-person | | | 10.41 | 11.25 | | |
| General Operative | 8.93 | | 9.65 | 9.25 | | |
| Grinder | 10.00 | | | | | |
| Groundworker | | | 13.70 | 13.50 | | 14.19 |
| Hygiene Operative | 8.21 | | | | | |
| Industrial Blaster/Sprayer | 10.57 | | | | | |
| Industrial Painter | | | | 12.79 | | |
| Kitchen Porter | 8.21 | | | | | |
| Labourer | 8.49 | | 8.66 | 8.72 | | 10.28 |
| Logistics Manager | 15.50 | | | | | |
| Machine Operative | | | 12.50 | | | |
| Mechanical Fitter | 15.00 | | | | 14.01 | |
| Order Picker | 8.63 | | | | | |
| Packer | 8.21 | | | | | |
| Plant Operator | | | 12.06 | 13.00 | 15.86 | |
| Production Operative | 8.23 | | | | | |
| Receptionist | | | 11.15 | 10.50 | | |
| Semi Skilled Labourer | | | | | | 11.85 |
| Sewing Machinist | 9.38 | | | | | |
| Shuttering Joiner | | | 18.71 | | | |
| Site Manager | | | 17.50 | 18.00 | | |
| Skilled Labourer | | 12.50 | 11.74 | 10.48 | | |
| Snagger | | | 11.94 | | | |
| Tele-handler | | | 12.59 | 12.50 | | |
| Tenant Liason Officer | | | 12.20 | | | |
| Trackman | | | | | | 12.70 |
| Traffic Marshall | | | 10.38 | | | |
| Warehouse Operative | 8.21 | | | | | |
| Welder | 10.25 | | | | | |

Day Rate Placements

This data shows the minimum, maximum and average Day Rate for non-PAYE candidates placed by Linear, across all sectors.

| Job Title | Min | Max | Average |
|------------------------------|-----|-----|---------|
| Appointed Person | 200 | 275 | 212 |
| Assistant Site Manager | 200 | 228 | 222 |
| Banksman | 160 | 180 | 180 |
| Commissioning Engineer | 359 | 359 | 359 |
| Competent Person (Nat. Grid) | 171 | 336 | 282 |
| Construction Manager | 290 | 360 | 294 |
| Contracts Manager | 275 | 350 | 313 |
| Curtain Waller | 125 | 125 | 125 |
| Electrical Commissioning Eng | 350 | 350 | 350 |
| Electrician | 230 | 300 | 295 |
| Engineer | 293 | 375 | 328 |
| Finishing Foreman | 225 | 230 | 228 |
| Finishing Manager | 200 | 275 | 255 |
| Foreman | 215 | 375 | 254 |
| General Operative | 120 | 295 | 180 |
| Groundworker | 200 | 200 | 200 |
| Health & Safety Manager | 200 | 350 | 307 |
| Joiner | 160 | 180 | 174 |
| Labourer | 90 | 90 | 90 |
| Night Manager | 275 | 275 | 275 |
| Planner | 250 | 400 | 343 |
| Plant Operator | 125 | 250 | 213 |
| Plasterer | 200 | 200 | 200 |
| Project Manager | 250 | 395 | 330 |
| Quantity Surveyor | 275 | 400 | 334 |
| Roofer | 132 | 132 | 132 |
| Senior Engineer | 269 | 475 | 311 |
| Senior Planner | 400 | 400 | 400 |
| Senior Quantity Surveyor | 330 | 400 | 374 |
| Senior Site Manager | 300 | 400 | 346 |
| Site Agent | 220 | 507 | 322 |
| Site Engineer | 240 | 438 | 296 |
| Site Ground Worker | 114 | 200 | 182 |
| Site Manager | 200 | 400 | 273 |
| Site Supervisor | 220 | 220 | 220 |
| Sub Agent | 280 | 350 | 348 |
| Supervisor | 195 | 310 | 234 |
| Surveyor | 120 | 260 | 237 |

the linear
view

Highways & Infrastructure Analysis
Power & Utilities analysis

Gareth Arnold
Director
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Our Highways Division got off to a fantastic start this year, exceeding initial expectations. During lockdown, it proved to be one of our most reliable sectors, although it was not without its challenges. This period was one of consolidation and whilst there are notable schemes getting underway, all roads lead towards HS2. We expect to see massive growth in Quarter 3 into 4, eclipsing our team's efforts from Quarter 1.

For Utilities, there has been a slight delay in terms of permanent recruitment for AMP7. This was for obvious reasons, given that whilst many of the schemes are critical, other areas of our clients' business were more dramatically impacted and therefore, recruitment had to be considerate of this. However, the requirements are building strongly and we have definitely seen good growth in our contract numbers.

Our Power sector continues to see an increase in demand. Whilst many of these projects never stopped, the main obstacle pertained to the actual numbers allowed on site. In many respects, Grid jobs are easier to implement restrictions on than construction projects, so whilst the work continued, the typical number of candidates involved is only just getting back to normal. It's going to be an interesting latter half of the year and we're ready to help our candidates and clients enjoy this.

Year on Year comparisons on our data have highlighted some strong increases in average Day Rates over the past year:

- Site Manager Day Rates have increased 6.7%
- Senior Site Manager rates have increased 9.1%
- A rise of 6.8% in Project Manager day rates
- Quantity Surveyor rates have increased by 5.7%

Day Rate Placements by sector/location

The data in the table below breaks down the average day rates (non-PAYE) across our different sectors. Some roles are very sector-specific and hence pay rates differ accordingly.

| Job Title | Highways & Infrastructure | London & South East | North East & Yorkshire | North West | Power & Utilities |
|------------------------------|---------------------------|---------------------|------------------------|------------|-------------------|
| Appointed Person | 207 | 275 | | | |
| Assistant Site Manager | | 222 | 200 | 200 | |
| Banksman | | | | 160 | 180 |
| Commissioning Engineer | | | | | 359 |
| Competent Person (Nat. Grid) | | | | | 282 |
| Construction Manager | | | 294 | 290 | |
| Contracts Manager | | 275 | 350 | 350 | |
| Curtain Waller | | | 125 | | |
| Electrical Commissioning Eng | | | | | 350 |
| Electrician | | 230 | 296 | | |
| Engineer | 372 | | 317 | 320 | |
| Finishing Foreman | | 225 | | 230 | |
| Finishing Manager | | 234 | 220 | 260 | |
| Foreman | 301 | 216 | 241 | 230 | 308 |
| General Operative | | | | 120 | 284 |
| Groundworker | | | | 200 | 200 |
| Health & Safety Manager | | 316 | 250 | 200 | |
| Joiner | | | 174 | 160 | |
| Labourer | | | | 90 | |
| Night Manager | | 275 | | | |
| Planner | 351 | 347 | 330 | 320 | 316 |
| Plant Operator | | | | | 213 |
| Plasterer | | | | 200 | |
| Project Manager | 320 | 325 | 309 | 300 | 385 |
| Quantity Surveyor | | 336 | 335 | 320 | 300 |
| Roofer | | | 132 | | |
| Senior Engineer | 314 | 280 | 300 | | |
| Senior Planner | 400 | | 375 | | |
| Senior Quantity Surveyor | 330 | 350 | 353 | 360 | |
| Senior Site Manager | | 346 | 300 | | |
| Site Agent | 398 | 220 | 307 | 275 | 350 |
| Site Engineer | 287 | | 275 | | 311 |
| Site Ground Worker | | | | | 182 |
| Site Manager | 270 | 269 | 280 | 252 | 353 |
| Site Supervisor | | 220 | | | |
| Sub Agent | 350 | | 280 | | |
| Supervisor | 201 | | | | 261 |
| Surveyor | | | 237 | | |

Hourly Rate Placements

The majority of our candidates are paid on a non-PAYE Hourly rate. The data on the following pages shows the average hourly rate across all sectors, and then split by sector/location.

| Job Title | Min | Max | Average | Job Title | Min | Max | Average |
|------------------------------|-------|-------|---------|---------------------------|-------|-------|---------|
| Administrator | 12.39 | 17.00 | 14.95 | Machine Operator | 15.00 | 23.00 | 18.70 |
| Assistant Quantity Surveyor | 14.00 | 20.00 | 15.29 | Mechanical Fitter | 12.63 | 22.00 | 17.25 |
| Assistant Site Manager | 16.00 | 27.50 | 20.67 | Painter & Decorator | 11.00 | 23.38 | 15.90 |
| Banksman | 10.90 | 19.00 | 14.72 | PASMA Qualified Worker | 17.00 | 17.71 | 17.32 |
| Bricklayer | 17.00 | 26.23 | 20.99 | Pipe Layer | 15.00 | 18.70 | 16.05 |
| Brickwork Foreman | 19.00 | 19.00 | 19.00 | Plant Operator | 12.00 | 25.00 | 17.48 |
| Cable Puller | 13.00 | 17.00 | 13.99 | Plaster Patcher | 14.00 | 15.00 | 14.44 |
| Cad Technician | 16.85 | 33.80 | 31.64 | Plasterer | 12.50 | 18.00 | 17.08 |
| Cleaner | 10.00 | 11.00 | 10.57 | Plater | 17.00 | 20.00 | 18.11 |
| Competent Person (Nat. Grid) | 24.00 | 28.96 | 26.15 | Plumber | 15.50 | 23.00 | 17.65 |
| Concrete Finisher | 16.00 | 19.00 | 16.22 | Project Manager | 29.05 | 38.38 | 37.31 |
| COSS | 15.00 | 20.00 | 16.07 | Protection Controller | 18.00 | 22.00 | 20.33 |
| Crane Driver | 19.00 | 24.00 | 23.17 | QA Engineer | 35.00 | 35.79 | 35.09 |
| Crane Supervisor | 20.00 | 25.00 | 21.37 | Roofer | 12.66 | 16.00 | 15.09 |
| Document Controller | 12.00 | 17.00 | 12.56 | Safety Critical Operative | 13.00 | 80.00 | 19.05 |
| Driver | 10.40 | 20.00 | 15.14 | Scaffolder | 15.00 | 17.00 | 16.61 |
| Dry Liner | 12.50 | 26.57 | 22.24 | Security Guard | 15.50 | 15.50 | 15.50 |
| Dumper Driver | 13.00 | 24.00 | 16.24 | Semi Skilled Labourer | 10.00 | 22.00 | 13.75 |
| Electrician | 17.00 | 20.57 | 15.14 | Senior Engineer | 27.00 | 40.75 | 33.07 |
| Electricians Mate | 12.00 | 16.88 | 13.50 | Senior Planner | 41.50 | 55.55 | 30.39 |
| Engineer | 26.00 | 28.65 | 28.12 | Senior Site Manager | 28.00 | 30.00 | 29.65 |
| Fabricator | 14.00 | 15.00 | 14.10 | Shuttering Joiner | 11.00 | 26.00 | 19.66 |
| Finisher | 13.50 | 15.00 | 13.90 | Site Agent | 30.00 | 34.30 | 31.46 |
| Finishing Foreman | 19.00 | 25.00 | 20.18 | Site Engineer | 18.00 | 37.25 | 29.20 |
| Finishing Manager | 16.77 | 23.00 | 21.77 | Site Ground Worker | 13.00 | 26.40 | 16.46 |
| Foreman | 18.00 | 29.50 | 22.11 | Site Manager | 18.00 | 39.06 | 24.31 |
| Ganger | 13.00 | 36.60 | 18.46 | Site Supervisor | 16.00 | 24.00 | 16.00 |
| Gate-person | 10.40 | 16.00 | 12.06 | Skilled Labourer | 9.75 | 20.00 | 13.24 |
| General Foreman | 21.00 | 32.56 | 29.03 | Slinger/Signaller | 15.00 | 22.00 | 17.62 |
| General Operative | 10.00 | 20.00 | 12.69 | Snagger | 10.30 | 17.50 | 14.82 |
| Groundworker | 12.00 | 26.50 | 16.36 | Steel Erector | 18.00 | 22.00 | 20.29 |
| Health & Safety Manager | 22.50 | 22.50 | 22.50 | Steel Fixer | 17.00 | 22.00 | 20.44 |
| Hoist Driver | 12.00 | 16.60 | 13.72 | Storeman | 12.00 | 18.00 | 14.78 |
| Industrial Blaster/Sprayer | 11.00 | 11.00 | 11.00 | Supervisor | 19.00 | 72.29 | 29.70 |
| Industrial Painter | 14.50 | 20.00 | 16.18 | Taper & Jointer | 17.50 | 25.12 | 19.94 |
| IQVT Inspector | 30.00 | 37.39 | 34.70 | Tele-handler | 10.39 | 20.95 | 15.30 |
| Joiner | 10.50 | 26.77 | 17.88 | Tenant Liason Officer | 13.00 | 14.00 | 13.46 |
| Labourer | 8.21 | 19.85 | 10.99 | Trackman | 12.00 | 16.00 | 14.29 |
| Logistics Manager | 11.00 | 16.00 | 13.96 | Traffic Marshall | 10.40 | 16.00 | 12.30 |
| Lookout | 12.00 | 16.31 | 12.98 | Welder | 17.00 | 23.00 | 21.40 |

We have seen upward trends in average hourly rates across the vast majority of roles we placed compared to last year, some examples include:

- Engineer rates increased 9.2%
- The average rate for a Welder increased by 19.7%
- Finishing Foreman rates increased 16.2%
- Painter & Decorator rates rose 8.6%
- Plant Operator rates increased by 13.7%
- Site Manager rates rose 5.5%

Hourly Rate by sector/location

| Job Title | Highways & Infrastructure | Industrial & Engineering | London & South East | North East & Yorkshire | North West | Power & Utilities | Rail & Transport |
|------------------------------|---------------------------|--------------------------|---------------------|------------------------|------------|-------------------|------------------|
| Administrator | | | 14.95 | | 14.00 | | |
| Assistant Quantity Surveyor | | | | 14.00 | 20.00 | | |
| Assistant Site Manager | | | 21.00 | 21.64 | 20.27 | | |
| Banksman | | | 13.33 | 14.86 | 12.97 | 19.00 | 15.86 |
| Bricklayer | | | | 18.84 | 17.90 | 23.80 | 21.95 |
| Brickwork Foreman | | | | | 19.00 | | |
| Cable Puller | | | | 14.40 | | 17.00 | 13.74 |
| Cad Technician | | | 33.80 | 16.85 | | | |
| Cleaner | | | 10.52 | 10.59 | 10.50 | | |
| Competent Person (Nat. Grid) | | | | | | 26.15 | |
| Concrete Finisher | | | | 16.00 | | | 19.00 |
| Consultant | | | 50.00 | | | | |
| COSS | | | | | | | 16.07 |
| Crane Driver | | | | 23.17 | 22.00 | | |
| Crane Supervisor | | | | 20.88 | 25.00 | | |
| Document Controller | | | 17.00 | 16.00 | 12.00 | | |
| Driver | | 13.50 | 19.37 | 13.20 | | | |
| Dry Liner | | | 22.65 | | 12.50 | | |
| Dumper Driver | | | | 15.32 | 15.00 | 21.43 | 18.93 |
| Electrician | | | | 17.82 | | 18.00 | |
| Electricians Mate | | | | 13.50 | | | |
| Engineer | 28.12 | | | | 26.00 | | |
| Fabricator | | | | 14.07 | 14.50 | | |
| Finisher | | | | 13.90 | 15.00 | | |
| Finishing Foreman | | | | 20.16 | 21.00 | | |
| Finishing Manager | | | 21.77 | | 23.00 | | |
| Foreman | | | | 22.48 | 19.00 | | |
| Ganger | | | | 16.58 | | 20.14 | 20.66 |
| Gate-person | | | 12.85 | 11.55 | 12.14 | 16.00 | |
| General Foreman | 30.42 | | | 27.82 | 24.00 | | |
| General Operative | | | 14.46 | 11.85 | 11.21 | | 19.00 |
| Groundworker | | | 15.88 | 15.66 | 15.50 | 22.18 | 16.62 |
| Health & Safety Manager | | | 22.50 | | | | |
| Hoist Driver | | | 12.99 | 15.80 | 14.98 | | |
| Industrial Blaster/Sprayer | | 11.00 | | | | | |
| Industrial Painter | | | | | 16.00 | | 18.57 |
| IQVT Inspector | 34.70 | | | | | | |
| Joiner | | | 19.22 | 17.35 | 17.44 | 24.00 | 20.00 |
| Labourer | | | 11.04 | 10.68 | 10.65 | | 14.12 |
| Logistics Manager | | | | | 13.96 | | |
| Lookout | | | | 12.58 | | | 13.75 |

Rail Industry Analysis

Joe Poste
Rail Manager
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After a busy start to the year in the Rail Industry, the coronavirus outbreak led to a period of uncertainty. Sites which were classed as non-essential were closed and the sites that did remain open, did so on a much smaller scale. It has been a challenging and stressful period for contractors who rely on being able to work. Recently, however, we are now starting to see signs of improvement as sites are opening whilst adhering to strict health and safety measures meaning contractors can safely get back to work.

The Rail Industry has been given a welcome boost after it was announced that the Government will invest £590 million to kickstart work on the Transpennine Route. With the establishment of the Northern Transport Acceleration Council, it should be an exciting time for infrastructure in the North. Notable announcements include a £20 million investment in infrastructure renewals on the Tyne and Wear Metro, and a further £15m to upgrade Horden, Darlington and Middlesbrough stations. This means that workers should see an increase in opportunities to assist on these projects as they develop.

The rates breakdown will show that not much has changed in the past 12 months. However, to ensure delivery of key projects, the Rail Industry may be forced to compete with other sectors for workers. This may lead to an increase in these rates as the industry strives to attract and retain key workers. With the changes to IR35 legislation being delayed, we are yet to see what impact that will have on the rates and availability of workers but, with these due to come in to force in April 2021, it will be interesting to see what affect this has.

The Government clearly sees investing in infrastructure as a way to help kickstart the economy as it recovers from the coronavirus pandemic. With massive projects, such as HS2, being given the official go head there is plenty to be positive about and will hopefully lead to a busy next 12 months in the rail sector.

- We are looking forward to a busy next 12 months in our Rail & Transport Division
- The Government has announced a £590m investment to kickstart work on the Transpennine route in the North
- Further investments in the Tyne & Wear Metro, along with station upgrades in Horden, Darlington and Middlesbrough
- The HS2 project has the green light and work is already underway

Hourly Rate by sector/location

Geoff Taylor
Operations Director (North)
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In 2019, and during the first quarter of 2020 we saw a continued increasing demand for the supply of suitability qualified Temporary 'White' Collar Staff across all sectors of the industry. Prior to the Covid19 pandemic the Temporary Staffing market was extremely buoyant and although the demand for staff across the North East and Yorkshire in the Construction, Housing and Civil Engineering markets is still to return to their pre-pandemic levels, we have not seen the downward pressure on rates of pay that typical Supply & Demand models would suggest.

In fact our analysis shows that over the past 12 months we have seen slight increases in the pay rates across our key positions within the North East and Yorkshire regions. The most common support needed has traditionally been for Site Management and Site Engineering supply; within these positions we have seen pay rates increase by 8.3% and 2.2% respectively. Other frequently needed support especially across the Civil Engineering sector have been for Senior Engineers and Site Agents where pay rates have also increased. Senior Engineers have seen an increase in pay of 2.2% and Site Agents an increase of 4% compared to our data in 2019.

As we work towards returning to the 'new normal' there is still a lot of upcoming impacts to the Construction Industry that could have a real impact on the demand for Temporary staff and also the availability of such candidates. The recently announced Government commitment of £640bn of gross capital investment into the UK's roads, railways schools, hospitals and power networks by the end of the Parliamentary term can only be good news for the industry, but we are still to see what impact Brexit will have.

| Job Title | Highways & Infrastructure | Industrial & Engineering | London & South East | North East & Yorkshire | North West | Power & Utilities | Rail & Transport |
|---------------------------|---------------------------|--------------------------|---------------------|------------------------|------------|-------------------|------------------|
| Machine Operator | | | 15.50 | | | | 19.74 |
| Mechanical Fitter | | | | 12.63 | 15.50 | 18.16 | |
| Painter & Decorator | | | 16.25 | 15.06 | 16.68 | | 12.00 |
| PASMA Qualified Worker | | | | | | | 17.32 |
| Pipe Layer | | | | 16.05 | 16.00 | | |
| Plant Operator | | | 16.78 | 16.47 | 15.96 | 20.74 | 19.03 |
| Plaster Patcher | | | | | 14.44 | | |
| Plasterer | | | 17.00 | 17.82 | 14.58 | | |
| Plater | | | | | 17.00 | | 18.87 |
| Plumber | | | 23.00 | 17.16 | | | |
| Project Manager | | | | 38.03 | 35.62 | | |
| Protection Controller | | | | | | | 20.33 |
| QA Engineer | 35.09 | | | | | | |
| Roofer | | | | 15.09 | | | |
| Safety Critical Operative | | | | | | | 19.05 |
| Scaffolder | | | | 17.00 | 16.15 | | |
| Security Guard | | | 15.50 | | | | |
| Semi Skilled Labourer | | | | 11.93 | 12.50 | | 16.53 |
| Senior Engineer | 36.55 | | | 27.00 | 27.00 | | |
| Senior Planner | 55.55 | | | 41.50 | | | |
| Senior Site Manager | | | | 29.65 | 30.00 | | |
| Shuttering Joiner | | | | 18.15 | | 22.42 | 20.08 |
| Site Agent | 33.25 | | | 30.54 | | | |
| Site Engineer | 30.07 | | | 25.73 | 26.00 | 25.50 | 33.21 |
| Site Ground Worker | | | | 13.88 | 14.00 | 20.76 | 13.75 |
| Site Manager | 28.24 | | 25.40 | 24.32 | 23.68 | 29.31 | |
| Site Supervisor | | | 16.00 | | | | 24.00 |
| Skilled Labourer | | | | 13.15 | 12.44 | 18.48 | 15.12 |
| Slinger/Signaller | | | 17.00 | 16.98 | 15.86 | 21.64 | 18.33 |
| Snagger | | | | 14.83 | 14.79 | | |
| Steel Erector | | | | | | | 20.29 |
| Steel Fixer | | | | 18.62 | | 23.43 | 20.38 |
| Storeman | | | | | | 12.78 | 18.00 |
| Supervisor | 20.00 | | | 30.22 | 19.00 | 46.14 | |
| Taper & Joiner | | | 19.94 | | | | |
| Tele-handler | | | 16.90 | 15.15 | 15.11 | 18.00 | 18.78 |
| Tenant Liason Officer | | | | 13.46 | | | |
| Trackman | | | | | | | 14.29 |
| Traffic Marshall | | | 11.00 | 12.30 | 12.00 | | 14.82 |
| Welder | | | | 23.00 | 17.00 | | |

One of the major changes that specifically targets the Temporary Recruitment Industry is the upcoming change to IR35 legislation. This could have a significant influence on how Construction organisations interact and utilise Temporary workforces. The change was initially due to take place in March 2020 before being delayed a year due to the Covid19 Pandemic so we have an indication of how it could affect matters as we re-approach the legislation amendment; many large organisations shifted their focus on employing staff on a more permanent basis which would indicate a downward pressure on pay rates for temporary staff going forward as demand for their services declines. However, to counter this, many traditionally Freelance candidates themselves started to look for more permanent roles and in addition to this, many larger schemes especially Infrastructure projects have relied on skilled Temporary staffing. With that in mind it is difficult to truly predict how pay rates will look over the course of the next 12 months.

Why choose Linear Recruitment?

Linear Recruitment excels at placing exceptional candidates and building strong relationships with our Clients.

We are continuously praised for our passion and commitment to finding the right candidates for our clients' roles, and for the care our consultants have for both clients and candidates alike. Our expert Recruitment Consultants also support job seekers with advice on CV writing, preparing for interviews and support with achieving the next level of their careers by finding more senior roles.

We've had a working relationship with Linear over the past 10 years. The service we receive is exceptional and the professionalism within the Company is fantastic. We hope to have a continued working relationship for many years to come.

Danny McCulloch, McCulloch Rail

The Linear team in Manchester has a positive and proactive manner. The support they give to me, along with their understanding of my needs, is a credit to their business.

Will Prew, Create Construction

Linear has worked with J N Bentley for a number of years supplying white and blue collar people. Linear is a professional recruitment agency supplying people that we require. The service we receive is of a very high quality and we are always professionally dealt with.

Sarah Park, J N Bentley

I have used Linear Recruitment for over ten years for the provision of Engineering Professionals and Civils Operatives, in the Water, Rail, and Power and Energy sectors. The Linear staff are always on hand to assist in the recruitment of permanent and temporary appointments to suit our business needs.

Lee Blagden, CPC Civils

I have worked for Linear for a number of years and always found them to be very professional. I tend to deal with Joe and Sarah, who I find very easy-going and approachable. They always keep me in as much work as possible. If I have any problems they do their best to resolve the issues. Sarah always keeps me informed of any new safety briefs and training I require. Having worked in the rail industry for 17 years I can honestly say Linear is the best company I've worked for.

Mark Cole, Candidate

As a company we have worked with Linear for many years. They supply a great deal of our blue collar workers. Over this time we have built a great working relationship with both Joe and Donal. They are efficient, very personable and make the process run smoothly. I can't praise them enough.

Sarah Thompson, C Spencer Ltd

Highlights of Our Service

- Dedicated Account Management Teams
- Diverse pool of experienced and competent candidates
- We invest in candidate attraction strategies to ensure we attract the best
- Comprehensive candidate registration process
- Identity and Eligibility to Work checks
- On-site facility
- On-call facility
- Internal Finance team based in Head Office
- In-house Payroll Department
- Experienced HSQE department
- Agency Worker Regulation (AWR) service

You've got to care about the People you work with to guarantee you always do what's right. For us, recruitment's about more than just money. It's about making the right choices. From quality and ethics to safety and environment to diversity and wellbeing, we lead the way in responsible practice.

We are SAFE Contractors, CHAS and RISQS accredited which are health and safety assessment schemes that show our dedication to the health and safety of both our candidates and our clients. With health and safety being a major priority within Linear, our whole workforce is PTS trained and maintained by our dedicated Compliance Co-ordinator. From Health and Safety to Identity and Eligibility to Work, we do all we can to make sure the people we work with are protected from harm.

All our workers are given any relevant health and safety training necessitated by the client. This includes health and safety inductions, PTS/CPCS tests, First Aid Training, Tool Box Talks and any other relevant health and safety courses required by the client.

Linear Recruitment successfully adheres to the ISO9001:2015 standard. This ISO certification gives you the assurance that we are doing exactly what we say

we are doing. We are confident that our customers' requirements and expectations are fully understood, and we have demonstrated the capability to satisfy them.

We are a member of the Recruitment and Employment Confederation (REC) which assures that we comply with all employment regulations and legislation, which in turn helps deliver the best service possible to our clients.

It is the stated policy of Linear Recruitment Ltd to reduce its environment impact. Carbon reducing measures form an integral part of the overall Company strategy working with our clients to fulfil their environmental needs and helping to improve operational performance and a reduction in potentially harmful emissions to land, water and air.

Everything we do is shaped by a set of working principles designed to generate a beneficial three-way partnership between our candidates, our clients and us.

We support our clients and candidates every step of the way.



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

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