



SALARY SURVEY 2022-23

CONSTRUCTION

Welcome to our Construction salary survey. We're excited to be able to present this data, and will be building on it each year, with the aim to provide valuable insight into the Construction sector pay and conditions, as well as gauging job satisfaction.

To produce this report, we've combined our own data on placements made between April 2022 and March 2023 and vacancies we are currently work on as at June 2023, along with the results from an external salary survey that we created, sending the survey out to candidates on our database along with distributing it across our social channels.

We believe this report will help us continue to improve our service levels and give us a greater understanding of our market, enabling us to serve our clients and candidates better and better. It will help us to ensure we work with the best clients and place the best candidates in roles that are well-remunerated and where job satisfaction is paramount. Moreover it will also give you more information on market pay levels, along with how Linear works.

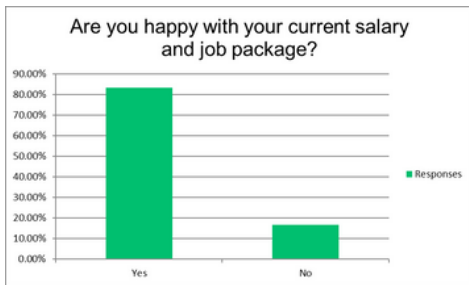
The UK construction industry contributed approximately £130 billion to the country's economy in 2022. However with UK economic growth stalling, the consequences on the construction industry are visible. In fact as we headed in to Spring 2023, construction output continued its decline, with the value of work starting on site falling 23% in the three months to April, 41% lower than in 2022 (source: Glenigan). Inflation, rising material costs, rising energy prices and higher interest rates are all affecting output. The squeeze on household incomes from rising prices and interest rates has affected consumer-related areas such as retail construction, private housebuilding and hotel and leisure facilities as developers pause work. According to Glenigan, private housing construction suffered a 51% fall in project starts compared to 2022 levels, and social housing a 10% fall on the previous year. Retail project starts fell 47% compared against 2022 levels, with a 27% fall compared to the first three months to April and in hotel and leisure, project starts decreased 41% against the same time period in 2022. Education however, was an area of growth, with the value of projects up 23% against 2022 figures, and increasing 9% in the three months to April.

On a more regional level, all regions have seen falls, but notably the North East experienced the largest decrease in project starts in the three months to April this year (50%), with levels being 27% lower than a year ago. There was a similar picture in Yorkshire, where figures fell 28% on the previous three months, and were 38% lower than the same period last year.

With UK interest rates at their highest level for fifteen years, forecasters are predicting a further increase or two in 2023, but also a quicker economic recovery than first expected, with the economy expected to make up ground lost since the pandemic by the end of the year / early 2024, rather than by 2025, although inflation levels are still expected to be above 5% at the end of the year, and 3-4% by mid-2024, above the Government's 2% target. We are seeing Government investment increasing in areas such as education facilities, health and prison facilities and transport infrastructure and the number of planning approvals has also been rising in the last three months to April - particularly in large new housing developments, where the value stood at almost £4billion, 79% higher than the same period last year. We are also seeing a surge in planning approvals for health-related construction projects and industrial buildings. We're finding at Linear Recruitment that the market is incredibly busy and hasn't experienced any downturn.

Survey Findings

How are job satisfaction levels in the construction industry?



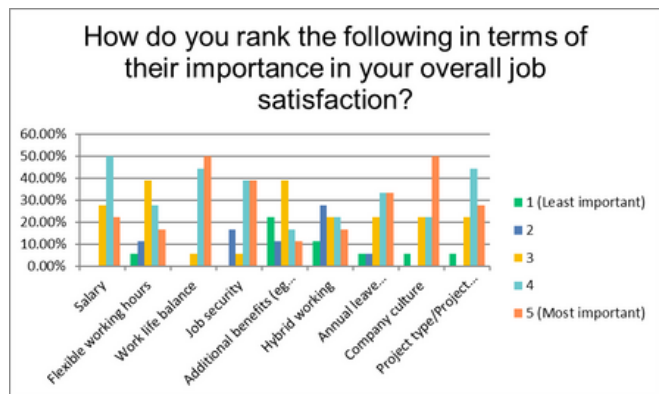
According to our survey respondents, job satisfaction is pretty high, with almost 78% stating that they were happy in their role. When asked about remuneration levels, almost 83% were happy with their current salary and package offering which is positive, especially given the current cost of living crisis. In terms of the salary and benefits package meeting expectations, around 61% of respondents stated it met their expectations, but 28% said it was lower than and only 11% said higher than their expectations.



In terms of what people receive in addition to their salary, over 80% of respondents received some form of bonus. Almost 94% received either a car or a car allowance, and 75% of respondents receive private health insurance as part of their remuneration package. The shift to a more hybrid model of working is clear as well, as over 80% of respondents have the option of flexible/remote working. According to recent research, around half of employees now work flexibly in some form, while nine in ten people say they want flexibility in their next position. The normalisation of hybrid and flexible working is something positive that has arisen from the covid pandemic, as people look for an improved work-life balance.

What's deemed important?

We tried to determine what aspects of a role people find important other than their salary. This really helps us to understand what candidates are looking for in their job searches and ensures we work with clients who are the best fit. We asked people to rank how they viewed certain aspects of their job package, including being able to work flexibly, hybrid working, their work-life balance, the culture of the business etc.



Whilst salary is clearly an important part of people's overall job satisfaction, this chart demonstrates other factors that people consider in their career. A staggering 94% of respondents ranked a work-life balance as one of the most important factors in overall job satisfaction, and we're also seeing how people value the company's culture - over 70% of respondents ranked it either a four or a five out of five for its importance, and this was also echoed in the Architecture Salary Survey that we carried out last year too. A company's values, its ethos, how it values its employees and engages with them has a huge role

to play in helping shape staff turnover, productivity and performance - along with company growth.

We can also see that job security is particularly important, and this might be more so currently given the cost of living crisis we're enduring, with rising inflation, mortgage rates, food and energy prices impacting our lives.

Salary Guides

We are finding that the Construction market continues to be buoyant despite the overall challenging economic situation and demand for both temporary and permanent staff remains high across our key geographical areas. Whilst a number of House Builders have remained cautious about the prospects of the private sale market, and company administrations across the Construction sector remain a common occurrence, there are many businesses focusing on growth and who have a strong pipeline of work to look forward to - in fact in May we saw the strongest increase in construction order books since April 2022.

Salary packages do, however, seem to be staying at a steady level; across our teams we haven't seen a significant increase in salaries on offer, with clients understandably keen to seek 'value for money' whilst keeping an eye on overheads in the face of continuing increasing costs from other areas such as materials.

What we learnt from our salary survey, was that the salaries were in keeping with what we expected. We've added some salary guides below for some of the job roles of our survey respondents. It's also worth noting that there are some differences in salaries across construction sectors. Our salary guide below allows for the wide range of Construction organisations we work with and the wide range of projects that they work on. Naturally, the salaries on offer as a Project Manager for a £30m scheme will be higher than a Project Manager role working on a £3m scheme.

	Construction	Civil Engineering	House Building	Social Housing	Respondents' Range
Architectural Technician	£25,000 - £45,000	N/A	£25,000 - £45,000	£25,000 - £40,000	£40,000 - £42,000
Contract Manager	£70,000 - £85,000	£60,000 - £75,000	£70,000 - £80,000	£60,000 - £75,000	£60,000 - £70,000
Project Manager	£55,000 - £75,000	£55,000 - £65,000	£60,000 - £70,000	£55,000 - £60,000	£60,000 - £65,000
Quantity Surveyor	£45,000 - £55,000	£45,000 - £55,000	£45,000 - £55,000	£40,000 - £55,000	£49,000 - £60,000
Senior Quantity Surveyor	£55,000 - £70,000	£55,000 - £65,000	£55,000 - £65,000	£55,000 - £65,000	£45,000 - £63,000
Senior Site Manager	£50,000 - £65,000	£50,000 - £60,000	£55,000 - £65,000	£50,000 - £60,000	£47,500 - £55,000
Site Manager	£40,000 - £60,000	£40,000 - £55,000	£45,000 - £60,000	£40,000 - £55,000	£40,000 - £57,000

Linear Recruitment Vacancies

Location & Title	Min £	Max £
Midlands	50000	60000
Senior Planner	50000	60000
North East	45000	100000
Land Manager	45000	55000
Project Director	95000	100000
Senior Site Manager	55000	70000
Site Manager	50000	60000
North West	45000	55000
Site Manager	45000	55000
South East	57500	69000
Senior Site Manager	64000	69000
Site Manager	57500	62500
South Yorkshire	50000	85000
Design Manager	50000	75000
Project Lead	80000	85000
Senior Quantity Surveyor	55000	70000
West Yorkshire	25000	100000
Assistant Quantity Surveyor	25000	35000
Construction Manager	65000	75000
Project Lead	95000	100000
Quantity Surveyor	25000	55000

The table to the left shows some of the vacancies we're currently working on that are live at the beginning of June 2023, split by their location, as a guide to what sort of average salaries are on offer. As mentioned previously, the type of construction sector and project will affect the salary ranges, but we've included the table as another reference point on how salary levels are performing.

Linear Recruitment Permanent Placements

Job Title	Average	Min	Max
Assistant Estimator	27250	25000	28000
Assistant Quantity Surveyor	28750	25000	33500
Assistant Site Manager	38500	32000	45000
Construction Manager	78250	71500	85000
Contract Manager	75000	75000	75000
Document Controller	30000	30000	30000
Engineer	46500	43500	54000
Estimator	53500	52500	55000
Head of Commercial	80000	78000	82000
Planning Co-Ordinator	24500	24000	25000
Pre-Construction Manager	57250	56000	60000
Project Manager	69000	55000	75000
Quantity Surveyor	42667	40000	50000
Senior Planner	73500	73000	75000
Senior Quantity Surveyor	58000	50000	65000
Senior Site Manager	60000	55000	65000
Site Engineer	42000	40000	45000
Site Manager	49750	42500	63000
Tenant Liaison Officer	27000	27000	27000

Despite the general doom and gloom over the state of the wider economy, all our regions are still seeing high demand for permanent salaried staff.

Although there has been clear evidence of a slowing private sale Housing Market, and a reported reduction in investor confidence in the Residential and Commercial market, here at Linear Recruitment we are continuing to see a high demand for quality staff across all sectors of the Construction Industry. Indeed, over the first half of 2023 Linear Recruitment has engaged with a number of new clients looking to recruit permanent members of staff either for new project awards or in some cases as they look to expand into new regions.

While there is no let-up in the demand for permanent staff, we are continuing to see a shortage of qualified applicants which is creating a competitive environment for House Builders and Contractors as they look to recruit across all the regions in which we operate. Although this hasn't necessarily resulted in an increase in salaries in the market as organisations focus to keeping rising costs to a minimum, it does mean that there is pressure on clients to look as attractive as possible to prospective candidates and this may mean pressures on salary packages are inevitable.

The top table shows some of the permanent placements that Linear has made over the last 12-15 months, by job title, with the figures showing the average salary, then the minimum and the maximum salaries by role. The bottom table has average salaries split by our three main operational regions.

Job Title	North East	North West	Yorkshire
Assistant Estimator	£28,000	£28,000	£28,000
Assistant Quantity Surveyor	£28,750	£30,000	£30,000
Assistant Site Manager	£34,000	£40,000	£41,000
Construction Manager	£75,000	£78,000	£78,250
Contract Manager	£75,000	£75,000	£75,000
Document Controller	£30,000	£30,000	£30,000
Engineer	£49,000	£50,000	£44,800
Estimator	£52,500	£55,000	£55,000
Head of Commercial	£78,000	£82,000	£82,000
Planning Co-Ordinator	£25,000	£25,000	£25,000
Pre-Construction Manager	£56,000	£60,000	£60,000
Project Manager	£71,500	£75,000	£55,000
Quantity Surveyor	£42,750	£45,000	£45,000
Senior Planner	£73,000	£75,000	£75,000
Senior Quantity Surveyor	£58,500	£65,000	£56,000
Senior Site Manager	£60,000	£65,000	£55,000
Site Engineer	£40,000	£42,000	£45,000
Site Manager	£55,000	£45,000	£56,750
Tenant Liaison Officer	£27,000	£27,000	£27,000

On the whole, the salaries are similar to what our salary survey and guides indicate, with regional variances accounting for some of the differences, along with the different type of construction companies we work with, as discussed previously.

Linear Recruitment Placements - Contract

	Average	Min	Max
Administrator	14	14	14
Assistant Site Manager	24	23	30
Document Controller	17	17	18
Electrical Commissioning Eng	35	34	39
Finishing Foreman	20	20	20
Quantity Surveyor	30	29	32
Site Engineer	35	35	40
Site Manager	27	26	31

Non-PAYE hourly rates

	Average	Min	Max
Assistant Site Manager	190	184	200
Contracts Manager	350	350	350
Finishing Manager	257	250	275
Project Manager	335	275	375
Quantity Surveyor	422	275	430
Senior Engineer	353	350	375
Senior Site Manager	324	275	350
Site Engineer	298	270	320
Site Manager	254	180	320

Non-PAYE day rates

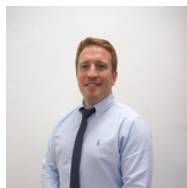
The data on the left shows the average hourly rate of pay on a Non-PAYE basis, on placements that we have made between April 2022 and March 2023. We've seen some good increases over the last couple of years; for example the average hourly rate of pay for an Assistant Site Manager increased 20% from an average rate of £20/hour to £24/hour from 2019 rates to current rates, and the minimum rate increased by 27% from £18/hour to £23/hour. The hourly rate for a Site Engineer has seen an increase of almost 30%, to an average of £35 an hour compared to £27/hour - in fact we saw that the maximum rate of pay for that role a few years ago was £35, whereas this last year it has reached £40 per hour. Similarly the rate of pay for a Site Manager has increased 17% to an average of £27 per hour.

There's been a similar picture with the performance of day rates (non PAYE) over the last few years. The day rate of pay for a Contract Manager has seen a rise of almost 30%, with an average rate of pay now at £350/day. The average date rate for a Quantity Surveyor has increased by 34% and sits at an average of £422 and the rate for a Senior Engineer is now over 20% higher. It is worth noting, again, that the pay rates are affected by the type of construction sector in which the role is, so it's not a one-size fits all approach.

Linear Recruitment has been a specialist in recruiting Construction & Property professionals since 2001 and know the industry inside out. With consultants in our offices in Sheffield, Newcastle and Manchester, we work on temporary, contract and permanent roles for hundreds of construction companies nationwide, recruiting for all construction and related roles at all levels. We offer a truly consultative approach, and work with you to provide a personal service that goes beyond expectations. Some of our key construction contacts are below, and should you have any queries, or need any further information or help with recruitment, then do not hesitate to contact us.



Geoff Taylor
Operations Director
0191 2325460
geoff.taylor@linearrecruitment.co.uk



Donal Collins
Branch Manager - North East
0191 2325460
donal.collins@linearrecruitment.co.uk



Gary Jones
Regional Manager - North West
0161 2147940
gary.jones@linearrecruitment.co.uk



Alex Moth
Managing Consultant - Yorkshire
0114 2634888
alex.moth@linearrecruitment.co.uk

Hardworking

Integrity

Passionate

Uncomplicated

Head Office

18 Paradise Square, Sheffield, S1 2DE

0114 2634888 | feedback@linearrecruitment.co.uk

Linear Recruitment Sheffield

18 Paradise Square
Sheffield
S1 2DE

0114 2634888
feedback@linearrecruitment.co.uk

Linear Recruitment Newcastle

Grainger Suite, Dobson House
Regent Centre
Newcastle upon Tyne
NE3 3PF

0191 2325460
newcastle@linearrecruitment.co.uk

Linear Recruitment Manchester

Trafford House
Chester Road, Stretford
Manchester
M32 0RS

0161 2147940
manchester@linearrecruitment.co.uk

Linear Industrial & Engineering Ltd

Shirebrook Business Centre
Border Rd
Shirebrook
NG20 8TB

0114 3222630
linearjobs@linearrecruitment.co.uk

www.linearrecruitment.co.uk



@linearrecruitment



@LinearRecruit



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