



KINGSTON BARNES

Recruitment Built For You

In partnership with



**CONSTRUCTING
EXCELLENCE**
South West

HOW DOES YOUR SALARY COMPARE?

**KINGSTON BARNES SALARY & EMPLOYMENT GUIDE
FOR CONSTRUCTION 2021-2022**

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www.kingstonbarnes.com



We hope you find this guide useful and for further information please contact us on T:0117 325 22 33 or email office@kingstonbarnes.com



HAVE YOU EVER WONDERED HOW YOUR SALARY COMPARES WITH OTHERS IN YOUR SECTOR?

The Kingston Barnes Salary & Employment Guide provides an insight into the latest salary information and current market trends for 2021 – 2022. We hope it enables you to compare and make informed decisions when it comes to choosing the right career opportunity for you.

This year we surveyed a selection of 1054 candidates, who have secured either temporary or permanent placements through Kingston Barnes or were seeking a new position from 1st April 2021 to 31st March 2022. We acknowledge that salary ranges may vary and are influenced by other external factors not analysed. Please note all figures are rounded to the nearest £250.

We hope you find this guide useful and for further information please contact us on T: **0117 325 22 33** or email office@kingstonbarnes.com.



JAMES KINGSTON

Managing Director

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RECRUITING IN TODAY'S MARKET

'To say the last few years have been challenging for employers and employees is an understatement. It's hard to believe that we've been battling Covid-19 for over two years and whilst day to day life appears at most back to the old normal, the construction sector like many others has experienced new obstacles threatening its success, stability, and future.

Amid a raging war in Ukraine of which the global impact has yet to be fully felt. Combining material, labour and supply chain shortages with a future economic downturn predicted, poses the question, **will the construction sector continue to bounce back and achieve remarkable resilience?**

In a post-Brexit and Covid-hit economy, the strength of the labour market will be paramount to the sectors ability to become and remain resilient. The war for talent is a real threat and employers are having to up their game to attract and retain talent. According to the latest statistics from the Association of Professional Staffing Companies (APSCo),

jobs spiked again in May 2022 despite the ever-increasing skills shortages.

In the next five years, over 230,000 construction jobs are expected to be created and during recent months we've seen record breaking vacancy numbers reported by the ONS and the first ever instance where there are more jobs than people out of work.

So, with a talent pool diminishing against fierce competition how can employers stay ahead of the game?

Having a robust recruitment strategy using a proactive whole of market approach with up-to-date industry intelligence and salary benchmarking has enabled many businesses in the built environment to have the competitive advantage and find that needle in a haystack. But this is only one part of the puzzle. Ensuring your company is appealing and improving job quality is vital in the current market. Not just for attracting candidates towards you but for retaining your best talent in your business. Re-hiring and retraining are far more costly.'

DEMOGRAPHIC OF THOSE SURVEYED

GENDER:



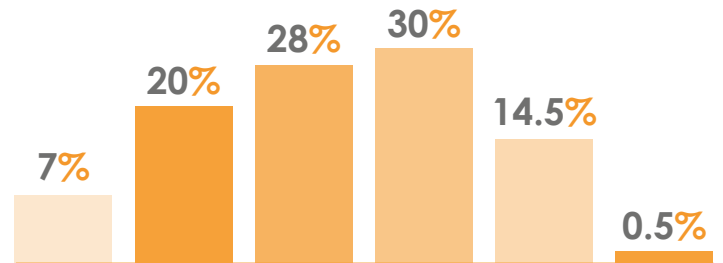
16%
FEMALE

84%
MALE



AGE:

18 - 24	7%
25 - 34	20%
35 - 44	28%
45 - 54	30%
55 - 64	14.5%
65+	0.5%



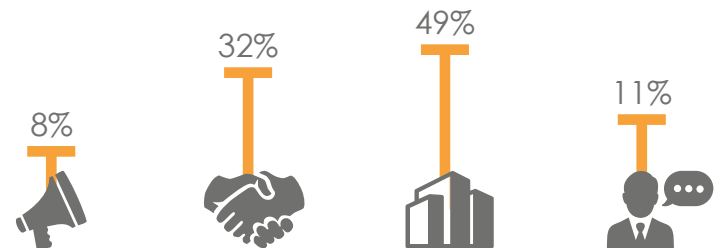
CURRENT PENSION CONTRIBUTION BY EMPLOYER:

0 - 2.5%	16%
5%	42%
7.5%	29%
10%+	13%
Final salary	0%



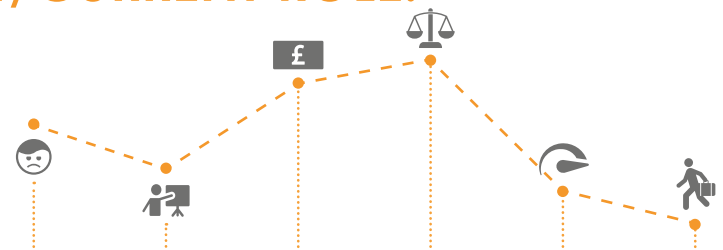
HOW DID YOU HEAR ABOUT YOUR CURRENT ROLE?

Advertisement	8%
Directly approached	32%
Recruitment agency	49%
Word of mouth	11%



REASONS FOR LEAVING PAST/CURRENT ROLE:

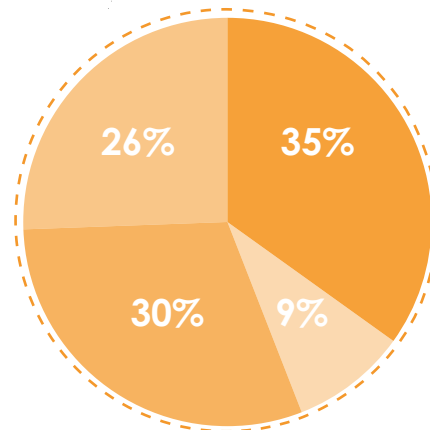
Job satisfaction	16%
Lack of training and development	8%
Looking for improved package	25%
Work/life balance	33%
Concern with company performance	11%
Redundancy	7%



OTHER THAN MONEY, WHAT IS THE MOST APPEALING FACTOR FOR YOU WHEN CONSIDERING A NEW JOB/ REMAINING IN YOUR CURRENT POSITION?

Company & Culture	35%
Recognition & Rewards	9%
Locations & Flexibility	30%
Opportunity & Development	26%

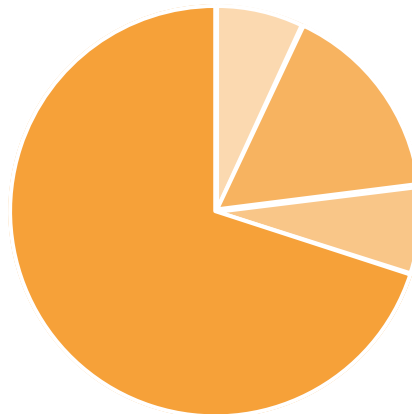
Source: LinkedIn Poll (@James Kingston), 203 participants conducted over a week.



WHAT BENEFITS DO YOU VALUE MOST WITHIN YOUR CURRENT ROLE?

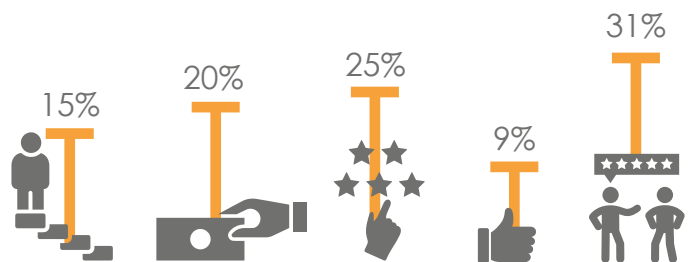
Wellness Package/Allowance	7%
Contributory Pension Scheme	16%
Health Insurance	7%
Flexible Working	70%

Source: LinkedIn Poll (@James Kingston), 130 participants conducted over a week.



WHAT ATTRACTED YOU TO THE CONSTRUCTION INDUSTRY INITIALLY?

Career Progression	15%
Pay/Benefits	20%
Job Satisfaction	25%
Personal Interest in the Industry	9%
Recommended by family/friend	31%







KATE HALLETT

Head of Construction
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WHY 2022 IS A CANDIDATE'S DREAM

'After a turbulent period of adjusting forecasts and changing expectations, 2022 is looking to be a year of growth in the construction industry. Rising construction costs and a candidate short market are challenging the industry to innovate competitive new ideas.

From a candidate perspective, now has never been such a good time to look for a new position. There is a lot of choice with multiple interview opportunities across a wide variety of sectors and companies. Clients have evaluated what is important to an employee and gone are the days of being chained to your desk 5 days a week. Flexibility, work life balance and quality of life are now the most recognised benefits that a company can offer, from flexible working, working from home and wellness programmes being introduced to name a few.

The job market is in full bloom. In the last few months of 2021 alone, there were 1.2 million open jobs (source: KPMG and REC), which created incredible opportunities for anyone wanting to get a new job and advance their career.

In fact, while certain industries might still need time to recover and go back to pre-pandemic levels, many key sectors are thriving with continued cycles of growth. Among these, we've seen major growth within construction.

The Southwest construction industry needs to recruit 32,000 workers by 2025 in order for the sector to keep up with demand, according to new research. A report published by the Construction Industry Training Board (CITB) has forecasted that the industry is set to bounce back dramatically following the pandemic.

It forecasted that the amount of construction work in the Southwest is set to grow by 3.9% annually, on average, over the next four years.

While the region's workforce of 244,000 is set to increase by 0.7% over the next few years, the CITB report estimated that an extra 32,000 workers would be needed in order to deliver large-scale projects such as the Hinkley Point C nuclear plant in Somerset and a boom in private housing development creating lots of opportunities for candidates.

According to building magazine workers in every single category of the construction profession saw their average wage go up at a national level, with salaries increasing by 2.6%, compared with the 1.1% witnessed last year. Health and safety professionals and quantity surveyors have experienced the greatest salary increases, with average wages across these disciplines increasing by 4.2%.'



THE QUESTION IS, WILL YOU TAKE ADVANTAGE OF THE MARKET?

BASIC SALARY GUIDE FOR PERMANENT POSITIONS: SOUTH WEST

COMMERCIAL CONSTRUCTION



POSITION	RANGE (£)	AVERAGE (£)
Assistant Quantity Surveyor	£25,000 – £40,000	£32,500
Quantity/Project Surveyor	£38,000 – £55,000	£46,500
Senior Quantity Surveyor	£50,000 – £70,000	£60,000
MQS	£60,000 – £82,000	£67,500
Buyer	£30,000 – £55,000	£44,000
Commercial Manager	£70,000 – £90,000	£70,000
Commercial Director	£85,000 – £130,000	£107,500



PRE CONSTRUCTION

POSITION	RANGE (£)	AVERAGE (£)
Estimator	£28,000 – £65,000	£46,500
Senior Estimator	£50,000 – £80,000	£65,000
Chief/Managing Estimator	£65,000 – £93,000	£79,000
Design Manager	£50,000 – £70,000	£60,000
Director	£90,000 – £126,000	£110,000
Bid Manager	£55,000 – £82,500	£66,000



OPERATIONAL CONSTRUCTION



POSITION	RANGE (£)	AVERAGE (£)
Assistant Site Manager	£25,000 – £40,000	£32,500
Finishing Foreman	£35,000 – £45,000	£40,000
Site Manager	£40,000 – £60,000	£50,000
Senior Site Manager	£55,000 – £65,000	£60,000
Project Manager	£55,000 – £80,000	£67,500
Contracts Manager	£45,000 – £80,000	£62,500
Engineer	£40,000 – £60,000	£50,000
Senior Engineer	£55,000 – £65,000	£60,000
Operations Manager	£60,000 – £90,000	£75,000
Construction Director	£85,000 – £130,000	£106,000

TEMPORARY CANDIDATE PAY RATES (TECHNICAL)



POSITION	RANGE (£) per day	AVERAGE (£) per day
Engineer	£210 - £300	£270
Senior Engineer	£245 - £360	£290
Finishing Foreman	£170 - £250	£235
Site Manager/Senior Site Manager	£280 - £ 390	£380
Project Manager	£295 - £415	£370
Quantity Surveyor	£260 - £450	£355
Estimator	£310 - £400	£370
Design & Build Manager	£270 - £360	£320



TEMPORARY CANDIDATE PAY RATES

(TRADES & LABOUR)

POSITION	RANGE (£) per hour	AVERAGE (£) per hour
General Labourer	£11.50 - £14	£12.50
Forklift Driver	£17 - £22	£19
Crane Supervisor	£20 - £27	£23
Handyman	£17 - £23	£19
Carpenter	£19 - £27	£24
IPAF Operator (Cherry Pickers & Scissor Lifts)	£15 - £18	£16
Semi-Skilled Labourer	£13 - £16	£14.50
Plasterer	£19 - £24	£21
Painter & Decorator	£16 - £20	£18
Bricklayer	£20 - £27	£24
Cleaner	£11 - £15	£12.50
Gateman	£13 - £16.50	£14.50
Plant Operator (Dumper/360)	£19 - £24	£22
Vehicle Banksman / Traffic Marshall	£13 - £16.50	£14
Crane Operator (Cab)	£20 - £27	£23
Ped Crane Operator	£180 - £270 per day	£200 per day



MECHANICAL & ELECTRICAL

POSITION	RANGE (£)	AVERAGE (£)
Electrician	£22 - £25 per hour	£24
Plumber	£22 - £25 per hour	£23
Pipefitter	£22 - £25 per hour	£24
Trade Mate/Improver	£15 - £18 per hour	£17
Pipe Welder	£25 - £30 per hour	£28
M&E Site Supervisor	£230 - £250 per day	£240
M&E Site Manager	£260 - £300 per day	£280

CONSTRUCTION CONSULTING

PERMANENT POSITION: SOUTH WEST



COST CONSULTING

POSITION	RANGE (£)	AVERAGE (£)
Graduate Quantity Surveyor	£20,000 – £31,000	£25,500
Assistant Quantity Surveyor	£30,000 – £37,000	£33,500
Intermediate Quantity Surveyor	£32,000 – £42,000	£37,000
Senior Quantity Surveyor	£56,000 – £62,500	£59,250
Associate Quantity Surveyor	£65,000 – £82,000	£74,000
Director/Partner	£90,000 – £100,000	£96,500



BUILDING SURVEYING

POSITION	RANGE (£)	AVERAGE (£)
Graduate Building Surveyor	£21,000 – £28,000	£24,500
Chartered Building Surveyor	£28,500 – £57,000	£42,750
Senior Building Surveyor	£46,000 – £61,000	£53,500
Associate Building Surveyor	£65,000 – £75,000	£70,000
Director/Partner	£75,000 – £90,000	£82,500



PROJECT MANAGEMENT

POSITION	RANGE (£)	AVERAGE (£)
Graduate Project Manager	£22,000 – £34,000	£28,000
Assistant Project Manager	£32,500 – £42,500	£37,500
Project Manager /Programme Manager	£37,000 – £65,000	£51,000
Senior Project/ Programme Manager	£60,000 – £65,000	£62,500
Associate	£67,000 – £74,000	£70,500
Director	£70,000 – £85,000	£77,000
Partner	£90,000 – £100,000	£95,000



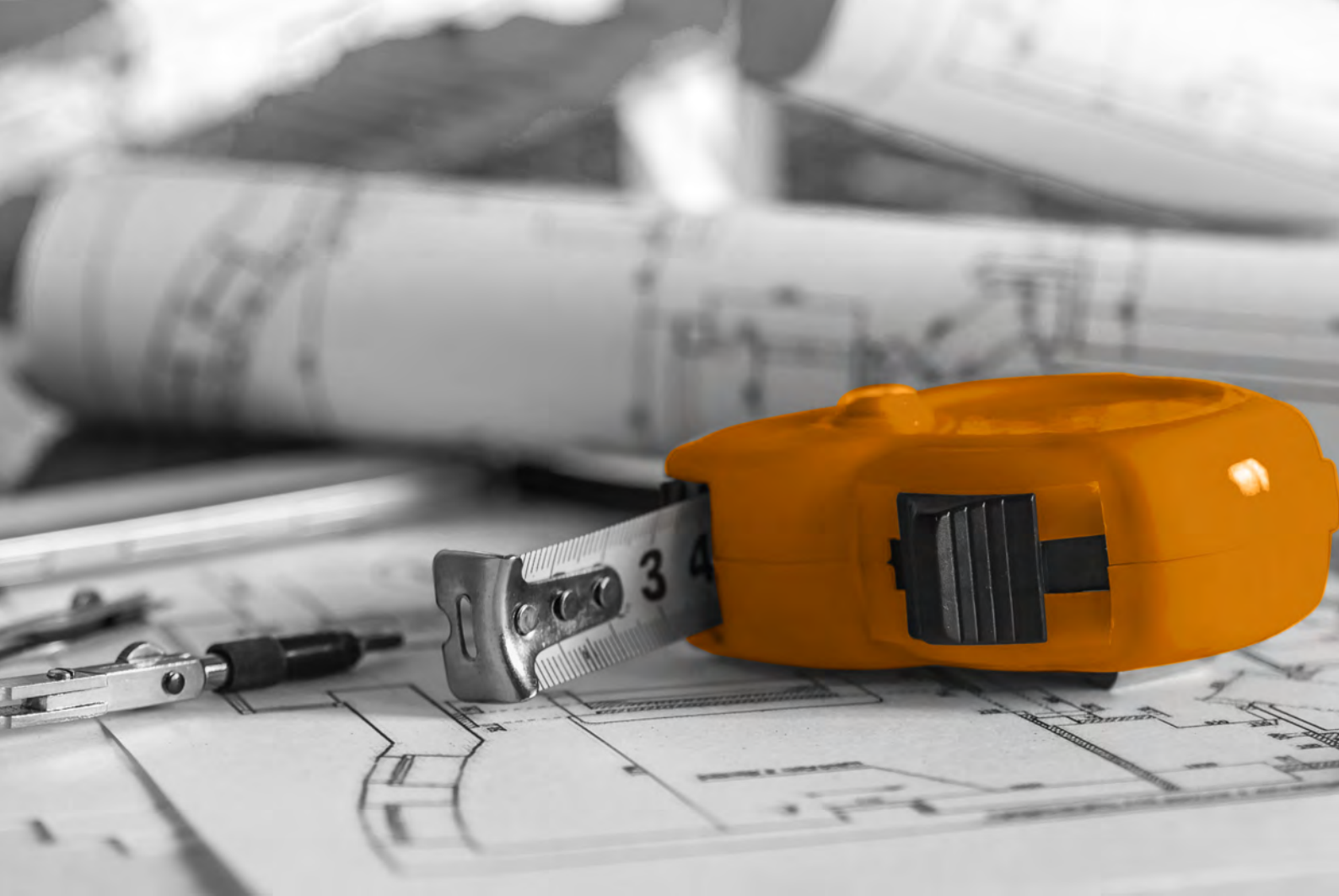
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