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EXCELLENCE**
South West

KINGSTON BARNES CONSTRUCTION SALARY & EMPLOYMENT GUIDE FOR THE SOUTH WEST 2016-2017

HOW DOES
YOUR SALARY
COMPARE?

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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 2016 - 2017. 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 1,612 candidates, who have secured either temporary or permanent placements through Kingston Barnes or were seeking a new position from 1st April 2016 to 31st March 2017. We acknowledge that salary ranges may vary and are influenced by other external factors not analysed.

We hope you find this guide useful and for further information please contact us on
T: 0117 325 2233 or email
office@kingstonbarnes.com.



SPOTLIGHT ON THE SOUTH WEST

With the second fastest growing economy outside of London, what does that mean for the future of construction in Bristol - and the rest of the South West?

The South West's construction output will grow at an annual rate of 3.1 per cent between 2017 and 2021, according to the latest figures from the Construction Industry Training Board (CITB). That's almost double the UK's average of 1.7 per cent and will create more than 20,000 new jobs for the region.

The Construction Skills Network also predicts that the South West's construction industry will create 6,480 new jobs every year, building on the region's status as one of the UK's highest growth territories for construction last year. Barbour ABI's Economic and Construction Market Review 2017 also declared the South West to be the UK's hottest region for industrial construction. So what's driving this growth?

INFRASTRUCTURE, INDUSTRIAL AND DISTRIBUTION

Without a doubt, the sectors leading the South West's charge to the front of the UK's construction industry are infrastructure, industrial and distribution. While the residential housing, education and care sectors show promise, projects focused on improving Bristol's infrastructure and commercial potential are in the spotlight, thanks to the regional devolution plan.

This also extends to Cardiff's £1.2bn devolution deal over the next 20 years and these initiatives will only help to grow the regional economy and deliver jobs to the area.

BRISTOL FIRST

Bristol in particular is emerging as a regional powerhouse, with a number of high profile construction projects that include:

- Metrobus
- Bristol Arena
- Temple Quarter

- Central Park
- The new M49 junction
- Hinkley Point C power station
- Student accommodation

CENTRAL PERK

While both the oft-delayed Metrobus program and the much-maligned Bristol Arena frequently grab the headlines in the local press, it's the Central Park distribution centre that is truly deserving of the limelight.

This project alone puts the rest of Bristol construction in its shadow, with an incredible 4.5m sq ft last year dedicated to distribution centre deals; more than double the annual take-up in the past seven years. Companies such as The Range – who will build a 1.2m sq ft warehouse the size of 15 Wembley Stadiums – and Lidl, with their 600,000 sq ft distribution centre, are keen to capitalise on the South West.

JUNCTION AHEAD

With the rise of Central park has come an accelerated appetite for a new junction on the M49 at Severnside to feed into the site. Central government funding for the project is assured and we can expect Highways England to reveal its location by the end of the year. Construction could complete by the end of 2018, while the junction will benefit Avonmouth in general.

INDUSTRIAL DRIVES RESIDENTIAL

With all the improvements in these sectors, Bristol now has the second fastest growing economy outside of London. And with that increased activity comes a demand for cost-effective housing; it's easier to provide affordable accommodation without London and the South East's price premium on land for development.

With increasing numbers of workers in need of homes, the Bristol boom is also benefitting Welsh construction, as South Wales is also seeing an increase in demand for housing in Chepstow and the Monmouthshire area from Bristol commuters, thanks to the news that tolls on the Severn Bridge will be halved from 2018.

WEST OF THE WATER

South Wales isn't just benefitting from residential development; £35 million has already been spent on the Swansea tidal scheme that aims to generate electricity for 155,000 homes over the next 120 years. Work is expected to start on site in 2018, with a total spend of £1.3 billion over the duration of the project.

THE HINKLEY EFFECT

The largest construction project in Europe will help infrastructure in the region grow by 70 per cent throughout 2017 and 2018. As the highest profile construction project in the South West's future, the development of Hinkley Point C will not only represent a huge opportunity for construction in the region, but it will also pose challenges.

Obviously, such a large-scale undertaking will boost South West construction, but with skilled labour already at a premium, will there be enough experienced hands to go around? We expect not. This will place a premium on candidates, so forward-thinking firms are locking in their talent now, before it becomes in short supply. Firms that don't prepare for Hinkley's impact on the industry in the region will suffer throughout course of the 10-year project.

But there's good news for all too; we expect that the sheer size of the Hinkley Point project will encourage smaller developments to service the scheme's 9,000 workers and this additional contribution is not to be underestimated.

POINTS SOUTH

Communities and Local Government Secretary Sajid Javid has recently announced a £43.57m Growth Deal allocation to the Heart of the South West LEP, including Devon, Plymouth, Somerset and Torbay. The deal will go towards funding 10 projects in the LEP area, dependent upon funding of £115.92m from the public and private sectors, creating a total £159.49m.

Highways England has also now published options for a £170m scheme to dual 30 miles of the A303 between Sparkford and Ilchester, with the consultation closing at the end of March. The preferred route will be announced this year, with work beginning in 2020.

POINTS SOUTH: EXETER

The industrial expansion continues further down the M5, as companies such as Ikea look to establish large developments in the Exeter area. The Swedish multinational will construct an outlet in the Sandy Park area, which will be accompanied by 220 new homes on the land adjacent. With full planning permission granted, work begins this spring.

Plans have also been submitted for a 60-acre business park on the city's outskirts, including plans for a new slip road onto the A38. Work is expected to begin onsite by end March, to be completed within 12 months.

Exeter bus station is also due redevelopment that had been slated to begin in March. The council

has just announced a delay on commencement, with the project expected to begin later this year for completion next year. Exeter can also expect a new £7.4m train station, with work starting early this year.

The £6m student accommodation project on Frogg Street has already started with a view to realising 98 studio apartments and rooftop garden by July 2018.

POINTS SOUTH: PLYMOUTH

The government has just approved a £43.57million investment in the South West, including a complete renovation of Plymouth railway station, the busiest transport hub south-west of Bristol. The station will service a new line of 'bullet' style trains from next year.

As work is completed on the fifth phase of Plymouth Science Park, the news came out that Plymouth airport could not be viably re-opened as a commercial airport, according to a government report. Instead, the land could become a £200m garden suburb of 1,500 homes under submitted plans that could meet up to 10 per cent of Plymouth's local housing needs. This development would be one of the 14 new garden villages announced by the Government in January, including Culm in Mid-Devon, West Carclaze in Cornwall and another near Taunton.

Plymouth also continues to enjoy its reputation as a holiday destination with a £50m hotel and residential development planned for the Hoe. The project comprises a five-storey, 60 bed hotel, alongside an 11-storey block of 43 residential apartments.

POINTS SOUTH: CORNWALL

Alongside continued improvements to the road network in the county throughout 2017, the Eden Project has been granted planning permission for an £8.5m hotel. Construction for the 109 bedrooms is set to begin later this year, to be completed by April 2018.

Bodmin's St Lawrence Hospital is being converted into residential accommodation, with the project due for completion early next year. This development is part of The Contemporary Cornish Living Scheme, which aims to deliver 1,000 homes by 2022 and is just one example of continued construction growth in the South West, from Bristol to the tip of Cornwall.

PROUD TO BE SOUTH WEST

As Bristol's fastest growing construction recruitment agency, Kingston Barnes is proud to be part of the construction industry in the area. With our unique local connections to candidates and employers alike, whether you're looking for your next challenge or want to find the staff that will grow your business in the area, Kingston Barnes can help.

Talk to us today on 0117 325 2233 or email us at office@kingstonbarnes.com

DEMOGRAPHIC OF THOSE SURVEYED

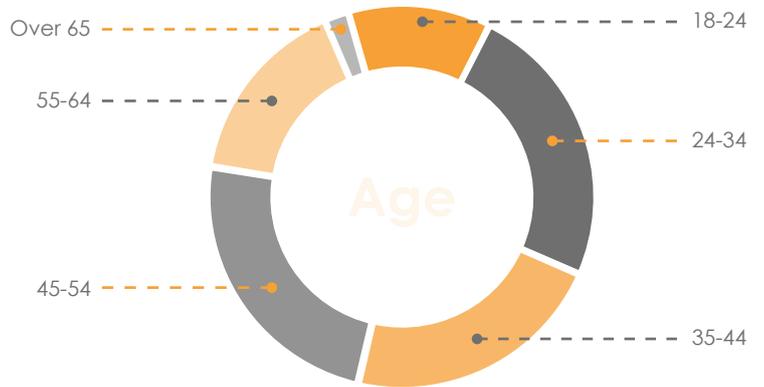
GENDER

Male 94 %
Female 6 %



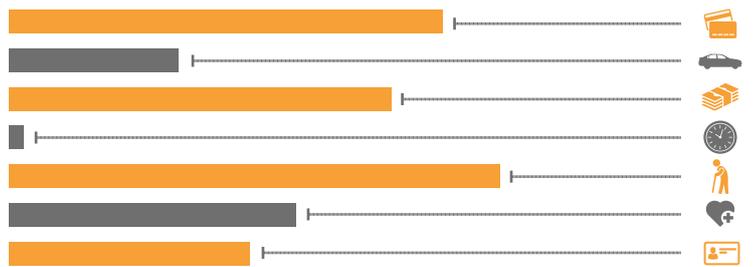
AGE

18-24 12 %
24-34 24 %
35-44 22 %
45-54 24 %
55-64 16 %
Over 65 2 %



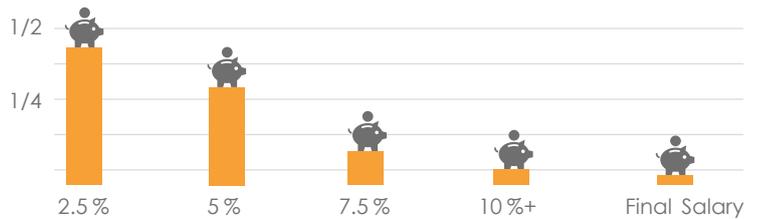
CURRENT BENEFITS

Car Allowance 59 %
Company Car 23 %
Financial Bonus 52 %
Flexi Time 2 %
Pension Scheme 73 %
Private Healthcare 43 %
Professional Memberships 36 %



CURRENT PENSION CONTRIBUTION

2.5 % 48 %
5 % 34 %
7.5 % 11 %
10 %+ 4.5 %
Final Salary 2.5 %



HOW DO YOU HEAR ABOUT YOU CURRENT ROLE

Advertisement 13 %
Directly Approached 22 %
Recruitment Agency 53 %
Word of Mouth 12 %



REASON FOR LEAVING PAST/CURRENT ROLE

Job Satisfaction 28.5 %
Lack of Training and Development 24.5 %
Looking for Improved Salary 17 %
Poor work/life balance 18 %
Concern with company performance 9 %
Redundancy 3 %



BASIC SALARY GUIDE CONSTRUCTION FOR PERMANENT POSITIONS

OPERATIONAL CONSTRUCTION



POSITION	RANGE (£)	AVERAGE (£)
Assistant Site Manager	£25,000 – £40,000	£32,000
Finishing Foreman	£30,000 – £46,000	£38,750
Site Manager	£32,000 – £57,000	£46,000
Senior Site Manager	£45,000 – £62,000	£55,000
Project Manager	£56,000 – £75,000	£63,250
Contracts Manager	£50,000 – £70,000	£65,000
Engineer	£32,500 – £48,000	£42,500
Senior Engineer	£38,000 – £55,000	£46,500
Operations Manager	£60,000 – £87,000	£69,700
Construction Director	£65,000 – £110,000	£88,500

“ The South West construction sector is predicted to grow at a faster rate than any other part of the UK with projects like Hinkley Point C, Taunton Garden Town, Sherford Plymouth and Cranbrook Exeter leading the way. What a wonderful opportunity this is therefore to promote construction as a career opportunity for young people and others wanting a secure future. The industry is working hard to improve its image in being more inclusive and diverse together with the Constructing Excellence agenda of driving a more collaborative culture and integrated supply chain. Prospects for all involved look exciting in the coming years. ”

Andrew Carpenter,
Chief Executive of Construction Excellence, South West

CONSTRUCTION PAY RATES

COMMERCIAL CONSTRUCTION



POSITION	RANGE (£)	AVERAGE (£)
Assistant Quantity Surveyor	£22,000 – £35,000	£29,000
Quantity/Project Surveyor	£34,500 – £55,000	£46,500
Senior/Managing Quantity Surveyor	£50,000 – £72,500	£65,000
Buyer	£30,000 – £55,000	£45,000
Commercial Manager	£55,000 – £85,000	£72,500
Commercial Director	£70,000 – £125,000	£92,500



PRE-CONSTRUCTION

POSITION	RANGE (£)	AVERAGE (£)
Estimator	£35,000 – £65,000	£52,500
Senior/Managing Estimator	£55,000 – £82,500	£68,000
Design Manager	£40,000 – £65,000	£52,500
Senior Design Manager	£50,000 – £70,000	£58,000
Technical Manager	£50,000 – £70,000	£62,000
Pre-Construction Director	£68,000 – £100,000	£86,000



HEALTH & SAFETY

POSITION	RANGE (£)	AVERAGE (£)
Health & Safety Manager	£45,000 – £65,000	£50,000

TEMPORARY CANDIDATE PAY RATES



POSITION	RANGE (£)	AVERAGE (£)
Engineer	£18 – £28.50 per hour	£26.00 per hour
Senior Engineer	£22 – £35 per hour	£32.00 per hour
Finishing Foreman	£18 – £24 per hour	£22.00 per hour
Site Manager/Senior Site Manager	£20 – £35.50 per hour	£30.00 per hour
Project Manager	£31.50 – £44 per hour	£36.00 per hour
Contracts Manager	£30 – £40 per hour	£38.50 per hour
Quantity Surveyor	£25.00 – £48 per hour	£38.00 per hour
Estimator	£25 – £42 per hour	£35.00 per hour
Design & Build Manager	£25 – £40 per hour	£32.00 per hour
Labourer	£9 – £10 per hour	£9.50 per hour
Painter and Decorator	£14 – £15 per hour	£14.00 per hour
Forklift Driver	£14 – £16 per hour	£15.00 per hour
Groundworker	£13 – £14.50 per hour	£14.00 per hour
Carpenter	£16 – 18 per hour	£17.00 per hour
Electrician	£15 – £19 per hour	£17.50 per hour
Electricians Mate	£10.50 – £12.50 per hour	£12.00 per hour
Electrical Improver	£12.50 – £14 per hour	£13.50 per hour
Plumber	£15 – £19 per hour	£17.50 per hour
Pipefitter	£15 – £19 per hour	£17.50 per hour
Mechanical Mate	£9.50 – £12.50 per hour	£12.00 per hour
Mechanical Improver	£11.50 – £14 per hour	£13.50 per hour
Welder	£17 – £21 per hour	£19.00 per hour
Duct Fitter	£26 – £32 (per pair)	£30 (per pair)
M&E Project/Site Manager	£250 – £320 per day	£280 per day

CONSTRUCTION CONSULTING PAY RATES

COST CONSULTANCY



POSITION	RANGE (£)	AVERAGE (£)
Graduate Quantity Surveyor	£20,000 – £25,000	£23,500
Assistant Quantity Surveyor	£21,000 – £30,500	£26,000
Quantity Surveyor (Chartered)	£33,500 – £39,000	£37,500
Senior Surveyor	£39,000 – £50,000	£46,500
Associate	£47,000 – £63,000	£56,000
Director	£55,000 – £80,000	£68,000

PROJECT MANAGEMENT



POSITION	RANGE (£)	AVERAGE (£)
Graduate Project Manager	£21,000 - £25,500	£23,000
Assistant	£22,500 - £32,000	£26,000
Project Manager / Programme Manager	£33,500 - £40,000	£36,000
Senior Project/ Programme Manager	£39,000 - £50,000	£45,000
Associate	£50,000 - £60,000	£56,500
Director	£53,500 - £78,000	£67,500



BUILDING SURVEYING



POSITION	RANGE (£)	AVERAGE (£)
Graduate Building Surveyor	£19,000 - £28,000	£24,500
Chart Building Surveyor	£20,000 - £28,000	£25,000
Senior Building Surveyor	£37,000 - £45,500	£41,500
Associate	£49,000 - £58,000	£53,500
Director	£53,000 - £75,000	£64,500



FACILITIES MANAGEMENT



POSITION	RANGE (£)	AVERAGE (£)
FM Operations Manager	£45,000 – £65,000	£50,000
FM Contracts Manager	£35,000 – £48,000	£42,000
FM – Hard Services	£25,000 – £35,000	£33,000
FM – Soft Services	£25,000 – £30,000	£27,000
Maintenance Engineer	£23,000 – £30,000	£25,000
FM Coordinator	£18,000 – £24,000	£23,000

“ Compared to other parts of the UK, the South West Facilities Management industry is relatively small but caters for a large amount of public, private and voluntary sector Facilities Management requirements. These include some large University, NHS and MOD campuses as well as an array of Corporate blue chip companies who have a presence in our region.

With FM roles in the region limited, the fight for talent, the fight for the best continues, with companies looking to attract the best with snazzy workplaces and competitive benefits. On the other end of the scale, some jobs are over subscribed and attract dozens of CVs meaning that the once considered applicants are no longer getting past the CV sift.

People continue to fall in to the industry from other related disciplines, which makes us more determined to move it towards being a career of choice. In the meantime, selling yourself, developing your own skills, networking, mentoring and qualifications continue to offer a great way of putting yourself above other job seekers, in a market that continues to grow within our beautiful region.

The latest BIFM Business Confidence Monitor has revealed an air of cautious optimism and underlying indicators of a slowdown in confidence caused by a sense of political, social and economic uncertainty.

The survey concludes that although confidence in the UK FM sector has remained positive, there are considerable indicators of lowered expectations during the current uncertainties.

Facilities Management offers a fantastic, varied career, with people at the heart of everything we do. The internet of things, data driven decision making, further acquisitions, the fight for talent and political, social and economic uncertainty will continue to shape how the industry moves forward, and the BIFM will be at the forefront as the industry continues to evolve and adapt to the ever changing workplace requirements.



KEEP CALM AND CARRY ON CONSTRUCTION

As Britain prepares to exit stage right from the EU, we look at why now is the right time to put your recruitment drive front and centre, while everyone else waits in the wings.

The British public has voted to leave Europe. The shock of abandoning the EU after 46 years may be an unsettling prospect, but that doesn't mean that a kneejerk reaction is the best course of action. Battening down the hatches to weather the storm may be a perfectly natural human response to such uncertainty, but success in business doesn't belong to the timid. Fortune favours the bold, after all!

THERE'S NOTHING TO SEE HERE. YET.

We're still part of the EU and will continue to be so until the withdrawal negotiations are completed. That could take a couple of years and right now, nobody knows what the post-Brexit landscape will look like. We could join Norway and Switzerland by signing up to the European Free Trade Association (EFTA) and even remain part of the European Economic Area (EEA). But given that a lot of public votes were won by promising to restrict immigration, it may be more likely that we'll adopt a customs union and bilateral agreements with the EU similar to those enjoyed today by Turkey. But what does Brexit mean for the construction industry?

INTERNATIONAL INVESTMENT

Investment from overseas in a post-Brexit world is one of the most unpredictable areas to consider. Experts estimate it will take two years for the UK to negotiate its exit from the EU. There's no reason to think that construction projects that are underway will halt, but there is a question mark over the next phase of new projects. The early signs are promising; just last week, French energy company EDF announced their intention to continue investing in the £18bn development of a nuclear power plant at Hinkley Point C.

Several leading politicians behind the Leave campaign – including the new Secretary of State for Foreign and Commonwealth Affairs, Boris Johnson – believe that the UK will retain access to the EU single market. Perhaps more importantly, our new independent status could see the UK win investment from the USA and Asiatic markets. And the Asian continent contains many of the world's fastest growing economies, while Europe continues to struggle in its recovery from recent depressions.

LIVING IN A MATERIAL WORLD

In 2010, a study by the Department for Business Skills and Innovation estimated that 64% of building materials were imported from the EU. After Brexit, construction firms may face new duties or quantity caps. This could lead to an increase in costs, so the smart money is already locking in preferential prices ahead of our final exit from the territory. But Brexit could be good news for British producers if public procurement legislation stipulates that supplies should be UK sourced.

REPLACING RED TAPE WITH RED, WHITE AND BLUE

One of the arguments in favour of leaving the EU is that Britain's construction industry would see a reduction in unnecessary bureaucracy that could recover the cost of leaving the union.

We're not so sure. European environmental and health and safety legislation, for instance, is now part of UK law. Just look at the way the most recent version of the Construction Design and Management (CDM) Regulations enact EU Directive 1992/57/EEC regarding temporary or mobile construction sites removed the exemption for domestic clients for the first time. This stuff has become embedded into our national legislation and it would be a long and painful process to excise it.

THE SKILLS SHORTAGE IS SET TO BECOME... SHORTER!

No company wants to turn away business, but a shocking two-thirds of British construction companies have turned down work due to a lack of staff, according to a recent survey. The skills shortage in construction has been widely reported, but Government figures show that nearly 12% of the UK industry's 2.1m workers come from abroad – mainly from the EU.

According to the CIOB, the construction industry needs to find an additional 224,000 new recruits by 2019. Where we would traditionally cover off this shortfall with imported labour, Brexit means that workers from the EU may no longer enjoy the same freedom to work in the UK. And as a result, the skills shortage will only get worse.

That same skills shortage is already pushing up wages in the UK, with average earnings for the industry rising by more than 6 per cent in the year to October 2015. Take the European pool of workers out of the equation and the basic principle of supply and demand dictates that every single employee will command a premium in the market after Brexit.

ARE YOU THE WOLF OR THE LAMB?

You could wait for the dust to settle, sure. And you might be sensible to do so. Or you could seize the initiative and press forwards while your competitors hang back. This is one of those rare opportunities that can reward risk at a corporate level.

While everyone else is waiting to see what happens, now's the time to forge ahead with your plans for expansion. If your rivals are reluctant to hire new talent in an uncertain market, then that's only good news for you. Now's the time to secure the best candidates for the minimum investment and assure your future growth ahead of the market catching up.

DON'T MISS OUT – RECRUIT TODAY!

Will you miss out on the best talent because you're nervous? Don't be – get on it! Talk to us to today to find out how you can attract the best talent at the best cost right now.

“ ACCORDING TO THE CIOB, THE CONSTRUCTION INDUSTRY NEEDS TO FIND AN ADDITIONAL 224,000 NEW RECRUITS BY 2019. ”





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CONSTRUCTION



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