

Salary Guide and Market Insight 2014

Introduction

Welcome to the Reed Engineering Salary Guide and Market Insight 2014. This is a comprehensive report containing useful reference material and guidance to assist you in the increasingly complex task of recruiting and retaining high-calibre Engineering talent.

Drawing upon independent research, the report provides valuable insights into the attitudes and concerns of Engineering professionals in the UK today, as well as a comparison to the UK workforce's outlook as a whole. It also includes a comprehensive set of salary figures that were compiled using data gained from Reed Engineering assignments, professionals registered with Reed Engineering and in conjunction with reed.co.uk – the UK's number one job site.

I hope this guide provides you with helpful insights and valuable guidance to assist you in dealing with the resourcing challenges our market may present this year.

Our specialist consultants are always happy to meet with you and discuss how we may be able to support you with your resourcing requirements, and answer any questions you may have regarding particular issues such as local market expectations and the depth of the talent pool.

We look forward to working with you throughout 2014.

Best wishes

Mark Blay

Reed Engineering

Methodology

Our Salary and Market Insight has been compiled using data from several sources, including:

- Assignments managed by Reed Engineering.
- Salary information from a cross-section of Engineering professionals registered with Reed Engineering and reed.co.uk
- Salary information from vacancies in the Engineering sector on reed.co.uk

The data presented on 'Satisfaction & Stability' and 'Talent Management' has been provided by an external and independent research agency.

The research was carried out using an online panel of 2,417 UK employees and employers working in a variety of industry sectors and job levels.

Once the results were compiled, we were then able to analyse the responses by looking at the specific area of Engineering.

Footnote

All research conducted by Opinion Matters adheres to MRS Codes of Conduct (2010) in the UK. Within these parameters, there are guidelines that ensure all research is carried out in a professional and ethical manner. Furthermore, as members of ESOMAR and AIMRI, Opinion Matters abide by the ICC/ESOMAR International Code on Market and Social Research. Opinion Matters is registered with the Information Commissioner's Office and is fully compliant in accordance with the Data Protection Act. The company is also certified under Quality Assurance Scheme ISO 9001.

Market overview

A Confident Start

UK industry has enjoyed a strong start to the year, with CBI figures showing the fastest rate of growth in new orders since 2011. This confidence is reflected in the mood of the workforce, with 87% of employees feeling secure in their roles – up 13% on the previous year.

And there are grounds for optimism, with a burgeoning pipeline of job opportunities across all areas of industry. In particular, the automotive sector is enjoying something of a renaissance with production levels reaching a six-year high last year. Traditionally, this has been the flagship sector for British engineering and its success is good news for UK industry as a whole.

However, on the flip side, this increase in opportunities is putting pressure on an already candidate-short market, which in turn is pushing up salary levels. There has been much debate about how to increase the supply of engineering talent, with a focus on boosting apprenticeship numbers and from September 2014 the revised engineering diploma will be rolled out in all schools, but this will not solve today's shortages overnight.

Candidate-Driven Market

Between now and 2020, UK Industry will need 830,000 new Science, Engineering and Technology (SET) Professionals and 450,000 new SET Technicians. Across all areas of industry, there is evidence that demand for graduate engineers is outstripping supply. Shortages are most acute in the energy sector for nuclear new-build projects and among premium vehicle manufacturers in the automotive sector. In terms of skill set, electronic and mechanical design engineers are in particularly high demand.

With a shortfall of skilled candidates, most employers will have to take a close look at how they present themselves to the labour market. What can they offer to stand out from the crowd and what will make the job seeker choose them? Perhaps the only exceptions for this are the world-class engineering brands, where candidates will always beat a path to their door.

The interview is a two-way process and in a candidate-driven market, employers have to be prepared to sell themselves equally hard. Bringing increased efficiencies to the recruitment process is essential or employers will run the risk of losing out on a candidate altogether or end up in a bidding war.

While a job specification must be clearly defined, in the midst of a skills shortage employers need to think carefully about the key attributes for a role. The candidates with exactly the right blend of skills, experience, aptitude and mind-set will be rare and may not even exist in one person. If they do, these candidates are likely to have a range of opportunities to choose from in a job market that is gathering pace. We work with our clients to identify what the candidate needs to bring to a role and what can be developed through training. It's important not to focus solely on technical skills, as individuals with the right mind-set and broader commercial awareness can make a positive impact on an organisation.

Commercial Acumen Required

Although candidates have the upper hand, employers remain discerning in shortlisting prospective employees. UK industry is a highly competitive environment and employers are looking for candidates who blend the highest standard of technical skills with commercial acumen.

Throughout the recruitment process, the candidate's challenge is to show the employer their problem-solving approach and how they will help the business to achieve its goals. Candidates should put themselves in the employer's shoes and think "why would this company hire me" and it starts at the very beginning with an effective CV. We know from supporting our clients with shortlisting prospective employees that the candidates who stand out bring their skills to life by describing how they have helped their employer in some way, such as saving money or tapping into a new market.

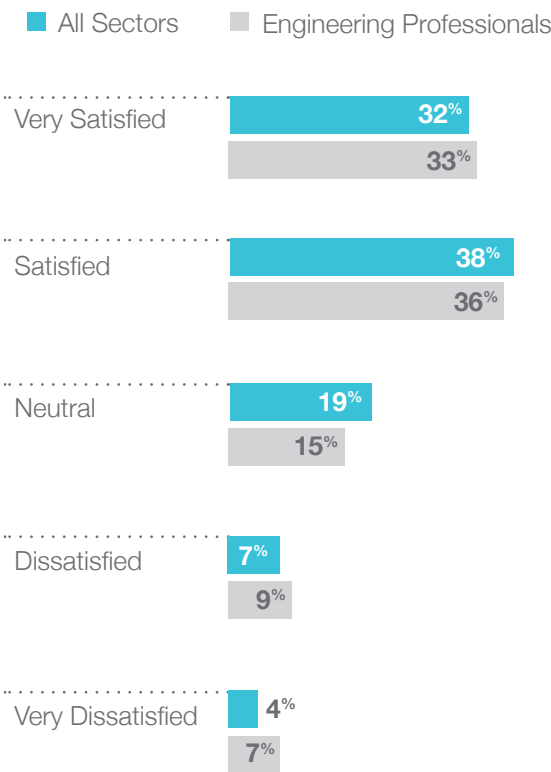
To this end, graduates looking for their first role will have a much stronger chance if they have done a placement year in industry. Being able to talk about real-world examples of how they have solved problems makes a much stronger impression on employers.

Looking Ahead

For skilled candidates, the outlook in engineering is bright and our figures show that more than a third (36.6%) of employees will be looking for new opportunities in the year ahead. For employers this means retention strategies are as important as attracting new people. Our data revealed a slight drop in the number of employees receiving an annual pay rise; training levels were also down on the previous year. In such a tight market for talent, employers must take a holistic view when putting together attractive remuneration packages.

Satisfaction & Stability

How satisfied are you in your current role?



Let's take a closer look

Job satisfaction among engineering professionals is good, with 69% feeling satisfied or very satisfied in their current role. This is in line with the satisfaction levels of the whole UK workforce, where 70% are either satisfied or very satisfied.

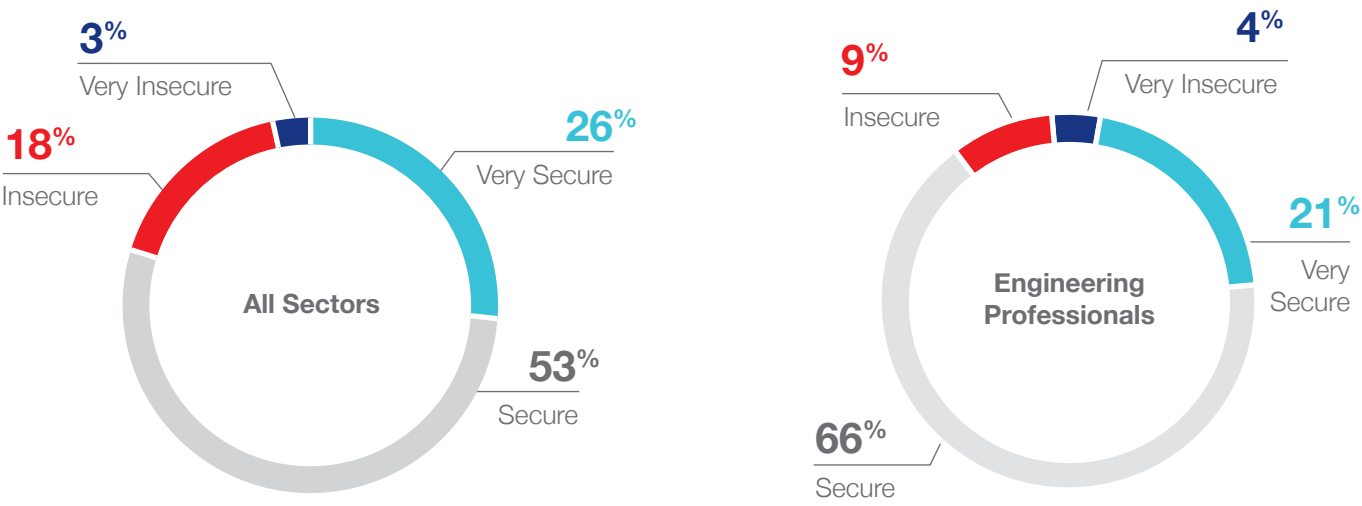
Where are all the jobseekers?

Let's take a closer look

London is once again the most active region for workers seeking a new role, with 44% of Londoners either actively looking, or planning to do so in the next 12 months. Wales is second on this list, with 40%. Workers are least likely to be looking for a new role in Scotland, Northern Ireland and the North East.



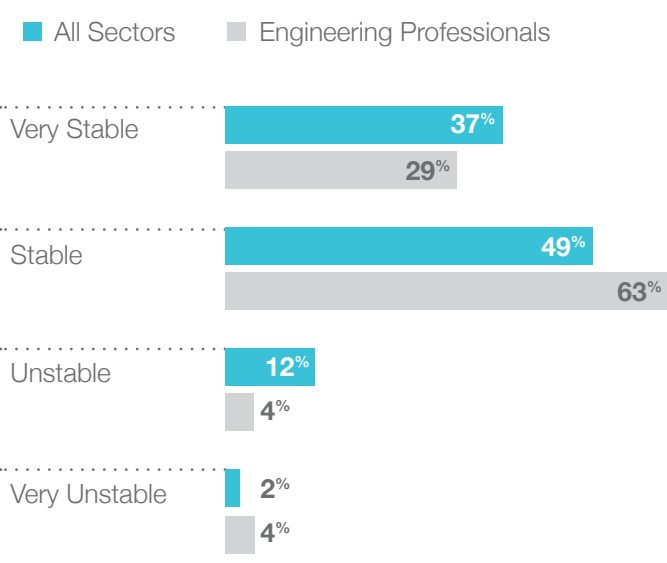
How secure do you consider your current role to be?



Let's take a closer look

The sense of job security is high among engineering professionals in the UK, with 87% feeling secure or very secure in their current role. In the job market as a whole, this figure is 79%.

How stable is the workforce in your organisation?

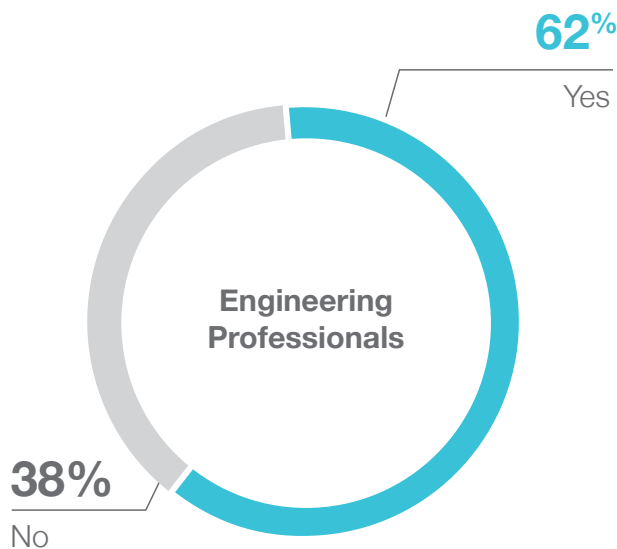


Let's take a closer look

The sense of workforce stability is higher than the national average, with 92% of engineering professionals with management responsibility describing their workforce as stable or very stable.

Talent Management

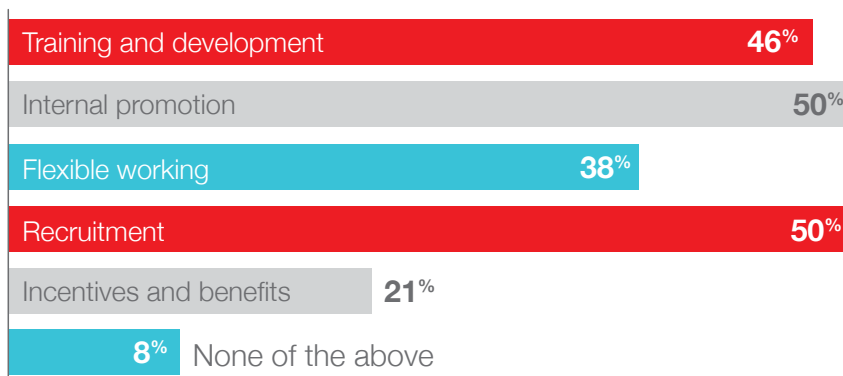
Are you worried about losing talented individuals from your organisation?



Let's take a closer look

Almost two thirds (62%) of managers in the engineering sector are worried about losing talented individuals from their organisation.

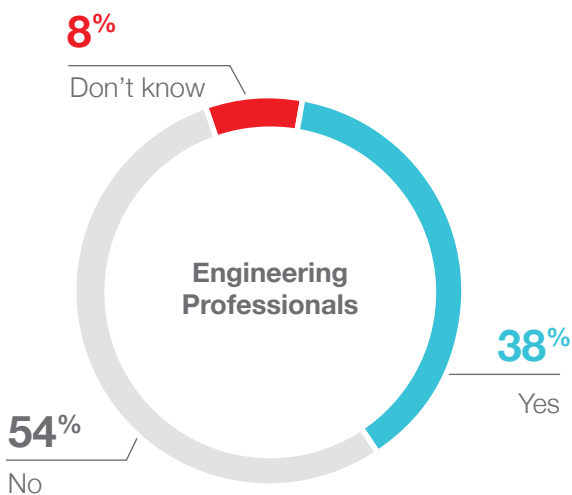
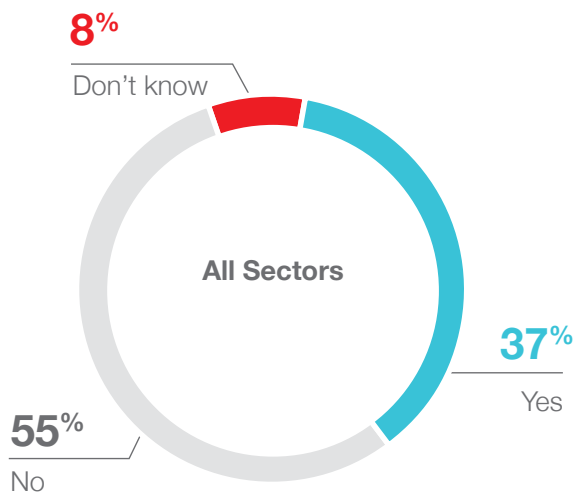
Which of the following methods is your organisation deploying to maintain or even grow talent levels?



Let's take a closer look

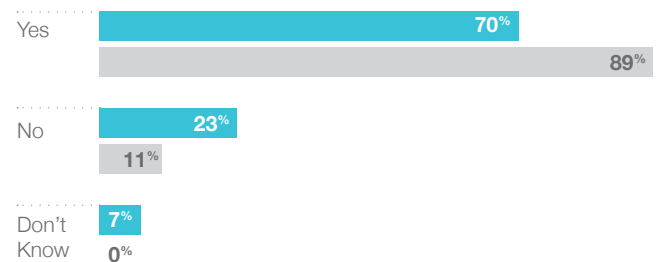
The top two methods for maintaining and growing talent within the engineering sector are internal promotion (50%) and external recruitment (50%). Almost half of businesses (46%) are using training & development to boost their talent pool.

Do you have skills gaps in your organisation?

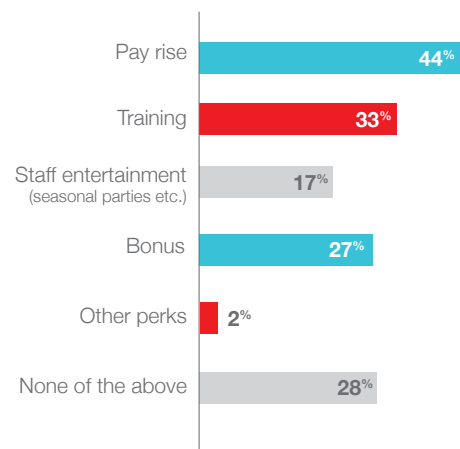


Are skills gaps having a negative impact on your organisation's performance/ personal growth potential?

■ All Sectors ■ Engineering



Which of the following have you received in the last 12 months?



Let's take a closer look

More than a third of engineering managers (38%) report skills gaps in their organisation, which is in line with the national average. 89% of these also see these skills gaps as having a negative impact in their organisation's overall performance and growth potential.

Engineering Salary Figures

Electronic Engineers

	Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£43,000	£60,000	£36,000	£50,000	£22,000	£40,000
SOUTH EAST	£40,000	£55,000	£34,000	£45,000	£22,000	£34,000
SOUTH WEST	£40,000	£50,000	£32,000	£44,000	£22,000	£34,000
MIDLANDS	£45,000	£60,000	£35,000	£46,000	£25,000	£35,000
NORTH	£38,000	£55,000	£31,000	£41,000	£20,000	£31,000
SCOTLAND & NORTHERN IRELAND	£38,000	£55,000	£30,000	£41,000	£20,000	£30,000

System Design Engineers

	Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£45,000	£60,000	£34,000	£50,000	£24,000	£40,000
SOUTH EAST	£40,000	£55,000	£33,000	£45,000	£22,000	£34,000
SOUTH WEST	£38,000	£50,000	£32,000	£44,000	£22,000	£34,000
MIDLANDS	£45,000	£60,000	£35,000	£48,000	£25,000	£35,000
NORTH	£40,000	£55,000	£32,000	£45,000	£25,000	£35,000
SCOTLAND & NORTHERN IRELAND	£40,000	£55,000	£32,000	£45,000	£25,000	£35,000

Mechanical Design Engineers

	Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£42,000	£60,000	£33,000	£50,000	£26,000	£40,000
SOUTH EAST	£40,000	£55,000	£33,000	£45,000	£24,000	£34,000
SOUTH WEST	£38,000	£50,000	£30,000	£41,000	£22,000	£33,000
MIDLANDS	£41,000	£50,000	£32,000	£44,000	£25,000	£35,000
NORTH	£40,000	£55,000	£32,000	£45,000	£25,000	£35,000
SCOTLAND & NORTHERN IRELAND	£40,000	£55,000	£32,000	£45,000	£25,000	£35,000

Engineering Salary Figures

Manufacturing Production

	Manager		Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£43,000	£65,000	£33,000	£48,000	£32,000	£41,000	£23,000	£41,000
SOUTH EAST	£38,000	£55,000	£30,000	£40,000	£25,000	£37,000	£22,000	£27,000
SOUTH WEST	£35,000	£55,000	£28,000	£36,000	£25,000	£35,000	£20,000	£26,000
MIDLANDS	£45,000	£65,000	£35,000	£50,000	£31,000	£45,000	£25,000	£41,000
NORTH	£30,000	£65,000	£28,000	£45,000	£22,000	£45,000	£18,000	£35,000
SCOTLAND & NORTHERN IRELAND	£30,000	£60,000	£28,000	£45,000	£22,000	£45,000	£18,000	£35,000

Process Engineers

	Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£33,000	£60,000	£30,000	£45,000	£24,000	£44,000
SOUTH EAST	£30,000	£44,000	£26,000	£40,000	£22,000	£33,000
SOUTH WEST	£30,000	£42,000	£27,000	£35,000	£20,000	£31,000
MIDLANDS	£35,000	£50,000	£32,000	£45,000	£25,000	£42,000
NORTH	£32,000	£55,000	£30,000	£43,000	£23,000	£34,000
SCOTLAND & NORTHERN IRELAND	£32,000	£55,000	£30,000	£43,000	£23,000	£34,000

Engineering Salary Figures

Aviation

EASA PT B1 Licensed Engineer

	MIN	MAX
LONDON	£30,000	£37,000
SOUTH EAST	£30,000	£37,000
SOUTH WEST	£29,000	£36,000
MIDLANDS	£29,000	£36,000
NORTH	£29,000	£36,000
SCOTLAND & NORTHERN IRELAND	£28,000	£35,000

EASA PT B2 Licensed Engineer

	MIN	MAX
LONDON	£34,000	£43,000
SOUTH EAST	£34,000	£43,000
SOUTH WEST	£32,000	£41,000
MIDLANDS	£32,000	£41,000
NORTH	£31,000	£40,000
SCOTLAND & NORTHERN IRELAND	£30,000	£40,000

FAA A&P Licensed Engineer

	MIN	MAX
LONDON	£25,000	£33,000
SOUTH EAST	£25,000	£33,000
SOUTH WEST	£24,000	£32,000
MIDLANDS	£24,000	£32,000
NORTH	£24,000	£32,000
SCOTLAND & NORTHERN IRELAND	£23,000	£31,000

Aircraft Mechanic

	MIN	MAX
LONDON	£24,000	£29,000
SOUTH EAST	£24,000	£29,000
SOUTH WEST	£24,000	£29,000
MIDLANDS	£24,000	£29,000
NORTH	£23,000	£28,000
SCOTLAND & NORTHERN IRELAND	£22,000	£27,000

Avionics Technician

	MIN	MAX
LONDON	£24,000	£29,000
SOUTH EAST	£24,000	£29,000
SOUTH WEST	£24,000	£29,000
MIDLANDS	£24,000	£29,000
NORTH	£23,000	£28,000
SCOTLAND & NORTHERN IRELAND	£22,000	£27,000

Project Programme Management

Programme Director

	MIN	MAX
LONDON	£65,000	£100,000
SOUTH EAST	£65,000	£90,000
SOUTH WEST	£60,000	£95,000
MIDLANDS	£55,000	£80,000
NORTH	£55,000	£80,000
SCOTLAND & NORTHERN IRELAND	£55,000	£80,000

Programme Manager

	MIN	MAX
LONDON	£48,000	£75,000
SOUTH EAST	£40,000	£70,000
SOUTH WEST	£40,000	£70,000
MIDLANDS	£50,000	£65,000
NORTH	£40,000	£65,000
SCOTLAND & NORTHERN IRELAND	£40,000	£65,000

Project Manager

	MIN	MAX
LONDON	£39,000	£55,000
SOUTH EAST	£35,000	£50,000
SOUTH WEST	£33,000	£55,000
MIDLANDS	£38,000	£50,000
NORTH	£35,000	£50,000
SCOTLAND & NORTHERN IRELAND	£35,000	£50,000

Project Engineer

	MIN	MAX
LONDON	£31,000	£42,000
SOUTH EAST	£27,000	£35,000
SOUTH WEST	£27,000	£35,000
MIDLANDS	£30,000	£36,000
NORTH	£25,000	£35,000
SCOTLAND & NORTHERN IRELAND	£25,000	£35,000

Engineering Salary Figures

Quality

	Manager		Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£38,000	£61,000	£38,000	£50,000	£30,000	£47,000	£25,000	£35,000
SOUTH EAST	£38,000	£50,000	£32,000	£44,000	£25,000	£40,000	£20,000	£29,000
SOUTH WEST	£35,000	£50,000	£30,500	£44,000	£25,000	£40,000	£20,000	£30,000
MIDLANDS	£39,000	£60,000	£40,000	£50,000	£31,000	£44,000	£25,000	£35,000
NORTH	£32,000	£60,000	£35,000	£50,000	£26,000	£45,000	£22,000	£35,000
SCOTLAND & NORTHERN IRELAND	£32,000	£60,000	£35,000	£50,000	£26,000	£45,000	£25,000	£35,000

Maintenance

	Manager		Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£40,000	£60,000	£34,000	£50,000	£30,000	£40,000	£25,000	£40,000
SOUTH EAST	£35,000	£50,000	£30,000	£45,000	£25,000	£37,000	£20,000	£33,000
SOUTH WEST	£35,000	£45,000	£28,000	£40,000	£25,000	£34,000	£20,000	£35,000
MIDLANDS	£40,000	£55,000	£33,000	£42,000	£31,000	£40,000	£26,000	£37,000
NORTH	£35,000	£60,000	£30,000	£45,000	£28,000	£45,000	£25,000	£35,000
SCOTLAND & NORTHERN IRELAND	£35,000	£60,000	£30,000	£45,000	£28,000	£45,000	£25,000	£35,000

Technical Support

	Manager		Principal		Senior		Engineer	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£42,000	£60,000	£32,000	£50,000	£27,000	£40,000	£20,000	£35,000
SOUTH EAST	£42,000	£55,000	£32,000	£45,000	£27,000	£35,000	£20,000	£30,000
SOUTH WEST	£40,000	£50,000	£32,000	£45,000	£25,000	£35,000	£20,000	£27,000
MIDLANDS	£40,000	£50,000	£30,000	£40,000	£25,000	£35,000	£20,000	£30,000
NORTH	£42,000	£52,000	£30,000	£40,000	£25,000	£33,000	£20,000	£30,000
SCOTLAND & NORTHERN IRELAND	£40,000	£50,000	£29,000	£40,000	£25,000	£35,000	£20,000	£30,000

Engineering Salary Figures

Test & Service

	Manager		Field Engineer		Test/Repair Engineer		Test/Repair Technician	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
LONDON	£30,000	£55,000	£20,000	£35,000	£23,000	£33,000	£18,000	£30,000
SOUTH EAST	£30,000	£50,000	£20,000	£32,000	£23,000	£30,000	£18,000	£26,000
SOUTH WEST	£30,000	£40,000	£20,000	£32,000	£22,000	£30,000	£18,000	£25,000
MIDLANDS	£30,000	£40,000	£22,000	£35,000	£20,000	£30,000	£18,000	£28,000
NORTH	£30,000	£50,000	£20,000	£35,000	£20,000	£30,000	£18,000	£25,000
SCOTLAND & NORTHERN IRELAND	£30,000	£50,000	£20,000	£35,000	£20,000	£30,000	£18,000	£25,000

Composites Industry

	Laminator	
	MIN	MAX
LONDON	£22,000	£30,000
SOUTH EAST	£22,000	£30,000
SOUTH WEST	£21,000	£29,000
MIDLANDS	£21,000	£29,000
NORTH	£20,000	£27,000
SCOTLAND & NORTHERN IRELAND	£19,000	£26,000

Operation Technical Engineering

	Director		Manager	
	MIN	MAX	MIN	MAX
LONDON	£60,000	£90,000	£40,000	£70,000
SOUTH EAST	£60,000	£90,000	£40,000	£70,000
SOUTH WEST	£50,000	£80,000	£37,000	£65,000
MIDLANDS	£60,000	£80,000	£40,000	£65,000
NORTH	£50,000	£85,000	£40,000	£70,000
SCOTLAND & NORTHERN IRELAND	£50,000	£85,000	£40,000	£60,000

Industry insight

At REED we think it's important to be experts in our field, and provide the best possible recruitment advice to the candidates and clients we work with.

As part of our commitment to this, we stay completely up-to-date with the latest relevant news, and produce monthly online and quarterly offline digests to share essential updates and discussion.

We provide industry insight on HR, Insurance, Technology, Procurement and more.

To see a full list and to subscribe to all the news updates we provide, go to **www.reedgateway.co.uk/InsideConnect/signup.asp**

Salary Guide App

Alongside our 2014 Salary and Market Insight guides, we have also created an interactive salary and insight app, containing key stats for each industry and region, as well as useful tips and resources for both jobseekers and employers.

To see the app in action, please visit **www.reedglobal.com/salaryguide**

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