

# The Randstad CPE Salary Survey 2016

Based on average salaries  
throughout the UK in 2015



## Foreword



“Randstad CPE has kept a close eye on perm salaries over the last couple of years and in this survey sees salaries steadily increase across most specialisms. CPE’s research in 2015 surrounding the Age of Housebuilding uncovered that we would need a further one million workers in the industry to keep up with the demand and the question remained the same “How will we find new workers to fill the shortage?” As this survey shows most assistant or entry level roles saw a rise in wages compared to Randstad CPE’s published figures last year. With this increase the industry seems to be taking the right steps forward in helping fill the skills gap. Owen Goodhead - MD Randstad CPE”

**Owen Goodhead**  
**MD Randstad CPE**

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[www.randstadcpe.com](http://www.randstadcpe.com)

# introduction

The Randstad CPE Salary Survey is a guide on average salaries within the construction industry, based on job title and region.

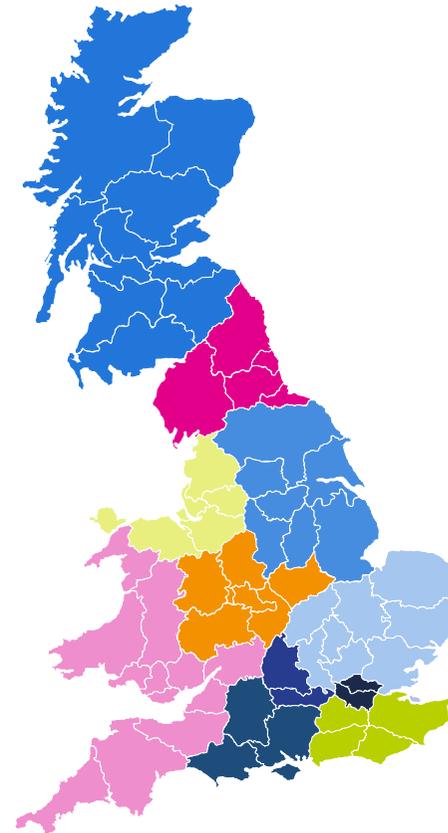
The Salary Survey is not a definitive guide to salaries within the construction industry - it is purely a guide and monitor for the recruitment and retention of staff and indicates average salaries. There will always be individual cases where salaries come outside of the brackets laid out in this report.

The salary guide is produced by Randstad CPE, one of the leading construction recruitment organisations in the UK for 40 years. The salaries indicated are based on actual permanent placements by Randstad CPE within the last 12 calendar months.

The salaries are split by not only job title, but by region.

The regions are as follows:

- **Scotland**  
0141 248 7212
- **North**  
0191 221 1567
- **North West**  
0161 238 8800
- **Yorkshire & Humberside**  
0113 245 5950
- **West Midlands**  
0121 730 4140
- **East of England**  
0170 737 8378
- **London**  
0203 680 0600
- **Thames Valley**  
01189 035 7231
- **South**  
01489 560 202
- **South East**  
0162 235 7231
- **South West**  
0145 461 000



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# Quantity Surveyor

## Assistant Quantity Surveyor

National average: £28,150

	Min	Max	Ave
Scotland	£24,000	£34,000	£29,000
North East	£18,000	£28,000	£23,000
North West	£24,500	£30,500	£27,500
Yorkshire & Humber	£23,000	£31,000	£27,000
East Midlands	£25,000	£32,000	£28,500
West Midlands	£25,000	£32,000	£28,500
East Anglia	£25,000	£32,000	£28,500
South East	£28,000	£35,500	£31,750
South West	£28,000	£35,500	£31,750
London	£24,000	£33,000	£30,000
<b>UK AVERAGE</b>	<b>£24,250</b>	<b>£32,050</b>	<b>£28,150</b>

## Quantity Surveyor

National average: £40,600

	Min	Max	Ave
Scotland	£36,000	£42,000	£43,000
North East	£28,000	£40,000	£34,000
North West	£33,500	£40,000	£36,750
Yorkshire & Humber	£30,000	£42,000	£36,000
East Midlands	£35,500	£45,000	£40,250
West Midlands	£35,500	£45,000	£40,250
East Anglia	£35,500	£45,000	£40,250
South East	£39,500	£48,000	£43,750
South West	£39,500	£48,000	£43,750
London	£40,000	£55,000	£48,000
<b>UK AVERAGE</b>	<b>£35,300</b>	<b>£45,000</b>	<b>£40,600</b>

## Senior Quantity Surveyor

National average: £50,775

	Min	Max	Ave
Scotland	£42,000	£48,000	£45,000
North East	£40,000	£50,000	£45,000
North West	£41,000	£48,500	£44,750
Yorkshire & Humber	£42,000	£46,000	£44,000
East Midlands	£45,000	£54,000	£49,500
West Midlands	£45,000	£54,000	£49,500
East Anglia	£45,000	£54,000	£49,500
South East	£51,500	£70,000	£55,250
South West	£51,500	£59,000	£55,250
London	£60,000	£80,000	£70,000
<b>UK AVERAGE</b>	<b>£46,300</b>	<b>£55,250</b>	<b>£50,775</b>

## Quantity Surveyor - PQS

National average: £40,875

	Min	Max	Ave
Scotland	£38,000	£46,000	£42,000
North East	£35,000	£45,000	£40,000
North West	£37,000	£43,500	£40,250
Yorkshire & Humber	£38,000	£43,000	£40,500
East Midlands	£35,500	£41,000	£38,250
West Midlands	£35,500	£41,000	£38,250
East Anglia	£35,500	£41,000	£38,250
South East	£42,000	£47,000	£44,500
South West	£42,000	£47,000	£44,500
London	£34,500	£50,000	£42,250
<b>UK AVERAGE</b>	<b>£37,300</b>	<b>£44,450</b>	<b>£40,875</b>



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# Building Surveyor

Building Surveyor  
National Average: £40,875

	Min	Max	Ave
Scotland	£25,000	£32,000	£28,500
North East	£24,000	£45,000	£34,500
North West	£32,500	£40,000	£36,250
Yorkshire & Humber	£28,000	£31,000	£29,500
East Midlands	£29,000	£41,000	£35,000
West Midlands	£29,000	£41,000	£35,000
East Anglia	£29,000	£41,000	£35,000
South East	£32,500	£50,000	£41,250
South West	£32,500	£50,000	£41,250
London	£37,000	£52,000	£44,500
<b>UK AVERAGE</b>	<b>£29,850</b>	<b>£42,300</b>	<b>£40,875</b>



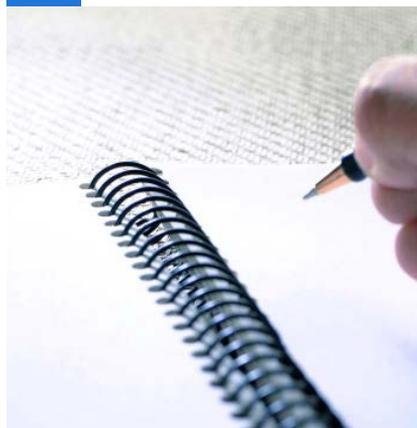
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# Contracts Manager

Contracts Manager  
National Average: £53,550

	Min	Max	Ave
Scotland	£35,500	£52,500	£44,000
North East	£40,000	£60,000	£50,000
North West	£36,000	£50,000	£43,000
Yorkshire & Humber	£32,500	£47,500	£40,000
East Midlands	£48,750	£66,250	£57,500
West Midlands	£48,750	£66,250	£57,500
East Anglia	£48,750	£66,250	£57,500
South East	£43,500	£75,000	£55,500
South West	£43,500	£67,500	£55,500
London	£70,000	£80,000	£75,000
<b>UK AVERAGE</b>	<b>£44,725</b>	<b>£62,375</b>	<b>£53,550</b>



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# Project Manager

## Assistant Project Manager

National Average: £36,375

	Min	Max	Ave
Scotland	£34,000	£42,000	£38,000
North East	£25,000	£35,000	£30,000
North West	£29,000	£34,500	£31,750
Yorkshire & Humber	£33,000	£42,000	£38,500
East Midlands	£31,500	£39,500	£35,500
West Midlands	£31,500	£39,500	£35,500
East Anglia	£31,500	£39,500	£35,500
South East	£38,000	£42,000	£40,000
South West	£38,000	£42,000	£40,000
London	£35,000	£46,000	£39,000
<b>UK AVERAGE</b>	<b>£32,550</b>	<b>£40,200</b>	<b>£36,375</b>

## Senior Project Manager

National Average: £58,700

	Min	Max	Ave
Scotland	£60,000	£67,000	£63,500
North East	£45,000	£60,000	£52,500
North West	£45,500	£62,000	£53,750
Yorkshire & Humber	£45,000	£50,000	£47,500
East Midlands	£53,500	£61,000	£57,250
West Midlands	£53,500	£61,000	£57,250
East Anglia	£53,500	£61,000	£57,250
South East	£58,000	£75,000	£61,500
South West	£58,000	£65,000	£61,500
London	£65,000	£90,000	£75,000
<b>UK AVERAGE</b>	<b>£53,700</b>	<b>£64,200</b>	<b>£58,700</b>

## Project Manager

National Average: £50,250

	Min	Max	Ave
Scotland	£42,000	£60,000	£51,000
North East	£39,000	£50,000	£44,500
North West	£35,000	£45,500	£40,250
Yorkshire & Humber	£42,000	£45,000	£43,500
East Midlands	£46,500	£53,000	£49,750
West Midlands	£46,500	£53,000	£49,750
East Anglia	£46,500	£53,000	£49,750
South East	£50,000	£70,000	£57,000
South West	£50,000	£64,000	£57,000
London	£46,000	£70,000	£60,000
<b>UK AVERAGE</b>	<b>£44,350</b>	<b>£55,750</b>	<b>£50,250</b>



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# Site Agent

Site Agent  
National Average: £38,000

	Min	Max	Ave
Scotland	£30,000	£40,000	£35,000
North East	£30,000	£40,000	£35,000
North West	£30,500	£38,500	£34,500
Yorkshire & Humber	£30,000	£40,000	£35,000
East Midlands	£32,000	£45,000	£38,500
West Midlands	£32,000	£45,000	£38,500
East Anglia	£32,000	£45,000	£38,500
South East	£30,000	£45,000	£37,500
South West	£30,000	£45,000	£37,500
London	£40,000	£55,000	£50,000
<b>UK AVERAGE</b>	<b>£31,650</b>	<b>£43,850</b>	<b>£38,000</b>

Senior Site Agent  
National Average: £44,975

	Min	Max	Ave
Scotland	£38,000	£45,000	£40,000
North East	£35,000	£50,500	£41,500
North West	£35,000	£45,000	£42,750
Yorkshire & Humber	£40,000	£50,000	£40,000
East Midlands	£40,000	£50,000	£45,000
West Midlands	£40,000	£50,000	£45,000
East Anglia	£40,000	£55,500	£45,000
South East	£40,000	£55,500	£47,750
South West	£50,000	£65,000	£47,750
London	£39,300	£51,150	£55,000
<b>UK AVERAGE</b>	<b>£39,300</b>	<b>£51,150</b>	<b>£44,975</b>



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# Site Manager

Assistant Site Manager  
National Average: £31,725

	Min	Max	Ave
Scotland	£30,000	£33,000	£31,500
North East	£26,000	£32,000	£29,000
North West	£28,500	£31,500	£30,000
Yorkshire & Humber	£28,000	£33,000	£31,000
East Midlands	£28,000	£36,500	£32,250
West Midlands	£28,000	£36,500	£32,250
East Anglia	£28,000	£36,500	£32,250
South East	£29,500	£36,500	£33,000
South West	£29,500	£36,500	£33,000
London	£29,000	£38,000	£33,000
<b>UK AVERAGE</b>	<b>£28,450</b>	<b>£35,000</b>	<b>£31,725</b>

Site Manager  
National Average: £41,900

	Min	Max	Ave
Scotland	£35,000	£41,000	£38,000
North East	£32,000	£42,000	£37,000
North West	£34,000	£41,500	£37,750
Yorkshire & Humber	£33,000	£47,000	£40,000
East Midlands	£36,000	£48,500	£42,250
West Midlands	£36,000	£48,500	£42,250
East Anglia	£36,000	£48,500	£42,250
South East	£40,000	£50,000	£45,000
South West	£40,000	£50,000	£45,000
London	£40,000	£59,000	£49,500
<b>UK AVERAGE</b>	<b>£36,200</b>	<b>£47,600</b>	<b>£41,900</b>

Senior Site Manager  
National Average: £49,800

	Min	Max	Ave
Scotland	£40,000	£47,000	£43,500
North East	£40,000	£50,000	£45,000
North West	£41,500	£49,000	£45,250
Yorkshire & Humber	£45,000	£56,000	£50,500
East Midlands	£47,500	£55,000	£51,250
West Midlands	£47,500	£55,000	£51,250
East Anglia	£47,500	£55,000	£51,250
South East	£47,500	£62,000	£52,000
South West	£47,500	£56,500	£52,000
London	£47,000	£65,000	£56,000
<b>UK AVERAGE</b>	<b>£45,100</b>	<b>£54,500</b>	<b>£49,800</b>



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# Buyer

## Buyer

National Average: £36,700

	Min	Max	Ave
Scotland	£25,000	£37,000	£31,000
North East	£26,000	£37,000	£31,500
North West	£28,500	£39,000	£33,750
Yorkshire & Humber	£28,000	£42,000	£35,000
East Midlands	£32,000	£44,500	£38,250
West Midlands	£32,000	£44,500	£38,250
East Anglia	£32,000	£44,500	£38,250
South East	£32,000	£47,000	£39,500
South West	£32,000	£47,000	£39,500
London	£32,000	£52,000	£42,000
<b>UK AVERAGE</b>	<b>£29,950</b>	<b>£43,450</b>	<b>£36,700</b>

## Senior Buyer

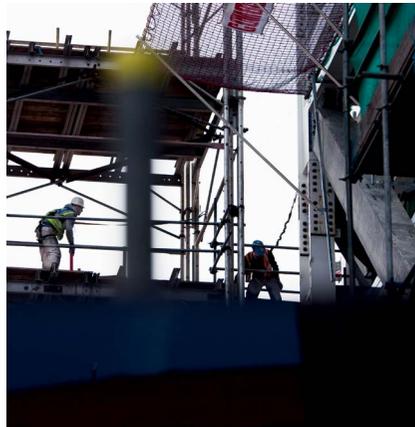
National Average: £45,325

	Min	Max	Ave
Scotland	£38,000	£48,000	£43,000
North East	£37,000	£50,000	£43,500
North West	£36,250	£49,250	£42,750
Yorkshire & Humber	£38,000	£52,000	£45,000
East Midlands	£40,500	£49,500	£45,000
West Midlands	£40,500	£49,500	£45,000
East Anglia	£40,500	£49,500	£45,000
South East	£37,000	£58,000	£43,750
South West	£37,000	£50,500	£43,750
London	£48,000	£65,000	£56,500
<b>UK AVERAGE</b>	<b>£39,275</b>	<b>£51,375</b>	<b>£45,325</b>



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# Estimator

## Assistant Estimator

National Average: £28,400

	Min	Max	Ave
Scotland	£25,000	£35,000	£30,000
North East	£18,000	£35,000	£26,500
North West	£25,500	£32,500	£29,000
Yorkshire & Humber	£20,000	£23,000	£21,500
East Midlands	£27,500	£33,500	£30,500
West Midlands	£27,500	£33,500	£30,500
East Anglia	£27,500	£33,500	£30,500
South East	£22,500	£27,000	£24,750
South West	£22,500	£27,000	£24,750
London	£32,000	£40,000	£36,000
<b>UK AVERAGE</b>	<b>£24,800</b>	<b>£32,000</b>	<b>£28,400</b>

## Estimator

National Average: £41,638

	Min	Max	Ave
Scotland	£36,000	£44,000	£40,000
North East	£30,000	£45,000	£37,500
North West	£32,500	£40,000	£36,250
Yorkshire & Humber	£30,000	£40,000	£35,000
East Midlands	£37,750	£49,000	£43,375
West Midlands	£37,750	£49,000	£43,375
East Anglia	£37,750	£49,000	£43,375
South East	£37,000	£52,000	£44,500
South West	£37,000	£52,000	£44,500
London	£42,000	£55,000	£48,500
<b>UK AVERAGE</b>	<b>£35,775</b>	<b>£47,500</b>	<b>£41,638</b>

## Senior Estimator

National Average: £53,925

	Min	Max	Ave
Scotland	£44,000	£52,000	£48,000
North East	£42,000	£65,000	£53,500
North West	£38,500	£50,000	£44,250
Yorkshire & Humber	£40,000	£45,000	£42,500
East Midlands	£46,500	£62,500	£54,500
West Midlands	£46,500	£62,500	£54,500
East Anglia	£46,500	£62,500	£54,500
South East	£50,000	£65,000	£56,250
South West	£50,000	£62,500	£56,250
London	£70,000	£90,000	£75,000
<b>UK AVERAGE</b>	<b>£47,400</b>	<b>£61,450</b>	<b>£53,925</b>



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# Planner

## Assistant Planner

National Average: £28,350

	Min	Max	Ave
Scotland	£22,000	£26,000	£24,000
North East	£18,000	£35,000	£26,500
North West	£25,000	£31,000	£28,000
Yorkshire & Humber	£28,000	£32,000	£30,000
East Midlands	£25,000	£31,000	£28,000
West Midlands	£25,000	£31,000	£28,000
East Anglia	£25,000	£31,000	£28,000
South East	£25,000	£31,000	£28,000
South West	£25,000	£31,000	£28,000
London	£32,000	£38,000	£35,000
<b>UK AVERAGE</b>	<b>£25,000</b>	<b>£31,700</b>	<b>£28,350</b>

## Senior Planner

National Average: £50,600

	Min	Max	Ave
Scotland	£35,000	£40,000	£37,500
North East	£40,000	£60,000	£50,000
North West	£40,000	£50,000	£45,000
Yorkshire & Humber	£42,000	£50,000	£46,000
East Midlands	£47,500	£57,500	£52,500
West Midlands	£47,500	£57,500	£52,500
East Anglia	£47,500	£57,500	£52,500
South East	£41,000	£54,000	£47,500
South West	£41,000	£54,000	£47,500
London	£60,000	£90,000	£75,000
<b>UK AVERAGE</b>	<b>£44,150</b>	<b>£57,050</b>	<b>£50,600</b>

## Planner

National Average: £40,900

	Min	Max	Ave
Scotland	£26,000	£35,000	£30,500
North East	£30,000	£45,000	£37,500
North West	£31,000	£40,000	£35,500
Yorkshire & Humber	£32,000	£42,000	£37,000
East Midlands	£36,000	£49,000	£42,500
West Midlands	£36,000	£49,000	£42,500
East Anglia	£36,000	£49,000	£42,500
South East	£38,500	£47,500	£43,000
South West	£38,500	£47,500	£43,000
London	£40,000	£60,000	£55,000
<b>UK AVERAGE</b>	<b>£34,400</b>	<b>£46,400</b>	<b>£40,900</b>



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# Commercial Manager

## Commercial Manager

National Average: £60,338

	Min	Max	Ave
Scotland	£40,000	£61,000	£50,500
North East	£50,000	£70,000	£60,000
North West	£33,500	£59,250	£46,375
Yorkshire & Humber	£42,500	£57,500	£50,000
East Midlands	£50,000	£65,500	£57,750
West Midlands	£50,000	£65,500	£57,750
East Anglia	£50,000	£65,500	£57,750
South East	£61,250	£82,000	£71,625
South West	£61,250	£82,000	£71,625
London	£70,000	£90,000	£80,000
<b>UK AVERAGE</b>	<b>£50,850</b>	<b>£69,825</b>	<b>£60,338</b>

## Senior Commercial Manager (Director)

National Average: £71,750

	Min	Max	Ave
Scotland	£60,000	£68,000	£64,000
North East	£60,000	£80,000	£70,000
North West	£59,250	£66,750	£63,000
Yorkshire & Humber	£56,000	£62,000	£59,000
East Midlands	£60,000	£82,000	£71,000
West Midlands	£60,000	£82,000	£71,000
East Anglia	£60,000	£82,000	£71,000
South East	£73,000	£80,500	£76,750
South West	£73,000	£80,500	£76,750
London	£70,000	£120,000	£95,000
<b>UK AVERAGE</b>	<b>£63,125</b>	<b>£80,375</b>	<b>£71,750</b>

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# Structural Engineer

Graduate Structural Engineer  
National Average: £22,100

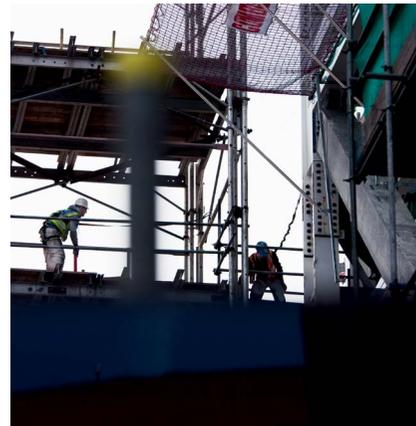
	Min	Max	Ave
Scotland	£18,000	£25,000	£21,500
North East	£17,000	£25,000	£21,000
North West	£18,500	£24,500	£21,500
Yorkshire & Humber	£17,000	£25,000	£21,000
East Midlands	£18,000	£26,000	£22,000
West Midlands	£18,000	£26,000	£22,000
East Anglia	£18,000	£26,000	£22,000
South East	£19,000	£26,000	£22,500
South West	£19,000	£26,000	£22,500
London	£20,000	£30,000	£25,000
<b>UK AVERAGE</b>	<b>£18,250</b>	<b>£25,950</b>	<b>£22,100</b>

Senior Structural Engineer  
National Average: £43,150

	Min	Max	Ave
Scotland	£30,000	£45,000	£37,500
North East	£31,000	£45,000	£51,000
North West	£30,000	£46,000	£38,000
Yorkshire & Humber	£31,000	£45,000	£51,000
East Midlands	£35,000	£40,000	£37,500
West Midlands	£35,000	£40,000	£37,500
East Anglia	£35,000	£40,000	£37,500
South East	£42,000	£52,000	£47,000
South West	£42,000	£52,000	£47,000
London	£40,000	£55,000	£47,500
<b>UK AVERAGE</b>	<b>£35,100</b>	<b>£46,000</b>	<b>£43,150</b>

Structural Engineer  
National Average: £39,450

	Min	Max	Ave
Scotland	£25,000	£35,000	£30,000
North East	£25,000	£32,000	£42,500
North West	£29,000	£42,000	£35,500
Yorkshire & Humber	£25,000	£32,000	£42,500
East Midlands	£32,000	£47,000	£39,500
West Midlands	£32,000	£47,000	£39,500
East Anglia	£32,000	£47,000	£39,500
South East	£37,500	£48,000	£42,750
South West	£37,500	£48,000	£42,750
London	£30,000	£50,000	£40,000
<b>UK AVERAGE</b>	<b>£30,500</b>	<b>£42,800</b>	<b>£39,450</b>



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# Facilities Manager

Assistant Facilities Manager  
National Average: £30,100

	Min	Max	Ave
Scotland	£23,000	£28,000	£25,500
North East	£30,000	£38,000	£34,000
North West	£28,500	£32,500	£30,500
Yorkshire & Humber	£28,000	£32,000	£30,000
East Midlands	£28,000	£33,000	£30,500
West Midlands	£28,000	£33,000	£30,500
East Anglia	£28,000	£33,000	£30,500
South East	£27,000	£31,000	£29,000
South West	£27,000	£31,000	£29,000
London	£28,000	£35,000	£31,500
<b>UK AVERAGE</b>	<b>£27,550</b>	<b>£32,650</b>	<b>£30,100</b>

Facilities Manager  
National Average: £36,813

	Min	Max	Ave
Scotland	£28,000	£32,000	£30,000
North East	£38,000	£46,000	£42,000
North West	£33,500	£43,750	£38,625
Yorkshire & Humber	£32,000	£40,000	£36,000
East Midlands	£33,000	£40,000	£36,500
West Midlands	£33,000	£40,000	£36,500
East Anglia	£33,000	£40,000	£36,500
South East	£32,000	£40,000	£36,000
South West	£32,000	£40,000	£36,000
London	£35,000	£45,000	£40,000
<b>UK AVERAGE</b>	<b>£32,950</b>	<b>£40,675</b>	<b>£36,813</b>



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# Electrical Engineer

Electrical Maintenance Engineer  
National Average: £30,600

	Min	Max	Ave
Scotland	£27,500	£32,500	£30,000
North East	£22,000	£28,000	£25,000
North West	£30,500	£34,250	£32,375
Yorkshire & Humber	£29,000	£33,500	£31,250
East Midlands	£28,750	£32,500	£30,625
West Midlands	£28,750	£32,500	£30,625
East Anglia	£28,750	£32,500	£30,625
South East	£31,500	£32,500	£32,000
South West	£31,500	£32,500	£32,000
London	£28,000	£35,000	£31,500
<b>UK AVERAGE</b>	<b>£28,625</b>	<b>£32,575</b>	<b>£30,600</b>

Maintenance Engineer  
National Average: £30,513

	Min	Max	Ave
Scotland	£29,000	£36,500	£32,750
North East	£22,000	£28,000	£25,000
North West	£27,750	£34,500	£31,125
Yorkshire & Humber	£29,500	£37,500	£33,500
East Midlands	£28,000	£35,000	£31,500
West Midlands	£28,000	£35,000	£31,500
East Anglia	£28,000	£35,000	£31,500
South East	£24,500	£36,250	£30,375
South West	£24,500	£36,250	£30,375
London	£25,000	£35,000	£27,500
<b>UK AVERAGE</b>	<b>£26,625</b>	<b>£34,900</b>	<b>£30,513</b>

Mechanical Maintenance Engineer  
National Average: £25,550

	Min	Max	Ave
Scotland	£27,500	£32,500	£30,000
North East	£22,000	£28,000	£25,000
North West	£30,500	£34,250	£32,375
Yorkshire & Humber	£29,000	£33,500	£31,250
East Midlands	£14,000	£16,250	£15,125
West Midlands	£14,000	£16,250	£15,125
East Anglia	£14,000	£16,250	£15,125
South East	£27,500	£32,500	£30,000
South West	£27,500	£32,500	£30,000
London	£28,000	£35,000	£31,500
<b>UK AVERAGE</b>	<b>£23,400</b>	<b>£27,700</b>	<b>£25,550</b>



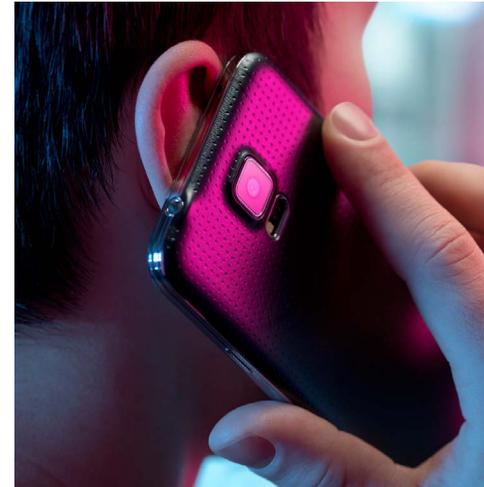
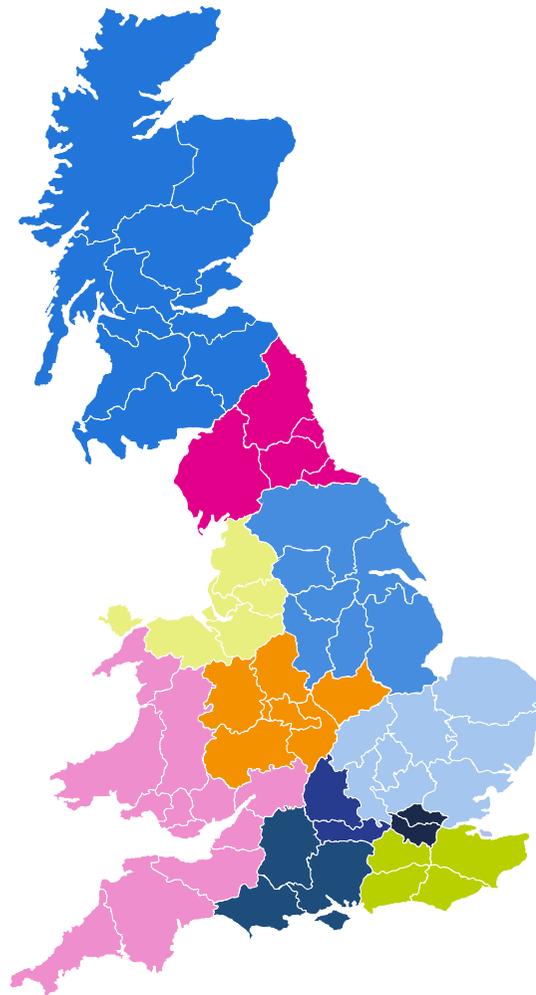
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