



# Pay and benefits

in the Mechanical and Electrical Industry

A large industrial building under construction. A prominent vertical metal duct runs down the center. Horizontal ducts, wrapped in silver insulation, run across the ceiling. The structure is made of wooden beams and studs.

# Our customers...

Our customers include many of the major Mechanical and Electrical employers in the UK:

- Amey
- Engie
- Gratte Brothers
- Laing O'Rourke
- N G Bailey
- Rydon
- Skanska Rashleigh Weatherfoil
- Wates

# Market practice

In a challenging marketplace, effective and competitive remuneration is a key focus.

Employers need to ensure their reward policies and practices are both practical and relevant. Therefore, having access to up-to-date market practice in the industry in which you operate is essential.

Paydata's Mechanical and Electrical Survey of Pay and Benefits is designed to help you understand pay and benefits trends for key positions in the sector. Customised for sector employers, it enables you to compare your pay and benefits with comparable organisations - who you recruit from and lose people to.

We are the leading provider of salary and benefits benchmarking data to the construction industry. Since 2002 we have helped many of the UK's construction companies benchmark their terms and conditions to the external market in a robust, confidential and legal manner.

### Positions covered

Covering over 2,500 employees, employed across the UK, the survey encompasses over 40 different industry specific roles across eight different levels from Operations Director to CAD Engineer.

Job categories covered include:

- Operations
- Commercial
- Estimating
- Quantity Surveying
- Supply Chain / Procurement
- Business Development
- Planning
- Design
- Graduate Programme

## Geographical regions covered

The survey covers national and regional pay trends:

- Greater London
- Outer London and South East
- South West and Wales
- Midlands
- North
- Scotland

## Information collected

Other information collected includes:

- Base salary
- Bonuses
- Working hours
- Holiday entitlement
- Pension
- Private medical
- Company car provision

## Personalised reports

Participants receive an individually produced personalised report that is simple to interpret and enables them to easily compare their reward practices to the market.

Our customers tell us their survey reports are an invaluable source of market data, and a key input into making informed pay decisions.

## Flexible data collection

Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download, along with any relevant structure/organisation charts.

# Personalised pay reports

**Example summary pay report** Survey region

Survey job family

Survey Job Title	Fixed Cash Salary (£'000s)				Total Cash Salary (£'000s)				Compa Ratio	
	You *	The Market			You *	The Market			Fixed	Total
		LQ	Mean	UQ		LQ	Mean	UQ		
(28) Survey job title 28	58,481	51,217	54,563	57,388	58,481	51,217	54,988	57,388	107%	106%
(31) Survey job title 31	42,281	28,962	31,748	34,847	43,381	28,962	33,608	38,036	133%	129%
(32) Survey job title 32	20,731	25,461	26,589	27,922	20,731	25,461	26,597	27,922	78%	78%
(35) Survey job title 35	26,481	19,716	22,136	24,118	26,481	19,716	23,165	25,767	120%	114%
(44) Survey job title 44	36,481	23,816	29,662	39,680	36,481	23,816	30,807	40,825	123%	118%

Your pay versus the market

Your pay information separated from the external market

Comparison ratios showing how your pay compares to the market

**Example individual pay report** Survey region

Survey job family

(65) Survey job title 65		
Your data	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,481	30,231
Lower Quartile		
Median		
Mean	35,814	38,564
Upper Quartile		
Actual Maximum	44,481	47,231
Number of jobholders	3	

  

The Market	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,019	27,019
Lower Quartile	31,476	32,100
Median	33,020	34,698
Mean	32,814	33,782
Upper Quartile	34,679	36,035
Actual Maximum	39,273	39,273
Number of organisations	7	
Number of jobholders	25	

  

Compa Ratio	Fixed Cash Salary	Total Cash Salary
Your median as % of the market's median		
Your mean as % of the market's mean	109.1%	114.2%

Paydata Limited
Report Date
Page No.

## Timely reports

Post pay review salaries are collected from participants so that our survey database can be kept up-to-date all year round.

Participants can draw down updated reports, available in Adobe PDF and Excel formats, at any time during the year. For example, organisations with January pay reviews often request an updated report in September, to inform their decisions.

## Fees

The annual subscription for this highly customised solution is £850 +VAT. Additional reports available (additional charges apply):

- Comparator Report - option to select your own comparator group (subject to a minimum number of comparators); and
- Employee Market Report - providing a full breakdown of your employees, showing how their pay compares to the market on both a national and regional basis.

## Mechanical and Electrical HR Forum

We also run a combined HR Group for the Mechanical and Electrical and Facilities Management sectors. Meeting twice annually, it offers group members the opportunity to meet with like-minded HR professionals and exchange advice and common experiences. Please enquire for further details.

**If you would like to participate or require additional information please contact Tim Kellett on +44 (0)1733 391 377 or via email to [timk@paydata.co.uk](mailto:timk@paydata.co.uk)**



**Paydata Limited**  
24 Commerce Road,  
Lynch Wood,  
Peterborough,  
Cambridgeshire.  
PE2 6LR

p: +44(0)1733 391 377  
e: [info@paydata.co.uk](mailto:info@paydata.co.uk)  
w: [www.paydata.co.uk](http://www.paydata.co.uk)