



# Pay and Benefits

in the Construction Industry



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**I'm very impressed with the colleagues I've worked with at Paydata. The level of expertise, knowledge and understanding in their field is brilliant.”**

**RESPONDENT**

Paydata Customer Satisfaction  
Questionnaire 2017

## 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.

Paydata's specialist Construction Salary Survey covers contractors in the building and civil engineering sectors. This provides companies with valuable, accurate and specific external market information to inform reward decisions, much of which is not available anywhere else. Customised for construction sector companies, it enables employers to compare their pay and benefits with comparable organisations - those who they recruit from and lose people to.

As the leading provider of salary and benefits benchmarking data to the construction industry, Paydata have been helping UK construction companies benchmark their terms and conditions to the external market since 2002.

To find out how we can help you, please call us on

**+44 (0)1733 391 377**  
**[info@paydata.co.uk](mailto:info@paydata.co.uk)**

## Member Benefits

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With Construction Salary Survey membership you benefit from:



### BEST MARKET PRACTICE

Determine market practice on pay and benefits for building and civil engineering roles across the UK.



### COMPARE RELEVANT EMPLOYERS

Compare your organisation's approach with other relevant employers that operate within the sector, many of whom only contribute to Paydata's survey.



### LATEST MARKET INTELLIGENCE

Receive up-to-date and accurate market data whenever you need it over a 12 month period.



### GUIDE DECISION-MAKING

Inform your internal decisions in a highly competitive labour market and support your recruitment and retention strategy.



### NETWORKING WITH YOUR PEERS

Access to like-minded HR professionals within the sector and the opportunity to exchange advice and common experiences at our Construction HR Workshops\*.



### ONGOING SUPPORT

Full support, as we help you to understand the latest industry trends based on our leading reward experience within the sector.

\* additional charges apply

## Survey Overview

Covering over 19,000 individuals, employed across the UK, the survey encompasses more than 60 different industry specific roles across eight levels.

### JOB CATEGORIES COVERED



#### Building

- Commercial
- Quantity Surveying
- Estimating
- Site Engineering
- Operation
- Planning
- Design
- Supply chain / Procurement
- Buyer
- Health and Safety
- Site Management

#### Civil Engineering

- Quantity Surveying
- Estimating
- Design
- Site Management
- Engineering
- Commercial
- QA
- Operations

### GEOGRAPHICAL REGIONS COVERED



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

### INFORMATION COLLECTED



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

## Data Collection

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We make submitting your data easy with our flexible data collection options.

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

## Your Survey Report

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

### PERSONALISED PAY 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.

### 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 then draw down updated reports at any time during the year. For example, organisations with January pay reviews often request an updated report in September, to inform their decisions.

## Example Report

### 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%  |

### 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 (£'000s) | Total Cash Salary (£'000s) |
| Your median as % of the market's median |                            |                            |
| Your mean as % of the market's mean     | 109.1%                     | 114.2%                     |

## PERSONALISED PAY REPORTS



Your pay versus the market

Your pay information separated from the external market

Comparison ratios showing how your pay compares to the market

## Fees

### ANNUAL SUBSCRIPTION

#### Salary Survey membership

£850 +VAT for a 12 month subscription to the survey.

#### HR Workshop membership

£300 +VAT for a 12 month subscription, with two meetings per year.

### ADDITIONAL OPTIONS

Additional reporting options are also available\*:

#### Comparator Report

Filter the results to a chosen comparator group (subject to minimum sample populations);

#### Diversity Report

Covering market statistics on gender, service and age; and

#### Employee Market Report

A full breakdown of your employees, providing a market rate for each matched jobholder.

\* additional charges apply

## EXISTING SURVEY PARTICIPANTS



Existing survey participants include many of the major employers in the UK construction industry:

- Ardmore Construction
- Balfour Beatty Civil Engineering
- BAM Construct UK
- BAM Nuttall
- Black & Veatch
- Galliford Try Services
- Henry Boot
- Interserve Construction
- ISG
- J Murphy & Sons
- John Sisk & Son
- Keepmoat
- Kier Construction
- Laing O'Rourke
- Lend Lease Construction
- McNicholas Construction
- Morgan Sindall
- NG Bailey
- Rydon Group
- Sir Robert McAlpine
- Skanska Construction
- Vinci Construction
- Volker Wessel
- Wates





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