

# Salary Survey Report

Job Function: Procurement & Supply Chain  
Industries: Construction, Infrastructure, FM & M&E Contractors  
Location: Based in the UK  
Review Period: December 2022  
Report Published: January 2023



# Procurement & Supply Chain – January 2023 | Salary Survey Report



## Introducing our Procurement and Supply Chain Salary Surveys and Industry Moves Trends Report

Welcome to AR Resourcing's first salary survey covering procurement and supply chain roles for **Construction, Infrastructure, FM & M&E Contractors**. This is the first of four construction industry procurement and supply chain salary surveys we will publish this year with House Builders planned for Q2, Engineering for Q3 and Public Sector for Q4.

Each report will analyse salary and benefit packages for a precise cross section of the job functions and industries we specialise in. Used independently it will help companies understand what they need to pay staff to retain them. Used in conjunction with our bi-annual 'Industry Moves Trends' report (our first one has just been published) it offers hiring managers an accurate guide to help secure their preferred candidates when offering competitor talent, without overpaying! If you would like to discuss these reports or your recruitment and retention strategies please get in touch.

Adam Richardson, Managing Director | 07795 148 182

## About this Salary Survey Report

This report is divided into five sections: **Basic Salary; Car & Car Allowance; Performance Bonus; Other Benefits; and Future Plans.**

The survey sample, which generated 196 responses, was procurement and supply chain professionals from our network who are currently operating as a **Buyer, Senior Buyer, Procurement Manager** or **Supply Chain Manager** for a construction, infrastructure, FM or M&E contractor in the UK.

We received at least 50 responses across all job functions apart from Supply Chain Manager, which had a slightly smaller sample. As such interpretation of this data should be more cautious.

All data in this report comes from our survey conducted online in December 2022. No legacy salary or benefits information was included ensuring this report is as up to date as possible.

When comparing results against previous reports please be mindful that the sample will differ every time.

## Future Salary Surveys

The publishing schedule for our procurement and supply chain salary surveys is:

- **Q1:** Construction, Infrastructure, FM & M&E Contractors
- **Q2:** House Builders
- **Q3:** Engineering
- **Q4:** Public Sector

Our **Industry Moves Trends** report will be published in Q1 & Q3.

We share all our reports in our quarterly Insights email.

Please click on the link in the footer to read our other reports and recruitment trends.

# Salary Survey Report | Salary, Car & Bonus Benefits

## Basic Salary

Job Title	Lowest Quartile (25 <sup>th</sup> Percentile)	Average	Highest Quartile (75 <sup>th</sup> Percentile)	Received a Pay Rise (Last 12 Months)	Average Increase
Buyer	£31,880	£35,000	£40,250	53%	6.7%
Senior Buyer	£46,338	£54,500	£58,750	65%	6.7%
Procurement Manager	£58,175	£65,000	£70,000	69%	5.1%
Supply Chain Manager	£65,000	£68,000	£75,000	81%	6.1%

**Key Findings:** 66% of respondents received a pay rise in the last 12 months

For those who received one, the average pay increase in 2022 was 6.0%

## Car & Car Allowance

Job Title	Company Car	Car Allowance	Not Offered
Buyer	31%	30%, £4,633	39%
Senior Buyer	42%	30%, £5,221	28%
Procurement Manager	56%	31%, £6,152	13%
Supply Chain Manager	46%	42%, £6,112	12%

**Key Finding:** 88% of Supply Chain Managers received a car or car allowance

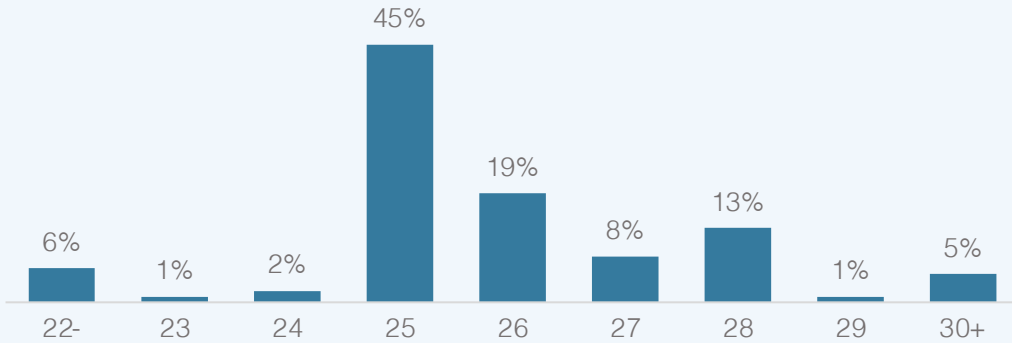
## Performance Bonus

Job Title	With Bonus	Max. Potential	Last Actual
Buyer	8.0%	6.7%	6.0%
Senior Buyer	11%	9.0%	5.0%
Procurement Manager	24%	11%	6.5%
Supply Chain Manager	15%	14%	8.3%

**Key Finding:** 24% of Procurement Managers received a bonus (discretionary bonuses aren't included)

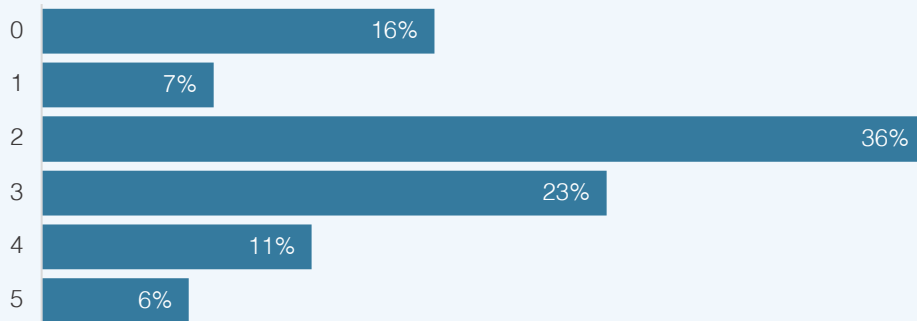
# Salary Survey Report | Other Benefits & Future Plans

Annual Leave (Days per year)



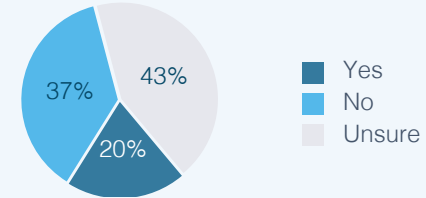
**Key Finding:** 27% of respondents receive at least 27 days' annual leave

Home Working Option (Days per week)



**Key Finding:** 59% of respondents receive 2 or 3 home working days per week

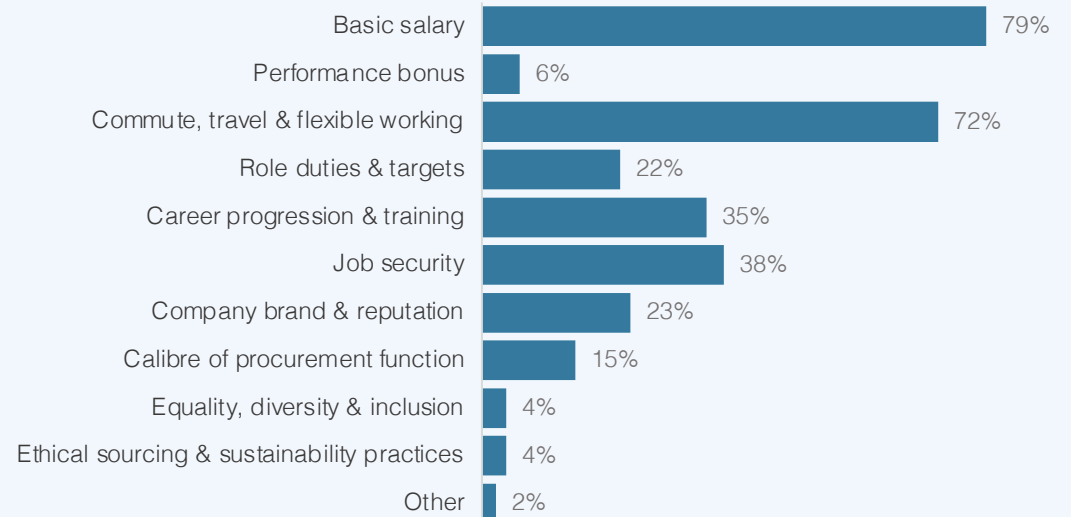
Candidates looking for a move in the next 12 months



Avg. Employer Maximum Pension Contribution

5.9%

Respondents top 3 factors when considering a move



**Key Findings:** Basic salary and flexible working make up 70%+ of all responses. Job security ranks higher than career progression.