

Salary Survey Report

Job Function: Procurement & Supply Chain
Industries: Construction, Infrastructure, House Building & Building Services
Location: Based in the UK
Review Period: December 2023
Report Published: January 2024



Procurement & Supply Chain – January 2024 | Salary Survey Report



Introducing our Construction Procurement & Supply Chain Salary Survey Report for 2024

Welcome to AR Resourcing's second salary survey covering procurement and supply chain professionals who work in the construction industry.

Following feedback from our inaugural salary survey report we have slightly broadened our search to include some additional job titles that we feel will offer further value to hiring managers. We have also included some additional sub-industries of construction and that has provided a greater number of respondents resulting in more accurate benchmarking data.

Nonetheless, this remains a very focused salary survey that only includes candidates currently working for contractors, subcontractors, suppliers and cost consultants, across the construction, infrastructure, house building and building services sectors.

Used independently this report will help companies understand what they need to pay staff to retain them. Used in conjunction with our bi-annual 'Industry Moves Trends' report 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.

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About this Salary Survey Report

This report is divided into five sections: **Basic Salary; Car & Performance Bonus, Annual Leave & Home Working, Future Plans, and Other Benefits.**

The survey sample, which generated **326** responses, was procurement and supply chain professionals from our network who are currently operating as an **Assistant Buyer, Buyer, Senior Buyer, Procurement Manager, Supply Chain Manager, Senior Procurement / Supply Chain Manager** or **Head of Procurement / Supply Chain** within the construction, infrastructure, house building or building services sectors in the UK.

We received at least 50 responses across all job functions apart from Assistant Buyer (31) and Supply Chain Manager (37). As such interpretation of data for those functions should be more cautious.

All data in this report comes from our survey conducted online in December 2023. 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.



Salary Survey Report | Basic Salary

Basic Salary

Job Title	Lowest Quartile (25 th Percentile)	Average	Highest Quartile (75 th Percentile)	Received a Pay Rise (Last 12 Months)	Average Increase
Assistant Buyer	£25,000	£28,250	£30,500	41%	5.2%
Buyer	£35,250	£40,250	£47,000	61%	4.8%
Senior Buyer	£52,000	£57,000	£61,500	76%	5.6%
Procurement Manager	£60,000	£68,000	£74,250	79%	5.6%
Supply Chain Manager	£61,000	£68,500	£71,500	79%	3.6%
Senior Procurement / Supply Chain Manager	£80,000	£87,000	£92,000	69%	6.4%
Head of Procurement / Supply Chain	£83,500	£92,500	£110,000	86%	5.6%

Key Findings

73% of respondents received a pay rise in the last 12 months, significantly up from the previous year's 66%.

For those who received a pay rise, the average pay increase was 5.3%, down from 6.0% in the previous year.

Buyers average basic salaries increased the most seeing a 15% rise from the previous year, followed by Procurement Managers 5%, and Senior Buyers 5%.

Salary Survey Report | Car & Bonus Benefits

Car & Car Allowance

Job Title	Company Car	Car Allowance & Average Value	Not Offered
Assistant Buyer	19%	25%, £5,040	56%
Buyer	33%	31%, £4,745	36%
Senior Buyer	28%	48%, £5,764	24%
Procurement Manager	46%	36%, £5,946	18%
Supply Chain Manager	55%	39%, £6,014	6%
Senior Procurement / Supply Chain Manager	57%	37%, £6,500	6%
Head of Procurement / Supply Chain	53%	33%, £8,904	14%

Key Findings

94% of Supply Chain Managers and Senior Procurement / Supply Chain Managers receive a car or car allowance benefit.

Over half (56%) of all Assistant Buyers do not receive a car or car allowance benefit.

Performance Bonus

Job Title	With Bonus	Max. Potential	Last Actual
Assistant Buyer	14%	6.5%	4.2%
Buyer	15%	9.2%	7.3%
Senior Buyer	19%	11.4%	7.1%
Procurement Manager	17%	14.7%	8.4%
Supply Chain Manager	21%	13.7%	8.7%
Senior Procurement / Supply Chain Manager	23%	14.7%	10.3%
Head of Procurement / Supply Chain	32%	22.1%	19.7%

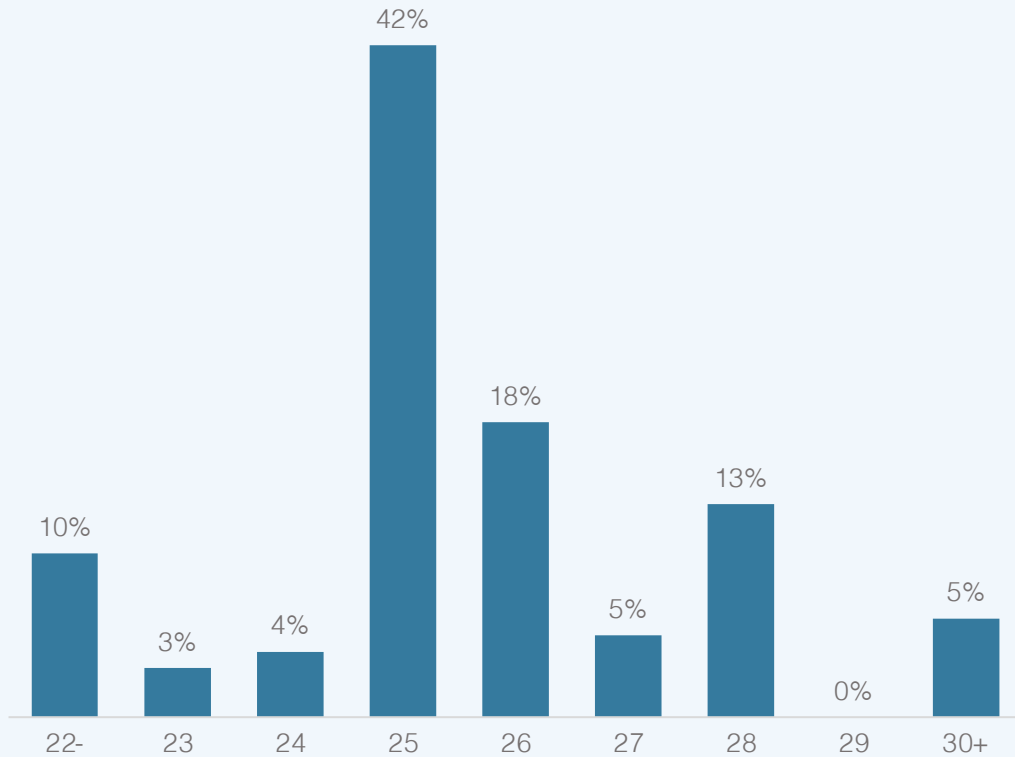
Key Finding

Heads of Procurement / Supply Chain received significantly higher performance bonuses 32%, this is largely due to more junior jobs having discretionary bonuses that are not included in these figures.

Last year was an above average year for bonus pay outs, those respondents with a performance bonus achieved 71% of their maximum potential.

Salary Survey Report | Annual Leave & Home Working

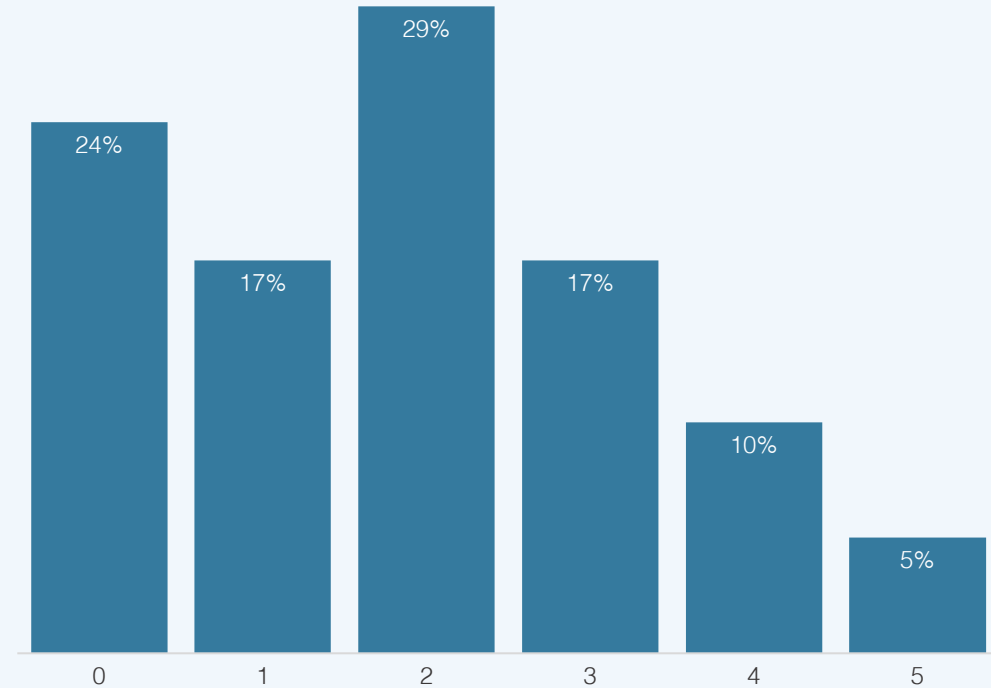
Annual Leave (Days per year)



Key Findings

60% of respondents receive 25 or 26 days' annual leave, which remains similar to the previous year.

Home Working Option (Days per week)



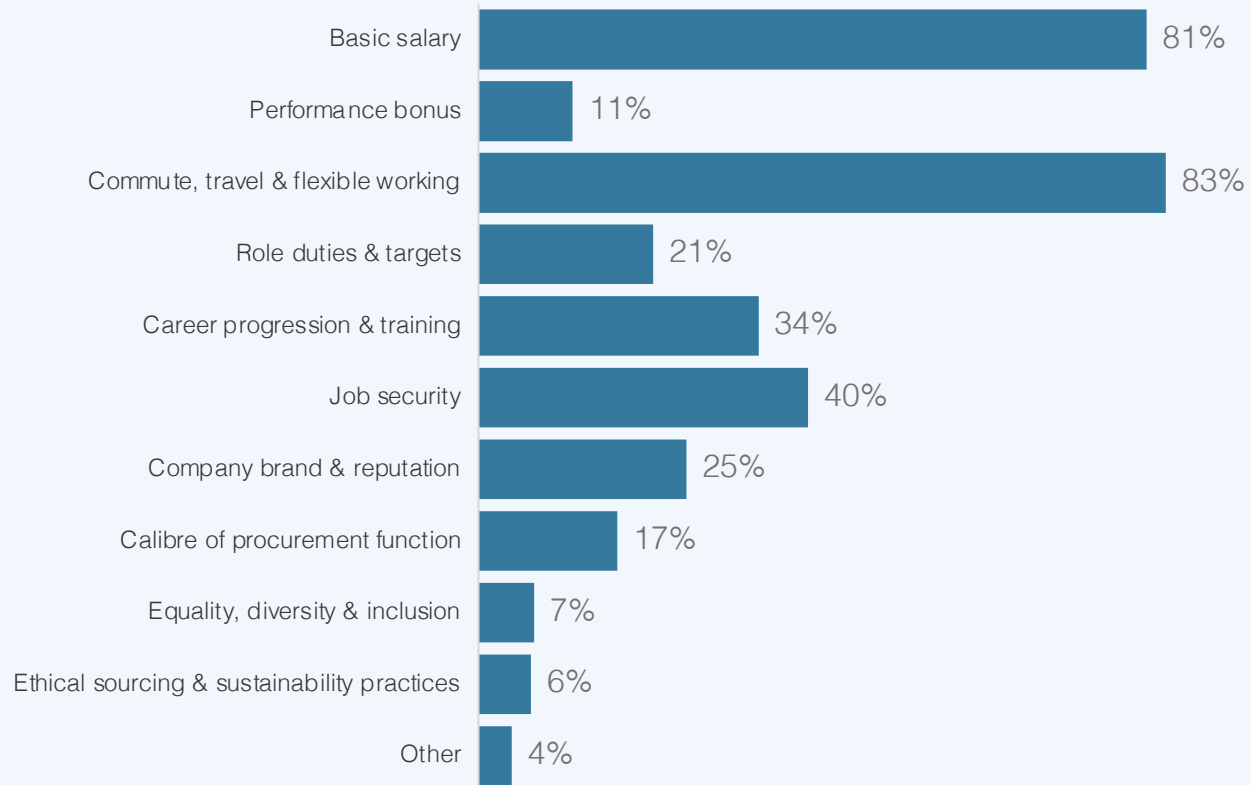
Key Findings

41% of respondents receive 0 or 1 home working days per week, up from 23% in the previous year.

45% of respondents receive 2 or 3 home working days per week, down from 59% in the previous year.

Salary Survey Report | Future Plans & Other Benefits

Respondents top 3 factors when considering a move

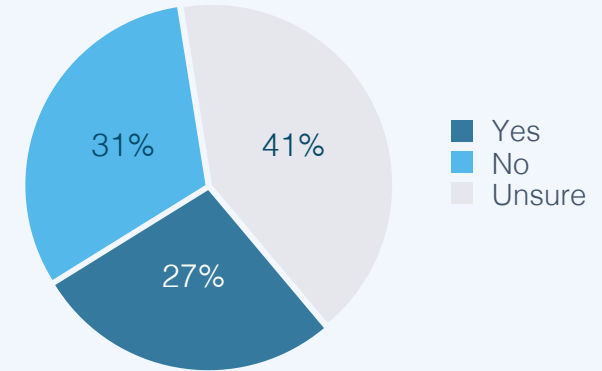


Key Findings

Commute, travel & flexible working **83%** has overtaken Basis salary **81%** as the leading factor when considering a move.

The gap between Job security **40%** and Career progression & training **34%** has increased when compared to the previous year, highlighting candidates' nervousness about their company's and the industry's performance.

Candidates looking for a move in the next 12 months



Key Findings

7% increase in candidates looking for a new job in the next 12 months compared to the previous year.

Avg. Employer Maximum Pension Contribution

6.0%

Key Findings

No significant change to employer pension contributions when compared to the previous year's **5.9%** average.