

Salary Survey Guide

Job Function: Commercial

Industries: Construction, Infrastructure, House Building & Building Services

Location: Based in the UK

Review Period: June 2024

Guide Published: July 2024



Commercial – July 2024 | Salary Survey Guide



Introducing our Commercial Salary Survey Guide for 2024

Welcome to AR Resourcing's salary survey covering commercial professionals who work across the construction industries.

This is 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 guide will help companies understand what they need to pay staff to retain them. Used in conjunction with our bi-annual 'Salary 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 insights, or your recruitment and retention strategies, please get in touch.

Adam Richardson, Managing Director | 07795 148 182

About this Salary Survey Guide

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

The survey sample, which generated **314** responses, was quantity surveying and commercial professionals from our network who are currently operating as an **Assistant Quantity Surveyor, Quantity Surveyor, Senior Quantity Surveyor, Managing Quantity Surveyor, Commercial Manager, Senior Commercial Manager** or **Head of Commercial** 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 Managing Quantity Surveyor (26), Senior Commercial Manager (32), Head of Commercial (18). As such interpretation of data for those functions should be more cautious.

All data in this guide comes from our survey conducted online in June 2024. No legacy salary or benefits information was included ensuring this guide is as up to date as possible.

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

Salary Survey Guide | Basic Salary

Basic Salary

Job Title	Lowest Quartile (25 th Percentile)	Median	Highest Quartile (75 th Percentile)	Received a Pay Rise (Last 12 Months)	Average Increase
Graduate / Assistant QS	£26,000	£30,500	£35,000	60%	8.3%
Quantity Surveyor	£41,900	£48,850	£53,000	73%	9.0%
Senior Quantity Surveyor	£60,000	£65,400	£71,350	76%	5.5%
Managing Quantity Surveyor*	£67,250	£75,000	£79,500	55%	7.0%
Commercial Manager	£74,125	£80,000	£84,750	74%	5.3%
Senior Commercial Manager*	£77,250	£83,500	£92,250	91%	4.8%
Head of Commercial*	£92,694	£104,500	£132,750	75%	4.5%

Key Findings

73% of respondents received a pay rise in the last 12 months.

For those who received a pay rise, the average pay increase was 6.8%.

Quantity Surveyors average basic salaries increased the most seeing a 9.0% rise from the previous year, followed by Graduate / Assistant QS 8.3%.

Salary Survey Guide | Car & Bonus Benefits

Car & Car Allowance

Job Title	Company Car	Car Allowance & Average Value	Not Offered
Graduate / Assistant QS	22%	34%, £4,242	44%
Quantity Surveyor	34%	47%, £5,083	18%
Senior Quantity Surveyor	45%	50%, £5,295	5%
Managing Quantity Surveyor*	40%	47%, £5,840	13%
Commercial Manager	17%	70%, £5,811	13%
Senior Commercial Manager*	50%	36%, £7,132	14%
Head of Commercial*	83%	17%, £9,890	0%

Key Findings

95% of Senior Quantity Surveyors and 100% of Heads of Commercial receive a car or car allowance benefit.

Just under half (44%) of all Assistant Quantity Surveyors do not receive a car or car allowance benefit.

Performance Bonus

Job Title	Performance Bonus	Max. Potential	Last Actual
Graduate / Assistant QS	0%	0.0%	0.0%
Quantity Surveyor	12%	7.4%	3.4%
Senior Quantity Surveyor	14%	12.3%	8.7%
Managing Quantity Surveyor*	20%	8.3%	2.7%
Commercial Manager	22%	16.0%	6.0%
Senior Commercial Manager*	31%	15.0%	9.2%
Head of Commercial*	36%	18.3%	13.8%

Key Findings

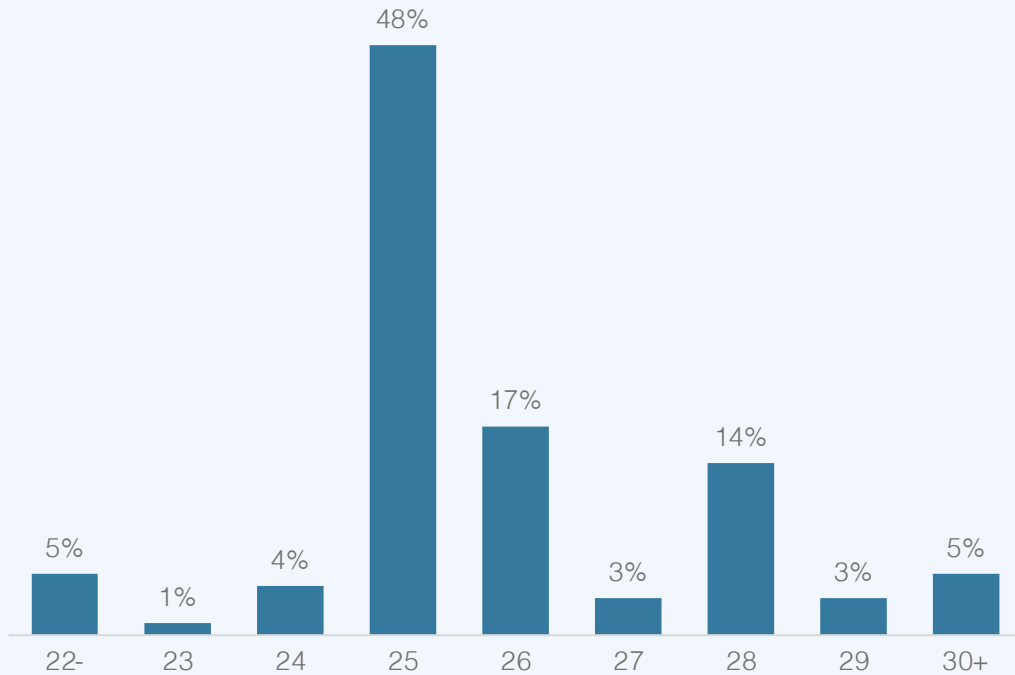
Only 14% of those surveyed receive performance related bonuses as displayed above, with 44% receiving discretionary bonuses, and 42% without any type of bonus.

No surveyed Graduate / Assistant Quantity Surveyors receive a performance related bonus.

Heads of Commercial receive significantly higher performance bonuses (36%), than all other job titles.

Salary Survey Guide | Annual Leave & Home Working

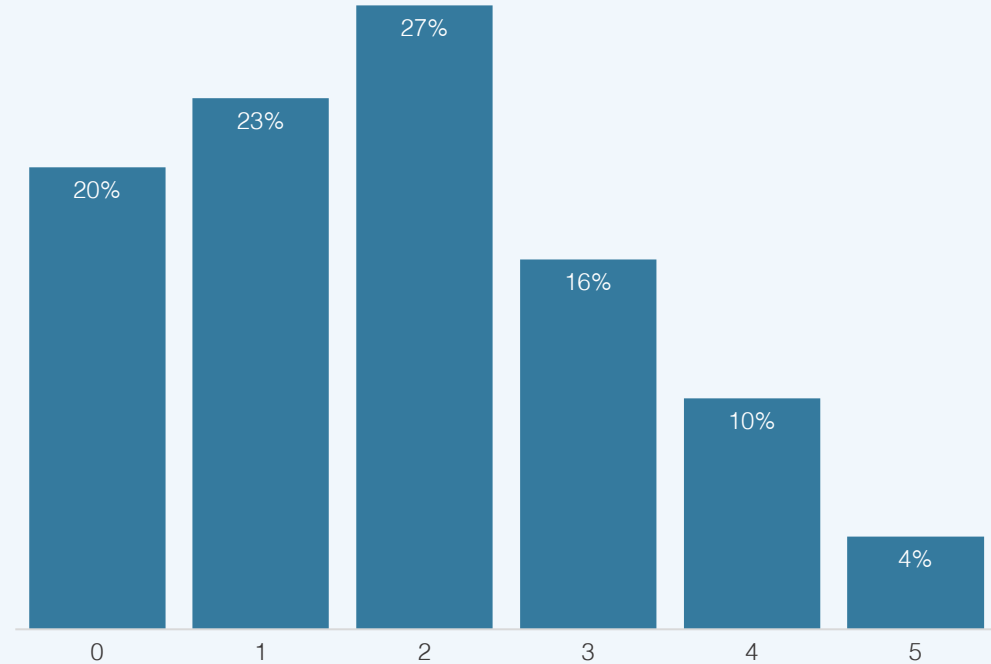
Annual Leave (Days per year)



Key Findings

65% of respondents receive 25 or 26 days' annual leave.

Home Working Option (Days per week)



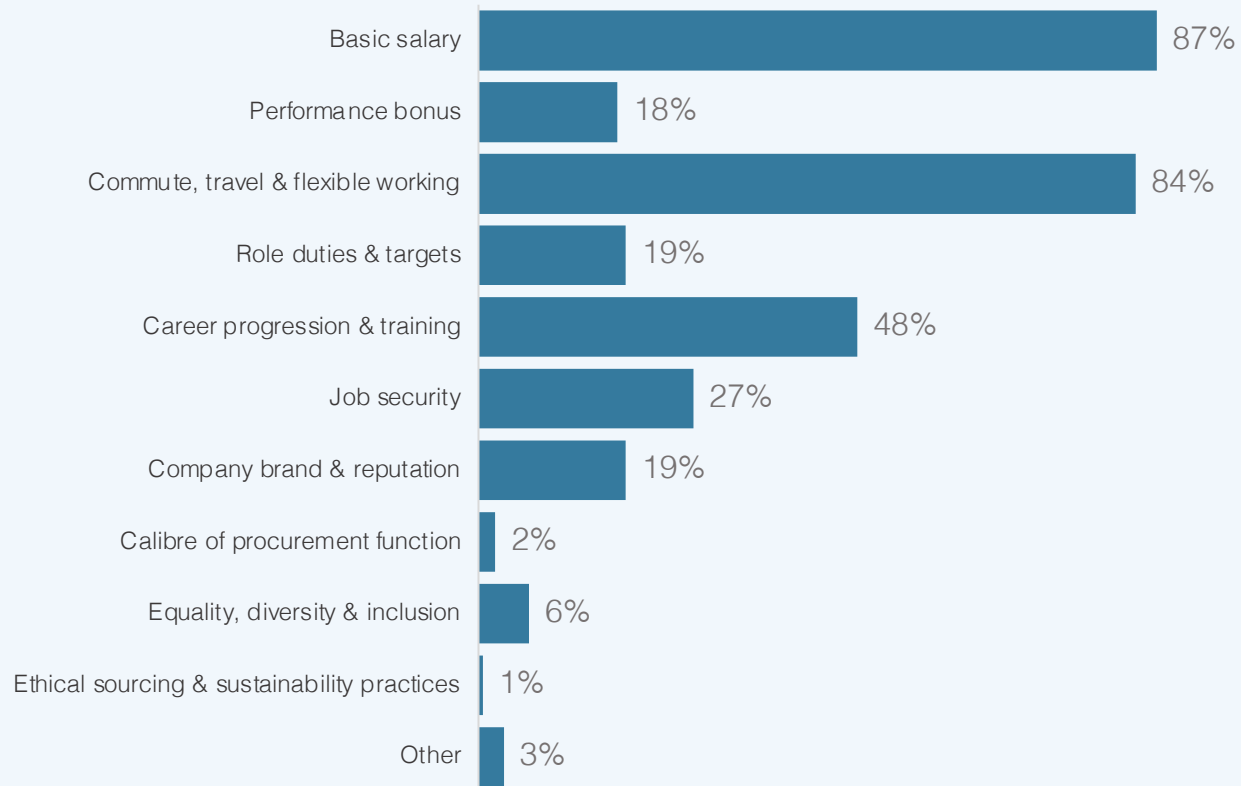
Key Findings

43% of respondents receive 0 or 1 home working days per week.

43% of respondents receive 2 or 3 home working days per week.

Salary Survey Guide | Future Plans & Other Benefits

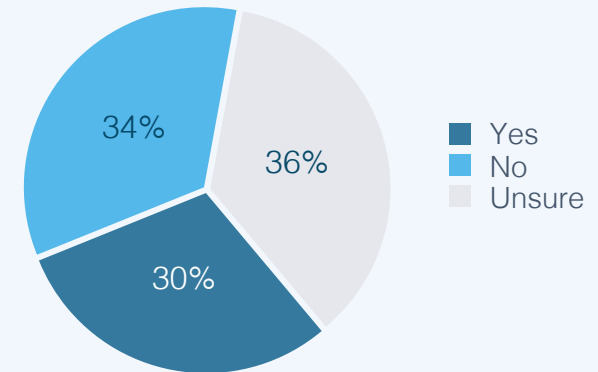
Respondents top 3 factors when considering a move



Key Findings

Basic salary **87%** has overtaken Commute, travel & flexible working **84%** as the leading factor when considering a move. Career progression & training **48%**, is significantly higher than Job security **27%**, which is unusual in a retracting market.

Candidates looking for a move in the next 12 months



Key Findings

70% of candidates are either not moving or unsure about moving jobs in the next 12 months.

Avg. Employer Maximum Pension Contribution

5.8%

Key Findings

5.8% is the average employer maximum pension contribution.

About AR Resourcing | Pinpointing The Best Talent

Procurement and Commercial recruitment specialists across the construction industries

We've been providing recruitment and candidate research services for the construction sector since 2011.

We recruit all experience levels across our specialist job functions, managing vacancies from Assistants through to Heads of Department and Directors.

If you would like to discuss these insights or your recruitment and retention strategies, please get in touch.

Adam Richardson

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 [linkedin.com/in/arresourcing](https://www.linkedin.com/in/arresourcing)



"This is the first time we've worked with Adam and AR Resourcing, he provided really good market intel to help us adjust our salary bands."

This helped attract a higher calibre of candidate and we're really pleased with who we hired."

Neil Pike

Senior Commercial Manager | Northern Gas Networks