

Macdonald & Company is the leading professional recruitment consultancy to the property industry and built environment. We have offices in the United Kingdom, Dubai, Hong Kong, Australia and South Africa enabling us to offer global reach with local knowledge. We act for a diverse range of clients, these including developers, investors, institutions, property companies, funds, banks and consultancies – indeed any organisation that occupies, owns, develops, invests in, finances or advises on property and construction.

As globalisation of the property market continues, Macdonald & Company have created a network of offices centred on the principal property development markets of the world. This enables us to provide a totally unique resource of international candidates.

Global Reach – Local knowledge

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The Property Recruitment Professionals

www.rics.org



The RICS and Macdonald & Company Middle East Salary Guide Spring/Summer 2007

The RICS and Macdonald & Company

South Africa Salary Guide

Spring/Summer 2007



The Property Recruitment Professionals

Introduction

Each year Macdonald & Company, in conjunction with the RICS, produce the leading survey of remuneration and benefits in the United Kingdom, Europe and Asia. Full surveys will be extended to all the countries in which we have established offices, within the next twelve months.

The following guide for South Africa has been produced to act as a reference to employers who are currently recruiting or reviewing existing staff salary levels. This guide will also allow employers to compare local remuneration to international counterparts in three of the worlds most active property markets.

The statistical data for this guide has been derived from the following sources:

- 'New Pay' i.e. that pay being achieved by relevant candidates being placed by Macdonald & Company
- 'Current Pay' i.e. that pay being achieved by relevant candidates registering with Macdonald & Company
- Data gained by research within a limited number of organisations
- We also refer to data commonly available in the form of the international salary surveys including the 2007 RICS/ Macdonald & Company salary surveys.

The following data is intended as a guide for basic salaries only, and is exclusive of bonus or commissions. For further information please contact our Johannesburg office.

	Executive/Director/Partner			Associate/Manager			Qualified professional		
	Average	Min	Max	Average	Min	Max	Average	Min	Max
South Africa									
Valuation Surveyor	700,000	546,000	780,000	450,000	350,000	630,000	760,000	150,000	340,000
Quantity Surveyor	750,000	570,000	840,000	525,000	390,000	655,000	240,000	120,000	340,000
Asset Manager	750,000	580,000	850,000	530,000	390,000	670,000	245,000	180,000	360,000
Project Manager	815,000	650,000	913,000	705,000	590,000	800,000	260,000	216,000	400,000
Architect	512,000	460,000	684,000	380,000	320,000	510,000	185,000	97,000	216,000
Development Manager	842,000	730,000	1,100,000	715,000	600,000	760,000	276,000	216,000	365,000
Middle East									
Valuation Surveyor	1,026,000	912,000	1,140,000	684,000	570,000	798,000	456,000	342,000	570,000
Quantity Surveyor	1,140,000	912,000	1,368,000	798,000	684,000	912,000	570,000	456,000	684,000
Asset Manager	1,140,000	912,000	1,368,000	798,000	684,000	912,000	570,000	456,000	684,000
Project Manager	1,368,000	1,140,000	1,596,000	969,000	798,000	1,140,000	684,000	570,000	798,000
Architect	969,000	798,000	1,368,000	684,000	570,000	798,000	456,000	342,000	570,000
Development Manager	1,482,000	1,140,000	2,508,000	1,140,000	912,000	1,368,000	912,000	798,000	1,026,000
(calculated at 1.9 Rands to the AED)									
Australia									
Valuation Surveyor	885,000	767,000	1,180,000	590,000	413,000	767,000	442,500	383,500	531,000
Quantity Surveyor	1,003,000	826,000	1,180,000	737,500	649,000	826,000	354,000	177,000	531,000
Asset Manager	885,000	767,000	944,000	767,000	649,000	826,000	501,500	413,000	649,000
Project Manager	1,091,500	885,000	1,298,000	135,000	708,000	885,000	105,000	531,000	767,000
Architect	472,000	413,000	731,000	324,500	265,500	365,800	236,000	206,500	265,500
Development Manager	1,475,000	1,180,000	1,770,000	944,000	826,000	980,000	501,500	472,000	708,000
(calculated at 5.9 Rands to the Aus\$)									
United Kingdom									
Valuation Surveyor	1,120,000	910,000	1,330,000	805,000	630,000	980,000	476,000	392,000	560,000
Quantity Surveyor	950,000	700,000	1,022,000	700,000	490,000	770,000	448,000	280,000	490,000
Asset Manager	1,120,000	910,000	1,330,000	805,000	630,000	980,000	476,000	392,000	560,000
Project Manager	1,176,000	980,000	1,540,000	910,000	700,000	1,176,000	462,000	350,000	700,000
Architect	910,000	770,000	1,400,000	700,000	630,000	770,000	490,000	420,000	630,000
Development Manager	1,610,000	980,000	2,100,000	840,000	700,000	980,000	497,000	392,000	560,000
(calculated at 14 Rands to the £)									