

THE RICS AND
MACDONALD & COMPANY
SALARY SURVEY

2006

THE FULL FACTS



MACDONALD & COMPANY

The Property Recruitment Professionals

THE 2006 RICS AND MACDONALD & COMPANY SALARY & BENEFITS SURVEY

RESEARCH FINDINGS

FOREWORD

This document contains the findings of The 2006 RICS and Macdonald & Company Salary & Benefits Survey. We would like to thank all the participants who took time to complete the questionnaire.

Now in its seventh year, The Annual RICS and Macdonald & Company Salary & Benefits Survey is the most comprehensive survey undertaken for the sector. Continuing the success of the earlier Surveys, 5,329 UK and non-UK surveying professionals participated during December 2005 and January 2006, an increase of more than 1850 on last year's survey, making this the largest and most comprehensive survey in the series and the most authoritative in the industry. Thanks this year must go to Property Week RICS and Propex who actively promoted involvement in the survey amongst their readership/members.

Aside from statistics on current salaries, recent salary increases, bonuses and employment package benefits, the results give an insight into wider issues that are important to professionals in their working lives.

Macdonald & Company is the leading professional recruitment consultancy to the property industry. Macdonald & Company deals exclusively in the recruitment of property professionals across the UK and worldwide. We act for a diverse range of clients. These include banks, consultancies, property companies, funds, institutions, developers - indeed, any organisation that occupies, owns, invests in or advises on property.

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1. Summary of Findings

Current Salaries

The average salary of professionals working in the property sector is £44,839 excluding bonuses and other benefits. This is up 10.9% on last year's Survey when average earnings were £40,425.

We would note that the average age of participants is slightly higher than last year (40) and there tends to be slightly stronger representation of higher levels of job responsibility. This, combined with a slightly higher proportion employed outside the UK is likely to have contributed to the apparent increase in salary levels.

In fact, the average increase in salary reported by respondents taking part this year was very similar to last year at 5.4% (down 0.1% on 2005), even though there has been a slight increase in the percentage of respondents reporting salary increases overall (74% in 2006 compared to 72% in 2005).

Approximately 10% of survey participants are accounted for by surveying professionals who work mainly outside the UK. The average salary of those who work mainly outside the UK is £57,484, 32% higher than those working mainly in the UK (£43,532): this difference is greater than seen last year (when the differential was 19%).

Within the UK, those mainly working in Greater London and the South-East earn the most, in contrast to those in Ireland, East Anglia, Scotland and South West / Wales, who typically earn the least.

Generally, respondents with greater responsibilities earn the highest salaries, although, among this sample, as in previous years, Partners / Executives earn more than Principals / Owners: on average £73,592 versus £69,256. This disparity can largely be explained by regional variations within the sample (a higher proportion of the Partners and Executives participating are concentrated in the South East) and the size of organisation (Principals work for significantly smaller businesses).

Average Salary (excluding bonuses)
By Level of Responsibility and Geographic Location

	All £K pa	Assistant/ Probate'r £K pa	Surveyor £K pa	Senior Surveyor £K pa	Associate /Manager £K pa	Partner/ Executive £K pa	Principal/ Owner £K pa
Base:	5222	324	888	1206	1613	712	244
London/South East	48.9	23.0	31.5	41.3	48.0	80.2	75.3
South West/Wales	38.4	19.2	27.6	37.1	39.7	54.5	55.5
Midlands/E Anglia	38.9	19.4	28.0	35.3	40.0	64.9	56.5*
N West/N East	39.2	19.9	27.4	36.4	42.1	61.8	55.3
Scotland	37.8	18.3	25.1	34.6	40.6	67.4	62.6*
Average UK	43.5	20.7	29.1	38.4	44.3	72.0	65.3
Average Non UK	57.5	22.8*	34.3	49.0	51.1	86.2	84.4

Base: All giving an answer (5222) (* Small sub group bases – read with caution)

As in previous years, those working in a Surveying Practice / Consultancy, Commercial / Industrial sector, and Central / Local Government account for the bulk of those who participated in the survey (39%, 25% and 18% respectively).

Those who are employed in Investment/Development and Financial Services enjoy the highest salaries, although the former shows the largest increase over the past year whilst the latter is the only sector to show a small decrease. Unsurprisingly, those respondents employed in Central / Local Government and Non-Profit Making Organisations typically earn the least, although Government does show one of the larger increases in the past year.

Average Salary (excluding bonuses)
By Sector

	£K pa (% change on 2005)
Investment/Development	60.6 (+19%)
Financial Services	54.0 (-1%)
Commercial/Industrial	46.1 (+12%)
Surveying Practice/Consultancy	42.2 (+ 14%)
Education	41.5 (+ 10%)
Central/Local Government	39.7 (+ 17%)
Non-Profit Making	38.0 (+ 5%)
Average All	44.8 (+11%)

Base: All participants giving an answer (5222)

Although based upon relatively small sub-groups, those employed in Fund Management, Property Finance, Corporate Property Consultancy, Investment Brokerage, Claims & Dispute Resolution, Commercial Development and Retail Agency enjoy average earnings above those working in other activities. In the first two of these, average total earnings (salary and bonus) top £100,000 for the first time. Other high earning categories include Residential Development and Property Asset Management. Least well paid are those employed in Building Surveying, Geomatics, Rural Practice and Academia.

Average Annual Salary and Bonus By Prime Professional Activity

	Average Salary £K pa	Average Bonus £K pa	Total £K pa	Av. Salary Increase	Number of participants
All participants	44.8	6.7	51.5	5.4	5222
Fund Management	75.3	33.6	108.9	8.9	81
Property Finance	66.0	34.4	100.4	5.5	51
Corporate Property Consultancy	80.5	12.0	92.5	7.1	97
Investment Brokerage	54.8	36.9	91.7	9.3	65
Claims & Dispute Resolution	69.0	5.4	74.4	6.4	47
Commercial Development	58.1	15.6	73.7	7.0	141
Retail Agent	44.7	27.6	72.3	5.2	31
Residential Development	53.1	12.5	65.6	5.6	94
Property Asset Management	51.4	10.2	61.6	5.9	373
Project Management	50.5	5.4	55.9	5.0	345
Construction Contract Manager	51.0	2.9	53.9	6.0	43
Rating	44.6	8.7	53.3	6.8	62
Valuation	42.3	9.8	52.1	5.8	312
Office Agent	39.7	11.9	51.6	6.6	55
General Practice	40.5	8.1	48.6	5.8	314
Regeneration	44.9	3.3	48.2	4.6	82
FM Service Provider	44.2	4.0	48.2	4.1	135
Landlord & Tenant	40.2	7.6	47.8	6.4	111
Environmental	45.3	1.9	47.2	6.6	42
Facilities Management Consultant	45.6	1.5	47.1	3.7	32
Quantity Surveyor	42.7	3.4	46.1	5.8	677
Facilities Management In-house	42.4	3.3	45.7	3.7	227
Planner	40.9	4.0	44.9	4.9	266
Research	38.2	6.5	44.7	7.2	22
Estates Surveyor (In House)	42.2	2.4	44.6	3.8	275
Residential Agent	36.4	5.6	42.0	5.0	48
Building Control	41.1	0.8	41.9	4.0	80
SHE	39.2	1.4	40.6	2.5	145
Building Surveying	36.9	2.5	39.4	5.7	532
Geomatics	36.2	2.3	38.5	3.7	27
Rural Practice	32.9	2.8	35.7	5.8	224
Academic	33.5	0.9	34.4	3.4	29

Base: All employed (5222)

Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Industrial Agent (18); Minerals (13).

Women represent 19% of survey participants (up 1% from last year) and the most commonly mentioned activities in which they are employed are: Property Asset Management (9%), Quantity Surveying (9%), General Practice (8%), Planning (8%), Building Surveying (7%) and Valuation (7%).

The most frequently mentioned prime professional activities in which men are employed are: Quantity Surveying (14%), Building Surveying (11%), Project Management (7%), Property Asset Management (7%), General Practice (6%), and Valuation (6%).

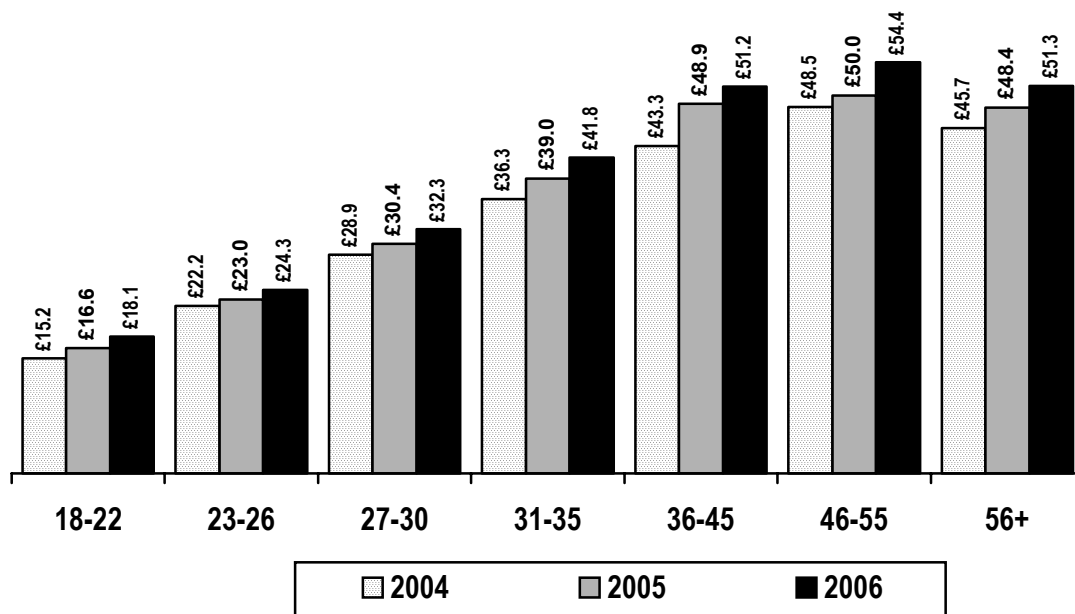
On average, women's salaries remain significantly less than their male counterparts, although the gap has narrowed slightly from 29% in 2005 to 25% in 2006: £35,151 versus £47,125. However, the difference between male and female salaries is largely due to the younger profile of women participating in the survey (34, compared with 41 for men) and corresponding lower levels of experience in the sector (the average being 7.8 years among women versus 12.8 years among men). Women are also less well represented within some of the higher paying activities and amongst those outside the UK.

Women also report a slightly lower rate of salary increase at an average of 4.9%, compared with men, for whom salaries have gone up by 5.5%.

As may be expected, there is a close relationship between salary and age. Respondents aged 46-55 earn the highest average salaries (£54,449), with those aged 36-45 and 56+ slightly lower (£51,204 and £51,273 respectively). The youngest participants in the survey, those aged 18-22 years, earn the least: £18,109 on average (versus £16,643 reported a year ago).

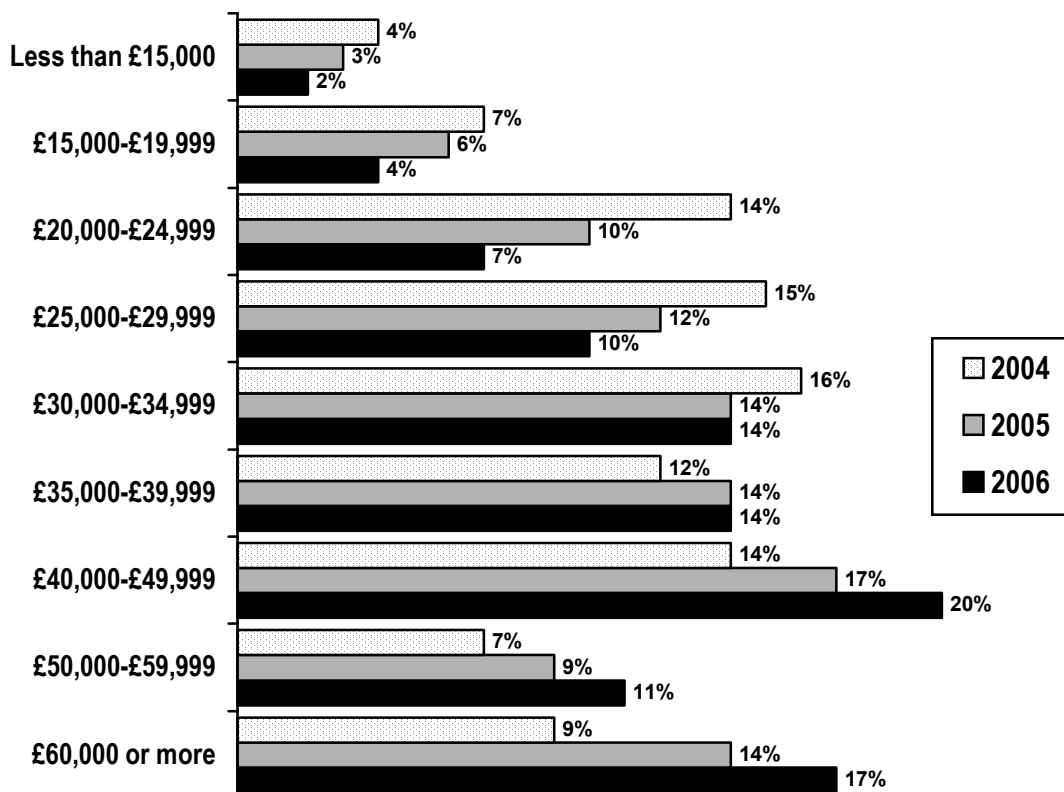
However, those at a relatively early stage in their career typically show the highest levels of salary increases – 8.2% for those 23-26 and 7.2% for those 27-30. Thereafter, rates of increase tend to decline (31-35: 6.3%, 36-45: 4.8%, 46-55: 4.0%, 56+: 3.4%).

Average Salary (Excluding bonuses) By Age (£K)



Base: All giving an answer (2004: 2782, 2005: 3371, 2006: 5222)

Spread of Current Salaries (Excluding bonuses)



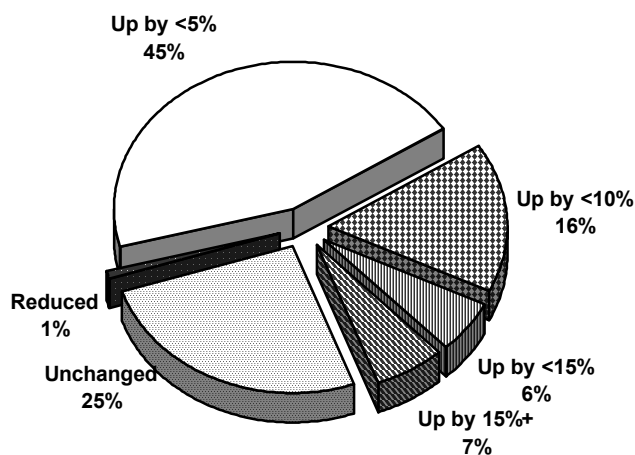
Base: All giving an answer (2004:2782, 2005: 3371, 2006: 5222)

Salary Increases

Just under three quarters of participants (74%) had an increase in salary at their most recent pay review. This is up 2% from last year. However, on average, participants saw their salary increased by 5.4%, marginally down on the 5.5% seen last year.

Those enjoying the greatest increases again tended to be in the higher earning professional activities – those employed in Investment Brokerage (average 9.3%) and Fund Management (8.9%). Receiving the smallest salary increases were those working in SHE (2.5%) and Academia (3.4%).

What Change Was Made To Your Salary At Your Last Review?



Base: All employed (5256)

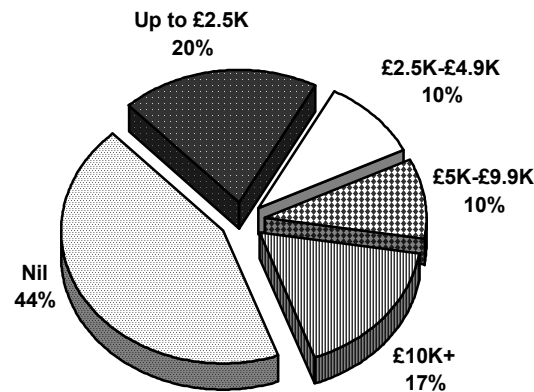
Bonuses

Whilst many of the survey participants did not receive any bonuses during the last 12 months (44%), survey participants overall received an average of £6,721 in bonuses, a 3.4% increase on 2005 (£6,502) and representing 15% of average salary.

As with salaries, bonuses were again greater among those respondents employed overseas: £11,810 (23% up on 2005) among those who mainly work outside the UK, compared to £6,193 (down by 1%) among those who mainly work in the UK.

Bonuses are also significantly higher among higher salaried sectors: those working in Investment Brokerage, Property Finance and Fund Management reported average bonus figures in excess of £30k. Similarly, those working mainly in Greater London and the South-East also enjoy higher bonuses than those in other UK regions (35% above the UK average).

What Was The Value Of Your Bonus Over The Last 12 Months?



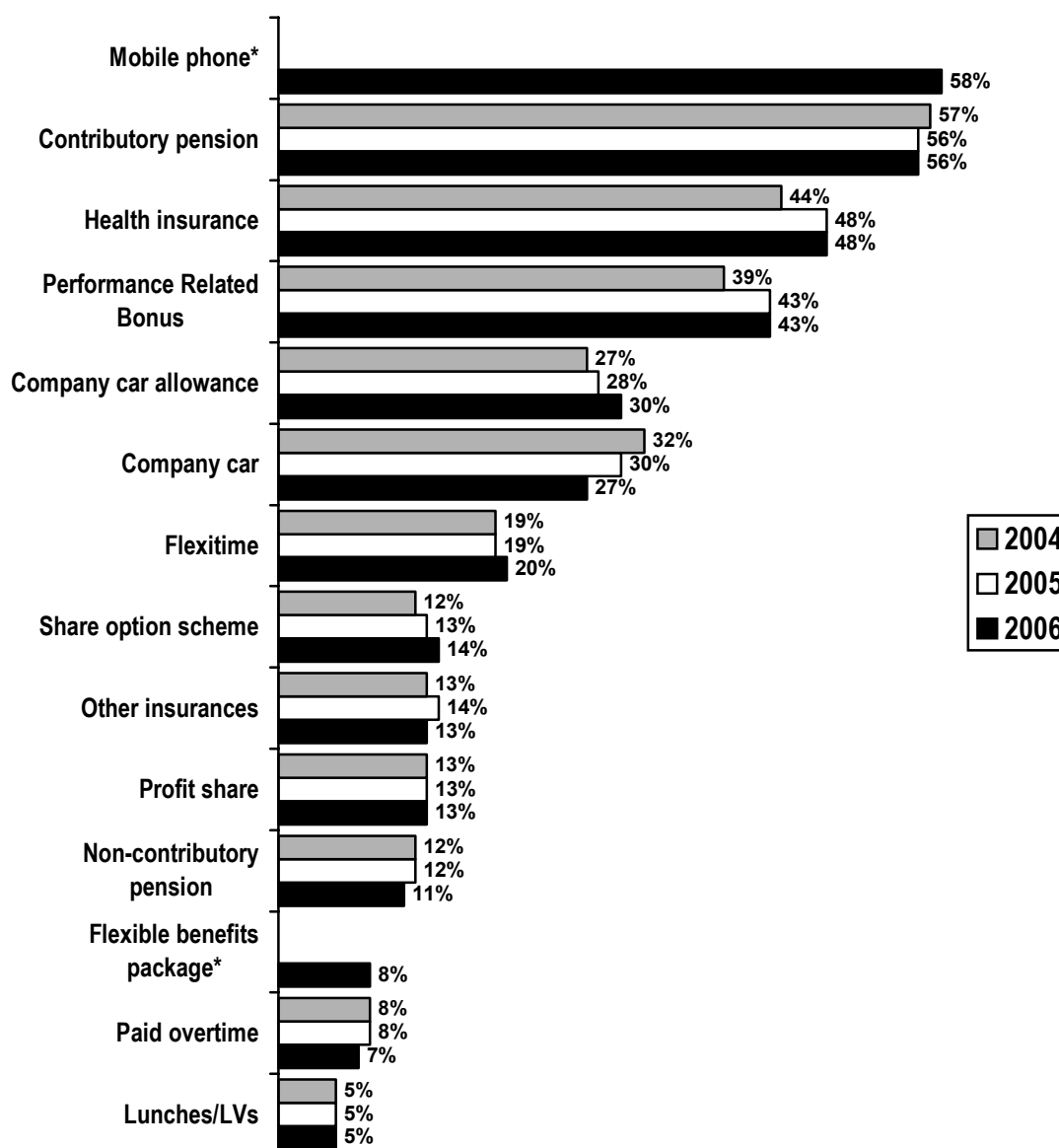
Base: All responding (5124)

Of those receiving a bonus, 61% said that this is awarded on a discretionary basis, 39% according to strict measurable objectives. Higher earners, those at a higher level of responsibility, and a majority of those in Government and Non-Profit Making Organisations are more likely to have bonuses paid according to strict measurable objectives.

Benefits Packages

More or less unchanged from last year, the majority receive some form of additional benefits as part of their package (91%, as last year). The most frequently mentioned benefits are: a mobile phone (58% - included in the questionnaire for the first time), a contributory pension (56%), health insurance (48%), and performance related bonus (43%) – the last three all unchanged from 2005. These four are also most likely to be cited as 'new benefits' received in the past year. However, for the first time, a company car allowance (30%, up from 28% in 2005) has passed a company car (27%, down from 30%) in importance. 8% mentioned a flexible benefits package, included in the questionnaire for the first time this year.

Benefits included in employment package



* NB. Mobile phone and Flexible benefits package not included in previous surveys.

Base: All participants (2004:2686, 2005: 3399, 2006: 5256)

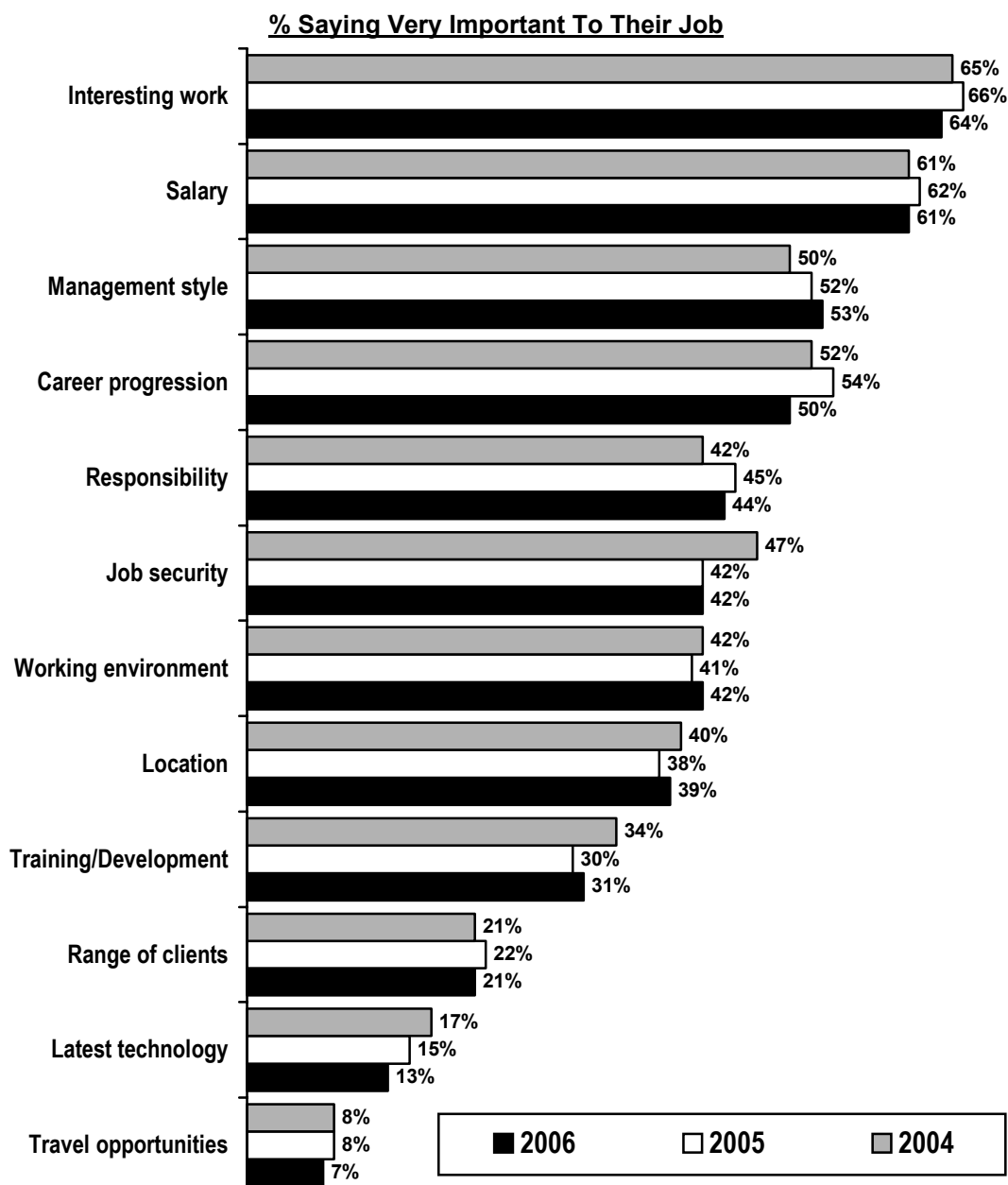
However, whilst they may receive a range of other benefits, more than one in five (22%) say that they do not utilise their full holiday entitlement. This increases to one in three or more amongst those involved in Construction Contract Management and Regeneration. It is also particularly associated with those at higher organisational levels (43% of principals / owners), older age groups, higher salaries and those working outside the UK.

Issues Important in Role and Attitudes toward Employment

By far the most important aspects of participants' job continue to be having a *range of interesting work* (64% very important) and *salary* (61% very important). The majority also

place particular importance on *management style* (53%) and *career progression* (50%). Management style in particular has become more important in recent years – in 2000, 40% considered it ‘very important’, ranking it sixth among these attributes.

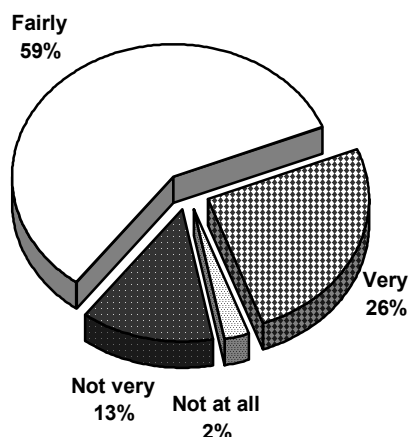
However, the issues which are most important to men and women differ. Whilst men place salary and a range of interesting work equally at the top of their priorities, women place greater emphasis on having a range of interesting work, with management style their second priority. They also place more emphasis on working environment.



Base: All participants (2004:2825, 2005: 3470, 2006: 5329)

The majority of Survey participants are relatively happy in their current employment, although 15% say that they are not satisfied.

Satisfaction with current job

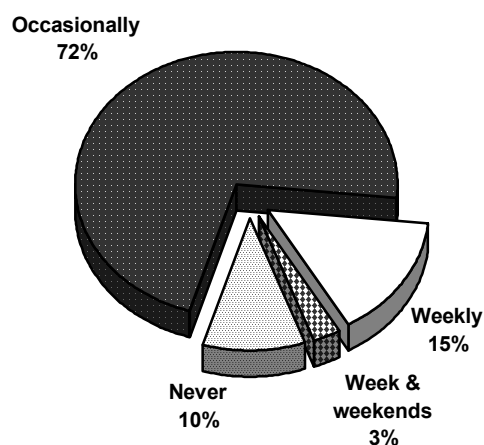


Base: All respondents: 5329

Those at higher organisational levels are more likely to express satisfaction – 52% of Principals / Owners and 36% of Partners / Executives are ‘very satisfied’, compared to 20% of Staff.

Most survey participants say that they socialise with their ‘Property’ colleagues from time to time, and nearly one in five (18%) do so regularly. There is quite wide variation by activity, with a half or more of those in Investment Brokerage, Office Agency and Retail Agency socialising with colleagues regularly. Younger surveyors are also more likely to socialise on a regular basis.

Frequency of socialising with ‘Property’ colleagues



Base: All respondents: 5329

Reasons for Changing Job

Reflecting the fact that salary is one of the two most important drivers in attitudes towards employment, when respondents were asked ‘If you were to leave your present employer,

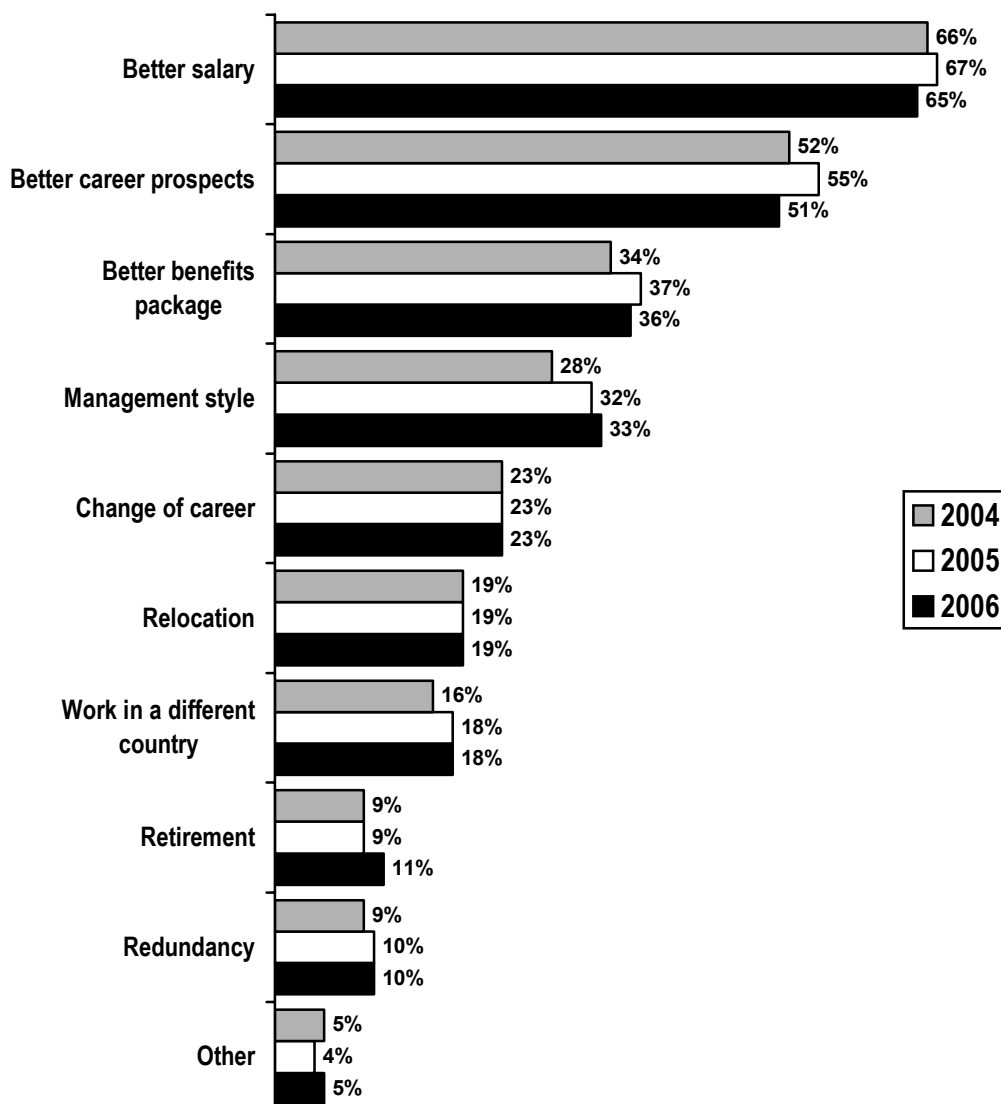
what would your reasons be?', the most frequently mentioned reason was *better salary* (65%). Only 36%, however, would leave for a better benefits package - more important are *better career prospects* (51%).

Other main reasons for leaving an employer include *management style* (33%), *change of career* (23%) and *relocation* (19%). *Redundancy*, *retirement*, and *to work in a different country* were felt to be the least likely influencing factors (given by 10%, 11% and 18% respectively).

Younger audiences (and, in particular, those aged 23-35) are more attracted by issues around remuneration - *better salary*, *career prospects* and *benefits package* - than their older counterparts, whilst 18-22 year-olds are the most likely to mention *relocation* or *to work in a different country*. Among those aged 56+, *retirement* is by far the most likely reason for leaving their present employer (58%). Concerns over *redundancy* are also most likely to affect the over-45s.

For those outside the UK, although the most important reasons for leaving their current employment are consistent with the norm (*better salary* and *career prospects*), *working in a different country* is also an important motivational factor (38% compared to only 16% of UK based property professionals).

Reasons For Leaving Present Employer



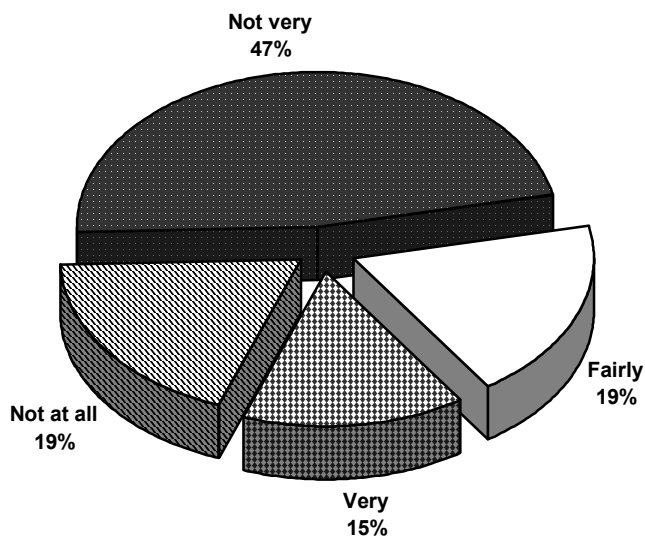
Base: All giving an answer (2004: 2815, 2005: 3399, 2006: 5256)

When asked 'How likely are you to change employers within the next 12 months?', 66% said they were not very or not at all likely (up 3% from last year). 15% said that they were very likely to change employers – down from 17% last year.

Perhaps not surprisingly, changing of employer tends to be associated more with those at lower levels of responsibility and those on lower salaries. Female respondents also expressed a greater likelihood of change than their male counterparts (18% and 14% respectively 'very likely' to change).

As last year, those involved in Facilities Management, whether in-house, service providers or consultants, appear to be most likely to change employers (30% 'very likely'), along with those in SHE (38%).

How likely are you to change employers within the next 12 months?



Base: All participants (5329)

Economic Activity in the next 12 months

Almost half the property professionals who responded to the survey (45%) anticipate that the economic activity in their chosen professional activity will remain unchanged in the next twelve months. 50% anticipate an increase (up 4% on 2005) and only 5% a decrease (down 2%). This maintains the confidence demonstrated over the last couple of years, after a rather depressed period in 2002 and 2003.

Those professional activities where an increase is most commonly anticipated are:

Environmental (67%), *Office Agent* (66%), *Construction Contract Manager* (65%) and *Regeneration* (65%). Most pessimistic are those in *Retail Agency* (only 34% foresee an increase in activity).

It is also worth noting that those working outside the UK are more likely to anticipate an increase in economic activity in the next 12 months than their UK counterparts (65% and 48% respectively).

	% anticipated increase in economic activity
All participants	50%
Environmental	67%
Office Agent	66%
Construction Contract Manager	65%
Regeneration	65%
Claims & Dispute Resolution	62%
FM Service Provider	61%
SHE	61%
Facilities Management Consultant	59%
Research	59%
Corporate Property Consultancy	58%
Commercial Development	57%
Quantity Surveyor	57%
Project Management	55%
Residential Development	52%
Planner	51%
Property Asset Management	50%
Investment Brokerage	49%
Facilities Management In House	48%
Fund Management	48%
Property Finance	48%
Residential Agent	47%
Academic	45%
Building Control	45%
General Practice	45%
Valuation	45%
Rating	44%
Building Surveying	43%
Rural Practice	41%
Estates Surveyor (In House)	39%
Geomatics	36%
Landlord & Tenant	36%
Retail Agent	34%

Base: All participants (5329)

2. Method & Sample Profile

2.1 Overview

The Annual RICS and Macdonald & Company Salary & Benefits Survey is in its seventh year and is the most comprehensive survey undertaken for the sector. The survey took place on-line via the RICS and Macdonald & Company web-sites and a self-completion questionnaire was included in *Property Week* and *RICS Business*. The results have been collated and analysed by David Burton Associates.

Besides statistics on current salaries, recent salary increases, bonuses and employment package benefits, the results give insight into wider issues that are important to professionals in their role and their attitudes toward employment.

Continuing the success of the earlier Surveys, 5,329 UK and non-UK surveying professionals participated online and via questionnaire in December 2005 and January 2006 – an increase of more than 1,850 on last year's survey, making this the largest and most comprehensive survey in the series.

Respondents are broadly representative of the profession with regard to the business sectors and geo-demographic spread. 91% of participants are employed on a permanent basis, with 4% freelance, 3% who describe their current role as temporary and 1% unemployed.

Over half (59%) are accounted for among those that describe their prime professional activity as: Quantity Surveyor (13%), Building Surveying (10%), Property Asset Management (7%), Project Management (7%), General Practice (6%), Valuation (6%), Planner (5%) and Estates Surveyor (In House) (5%).

Nearly three-quarters of participants (72%) are at Senior Surveyor level or higher (compared to 68% in 2005); Staff (17%) and Assistants / Probationers (6%) account for most of the remainder. At the highest level, almost one in five describe themselves as Principals, Owners, Partners or Executives (18%, compared to 17% in 2005).

Regarding the nature of the organisations for which respondents work (base = employed respondents 5,256), the most frequently mentioned are: Surveying Practice/Consultancy (39%), Commercial/Industrial (25%), and Central/Local Government (18%). The remainder (18%) include those working in Investment/Development (9%), Financial Services (4%), Non-profit Making Organisations (3%), and Education (2%).

Approaching a half of participants mainly work in London and the South-East (43%), with the remainder principally working elsewhere in the UK (47%). 10% work outside the UK (compared with 8% in 2005).

The majority of participants are men – 81%. The average age of the respondents is 39.5 years (slightly older than the general average over the last few years – 37.4 in 2005), with 11.9 years' experience in the sector (again slightly up on previous years: 10.5 in 2005).

The profile of women taking part in the survey is typically younger than that of the men, their average age being 33.7 years (compared to 40.9 among males) with 7.8 years' experience (compared to 12.8 years among males).

Nearly half of all participants are employed within organisations with 500+ employees (47% compared to 44% in 2005) versus 14% who are within smaller firms with 20 or fewer people (compared to 18% in 2005).

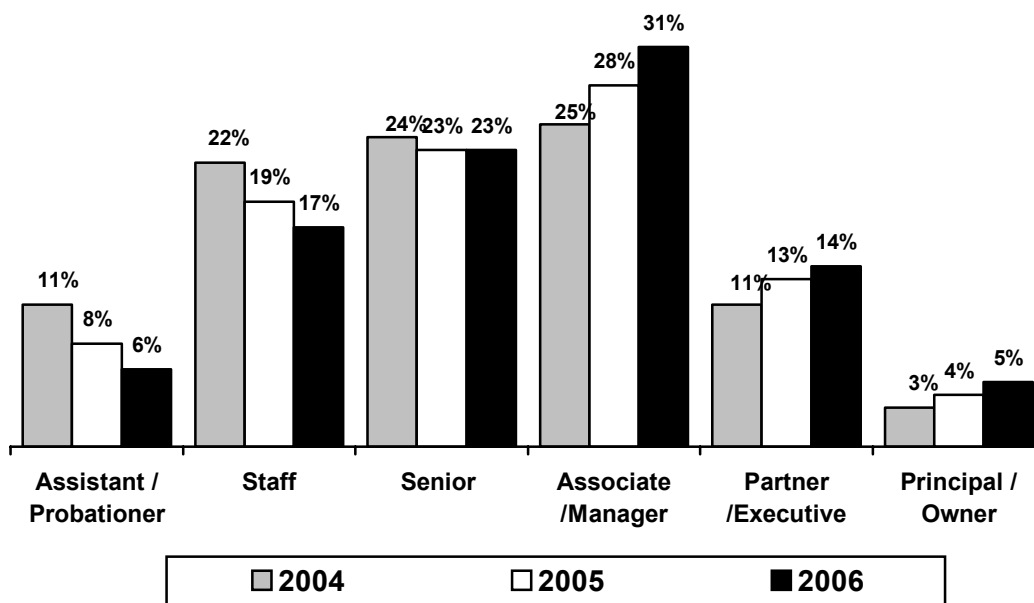
2.2 Charts

(a) Sample Profile: Prime Professional Activity

	2004	2005	2006
	No. of Participants	No. of Participants	No. of Participants
Quantity Surveyor	485**	402**	682
Building Surveying	368	347	544
Property Asset Management	266	274	377
Project Management	117	189	350
General Practice	84	224	321
Valuation	251	206	316
Planner	78*	154	280
Estates Surveyor (In House)	n/a	141	279
Facilities Management In-house	47	118	237
Rural Practice	146	134	224
SHE	n/a	54	148
Commercial Development	76	85	145
FM Service Provider	31	61	142
Landlord & Tenant	132	72	112
Corporate Property Consultancy	70	74	99
Residential Development	47	74	95
Regeneration	44	49	84
Fund Management	36	76	82
Building Control	n/a	27	80
Investment Brokerage	33	121	65
Rating	47	40	62
Office Agent	53	45	56
Property Finance	26	54	54
Residential Agent	18	29	49
Claims and Dispute Resolution	33	22	47
Construction Contract Manager	27	37	43
Environmental	12	46	42
Facilities Management Consultant	13	21	34
Academic	22	27	33
Retail Agent	35	30	32
Geomatics	37	50	28
Research	16	19	22
Industrial Agent	33	27	19
Minerals	34	31	13

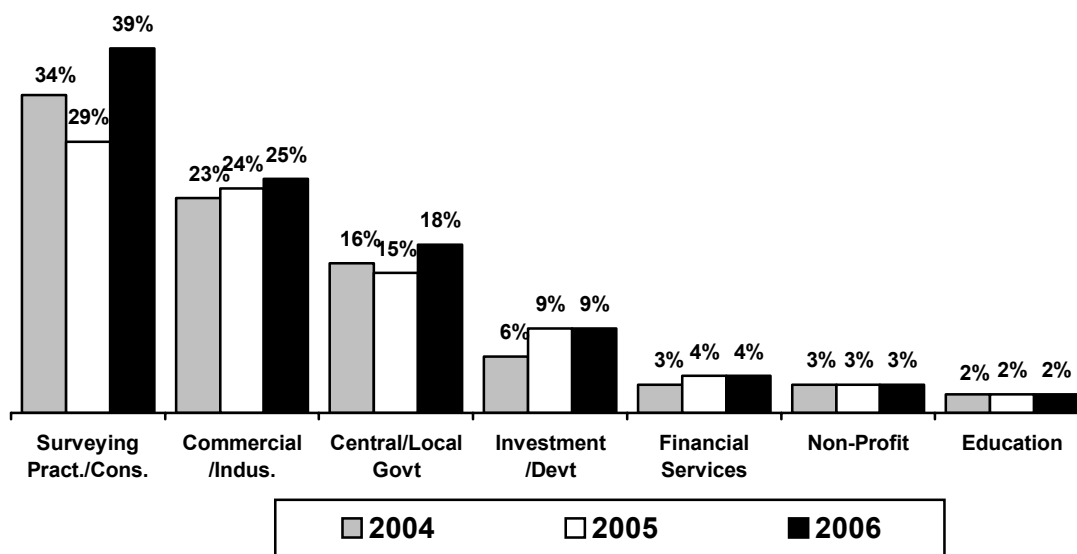
Numbers shown include those giving an answer within defined categories
 (NB. Some changes have been made to categories between years, accounting for some n/a. * Planner described as Town & Country Planner in 2004 and previous surveys. ** Quantity Surveyor combines Professional Quantity Surveying and Contractors Quantity Surveying from previous surveys)

(b) Sample Profile: Level of Responsibility



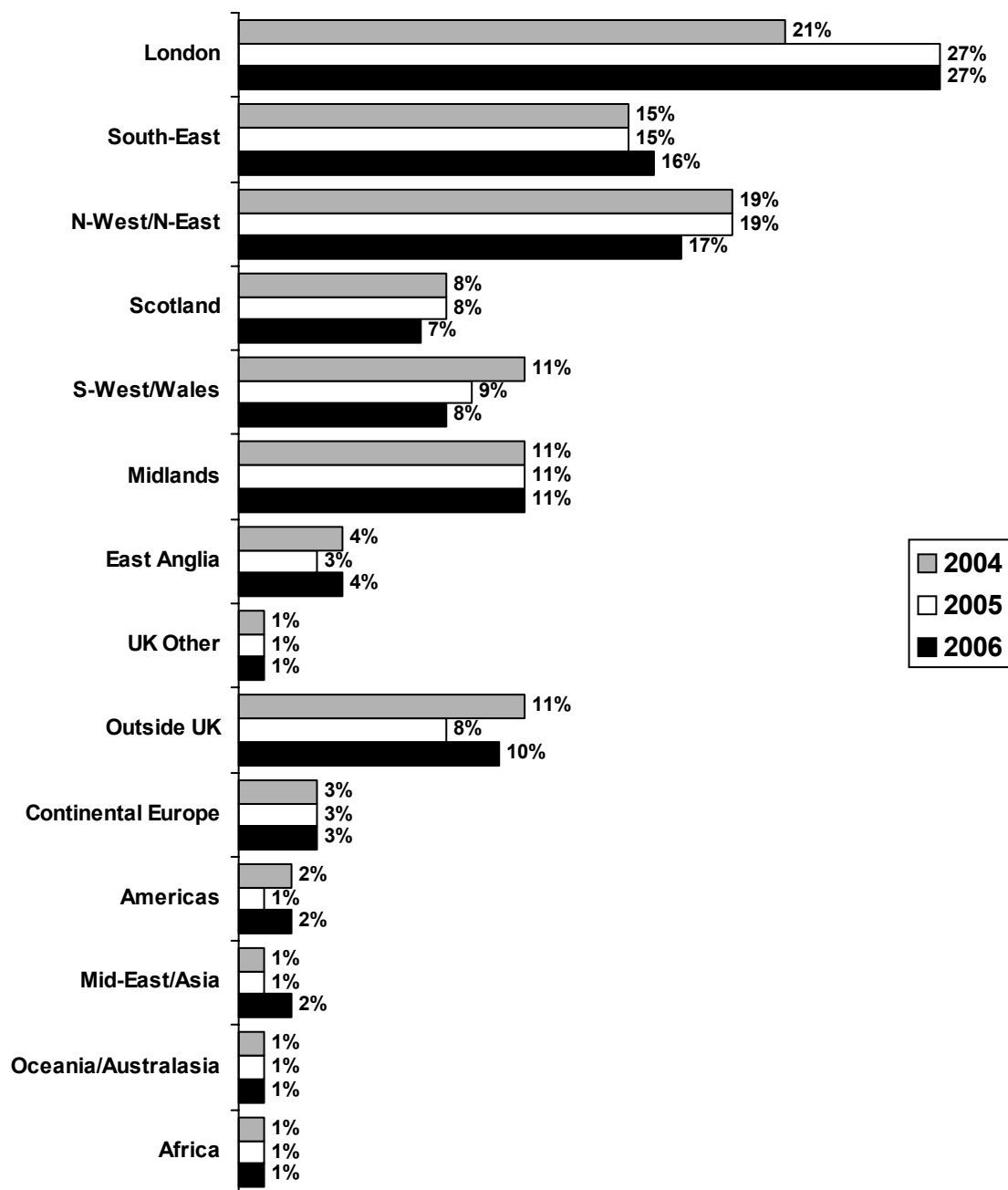
Base: All giving an answer (2004:2820, 2005: 3399, 2006: 5256)

(c) Sample Profile: Sector



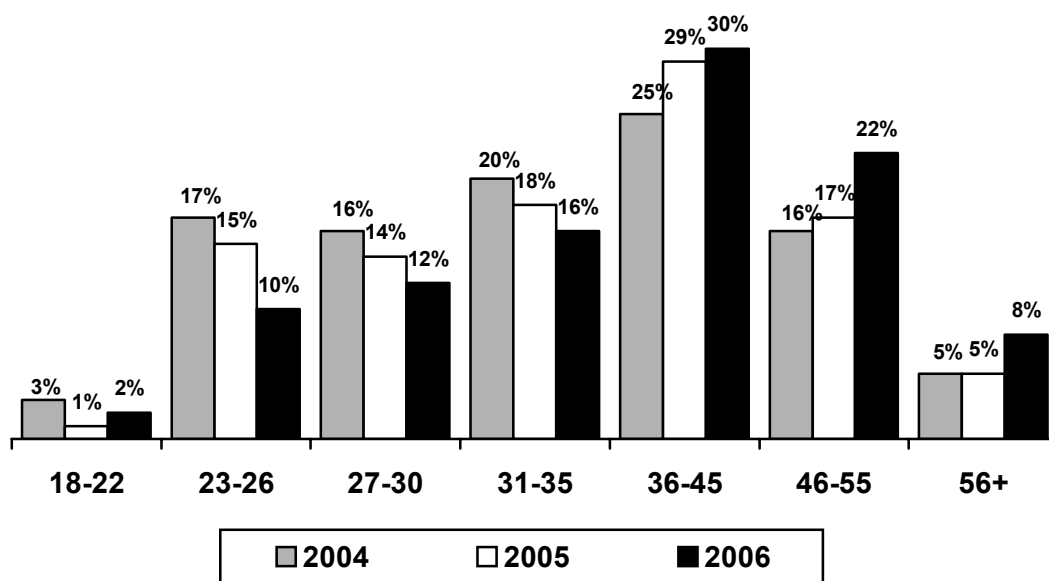
Base: All giving an answer (2004:2820, 2005: 3399, 2006: 5243)

(d) Sample Profile: Region



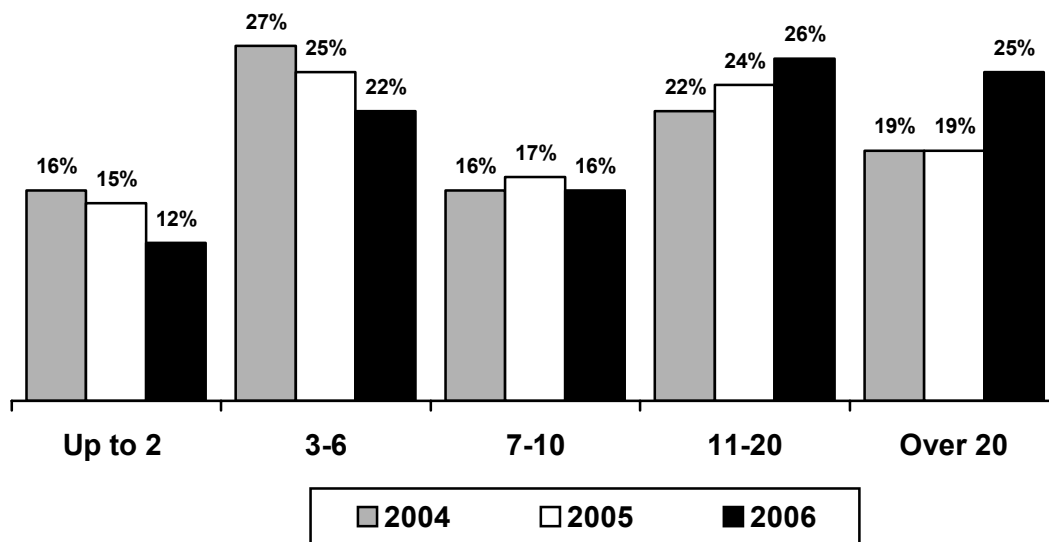
Base: All giving an answer (2004:2818, 2005:3470; 2006: 5329)

(e) Sample Profile: Age



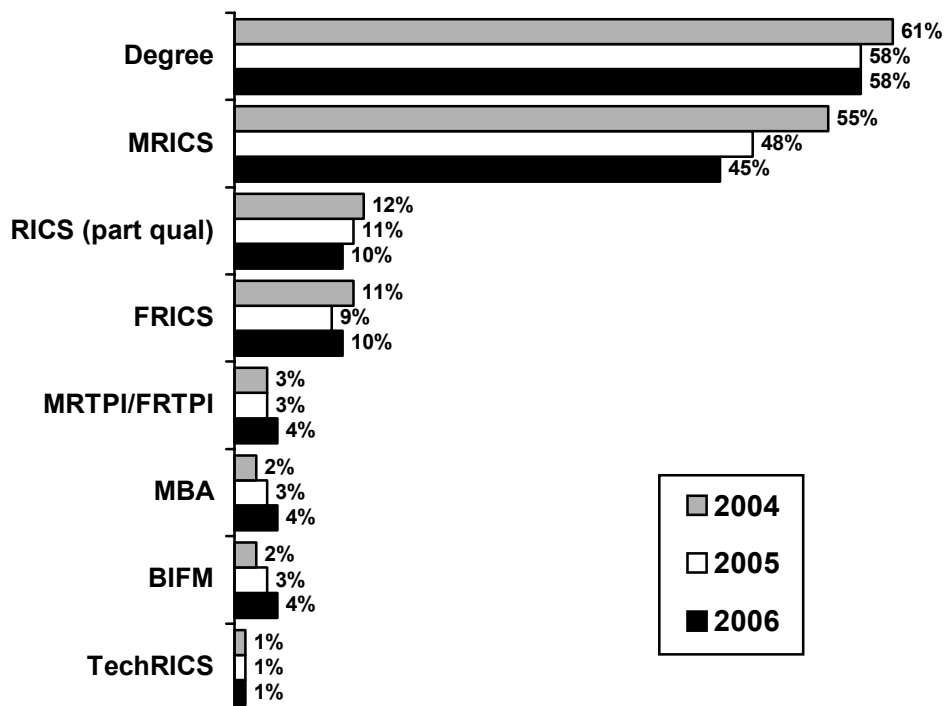
Base: All giving an answer (2004:2818, 2005:3470, 2006: 5329)

(f) Sample Profile: Years' Experience



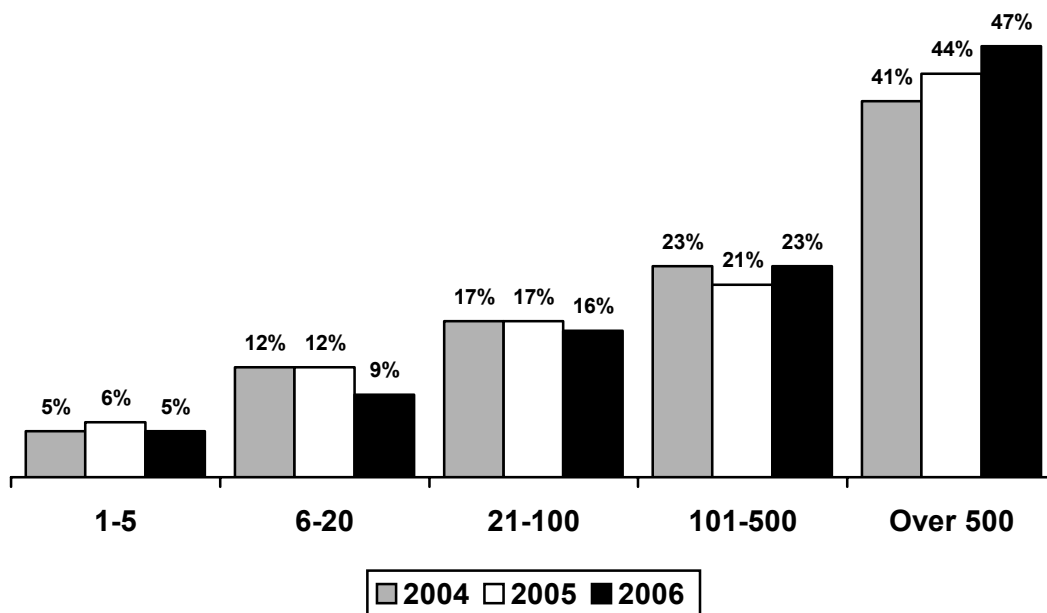
Base: All giving an answer (2004:2825, 2005:3399, 2006:5256)

(g) Sample Profile: Qualifications Held (Most mentioned)



Base: All participants (2004:2817, 2005:3470, 2006: 5329)

(h) Sample Profile: Size of Organisation (Num. Of Employees)



Base: All giving an answer (2004:2817, 2005:3399, 2006: 5256)

3. Current Salary (Excluding Bonuses)

3.1 Overview

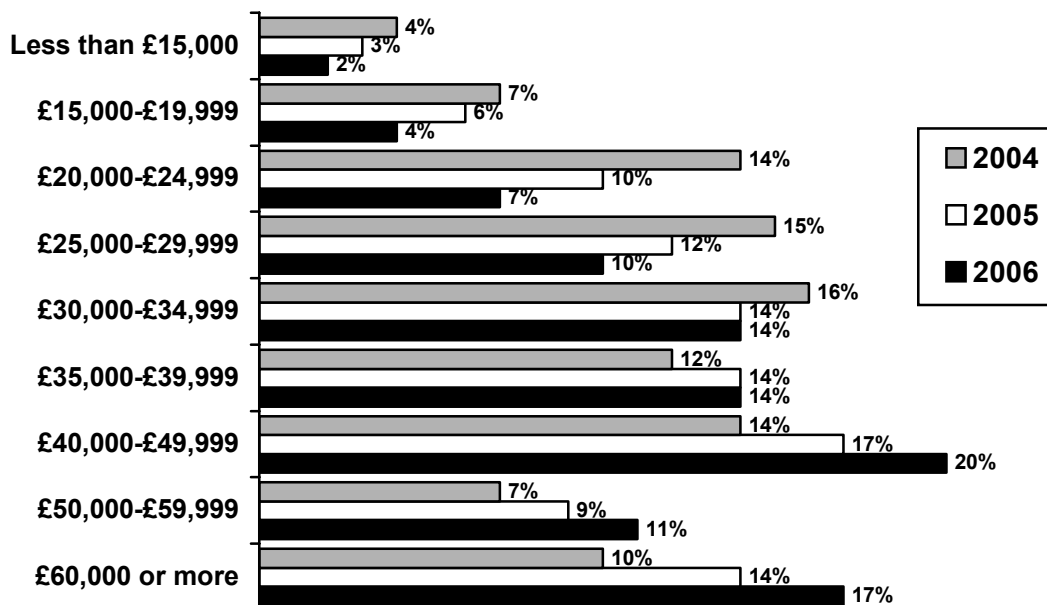
The average salary of professionals working in the property sector is £44,839 excluding bonuses and other benefits. This is up 10.9% on last year's Survey when average earnings were £40,425.

The average salary of those surveying professionals who work mainly outside the UK (approximately 10% of survey participants) is £57,484, 32% higher than those working mainly in the UK (£43,532): this difference is greater than seen last year (when the differential was 19%).

Overall, salaries are higher than for the 2005 Survey across more or less all key sub-groups and the figures provided reflect the breadth of the professionals taking part. Only 13% now report earnings (excluding bonuses) of less than £25K (against 19% last year), while 38% earn between £25-40K and nearly half (48%, against 39% last year) now earn £40K+ (4% £100K or more).

3.2 Charts

(a) Current Salary (Excluding Bonuses)



Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

Average Salary: Prime Professional Activity (ordered according to highest salary 2006)

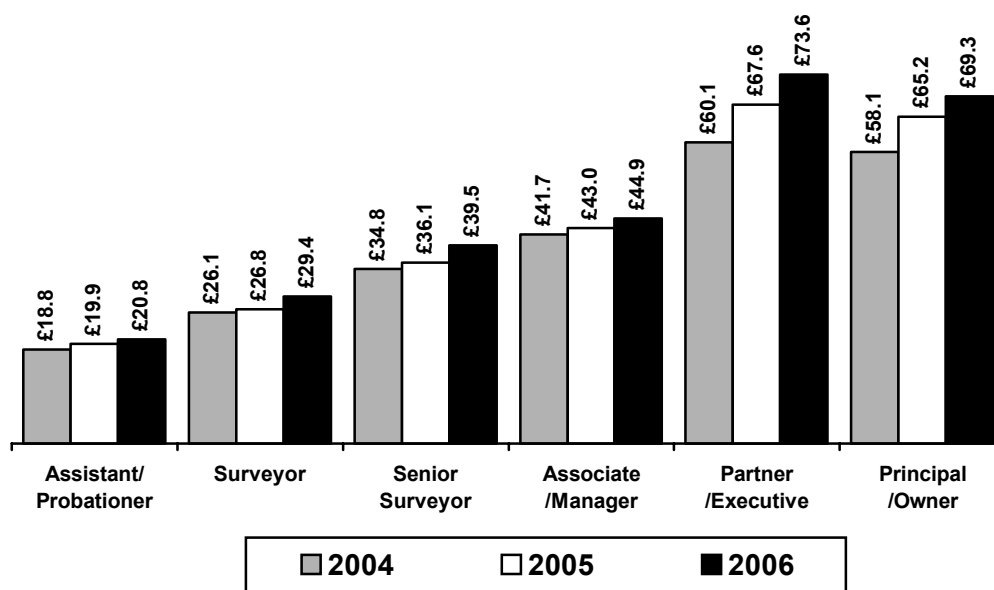
	2004	2005	2006
	Average Salary £ pa	Average Salary £ pa	Average Salary £ pa
All participants	36,567	40,425	44,839
Corporate Property Consultancy	49,795*	65,022*	80,518*
Fund Management	60,661*	60,288*	75,328*
Claims & Dispute Resolution	45,793*	57,468*	68,960*
Property Finance	55,750*	55,992*	66,019*
Commercial Development	48,418*	55,191*	58,131
Investment Brokerage	57,212*	49,934	54,777*
Residential Development	43,173*	43,273*	53,081*
Property Asset Management	41,234	46,460	51,413
Construction Contract Manager	41,265*	50,382*	50,957*
Project Management	45,709	45,610	50,523
Facilities Management Consultant	48,908*	52,916*	45,642*
Environmental	35,939*	33,780*	45,253*
Regeneration	37,456*	42,202*	44,949*
Retail Agent	34,394*	33,251*	44,706*
Rating	37,361*	38,369*	44,639*
FM Service Provider	42,242*	39,617	44,171
Quantity Surveyor	33,693	38,153	42,651
Facilities Management In-house	42,278*	37,907	42,420
Valuation	34,253	34,135	42,332
Estates Surveyor (In House)	n/a	38,328	42,236
Building Control	n/a	32,736*	41,101*
Planner	38,658*	31,061	40,893
General Practice	33,831*	36,013	40,492
Landlord & Tenant	33,351	36,557*	40,158
Office Agent	27,883*	28,132*	39,727*
SHE	n/a	31,663*	39,236*
Research	39,953*	42,265*	38,236*
Building Surveying	29,486	33,242	36,860
Residential Agent	29,939*	47,466*	36,408*
Geomatics	29,074*	33,194*	36,249*
Academic	29,955*	34,944*	33,490*
Rural Practice	27,742	30,678	32,880

Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

(* small sub-samples:<100)

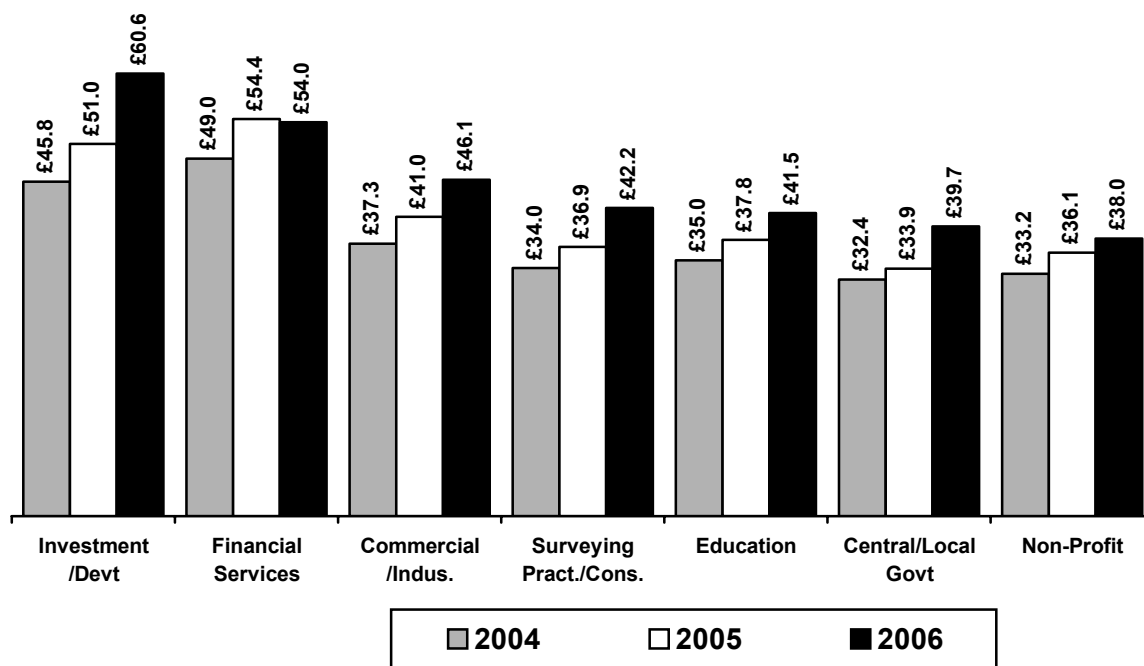
Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Industrial Agent (18), Minerals (13)

(b) Average Salary (£Kpa): Level of Responsibility



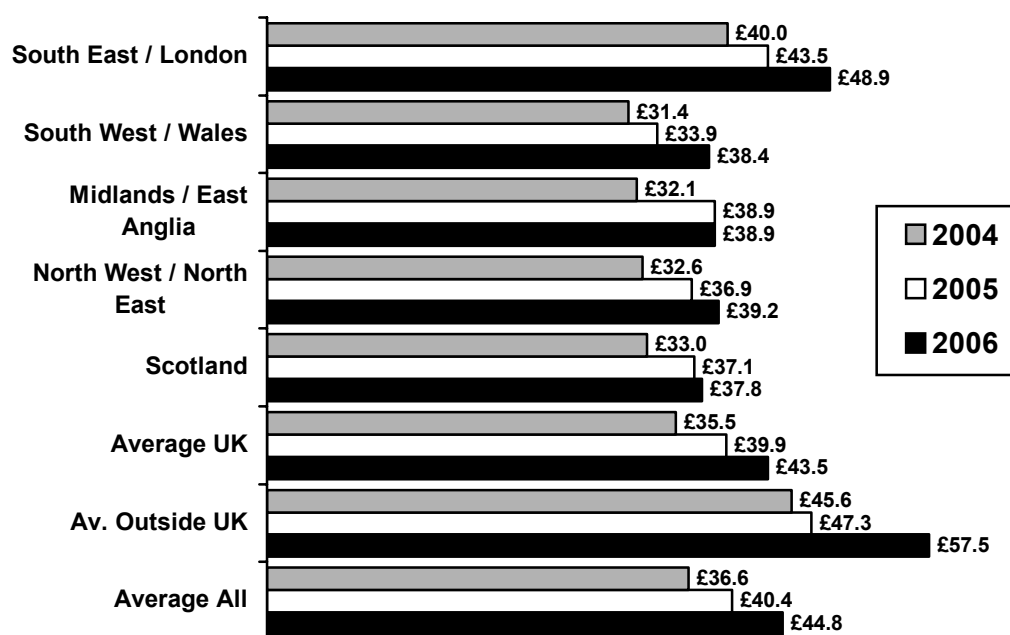
Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

(c) Average Salary (£Kpa): Sector



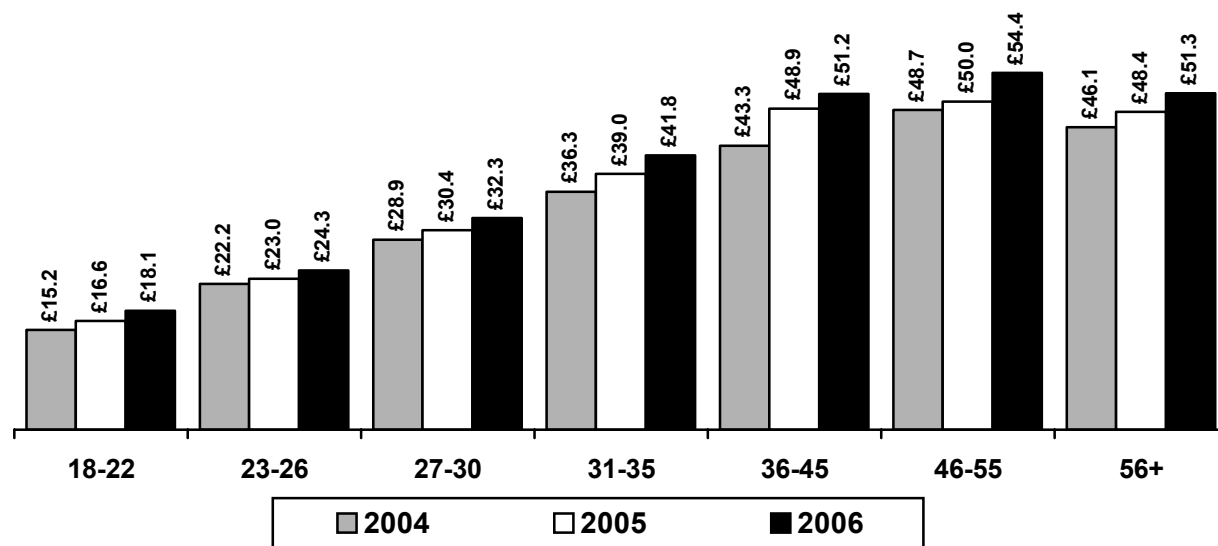
Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

(d) Average Salary (£Kpa): Region



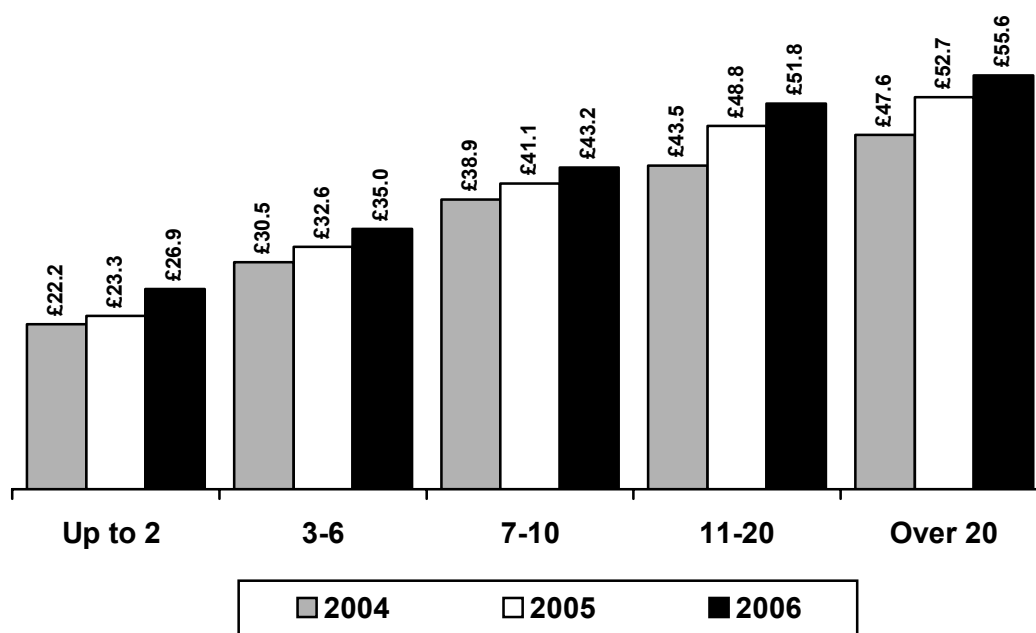
Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

(e) Average Salary (£Kpa): Age



Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

(f) Average Salary (£Kpa): Years' Experience



Base: All giving an answer (2004:2782, 2005:3371, 2006: 5222)

4. Change to Salary at Last Review

4.1 Overview

Just under three-quarters of participants (74%) had an increase in salary at their most recent pay review: however, this does reverse the decline that has been seen over recent years (up two points against the 72% last year after declining from 76% in 2004, 78% in 2003 and 82% in 2002). The average overall salary increase reported, however, was marginally down, to 5.4%, from 5.5% in 2005.

Those most likely to have had an increase are those employed in Facilities Management Service Provision (84%), Rating (82%), Estates Surveying (In House) (82%) and Property Asset Management (80%).

However, those enjoying the greatest average increases this year (more than 6%) include those employed in Investment Brokerage (9.3% increase), Fund Management (8.9%), Research (7.2%), Corporate Property Consultancy (7.1%), Commercial Development (7.0%), Rating (6.8%), Environmental (6.6%), Office Agency (6.6%), Claims & Dispute Resolution (6.4%) and Landlord & Tenant (6.4%).

Those least likely to have received an increase are those employed in Residential Agency (only 52% received an increase and 6% reported a decrease) and SHE (57%).

Receiving the smallest average salary increases (less than 4% on average) are those working in SHE (2.5%), Academia (3.4%), Facilities Management In-house (3.7%), Facilities Management Consultancy (3.7%), Geomatics (3.7%) and Estates Surveying (In-House) (3.8%).

Although less likely to have had an increase (64% vs. 75% in UK), those working overseas experienced a higher average salary increase than those working domestically. The increase in the UK was 5.2% (down from 5.5% last year), compared to 7.5% amongst participants elsewhere in the world (up from 5.7% last year). Those in Oceania/Australia (8.5%), Middle East / Asia (7.9%), Ireland (7.4%) and the Americas (7.3%) saw the highest increases overall, while the lowest increases were in East Anglia (4.3%) and South West / Wales (4.5%).

In terms of job responsibility, Principals / Owners received the largest average pay increases (although only 43% had an increase, the average is still 7.3%) and those with the highest salaries also received the greatest pay increases (those earning at least £60,000 received an average 7.0% pay increase compared to pay increases of 5.2% for those earning £40,000-£59,999 and 4.7% for those earning less than £20,000).

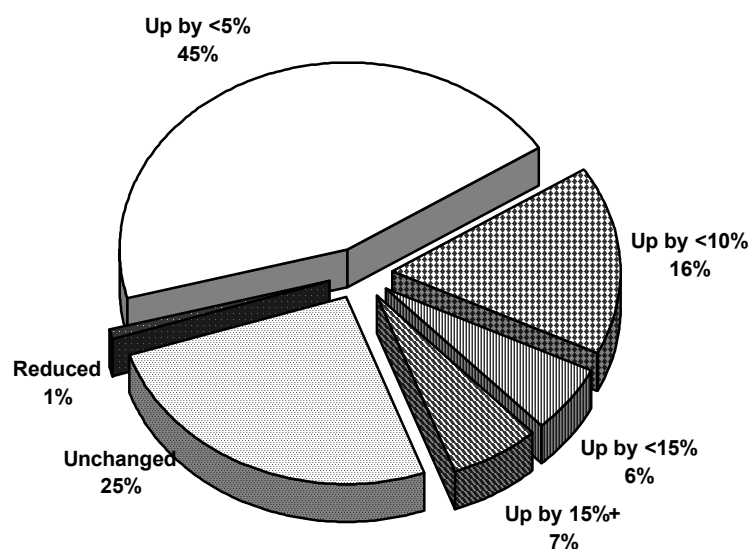
Employers in Investment / Development gave the highest salary increases (7.0%), while Central / Local Government gave the lowest (3.3%).

Salary increases among males were again slightly higher than for females in the industry. Males received an average 5.5% increase (as last year) and females received 4.9% (down from 5.3% last year).

By age, those aged 23-26 received the highest salary increases (8.2%) while those aged 56+ received the lowest (3.4%).

4.2 Charts

(a) Change to Salary at Last Review



Base: All giving an answer (2006: 5256)

(b) Average Increase: Prime Professional Activity (ordered according to highest increase 2006)

	2004	2005	2006
	Average Increase p.a	Average Increase p.a	Average Increase p.a
All participants	4.6%	5.5%	5.4%
Investment Brokerage	6.2%*	9.9%	9.3%*
Fund Management	6.3%*	8.8%*	8.9%*
Research	1.9%*	4.3%*	7.2%*
Corporate Property Consultancy	5.2%*	6.1%*	7.1%*
Commercial Development	5.8%*	7.3%*	7.0%
Rating	5.2%*	4.3%*	6.8%*
Office Agent	5.9%*	5.8%*	6.6%*
Environmental	5.2%*	3.3%*	6.6%*
Landlord & Tenant	5.2%	5.4%*	6.4%
Claims & Dispute Resolution	5.2%*	4.5%*	6.4%*
Construction Contract Manager	5.2%*	6.5%*	6.0%*
Property Asset Management	5.2%	5.2%	5.9%
Valuation	5.2%	5.5%	5.8%
Quantity Surveyor	5.2%	5.7%	5.8%
General Practice	5.2%*	5.1%	5.8%
Rural Practice	5.2%	6.8%	5.8%
Building Surveying	5.2%	5.9%	5.7%
Residential Development	5.8%*	5.4%*	5.6%*
Property Finance	5.3%*	7.2%*	5.5%*
Retail Agent	5.8%*	4.8%*	5.2%*
Residential Agent	5.2%*	4.2%*	5.0%*
Project Management	5.2%	4.1%	5.0%
Planner	4.1%*	5.6%	4.9%
Regeneration	5.2%*	4.0%*	4.6%*
FM Service Provider	5.2%*	3.5%*	4.1%
Building Control	n/a	2.6%*	4.0%*
Estates Surveyor (In House)	n/a	4.2%	3.8%
Facilities Management Consultant	5.2%*	4.3%*	3.7%*
Facilities Management In-house	5.2%*	3.9%	3.7%
Geomatics	5.2%*	4.8%*	3.7%*
Academic	5.2%*	3.7%*	3.4%*
SHE	n/a	4.7%*	2.5%

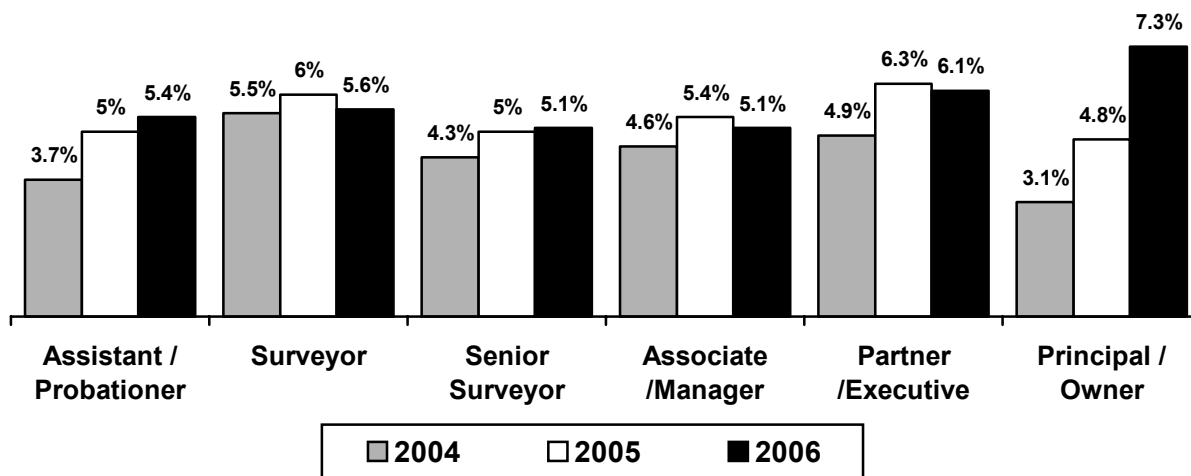
Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256)

(* small sub-samples:<100)

Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e.

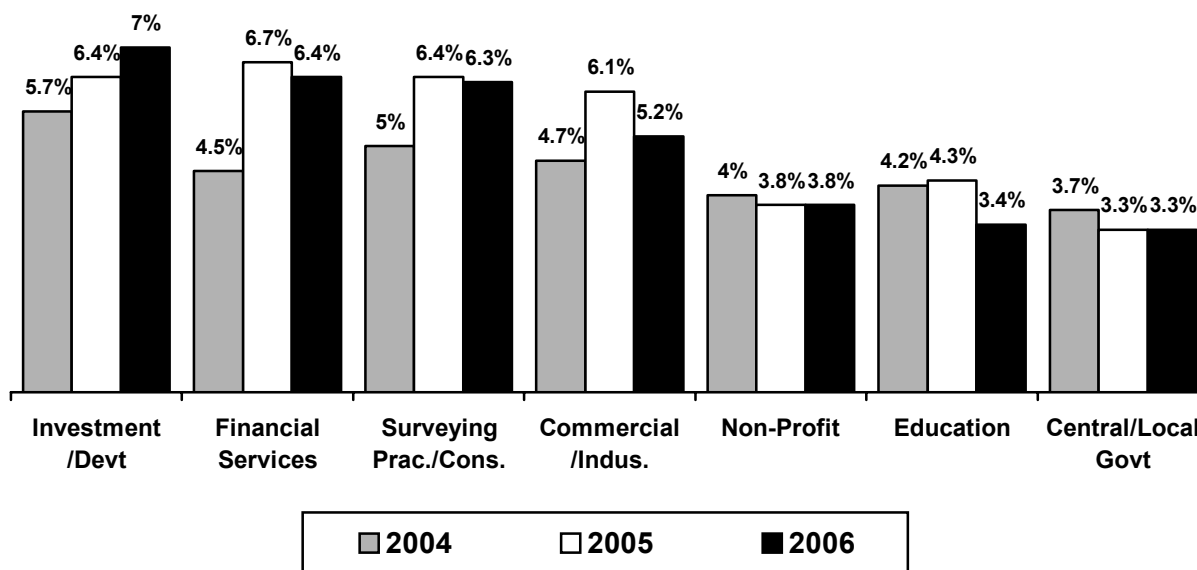
Industrial Agent (19), Minerals (13)

(c) Average Increase: Level of Responsibility



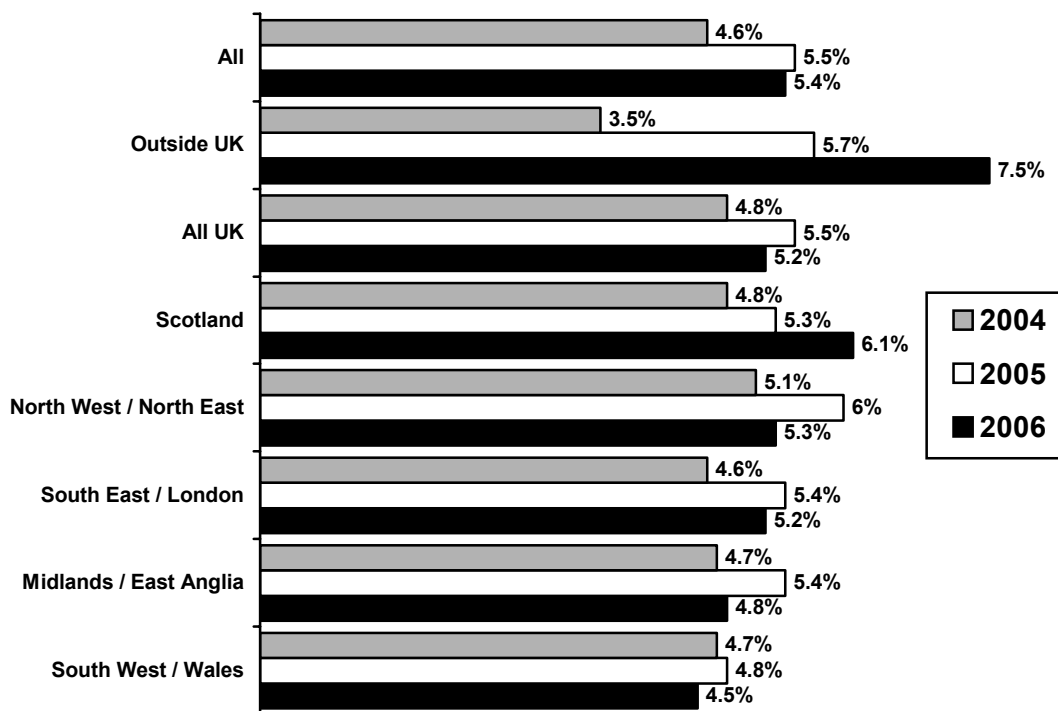
Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256)

(d) Average Increase: Sector



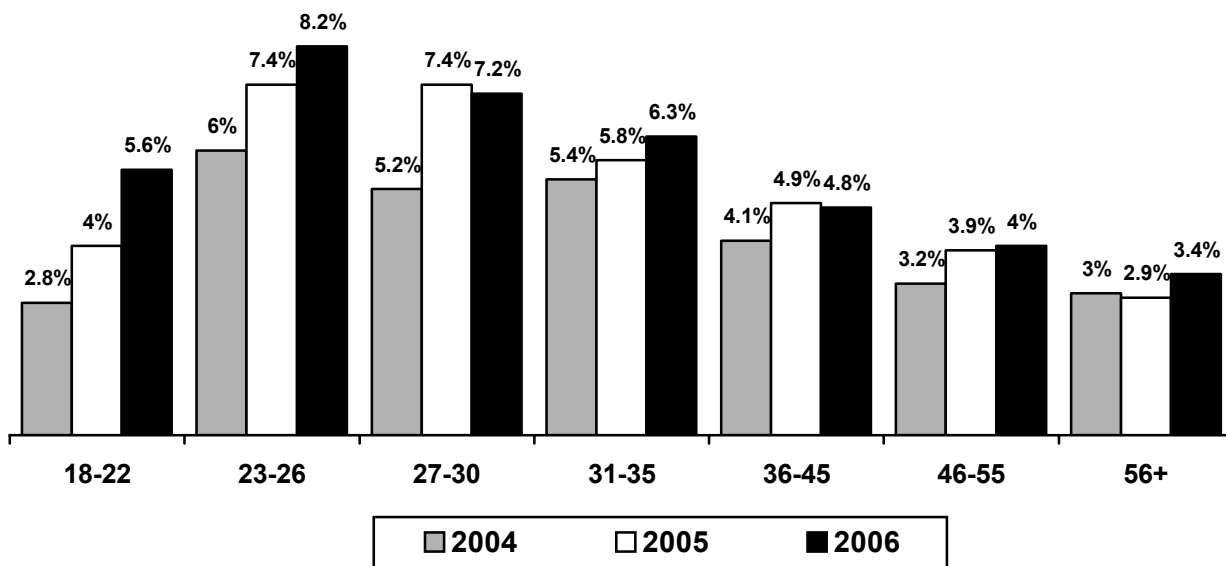
Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256)

(e) Average Increase: Region



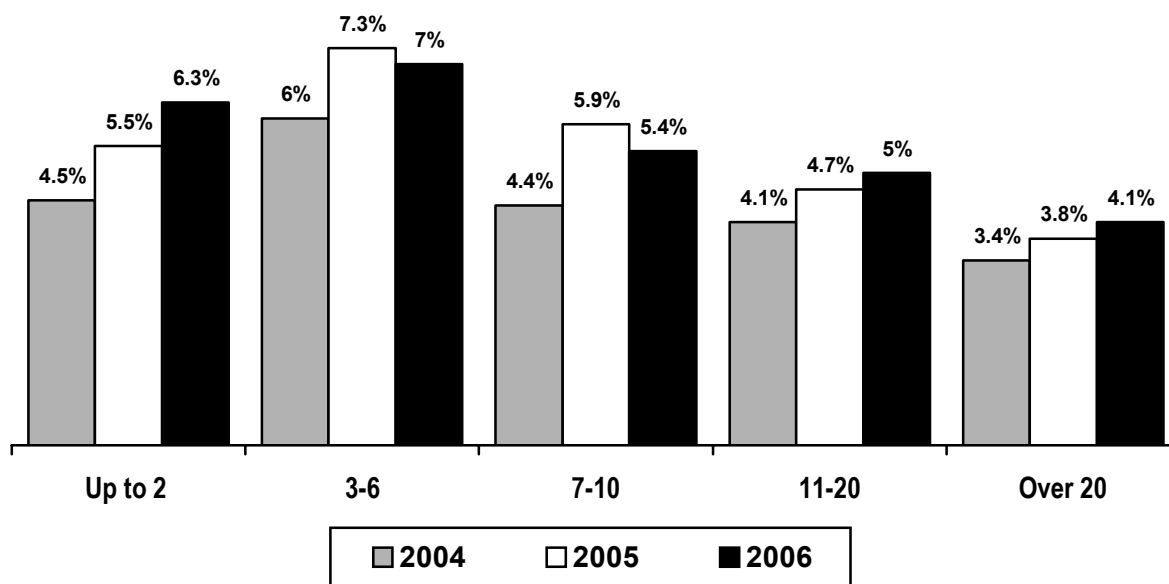
Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256)

(f) Average Increase: Age



Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256)

(g) Average Increase: Years' Experience



Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256)

5. Bonuses Received (Over Last 12 Months)

5.1 Overview

56% of respondents received a bonus over the last twelve months (in line with last year) and the average value of bonuses was £6,721 overall, a 3.4% increase on last year (£6,502) and representing 15% of average salary.

Among those who mainly work in the UK, 55% received a bonus and the average was £6,193 (down by 1% on 2005), compared to 63% of those working outside the UK who received a bonus, and a much higher average of £11,810 (23% up on 2005): the highest bonuses were received by participants in Continental Europe (£19,838) and the Americas (£13,647), but those in Greater London also received high bonuses (£9,785). The lowest bonuses were received in South West / Wales (£2,758).

Bonuses are most likely to have been received by those working in Fund Management (89%), Property Finance (86%), Residential Development (77%), Investment Brokerage (77%), Corporate Property Consultancy (73%) and Research (71%).

Significantly higher average bonuses were received among those involved in Investment Brokerage (£36,852), Property Finance (£34,417), Fund Management (£33,626) and Retail Agency (£27,567), and also (more than £10,000) Commercial Development (£15,594), Residential Development (£12,465), Corporate Property Consultancy (£12,043), Office Agency (£11,891) and Property Asset Management (£10,207).

Academics (28%) and Environmental (32%) were least likely to have received a bonus and the lowest average bonuses (less than £1,500) can be seen among Building Control (£773), Academics (£902) and SHE (£1,408).

Males continued to receive significantly higher bonuses than females, although the gap narrowed a little this year: males received an average £7,580 (up 3.2% on 2005), while females received £3,096 (up 14.7%). This puts the average total male package (salary plus bonus) at just under £55k, while females earned just over £38k. To some extent, this is a reflection of the different profiles by gender, reported earlier.

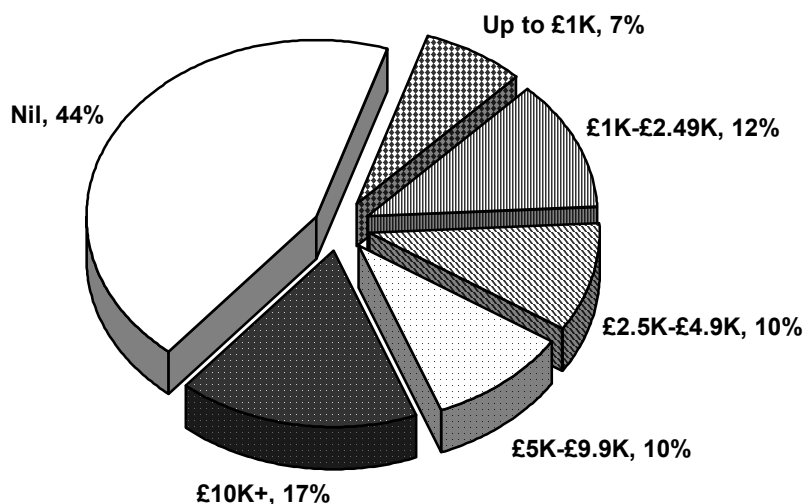
Bonuses are more likely to be received by those aged 27-45 and the highest average bonuses were received within the 36-45 age group (£9,923) and the lowest among those 18-22 (£600). Generally, bonus levels increase with experience (the lowest bonuses received among those with the lowest levels of experience) and also with salary. Those earning the highest salaries also receive the highest bonuses (salary less than £20,000: average bonus £1,032; salary more than £60,000: average bonus £24,179).

Of those receiving a bonus, 61% said that this is awarded on a discretionary basis and 39% according to strict measurable objectives.

Higher earners (44% of those earning £60k+), those at a higher level of responsibility (45% of Partners / Executives), and a majority of those in Central / Local Government (62%) and Non-Profit Making Organisations (56%) are more likely to have bonuses paid according to strict measurable objectives. Likewise those in Facilities Management Service Provision (64%), Geomatics (64%), Estates Surveying (In House) (60%), Retail Agency (57%), SHE (56%) and Valuation (53%) are more likely to have strict measurable objectives..

5.2 Charts

(a) Bonuses Received (Over Last 12 Months)



Base: All giving an answer (2006:5124)

(b) **Average Bonus: Prime Professional Activity** (Ordered by average bonus 2006)

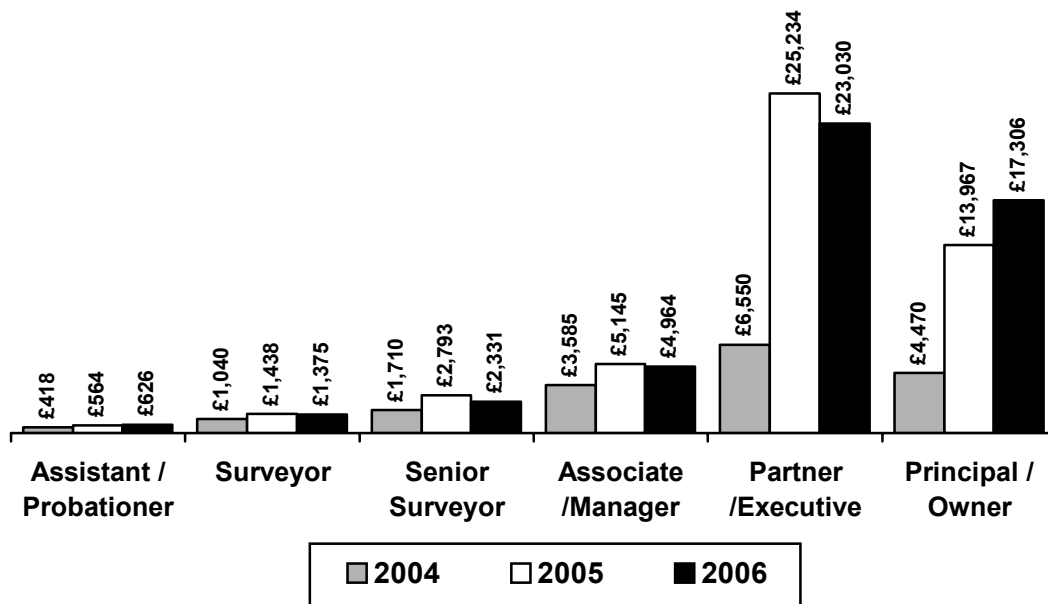
	2004	2005	2006
	Average Bonus £ pa	Average Bonus £ pa	Average Bonus £ pa
All participants	2,509	6,502	6,721
Investment Brokerage	8,121*	27,786	36,852*
Property Finance	7,183*	18,565*	34,417*
Fund Management	8,667*	30,408*	33,626*
Retail Agent	3,914*	6,821*	27,567*
Commercial Development	4,558*	18,879*	15,594
Residential Development	4,383*	9,235*	12,465*
Corporate Property Consultancy	4,329*	11,488*	12,043*
Office Agent	3,028*	8,611*	11,891*
Property Asset Management	2,429	5,715	10,207
Valuation	4,021	6,414	9,786
Rating	2,170*	6,409*	8,733*
General Practice	2048*	5,590	8,108
Landlord & Tenant	1,998	7,271*	7,621
Research	2,672*	7,279*	6,507*
Residential Agent	3,014*	14,768*	5,593*
Claims & Dispute Resolution	2,364*	3,959*	5,419*
Project Management	2,453	4,287	5,413
FM Service Provider	2,968*	2,591*	4,047
Planner	2,352*	2,130	4,007
Quantity Surveyor	1,533	2,508	3,353
Regeneration	1,108*	6,705*	3,336*
Facilities Management In-house	3,048*	2,488	3,286
Construction Contracts Manager	2,833*	3,674*	2,933*
Rural Practice	1,197	2,027	2,814
Building Surveying	1,391	2,371	2,482
Estates Surveyor (In House)	n/a	3,120	2,364
Geomatics	1,784*	1,436*	2,341*
Environmental	1,708*	1,924*	1,860*
Facilities Management Consultant	2,808*	6,013*	1,520*
SHE	n/a	1,874*	1,408
Academic	125*	1,009*	902*
Building Control	n/a	1,004*	773*

Base: All giving an answer (2004:2782, 2005:3267, 2006: 5124)

(* small sub-samples:<100)

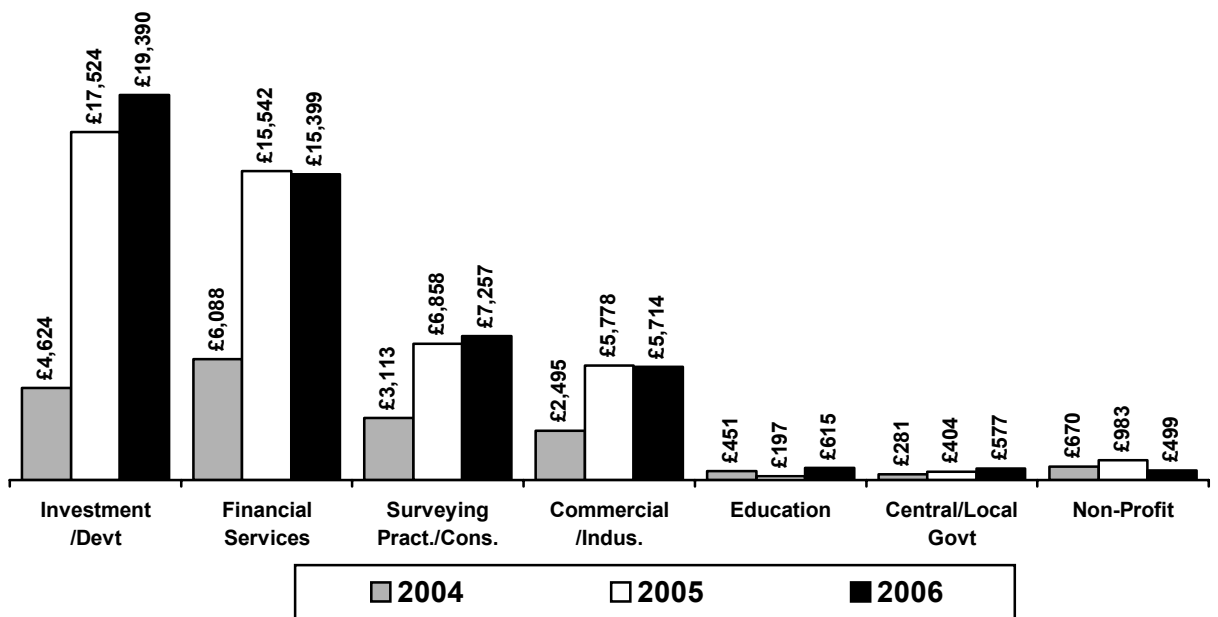
Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Industrial Agent (19), Minerals (13)

(c) Average Bonus: Level of Responsibility



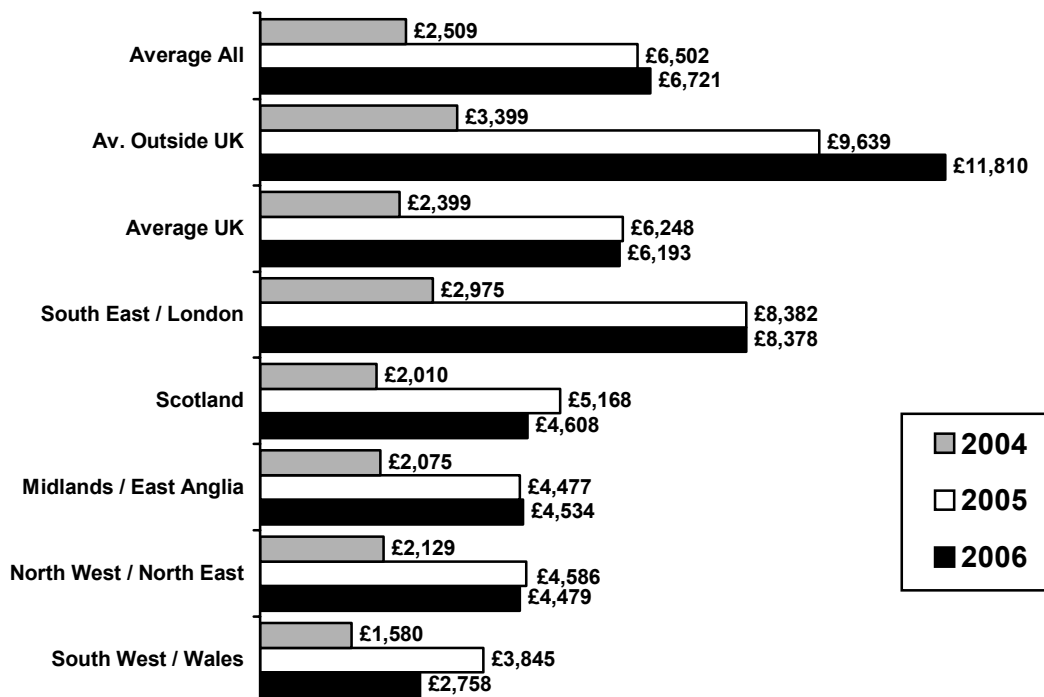
Base: All giving an answer (2004:2782, 2005:3267, 2006: 5124)

(d) Average Bonus: Sector



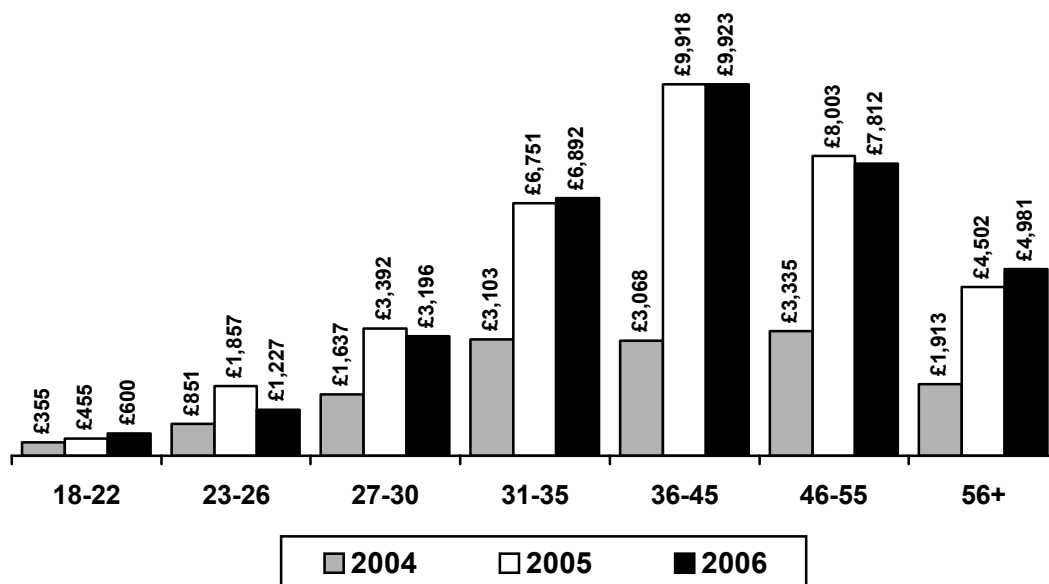
Base: All giving an answer (2004:2782, 2005:3267, 2006: 5124)

(e) Average Bonus: Region



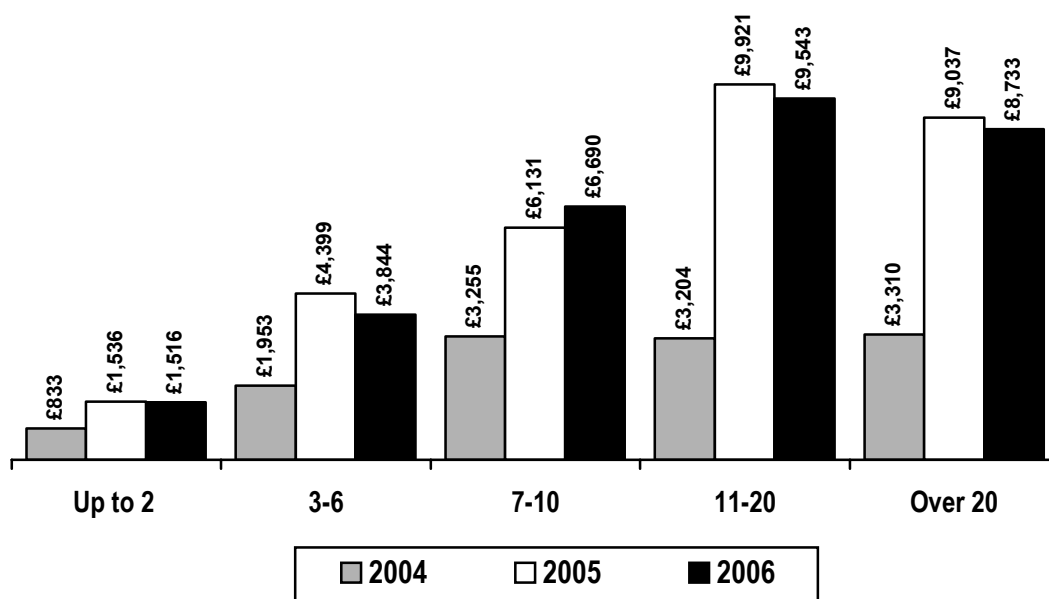
Base: All giving an answer (2004:2782, 2005:3267, 2006: 5124)

(f) Average Bonus: Age



Base: All giving an answer (2004:2782, 2005:3367, 2006: 5124)

(g) Average Bonus: Years' Experience



Base: All giving an answer (2004:2782, 2005:3367, 2006:5124)

6. Benefits Included in Employment Package

6.1 Overview

Unchanged on last year's results, the majority (91%) receive some form of additional benefits as part of their package. Most frequently mentioned of these (received by over one third) are: a mobile phone (58% - included in the questionnaire for the first time this year), a contributory pension (56%), health insurance (48%) and performance related bonus (43%) – the last three all unchanged since last year. These four are also most frequently mentioned as being a 'new benefit' included as part of their employment package only during the last year.

Continuing the recent trend, the company car has once again fallen back, and, for the first time, more in the industry are receiving a company car allowance. The total with a company car is now just 27%, having fallen from 30% last year and 50% back in 2000. This appears to continue being replaced by a company car allowance (now received by 30%, up from 28% in 2005 and only 16% in 2000).

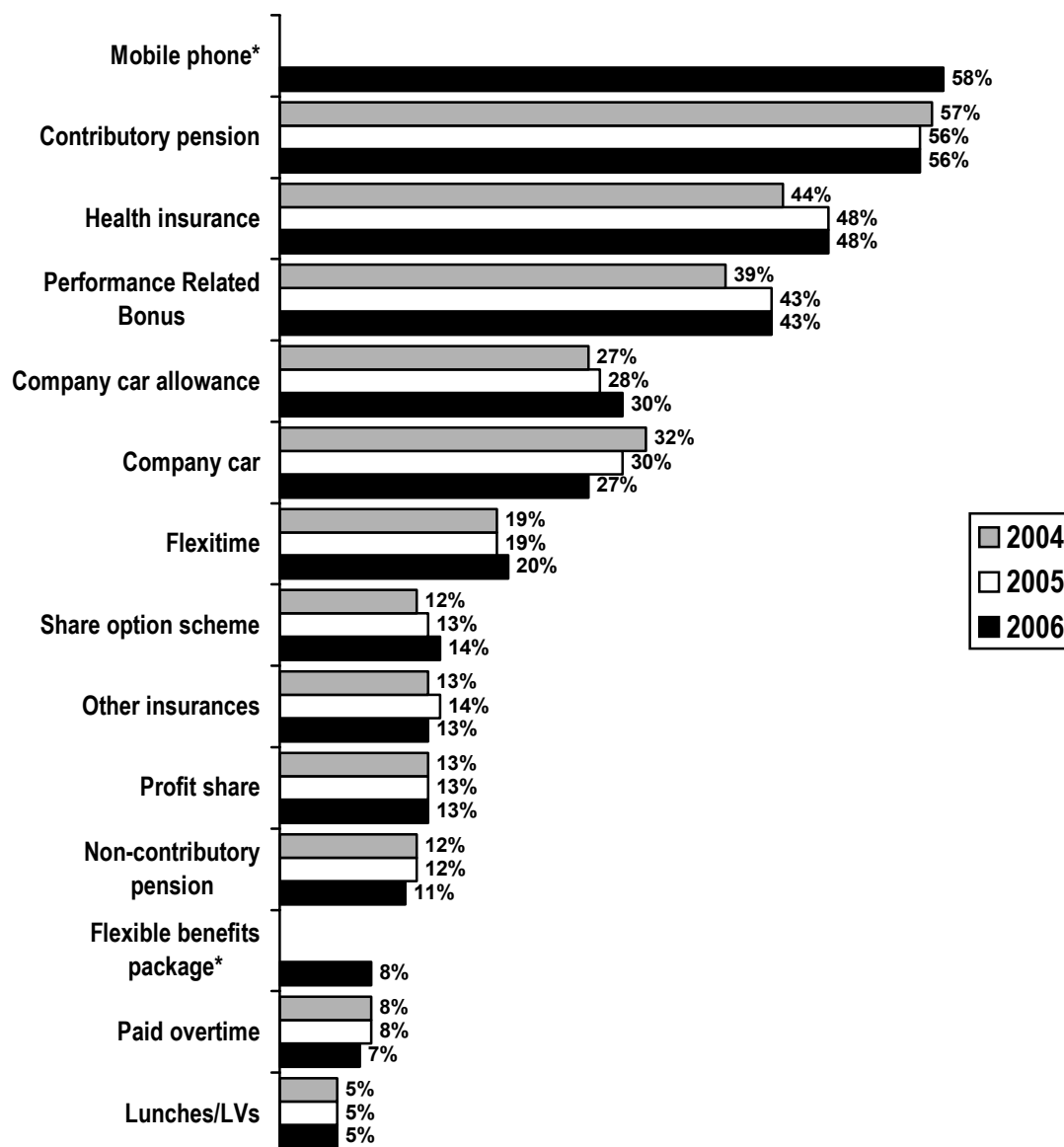
8% mentioned receiving a flexible benefits package, included in the questionnaire for the first time this year.

One in three (33%) say that they have received 'new benefits' this year (up from 31% last year).

Males are likely to receive more benefits than females (except for Flexitime and paid overtime, which females are slightly more likely to receive), perhaps reflecting the average longer experience and greater seniority of males in the sample. In particular, there is a 10% or greater difference between males and females in the likelihood that they will receive a mobile phone (males 61%, females 47%) or company car (males 29%, females 19%).

6.2 Charts

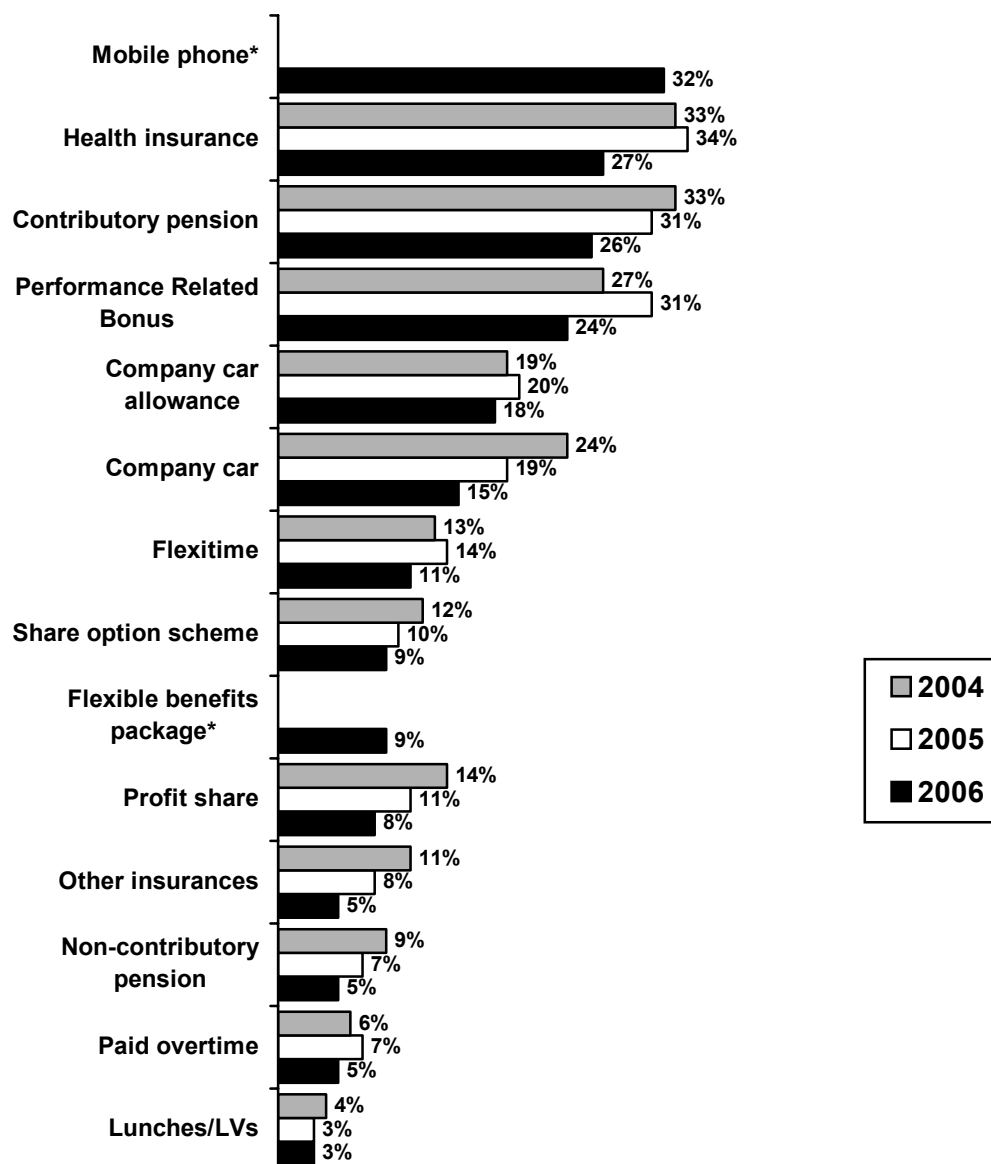
(a) Benefits Included in Employment Package



* NB. Mobile phone and Flexible benefits package not included in previous surveys.

Base: All participants answering (2004:2686, 2005:3399, 2006 5256)

(b) New Benefits Received (Over Last 12 Months)



* NB. Mobile phone and Flexible benefits package not included in previous surveys.

Base: All saying have received a new benefit within the last year (2004:839, 2005:1059, 2006: 1747)

7. Areas Important in Current Roles

7.1 Overview

Regarding attitudes to their job and current employer, the issues which are the most important to property professionals continue to be *having a range of interesting work* (64% very important, down 2% from last year) and *salary* (61% very important, down 1% from last year).

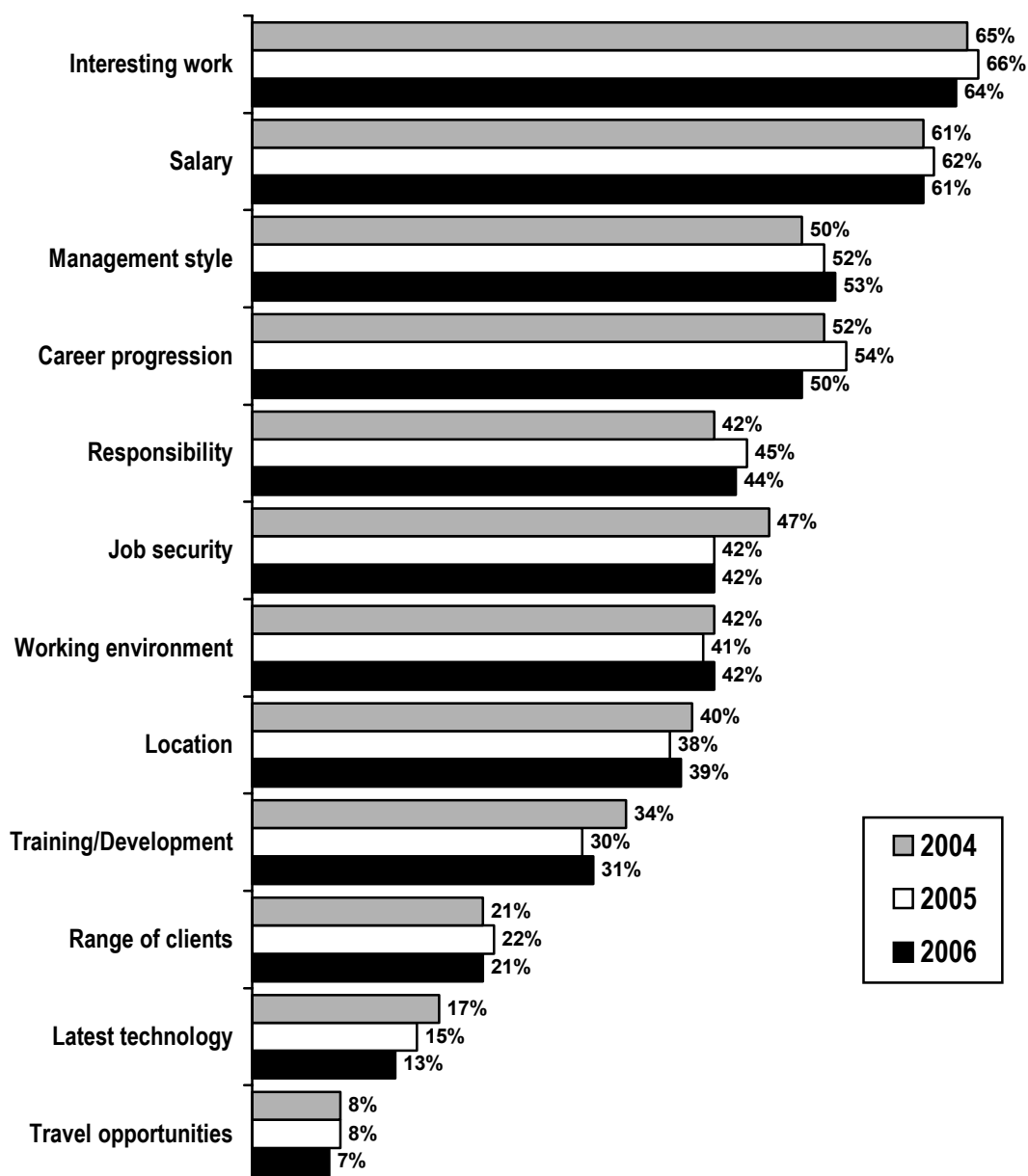
Management style (53%, up 1%), *career progression* (50% very important, down 4%), *responsibility* (44%, down 1%), *job security* (42%, no change), and *working environment* (42%, up 1%) are also important, although to a lesser extent.

Once again, the least important aspect is *opportunities for travel*: only 7% say it is very important (down 1%).

The issues which are most important to the women who participated in the survey differ to those which are most important to the men. Whilst *interesting work* is of primary importance to both genders (62% very important men; 72% women), of equal importance to men is *salary* (62% vs. 58% women) whilst the second priority for women is *management style* (64% vs. 51% men).

In fact, women are significantly more likely than men to consider as 'very important' (>10% difference between genders): *management style* (51% men vs. 64% women), *working environment* (39% men vs. 55% women), *job security* (40% men vs. 51% women) and *training / development* (27% men vs. 44% women).

% Saying Very Important To Their Job



Base: All participants (2004:2825, 2005:3470, 2006: 5329)

7.2 Holiday entitlement

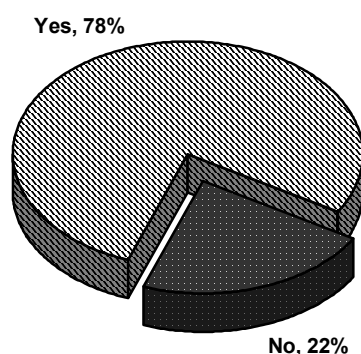
Whilst most property professionals (78%) say that they generally utilise their full annual holiday entitlement, more than one in five (22%) do not do so.

By activity, those least likely to use their full entitlement are in: Regeneration (only 64% use it), Construction Contract Management (67%), Facilities Management Consultancy (68%), and Facilities Management Service Provider (70%). Those most likely to use it to the full are in: Landlord & Tenant (87%) and Research (86%).

There are also key differences according to demographics: women (85%) are more likely to use their full entitlement than men (76%); those more likely to have young families are more likely to do so (83% of those aged 23-30, compared to 71% of those 56+); as are those in Greater London and the Midlands (both 81%); indeed, those outside the UK are least likely to use their entitlement (69% vs. 79% in UK) – especially Africa (48%) and continental Europe (65%).

Differences are also apparent by level of responsibility, with only 57% of Principals / Owners and 66% of Partners / Executives using their full entitlement, compared to 85% of Staff. However, business sector has less influence – those in Commercial / Industrial and Financial Services are slightly more likely to take their full entitlement (both 80%), those in Education least likely (73%).

Do you utilise your full annual holiday entitlement?



Base: All participants (2006: 5329)

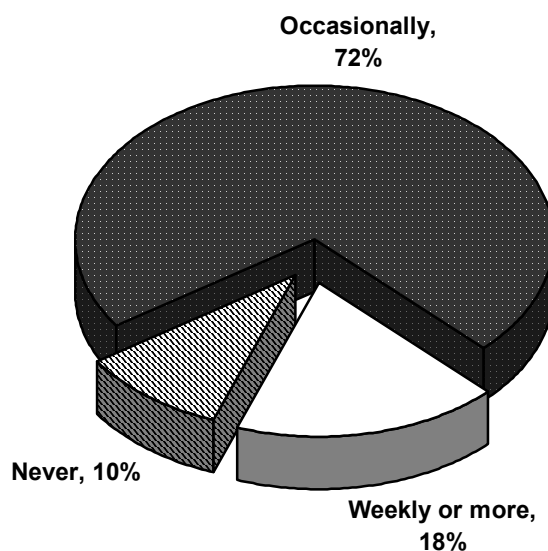
7.3 Socialising with colleagues

Most property professionals say that they do socialise with their “Property” colleagues, and nearly one in five (18%) do so on a regular basis (15% ‘weekly’ and 3% ‘during the week and at weekends’).

By activity, the most sociable appear to be those in Investment Brokerage (63% socialising weekly or more often), Office Agency (52%), Retail Agency (50%), Fund Management (41%) and Property Finance (34%). Those least likely to socialise regularly are in SHE (4% weekly or more often), Building Control (5%), Facilities Management Service Provision (6%), Construction Contract Management (9%) and Estates Surveying (In House) (9%) – although 36% of those in Geomatics say that they ‘never’ socialise with colleagues.

Socialising is clearly related to age, with 36% of those aged 18-22 socialising regularly, declining to 11% of those over 45. However, job roles also overlay this, with those most likely to socialise regularly being found amongst Partners / Executives (24%) and Assistants / Probationers (23%). By sector, those in Investment / Development are most likely to be regular socialisers (26%), compared to only 8% in Government and Non-profit making organisations.

How often do you socialise with your “Property” colleagues?



Base: All participants (2006: 5329)

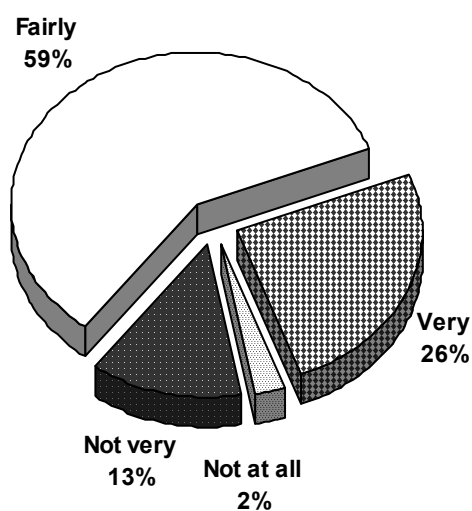
7.4 Job satisfaction

Most property professionals express satisfaction with their present job – 85% are at least ‘fairly satisfied’, although only just over one in four (26%) admit to being ‘very satisfied’. Nevertheless, this leaves 15% who are ‘not very’ or ‘not at all’ satisfied.

Those at higher organisational levels are more likely to express satisfaction – 52% of Principals / Owners and 36% of Partners / Executives are ‘very satisfied’, compared to only 20% of Staff and 21% of Seniors and Assistants / Probationers.

Those most likely to be 'very satisfied' are in Geomatics (43%) and Residential Development (42%), whereas least likely to give this response are those in Facilities Management In House (15%), Environmental (17%), Facilities Management Consultancy (18%) and Estates Surveying In House (19%). By sector, the most satisfied are those in Investment / Development (37% very satisfied), the least satisfied those in Government (18% - and 20% not very / not at all satisfied).

Satisfaction with current job



Base: All respondents: 5329

8. Likely Reasons for Leaving Present Employer

8.1 Overview

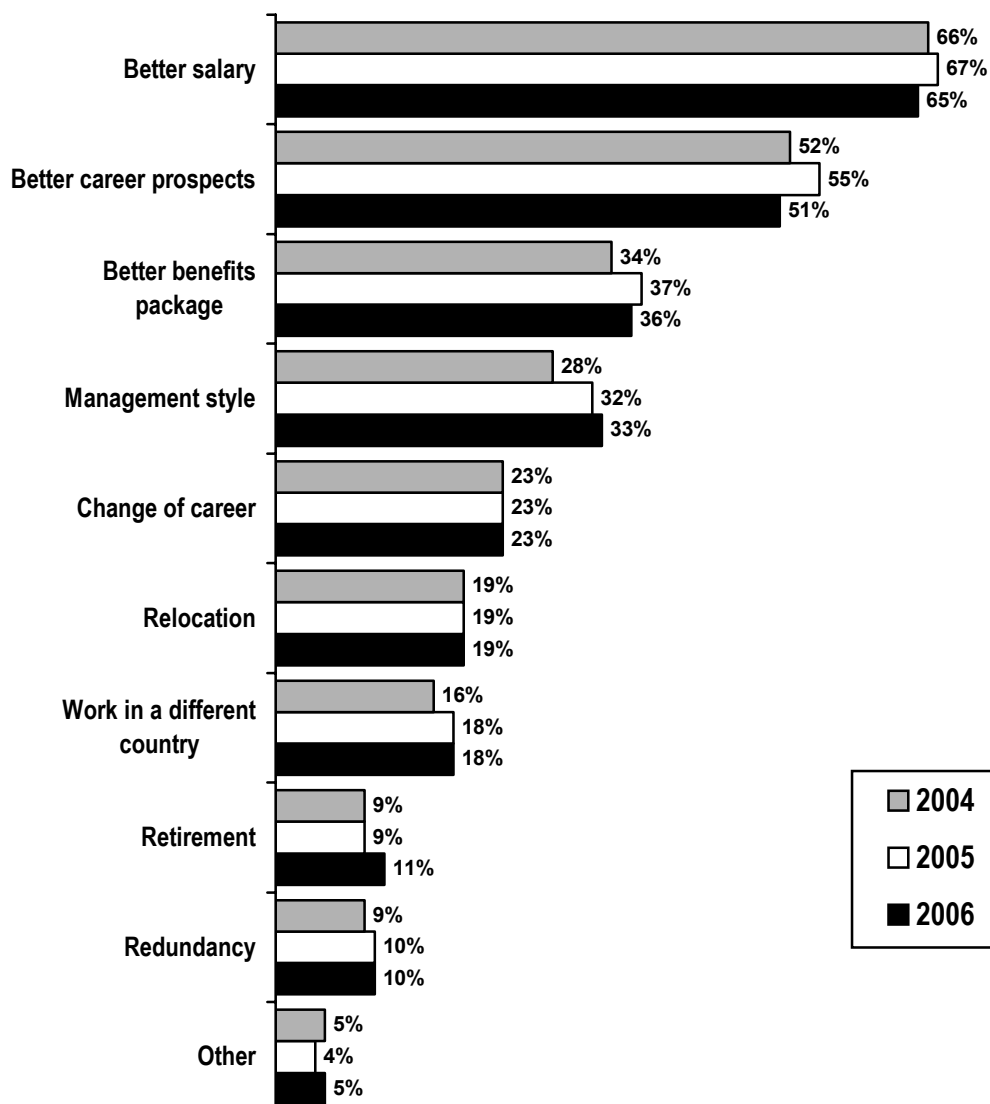
Reflecting the fact that salary is one of the two most important drivers in attitudes towards employment, when asked 'If you were to leave your present employer, what would your reasons be?', the most frequently mentioned reason was *better salary* (65%, down 2% from last year). Other key reasons are likely to be *better career prospects* (51%, down 4% on last year) and *better benefits package* (36%, down 1%).

One third mentioned *management style* (33%; unsurprisingly, more important to female respondents), almost one quarter say *change of career* (23%), and less than one in five thought *relocation* (19%) or *working in a different country* (18%) would be an option for them.

Younger audiences (and in particular those aged 23-35) are more attracted by issues around remuneration - *better salary* and *career prospects* - than their older counterparts. While around three-quarters of participants aged up to 35 would consider *salary* an important motivation in a change of job, this drops to 45% among those aged over 56.

Whilst remuneration issues continue to be the most important of those suggested among middle aged audiences (aged 36-55), *management style* grows in relative importance. Among those aged 56+, *retirement* emerges as by far the most likely reason for leaving one's present employer (among 58%).

Reasons For Leaving Present Employer - % Saying



Base: All giving an answer (2004:2815, 2005:3399, 2006: 5256)

8.2 Likelihood to change employers in the next 12 months

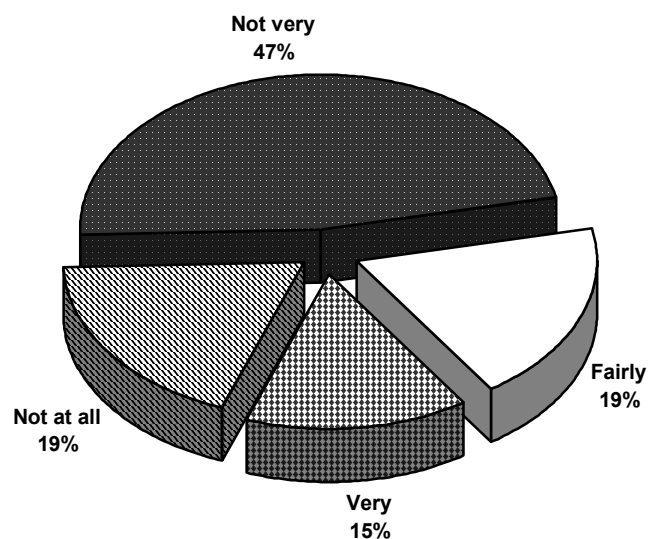
When asked 'How likely are you to change employers within the next 12 months?', 66% said they were not very or not at all likely (up 3% from last year). 15% said that they were very likely to change employers in the next year (down 2% on last year).

The likelihood of participants changing their employer decreases with age: 21% of those aged 18-22 are very likely to change employers in the next year, compared to only 11% of those aged 56+.

Women are also more likely to change employers within the next 12 months (18% very likely vs. 14% of men).

As last year, those involved in Facilities Management, whether in-house, service providers or consultants, appear to be most likely to change employers (30% 'very likely'), along with those in SHE (38%).

How likely are you to change employers within the next 12 months?



Base: All participants (2006: 5329)

9. Anticipated changes in Economic Activity over the next 12 months

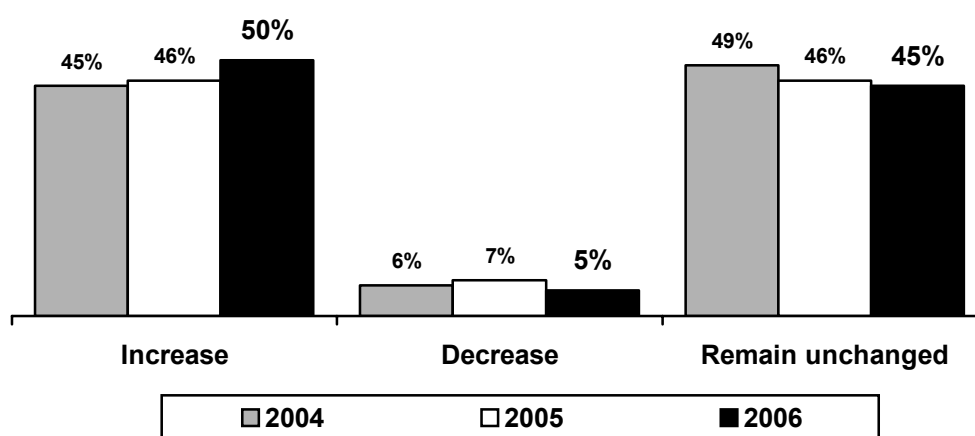
Half the property professionals who responded to the survey (50%, 4% up on last year) anticipate that the economic activity in their chosen professional activity will increase over the next 12 months. Another 45% expect that it will remain the same and only 5% anticipate a decrease (down 2% on last year).

This is the third successive year of relative optimism: back in 2002 and 2003, only 27% expected an increase in economic activity, but in 2004 this increased to 45% and this high level has been maintained now for a third year.

Those professional activities where an increase is most commonly anticipated (over 60%) are: *Environmental* (67%), *Office Agent* (66%), *Construction Contract Manager* (65%) and *Regeneration* (65%). Most pessimistic are those in *Retail Agency* (only 34% foresee an increase in activity).

There are also regional differences in opinion: there continues to be greater optimism outside the UK, where 65% expect an increase in economic activity (up 4% on last year), compared to 48% in the UK (up 3%). Optimism is highest in Africa (78%), Middle East / Asia (73%) and continental Europe (67%) and most limited in South West / Wales (38%).

Anticipated changes in Economic Activity over the next 12 months



Base: All participants (2004:2825, 2005:3470, 2006: 5329)

SUMMARY TABLES

Average Salaries (excluding all benefits such as bonuses)

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All who are currently employed

Total	MAIN PROFESSIONAL ACTIVITY																	Quantity Surveyor				
	Academic	Building & Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt (Cons)	Facilities Mgmt (In-house)	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant		Minerals	Office Agent	Planner	
Total	29	532	47	141	43	97	42	275	32	227	135	81	27	314	18	65	111	13	55	266	677	
Total																						
Base for stats	29	532	47	141	43	97	42	275	32	227	135	81	27	314	18	65	111	13	55	266	677	
Mean Score	33490	36860	68960	58131	50957	80518	45253	42236	45642	42420	44171	75328	36249	40492	32528	54777	40158	35824	39727	40893	42651	
Total UK																						
Base for stats	25	521	26	128	26	76	38	269	29	220	130	62	21	293	18	54	109	13	50	255	561	
Mean Score	32049	36893	60829	57683	49432	83262	42988	42144	45462	42503	43331	71420	33620	38516	32528	51472	40195	35824	39940	41619	41149	
Total																						
Elsewhere	4	11	21	13	17	21	4	6	3	7	5	19	6	21	-	11	2	-	5	11	116	
Base for stats	42500	35340	79027	62538	53290	70586	66762	46333	47383	39821	66000	88082	45450	68058	-	71000	38150	-	37600	24057	49913	
Mean Score																						
London/SE																						
Base for stats	6	229	11	63	13	58	20	102	19	133	85	54	10	117	9	44	50	-	26	151	205	
Mean Score	34167	41148	58151	65750	56508	92847	47611	48187	48426	46789	44666	69936	40794	44995	37750	52227	42679	-	40827	43182	45302	
SW/Wales																						
Base for stats	2	47	-	8	3	4	5	32	-	14	7	-	3	22	2	-	5	2	1	15	57	
Mean Score	38000	31330	-	37164	37000	50375	42000	37950	-	36357	46929	-	31000	30698	20000	-	42500	38250	35000	42953	35400	
E/W Mids/E																						
Anglia																						
Base for stats	7	80	3	24	3	4	5	60	4	41	13	1	4	59	5	1	19	9	6	23	76	
Mean Score	31600	34669	76133	54945	48133	68000	35050	40714	40500	36523	40112	105000	24896	36474	33000	47500	38070	36357	22375	36192	41973	
N West/N																						
East																						
Base for stats	8	124	11	21	5	5	8	52	4	22	18	1	3	49	1	4	27	2	11	51	131	
Mean Score	32128	34719	60136	46654	38800	50700	37010	37547	35500	34235	40333	75000	25000	32528	16750	36125	39776	31000	40250	41108	38568	
Scotland																						
Base for stats	1	35	1	9	2	5	-	22	2	10	6	5	1	41	1	4	5	-	6	11	69	
Mean Score	37845	30000	31230	52000	55833	50613	43150	-	34892	47150	36814	36750	74300	30500	35760	24000	33600	-	53917	37771	37597	

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All who are currently employed

	MAIN PROFESSIONAL ACTIVITY											GENDER				AGE										
	Project Mgmt	Property Mgmt	Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 27	28 to 30	31 to 35	36 to 45	46 to 55	56+			
Total	345	373	51	62	82	145	22	48	94	31	224	312	80	126	4225	997	73	529	647	869	1548	1149	407			
Total	5222	5222	44839	345	373	51	62	82	145	22	48	94	31	224	312	80	126	4225	997	73	529	647	869	1548	1149	407
Base for stats	50523	51413	66019	44639	44949	39236	38236	36408	53081	44706	32880	42332	41101	46173	47125	35151	18109	24291	32333	41846	51204	54449	51273			
Mean Score	4733	285	346	39	60	81	138	21	45	86	29	224	270	79	106	3806	927	68	507	590	766	1383	1053	366		
Base for stats	43532	47561	50592	68282	44148	44948	38270	36486	36578	43479	32880	41827	41280	40621	45588	35091	17965	24188	31974	40707	49980	52730	48801			
Mean Score	489	60	27	12	2	1	7	1	3	8	2	42	1	20	419	70	5	22	57	103	165	96	41			
Elsewhere	57484	64592	61926	58663	59375	45000	58296	75000	33853	42638	62500	45577	27000	75596	61083	35947	20060	28675	36051	50317	61464	73299	73339			
Base for stats	2243	157	195	32	22	33	66	19	17	51	16	96	24	77	1776	467	29	236	296	372	646	484	180			
Mean Score	48892	52178	55121	72802	44364	47129	41582	37684	37382	58328	47868	45568	33539	43344	51357	39518	19496	26510	34397	44426	55847	62310	55002			
London/SE	400	13	23	3	5	9	10	-	11	10	3	24	12	4	329	71	3	39	46	53	131	94	34			
Base for stats	38422	39014	37276	58000	43100	45911	35550	-	42045	47173	30167	34706	88733	34125	40455	29001	24000	20489	27732	38692	45381	40805	40902			
Mean Score																										
SW/Wales																										
Base for stats																										
Mean Score																										
E/W Mids/E																										
Anglia																										
Base for stats																										
Mean Score																										
N West/N																										
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Base for stats																										
Mean Score																										
N West/N																										
East																										
Base for stats																										
Mean Score																										
Scotland																										
Base for stats																										
Mean Score																										
Total	380	21	19	-	13	3	3	1	3	5	2	26	6	5	296	84	7	36	63	122	63	122	63	26		
Base for stats	37845	43437	40863	-	36734	35891	41000	33700	22667	54000	45000	31903	36220	29523	32070	40013	30204	15746	21863	27382	34846	43581	48207	46516		
Mean Score																										

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All who are currently employed

	EXPERIENCE (YEARS)						REGION														
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland/Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	
Total	5222	602	1138	832	1361	1289	4733	489	1420	823	400	185	564	899	380	62	123	115	74	153	24
Total	5222	602	1138	832	1361	1289	4733	489	1420	823	400	185	564	899	380	62	123	115	74	153	24
Base for stats	44839	26897	35017	43244	51809	55560	43532	57484	49325	48147	38422	37472	39426	39196	37845	35772	62485	57154	46011	61354	44150
Mean Score	4733	559	1045	752	1207	1170	4733	-	1420	823	400	185	564	899	380	62	-	-	-	-	-
Total UK	43532	26041	34010	42481	50314	54075	43532	-	49325	48147	38422	37472	39426	39196	37845	35772	-	-	-	-	-
Base for stats	489	43	93	80	154	119	-	489	-	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	57484	38022	46331	50418	63527	70165	-	57484	-	-	-	-	-	-	-	-	-	-	-	-	-
Elsewhere	2243	284	517	351	556	535	2243	-	1420	823	-	-	-	-	-	-	-	-	-	-	-
Base for stats	48892	27983	37437	47709	58145	62222	48892	-	49325	48147	-	-	-	-	-	-	-	-	-	-	-
Mean Score	400	36	81	67	109	107	400	-	-	-	400	-	-	-	-	-	-	-	-	-	-
Base for stats	38422	29206	28372	37960	42150	45622	38422	-	-	-	38422	-	-	-	-	-	-	-	-	-	-
Mean Score	749	76	165	120	188	200	749	-	-	-	-	185	564	-	-	-	-	-	-	-	-
Base for stats	38943	21805	33038	36847	44006	46827	38943	-	-	-	-	37472	39426	-	-	-	-	-	-	-	-
Mean Score	899	106	182	142	238	231	899	-	-	-	-	-	-	899	-	-	-	-	-	-	-
Base for stats	39196	25294	30008	39520	43952	47717	39196	-	-	-	-	-	-	39196	-	-	-	-	-	-	-
Mean Score	380	46	83	65	102	84	380	-	-	-	-	-	-	380	-	-	-	-	-	-	-
Base for stats	37845	22063	29058	36489	43573	49262	37845	-	-	-	-	-	-	37845	-	-	-	-	-	-	-
Mean Score																					

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All who are currently employed

	SALARY						LEVEL OF RESPONSIBILITY						EMPLOYERS MAIN ACTIVITY							
	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Asso/ Mgr	Part/ Exec	Prin/ cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	
Total	5222	317	901	1477	1615	912	324	888	1206	1613	712	244	235	1326	2016	463	203	937	96	168
Total																				
Base for stats	5222	317	901	1477	1615	912	324	888	1206	1613	712	244	235	1326	2016	463	203	937	96	168
Mean Score	44839	15757	25050	34339	46892	87867	20760	29435	39525	44883	73592	69256	50746	46065	42173	60633	53979	39698	41453	38036
Total UK																				
Base for stats	4733	271	859	1414	1458	731	312	830	1078	1475	630	194	214	1170	1823	388	176	907	90	166
Mean Score	43532	16506	25082	34364	46799	86452	20683	29096	38404	44304	71950	65344	49922	43957	41138	59451	51001	39763	41370	38163
Total																				
Elsewhere																				
Base for stats	489	46	42	63	157	181	12	58	128	138	82	50	21	156	193	75	27	30	6	2
Mean Score	57484	11347	24403	33773	47748	93585	22774	34296	48966	51068	86205	84434	59140	61873	51954	66747	73389	37733	42696	27500
London/SE																				
Base for stats	2243	56	338	559	804	486	122	373	494	708	340	91	115	571	836	240	101	371	40	79
Mean Score	48892	16290	24962	34398	47301	88596	23014	31458	41271	48047	80240	75279	57278	45893	46356	65217	57528	45995	45601	40090
SW/Wales																				
Base for stats	400	26	88	139	119	28	33	63	95	116	48	31	14	83	157	21	16	91	9	22
Mean Score	38422	16569	24855	33988	46087	90786	19211	27619	37115	39741	54480	55532	37318	45542	34825	41102	42290	37581	39500	34143
E/W Mids/E																				
Anglia																				
Base for stats	749	55	148	266	209	71	57	127	167	256	85	27	30	193	289	37	26	157	18	26
Mean Score	38943	16858	24789	34701	46248	79952	19396	28012	35314	39953	64912	56638	44541	42736	36218	51433	43784	36053	39637	36344
N West/N																				
East																				
Base for stats	899	83	183	304	229	100	57	174	219	274	108	34	33	236	364	52	22	181	18	22
Mean Score	39196	16660	25489	34275	46404	81442	19873	27370	36446	42066	61789	55329	38798	41174	38380	54319	37058	35195	34128	37050
Scotland																				
Base for stats	380	42	86	127	85	40	34	79	86	107	44	9	21	74	152	29	10	94	5	16
Mean Score	37845	16354	25392	34390	45361	82181	18321	25142	34552	40555	67368	62611	44444	40646	36046	49078	47050	33677	43200	38675

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Assistants/Probationers

Total	MAIN PROFESSIONAL ACTIVITY																Quantity Surveyor						
	Academic	Building & Surveying	Claims Dispute Res	Commercial Dev	Construction Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt (Cons)	Facilities Mgmt (House)	Facilities Mgmt (Service)	Facilities Mgmt (Prov)	Fund Management	Geomatics	General Practice	Industrial Agent		Investment Brokerage	Landlord & Tenants	Minerals	Office Agent	Planner	
324	1	47	-	8	-	3	2	2	9	1	1	5	1	4	-	36	2	3	7	1	5	19	50
Total																							
324	1	47	-	8	-	3	2	2	9	1	5	1	4	-	36	2	3	7	1	5	19	50	
Base for stats																							
20760	12000	21552	-	20662	-	24000	16139	21964	26000	22952	29000	35250	-	19025	17375	23333	18564	17000	19400	22107	20870		
Total UK																							
312	1	46	-	8	-	3	2	2	9	1	5	1	4	-	36	2	3	6	1	5	19	47	
Base for stats																							
20683	12000	21433	-	20662	-	24000	16139	21964	26000	22952	29000	35250	-	19025	17375	23333	18942	17000	19400	22107	20660		
Total																							
12	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	
Base for stats																							
22774	-	27000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16300	-	-	-	24167	
Total																							
122	-	23	-	3	-	2	2	2	1	3	1	4	-	11	-	11	-	3	4	-	2	7	16
Base for stats																							
23014	-	22307	-	21000	-	27000	16139	23500	26000	29000	29000	35250	-	22464	-	22464	-	23333	21163	-	22250	23246	23428
Total																							
33	-	5	-	1	-	-	-	-	2	-	-	-	-	-	5	-	-	-	-	-	-	7	
Base for stats																							
19211	-	19460	-	20000	-	-	-	-	23350	-	-	-	-	-	18100	-	-	-	-	-	-	19214	
Total																							
57	-	2	-	3	-	-	-	1	-	-	-	-	-	-	10	-	1	-	-	2	4	6	
Base for stats																							
19396	-	19425	-	21665	-	-	-	20500	-	-	-	-	-	-	19050	18000	-	-	-	17000	18125	18075	
Total																							
57	-	10	-	-	-	-	-	3	-	-	-	-	-	3	1	-	-	-	1	-	5	14	
Base for stats																							
19873	-	21223	-	-	-	-	-	20719	-	-	-	-	-	14517	16750	-	-	-	17000	-	25820	19586	
Total																							
34	-	5	-	-	-	1	-	1	-	2	-	-	-	7	-	-	-	1	-	1	2	3	
Base for stats																							
19321	-	21700	-	-	-	18000	-	21320	-	13879	-	-	-	16179	-	-	-	15000	-	18500	20000	19667	

**Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Assistants/Probationers**

	MAIN PROFESSIONAL ACTIVITY											GENDER				AGE							
	Project Mgmt	Property Mgmt	Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total	7	10	2	2	5	2	-	4	4	4	1	47	23	10	3	193	131	37	164	57	38	16	11
Total	324																						
Base for stats	7	10	2	2	5	2	-	4	4	4	1	47	23	10	3	193	131	37	164	57	38	16	11
Mean Score	20760	24643	20400	30500	21150	20500	-	17000	24000	27000	18145	20497	22475	19950	21540	19612	17351	20193	21101	23555	23065	24741	33600
Total UK	7	8	2	2	5	2	-	4	4	4	1	47	20	9	2	185	127	35	160	55	36	14	11
Base for stats	20683	24643	19250	30500	21150	20500	-	17000	24000	27000	18145	19939	21972	26000	21345	19718	16914	20177	21263	22836	23957	24741	33600
Mean Score	12	2	-	-	-	-	-	-	-	-	-	3	1	1	8	4	2	4	2	2	2	2	-
Total	22774	-	25000	-	-	-	-	-	-	-	-	24214	27000	7850	26044	16236	25000	20838	16650	36500	16822	-	-
Elsewhere																							
Base for stats	122	4	2	2	4	1	-	2	2	1	7	8	3	2	76	46	15	58	25	12	7	5	
Mean Score	23014	21625	20500	30500	21688	20000	-	21000	27000	18321	21125	23667	26000	23416	22348	18447	22743	23650	25633	25857	26400	-	
London/SE																							
Base for stats	33	2	-	-	-	-	-	1	-	-	5	3	2	-	20	13	1	20	6	4	2	-	
Mean Score	19211	-	22000	-	-	-	-	15000	-	16100	19483	23500	-	20623	17038	15500	17488	21417	21050	28000	-	-	
SW/Wales																							
Base for stats	57	1	2	-	-	-	-	1	-	-	21	2	1	-	23	34	8	30	7	9	1	2	
Mean Score	19396	40000	15500	-	-	-	-	16000	-	19060	24000	22500	-	20039	18960	16563	18732	20143	21356	20000	28950	-	
E/W Mids/E																							
Anglia																							
Base for stats	57	-	1	-	-	1	-	2	1	-	9	3	3	-	39	18	7	29	7	8	2	3	
Mean Score	19873	-	20000	-	-	21000	-	18500	21000	-	18356	18777	19083	-	20427	18673	14471	20656	18121	21073	18200	22333	
N West/N																							
East																							
Base for stats	34	2	1	-	1	-	-	-	-	-	5	2	-	-	21	13	3	16	10	2	2	1	
Mean Score	18321	23000	18000	-	19000	-	-	-	-	-	15720	20000	-	-	18596	17878	18000	18333	18186	18250	21000	15250	
Scotland																							
Base for stats																							
Mean Score																							

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Assistants/Probationers

	EXPERIENCE (YEARS)							REGION												
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK (non UK)	Greater London	South East	South West	East Anglia	Midlands	North West	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australia	Europe/Non UK	Africa
Total	324	211	91	11	8	3	312	12	85	37	33	18	39	57	34	9	2	4	3	3
Total Base for stats	324	211	91	11	8	3	312	12	85	37	33	18	39	57	34	9	2	4	3	3
Mean Score	20760	19770	21857	24853	24369	32533	20683	22774	24259	20153	19211	18900	19624	19873	18321	16689	22322	16163	25667	29000
Total UK	312	204	88	10	7	3	312	-	85	37	33	18	39	57	34	9	-	-	-	-
Total Base for stats	20683	19651	21837	25709	23993	32533	20683	-	24259	20153	19211	18900	19624	19873	18321	16689	-	-	-	-
Mean Score	20683	19651	21837	25709	23993	32533	20683	-	24259	20153	19211	18900	19624	19873	18321	16689	-	-	-	-
Total Elsewhere	12	7	3	1	1	-	-	12	-	-	-	-	-	-	-	-	2	4	3	3
Total Base for stats	22774	23235	22450	16300	27000	-	-	22774	-	-	-	-	-	-	-	-	22322	16163	25667	29000
Mean Score	22774	23235	22450	16300	27000	-	-	22774	-	-	-	-	-	-	-	-	22322	16163	25667	29000
London/SE	122	84	33	2	2	1	122	-	85	37	-	-	-	-	-	-	-	-	-	-
Total Base for stats	23014	22133	24529	33500	24000	24000	23014	-	24259	20153	-	-	-	-	-	-	-	-	-	-
Mean Score	23014	22133	24529	33500	24000	24000	23014	-	24259	20153	-	-	-	-	-	-	-	-	-	-
SW/Wales	33	21	10	-	2	-	33	-	-	-	33	-	-	-	-	-	-	-	-	-
Total Base for stats	19211	17393	21000	-	29350	-	19211	-	-	-	19211	-	-	-	-	-	-	-	-	-
Mean Score	19211	17393	21000	-	29350	-	19211	-	-	-	19211	-	-	-	-	-	-	-	-	-
E/W Mids/E Anglia	57	38	15	2	1	1	57	-	-	-	-	18	39	-	-	-	-	-	-	-
Total Base for stats	19396	18003	20597	21250	30000	40000	19396	-	-	-	-	18900	19624	-	-	-	-	-	-	-
Mean Score	19396	18003	20597	21250	30000	40000	19396	-	-	-	-	18900	19624	-	-	-	-	-	-	-
N West/N East	57	32	19	4	1	1	57	-	-	-	-	-	-	57	-	-	-	-	-	-
Total Base for stats	19873	18818	20494	22897	16000	33600	19873	-	-	-	-	-	-	19873	-	-	-	-	-	-
Mean Score	19873	18818	20494	22897	16000	33600	19873	-	-	-	-	-	-	19873	-	-	-	-	-	-
Scotland	34	22	10	1	1	-	34	-	-	-	-	-	-	34	-	-	-	-	-	-
Total Base for stats	18321	17991	18888	23000	15250	-	18321	-	-	-	-	-	-	18321	-	-	-	-	-	-
Mean Score	18321	17991	18888	23000	15250	-	18321	-	-	-	-	-	-	18321	-	-	-	-	-	-

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Assistants/Probationers

	SALARY							LEVEL OF RESPONSIBILITY					EMPLOYERS MAIN ACTIVITY								
	Total	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit		
			18	7																	
Total	324	149	150	18	7	-	324	-	-	-	-	-	62	187	22	22	5	40	3	5	
Total	324	149	150	18	7	-	324	-	-	-	-	-	62	187	22	22	5	40	3	5	
Base for stats	20760	16201	22922	32400	41571	-	20760	-	-	-	-	-	20208	20618	21541	31400	20485	17667	22930	-	
Mean Score																					
Total UK	312	143	147	16	6	-	312	-	-	-	-	-	57	181	21	21	5	40	3	5	
Base for stats	20683	16326	22859	32075	40833	-	20683	-	-	-	-	-	19922	20530	21790	31400	20485	17667	22930	-	
Mean Score																					
Total	12	6	3	2	1	-	12	-	-	-	-	-	5	6	1	-	-	-	-	-	
Elsewhere	22774	13216	26000	35000	46000	-	22774	-	-	-	-	-	23470	23274	16300	-	-	-	-	-	
Base for stats																					
Mean Score																					
London/SE	122	29	81	8	4	-	122	-	-	-	-	-	26	70	9	5	7	1	4	-	
Base for stats	23014	16366	23568	32375	41250	-	23014	-	-	-	-	-	21938	22638	25000	31400	22782	15000	24038	-	
Mean Score																					
SW/Wales	33	20	11	2	-	-	33	-	-	-	-	-	5	21	2	-	5	-	-	-	
Base for stats	19211	16515	21786	32000	-	-	19211	-	-	-	-	-	18400	19252	17000	-	20730	-	-	-	
Mean Score																					
E/W Mids/E	57	32	22	2	1	-	57	-	-	-	-	-	9	32	3	-	11	1	1	-	
Anglia	19396	16550	21634	30000	40000	-	19396	-	-	-	-	-	17250	19123	17667	-	22440	20000	18500	-	
Base for stats																					
Mean Score																					
N West/N	57	32	21	3	1	-	57	-	-	-	-	-	9	35	2	-	10	1	-	-	
East	19873	16306	22561	32400	40000	-	19873	-	-	-	-	-	19492	19746	27550	-	19314	18000	-	-	
Base for stats																					
Mean Score																					
Scotland	34	23	11	-	-	-	34	-	-	-	-	-	5	22	2	-	5	-	-	-	
Base for stats	18321	16570	21984	-	-	-	18321	-	-	-	-	-	18700	18539	16500	-	17716	-	-	-	
Mean Score																					

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Surveyors

Total	MAIN PROFESSIONAL ACTIVITY																Quantity Surveyor					
	Academic	Building & Surveying	Claims Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt (Cons)	Facilities Mgmt (Prov)	FM Service	Fund Management	Geomatics	General Practice/Agent	Industrial Agent	Investment Brokerage		Landlord & Tenants	Minerals	Office Agent	Planner	
888	6	148	2	16	6	6	7	6	51	3	22	8	6	5	59	6	16	20	2	16	48	110
Total	888	148	2	16	6	6	7	6	51	3	22	8	6	5	59	6	16	20	2	16	48	110
Base for stats	29435	27139	23750	30763	41200	32757	27625	31418	32867	31273	27188	39920	29796	26103	25083	28906	25539	24090	24688	26809	29048	
Mean Score																						
Total UK	830	6	146	1	16	1	6	5	49	3	22	8	4	4	58	6	14	20	2	15	43	95
Base for stats	29096	20083	27141	22500	30763	25000	34383	24150	31109	32867	31273	27188	39555	24745	26148	25083	27679	25539	24090	25200	27401	29176
Mean Score																						
Total Elsewhere	58	-	2	1	-	5	1	1	2	-	-	-	2	1	1	-	2	-	-	1	5	15
Base for stats	34296	-	27000	25000	-	44440	23000	45000	39000	-	-	-	40650	50000	23500	-	37500	-	-	17000	21726	28238
Mean Score																						
London/SE	373	1	58	-	10	1	6	2	16	3	12	7	4	-	19	3	12	10	-	9	30	33
Base for stats	31458	10000	29515	-	32750	25000	34383	25500	31018	32867	33608	27357	39555	-	28854	31833	27750	27515	-	26778	29119	31366
Mean Score																						
SW/Wales	63	1	10	-	1	-	-	1	8	-	2	-	-	-	4	2	-	-	-	-	2	10
Base for stats	27619	32000	26571	-	30700	-	-	34500	32131	-	29475	-	-	-	21449	20000	-	-	-	-	20398	27668
Mean Score																						
E/W Midlands	127	1	32	-	1	-	-	2	11	-	3	1	-	1	14	1	-	3	2	3	3	6
Base for stats	28012	25000	27517	-	25000	-	-	17625	31160	-	32000	26000	-	18480	26715	15000	-	23375	24090	26417	26400	30043
Mean Score																						
N West/N East	174	2	34	1	2	-	-	-	9	-	4	-	-	2	11	-	1	6	-	3	6	25
Base for stats	27370	11750	24545	22500	24750	-	-	-	31330	-	25842	-	-	25000	24151	-	30000	23833	-	19250	20842	28832
Mean Score																						
Scotland	79	1	10	-	1	-	-	-	5	-	1	-	-	1	7	-	1	-	-	-	1	18
Base for stats	25142	30000	21890	-	33000	-	-	-	29251	-	26379	-	-	30500	25129	-	24500	-	-	-	26480	26328
Mean Score																						

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Surveyors

	MAIN PROFESSIONAL ACTIVITY													GENDER					AGE					
	Project Mgmt	Property Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Residential Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 27	28 to 30	31 to 35	36 to 45	46 to 55	56+	
Total	888	53	41	7	10	9	27	8	9	10	5	32	63	29	22	622	266	18	246	227	135	143	93	26
Total	888	53	41	7	10	9	27	8	9	10	5	32	63	29	22	622	266	18	246	227	135	143	93	26
Base for stats	29435	34241	29621	35750	47869	27589	31252	29250	21222	28833	29300	23789	35206	29275	31687	29759	28679	18329	24741	29166	30247	34928	34474	31439
Mean Score	830	45	39	6	10	9	26	8	9	9	4	32	59	29	21	584	246	16	235	207	125	131	90	26
Base for stats	29096	32635	30256	37042	47869	27589	30838	29250	21222	27037	30375	23789	35932	29275	26326	29455	28242	18433	24797	29164	29895	33999	33133	31439
Mean Score	58	8	2	1	-	-	4200	-	-	4500	2500	-	24500	-	144277	34427	34046	17500	23545	29187	34650	45062	74726	-
Elsewhere	34296	43273	17250	28000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Base for stats	373	26	23	5	3	1	9	7	5	6	4	2	18	12	16	250	123	7	122	94	61	48	32	9
Mean Score	31458	35143	32353	38750	39837	21000	32704	31071	27400	28000	30375	22500	48683	30239	27374	32523	29293	21167	26819	30734	32243	41427	36119	34837
London/SE	63	2	1	-	-	-	3	-	1	1	-	6	5	3	-	43	20	-	12	16	11	9	13	2
Base for stats	27619	28250	30000	-	-	-	30500	-	15000	23333	-	26003	32600	27500	-	28551	25617	-	23069	25324	27988	29571	32231	32500
Mean Score	E/W Mids/E	127	3	7	1	-	5	1	-	-	-	9	10	5	1	95	32	-	38	22	19	24	18	6
Base for stats	28012	36350	28343	28500	-	33800	31292	16500	-	-	-	22926	34140	30400	20000	26387	26899	-	22589	27487	28352	32198	32892	31814
Mean Score	N West/N	174	11	4	-	3	7	9	-	1	2	4	19	5	3	128	46	7	46	40	24	30	20	7
Base for stats	27370	27413	26000	-	85167	27643	28833	-	18000	26000	-	24180	29269	28691	24835	26754	29086	16821	23225	30884	28422	28928	30172	26804
Mean Score	Scotland	79	2	4	-	3	-	-	2	-	-	11	6	4	1	61	18	2	14	28	8	19	6	2
Base for stats	25142	30000	25863	-	25726	-	-	-	10500	-	-	23378	25529	27034	20350	25314	24563	14500	19875	25069	24488	28194	30855	30181
Mean Score																								

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Surveyors

	EXPERIENCE (YEARS)							REGION													
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland/Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	
																					888
Total	888	224	372	136	85	71	830	58	266	107	63	38	89	174	79	14	21	4	9	21	3
Total	888	224	372	136	85	71	830	58	266	107	63	38	89	174	79	14	21	4	9	21	3
Base for stats	29435	24453	28270	34027	35857	34774	29096	34296	32215	29574	27619	29975	27173	27370	25142	26384	36756	41750	26641	36573	14154
Mean Score																					
Total UK	830	209	352	127	73	69	830	-	266	107	63	38	89	174	79	14	-	-	-	-	-
Base for stats	29096	24336	28265	34293	32929	34127	29096	-	32215	29574	27619	29975	27173	27370	25142	26384	-	-	-	-	-
Mean Score																					
Total Elsewhere	58	15	20	9	12	2	-	58	-	-	-	-	-	-	-	-	21	4	9	21	3
Base for stats	34296	26084	28359	30274	53672	57089	-	34296	-	-	-	-	-	-	-	-	36756	41750	26641	36573	14154
Mean Score																					
London/SE	373	112	152	54	28	27	373	-	266	107	-	-	-	-	-	-	-	-	-	-	-
Base for stats	31458	26493	29753	41171	34933	38618	31458	-	32215	29574	-	-	-	-	-	-	-	-	-	-	-
Mean Score																					
SW/Wales	63	7	31	12	5	8	63	-	-	-	63	-	-	-	-	-	-	-	-	-	-
Base for stats	27619	22455	26243	30984	31254	30155	27619	-	-	-	27619	-	-	-	-	-	-	-	-	-	-
Mean Score																					
E/W Mids/E Anglia	127	25	56	26	12	8	127	-	-	-	-	38	89	-	-	-	-	-	-	-	-
Base for stats	28012	22487	28019	27775	34905	35650	28012	-	-	-	-	29975	27173	-	-	-	-	-	-	-	-
Mean Score																					
N West/N East	174	48	70	19	20	17	174	-	-	-	-	-	-	174	-	-	-	-	-	-	-
Base for stats	27370	21253	28482	31841	30519	31364	27370	-	-	-	-	-	-	27370	-	-	-	-	-	-	-
Mean Score																					
Scotland	79	15	34	15	8	7	79	-	-	-	-	-	-	79	-	-	-	-	-	-	-
Base for stats	25142	22033	23666	27199	30021	28994	25142	-	-	-	-	-	-	25142	-	-	-	-	-	-	-
Mean Score																					

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Surveyors

	SALARY						LEVEL OF RESPONSIBILITY						EMPLOYERS MAIN ACTIVITY												
	<£20k		£20k-£29999		£30k-£39999		£40k-£59999		£60k+		Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Dev't	Fin Serv	Govt	Educ- ation	Non- profit	
	888	96	419	297	67	9	888	9	888	9	888	888	888	888	888	888	888	888	888	888	888	888	888	888	888
Total	888	96	419	297	67	9	888	9	888	9	888	888	888	888	888	888	888	888	888	888	888	888	888	888	888
Total	888	96	419	297	67	9	888	9	888	9	888	888	888	888	888	888	888	888	888	888	888	888	888	888	888
Base for stats	29435	16551	25100	33206	44411	132809	29435	132809	29435	132809	29435	29435	29435	29435	29435	29435	29435	29435	29435	29435	29435	29435	29435	29435	29435
Mean Score	830	86	402	285	51	6	830	6	830	6	830	830	830	830	830	830	830	830	830	830	830	830	830	830	830
Total UK	29096	17092	25129	33217	44020	144333	29096	144333	29096	144333	29096	29096	29096	29096	29096	29096	29096	29096	29096	29096	29096	29096	29096	29096	29096
Base for stats	58	10	17	12	16	3	58	3	58	3	58	58	58	58	58	58	58	58	58	58	58	58	58	58	58
Mean Score	34296	11901	24412	32947	45656	109759	34296	109759	34296	109759	34296	34296	34296	34296	34296	34296	34296	34296	34296	34296	34296	34296	34296	34296	34296
Total	373	17	157	155	40	4	373	4	373	4	373	373	373	373	373	373	373	373	373	373	373	373	373	373	373
Base for stats	31458	16977	25145	33195	44154	146500	31458	146500	31458	146500	31458	31458	31458	31458	31458	31458	31458	31458	31458	31458	31458	31458	31458	31458	31458
Mean Score	63	3	36	23	1	-	63	-	63	-	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
Total	27619	16167	24777	32415	54000	-	27619	-	27619	-	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619
Base for stats	63	3	36	23	1	-	63	-	63	-	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
Mean Score	27619	16167	24777	32415	54000	-	27619	-	27619	-	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619	27619
Total	127	19	57	44	7	-	127	-	127	-	127	127	127	127	127	127	127	127	127	127	127	127	127	127	127
Base for stats	28012	17556	24810	34336	42714	-	28012	-	28012	-	28012	28012	28012	28012	28012	28012	28012	28012	28012	28012	28012	28012	28012	28012	28012
Mean Score	174	32	95	42	3	2	174	2	174	2	174	174	174	174	174	174	174	174	174	174	174	174	174	174	174
Total	27370	17237	25308	33353	41953	140000	27370	140000	27370	140000	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370
Base for stats	174	32	95	42	3	2	174	2	174	2	174	174	174	174	174	174	174	174	174	174	174	174	174	174	174
Mean Score	27370	17237	25308	33353	41953	140000	27370	140000	27370	140000	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370	27370
Total	79	13	49	17	-	-	79	-	79	-	79	79	79	79	79	79	79	79	79	79	79	79	79	79	79
Base for stats	25142	16280	25272	31546	-	-	25142	-	25142	-	25142	25142	25142	25142	25142	25142	25142	25142	25142	25142	25142	25142	25142	25142	25142
Mean Score	79	13	49	17	-	-	79	-	79	-	79	79	79	79	79	79	79	79	79	79	79	79	79	79	79

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Senior Surveyors

Total	MAIN PROFESSIONAL ACTIVITY																Quantity Surveyor				
	Academic	Building Surveying	Claims Building & Survey/Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt (Cons)	Facilities Mgmt (House Prov)	FM Service	Fund Management	Geomatics	General Practice/Agent	Industrial Agent	Investment Brokerage		Landlord & Tenants	Minerals	Office Agent	Planner
1206	8	126	16	18	12	10	8	76	5	60	33	7	5	64	5	10	23	3	6	68	230
Total																					
1206	8	126	16	18	12	10	8	76	5	60	33	7	5	64	5	10	23	3	6	68	230
Base for stats																					
39525	41965	34064	52316	42249	56017	37791	44509	37938	50600	45066	39795	50143	37987	35290	31150	39700	34128	38167	29500	35530	40891
Total UK																					
1078	7	124	9	14	6	7	7	74	5	58	33	6	3	61	5	7	23	3	6	65	189
Base for stats																					
38404	41103	34068	42673	42321	48601	38586	34296	37463	50600	45241	39795	50167	27645	34849	31150	37143	34128	38167	29500	35713	39267
Total																					
128	1	2	7	4	6	3	1	2	-	2	-	1	2	3	-	3	-	-	-	3	41
Base for stats																					
48966	48000	33850	64714	42000	63433	35937	116000	55500	-	40000	-	50000	53500	44242	-	45667	-	-	-	31567	48372
London/SE																					
494	3	50	5	5	3	6	4	26	4	35	21	6	2	25	3	7	12	-	4	47	66
Base for stats																					
41271	42333	37715	39531	49800	56868	39683	39298	42347	54000	51001	40040	50167	30468	36535	33250	37143	35750	-	32125	36741	43636
SW/Wales																					
95	1	12	-	3	2	-	1	8	-	3	2	-	-	3	-	-	-	1	-	1	23
Base for stats																					
37115	44000	29383	-	34536	33000	-	22500	35525	-	29667	37250	-	-	26150	-	-	-	35500	-	34000	37487
E/W Mids/E																					
167	1	20	1	2	1	-	1	17	-	12	3	-	1	9	1	-	3	2	1	2	23
Base for stats																					
35314	39200	31105	60400	47250	55000	-	30000	37371	-	35525	47300	-	22000	37102	32000	-	36333	39500	21000	35000	35607
N West/N																					
219	2	31	3	4	-	1	1	17	1	7	5	-	-	15	-	-	7	-	-	10	46
Base for stats																					
36446	38761	32961	42000	36345	-	32000	30385	32034	37000	34804	34400	-	-	32864	-	-	30850	-	-	33350	37050
Scotland																					
86	-	9	-	-	-	-	-	5	-	1	2	-	-	8	1	-	1	-	1	4	21
Base for stats																					
34552	-	31238	-	-	-	-	-	32532	-	80000	42000	-	-	33841	24000	-	31000	-	27500	31500	36259

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Senior Surveyors

	MAIN PROFESSIONAL ACTIVITY													GENDER				AGE						
	Project Mgmt	Property Mgmt	Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 27	28 to 30	31 to 35	36 to 45	46 to 55	56+	
Total	96	76	5	17	16	34	4	7	12	5	32	67	19	23	989	217	1	58	197	227	340	265	118	
Total	1206	96	76	5	17	16	34	4	7	12	5	32	67	19	23	989	217	1	58	197	227	340	265	118
Base for stats	39525	43784	43412	52400	34681	38055	38967	42625	34286	43500	30477	29222	36737	47676	41645	40576	34738	40000	31173	33694	38574	41044	43638	41745
Total UK	1078	78	70	4	16	16	33	3	7	10	5	32	54	19	19	880	198	1	55	179	188	305	242	108
Base for stats	38404	40424	43340	53000	34551	38055	38178	31833	34286	48740	30477	29222	37646	47676	38554	39229	34739	40000	30418	33273	37967	40297	41342	39796
Total	128	18	6	1	1	1	1	1	2	2	13	32962	-	4	109	19	3	18	39	35	23	10	10	
Elsewhere	48966	58343	44250	50000	36750	65000	75000	17300	-	32962	-	56325	51449	34720	45000	36794	41498	47558	67798	62800	-	-	-	-
Base for stats	494	38	35	3	5	7	17	3	4	7	2	5	19	3	12	399	95	-	31	92	80	128	114	49
Mean Score	41271	44107	41379	56667	35750	37857	43214	31833	38125	49842	38193	26840	39687	33677	40417	42400	36531	-	32550	35134	39092	42855	47185	43973
London/SE	95	6	5	1	1	1	1	1	1	1	8	4	4	2	82	13	1	3	13	16	32	18	12	
Base for stats	37115	39541	32497	42000	37000	24000	50000	34500	47500	-	29975	34000	100950	32500	38159	30528	40000	27333	30754	50375	34838	35106	37614	
Mean Score	41271	44107	41379	56667	35750	37857	43214	31833	38125	49842	38193	26840	39687	33677	40417	42400	36531	-	32550	35134	39092	42855	47185	43973
SW/Wales	167	10	14	-	3	2	6	-	1	-	11	13	5	2	141	26	-	5	24	26	50	43	19	
Base for stats	36314	34545	36019	-	32700	39750	28292	-	35000	-	28724	40640	33201	32267	35676	33354	-	26360	29680	36839	36697	36613	36119	
Mean Score	41271	44107	41379	56667	35750	37857	43214	31833	38125	49842	38193	26840	39687	33677	40417	42400	36531	-	32550	35134	39092	42855	47185	43973
E/W Mids/E	219	15	11	-	3	5	8	-	1	2	3	3	11	4	3	180	39	-	13	29	42	65	50	20
Anglia	36446	38500	69341	-	36083	41240	33438	-	18000	45500	25333	26333	33854	32000	39333	37147	33210	-	27820	31363	34526	41973	35923	36795
Base for stats	86	9	4	-	4	1	1	-	-	-	5	7	2	-	65	21	-	2	14	22	29	12	7	
Mean Score	34552	35200	31510	-	32681	34173	38000	-	-	-	33230	34589	34500	-	34827	33701	-	28750	32536	33810	37316	33259	33339	
Scotland	86	9	4	-	4	1	1	-	-	-	5	7	2	-	65	21	-	2	14	22	29	12	7	
Base for stats	34552	35200	31510	-	32681	34173	38000	-	-	-	33230	34589	34500	-	34827	33701	-	28750	32536	33810	37316	33259	33339	
Mean Score	41271	44107	41379	56667	35750	37857	43214	31833	38125	49842	38193	26840	39687	33677	40417	42400	36531	-	32550	35134	39092	42855	47185	43973

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Senior Surveyors

	EXPERIENCE (YEARS)						REGION														
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa
Total	1206	49	303	242	297	315	1078	128	297	197	95	32	135	219	86	17	28	37	23	33	7
Total	1206	49	303	242	297	315	1078	128	297	197	95	32	135	219	86	17	28	37	23	33	7
Base for stats	39525	39764	34763	36933	41159	44519	38404	48966	42071	40065	37115	34755	35447	36446	34552	37386	46755	53636	38093	50812	60143
Mean Score																					
Total UK	1078	43	281	213	258	283	1078	-	297	197	95	32	135	219	86	17	-	-	-	-	-
Base for stats	38404	40051	34128	36875	39509	42543	38404	-	42071	40065	37115	34755	35447	36446	34552	37386	-	-	-	-	-
Mean Score																					
Total	128	6	22	29	39	32	-	128	-	-	-	-	-	-	-	-	28	37	23	33	7
Elsewhere	48966	37708	42874	37355	52076	61996	-	48966	-	-	-	-	-	-	-	-	46755	53636	38093	50812	60143
Base for stats																					
Mean Score																					
London/SE	494	28	144	85	110	127	494	-	297	197	-	-	-	-	-	-	-	-	-	-	-
Base for stats	41271	35743	36066	41194	43580	46442	41271	-	42071	40065	-	-	-	-	-	-	-	-	-	-	-
Mean Score																					
SW/Wales	95	2	24	21	22	26	95	-	-	-	95	-	-	-	-	-	-	-	-	-	-
Base for stats	37115	176500	30723	34547	35033	36128	37115	-	-	-	37115	-	-	-	-	-	-	-	-	-	-
Mean Score																					
E/W Mids/E																					
Anglia	167	7	36	36	45	43	167	-	-	-	-	32	135	-	-	-	-	-	-	-	-
Base for stats	35314	27413	33388	33509	36761	38210	35314	-	-	-	-	34755	35447	-	-	-	-	-	-	-	-
Mean Score																					
N West/N																					
East	219	5	56	45	51	62	219	-	-	-	-	-	-	219	-	-	-	-	-	-	-
Base for stats	36446	29301	31968	33050	37741	42466	36446	-	-	-	-	-	-	36446	-	-	-	-	-	-	-
Mean Score																					
Scotland	86	-	16	23	27	20	86	-	-	-	-	-	-	-	86	-	-	-	-	-	-
Base for stats	34552	-	30941	36166	34848	35185	34552	-	-	-	-	-	-	-	34552	-	-	-	-	-	-
Mean Score																					

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Senior Surveyors

	SALARY						LEVEL OF RESPONSIBILITY						EMPLOYERS MAIN ACTIVITY											
	<£20k		£20k-£29999		£30k-£39999		£40k-£59999		£60k+		Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit
	16	178	589	356	67	1206	-	-	-	-	-	-	-	-	-	-	-	314	413	63	39	295	26	52
Total	1206	178	589	356	67	1206	-	-	-	-	-	-	-	-	-	-	314	413	63	39	295	26	52	
Total	1206	178	589	356	67	1206	-	-	-	-	-	-	-	-	-	-	314	413	63	39	295	26	52	
Base for stats	39525	13863	26634	34382	45901	91239	-	-	-	-	-	-	-	-	-	-	42805	36145	53758	40751	38048	40005	36098	
Mean Score																								
Total UK	1078	4	166	565	310	33	-	-	-	-	-	-	-	-	-	-	267	366	48	34	282	25	52	
Base for stats	38404	18595	26777	34435	45599	99673	-	-	-	-	-	-	-	-	-	-	40134	35326	53625	39449	38259	39685	36098	
Mean Score																								
Total	128	12	12	24	46	34	-	-	-	-	-	-	-	-	-	-	47	47	15	5	13	1	-	
Base for stats	48966	12286	24650	33139	47940	83053	-	-	-	-	-	-	-	-	-	-	57982	42521	54183	49600	33477	48000	-	
Mean Score																								
London/SE	494	-	37	233	203	21	-	-	-	-	-	-	-	-	-	-	130	156	29	19	118	13	27	
Base for stats	41271	-	26348	35113	46074	89457	-	-	-	-	-	-	-	-	-	-	43106	37865	47954	41024	42884	39162	37734	
Mean Score																								
SW/Wales	95	-	24	51	18	2	-	-	-	-	-	-	-	-	-	-	19	27	2	6	30	4	7	
Base for stats	37115	-	26628	33757	43900	187500	-	-	-	-	-	-	-	-	-	-	38811	33485	36750	32167	41803	34125	32470	
Mean Score																								
E/W Mids/E	167	1	37	94	31	4	-	-	-	-	-	-	-	-	-	-	43	61	4	4	41	5	8	
Base for stats	36314	18500	26414	34101	45349	72575	-	-	-	-	-	-	-	-	-	-	38186	33082	50454	48157	33098	37800	33570	
Mean Score																								
N West/N	219	3	46	124	42	4	-	-	-	-	-	-	-	-	-	-	60	80	8	4	58	2	6	
Base for stats	36446	18626	27198	33879	44914	146800	-	-	-	-	-	-	-	-	-	-	35688	33602	87750	34550	34117	38761	36941	
Mean Score																								
Scotland	86	-	17	56	12	1	-	-	-	-	-	-	-	-	-	-	12	36	3	1	30	1	3	
Base for stats	34552	-	27886	34149	42088	80000	-	-	-	-	-	-	-	-	-	-	36508	33941	40333	38000	32324	80000	34267	
Mean Score																								

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Associates/Managers

Total	MAIN PROFESSIONAL ACTIVITY																	Quantity Surveyor				
	Academic	Building Surveying	Claims & Dispute Resol	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyors (In House)	Facilities Mgmt (Cons)	Facilities Mgmt (In House)	FM Service Prov	Fund Management	Geomatics	General Practice/Agent	Industrial Agent	Investment Brokerage	Landlord & Tenant		Minerals	Office Agent	Planner	
1613	5	107	12	51	20	27	11	92	19	111	73	31	11	77	1	16	34	3	12	77	171	
Total																						
1613	5	107	12	51	20	27	11	92	19	111	73	31	11	77	1	16	34	3	12	77	171	
Base for stats																						
44883	37200	41112	62881	52196	51088	50194	45933	44428	47524	38383	42109	65758	36209	41362	40000	51688	44937	37012	40468	43937	45831	
Mean Score																						
1475	4	105	6	46	16	22	10	91	17	107	71	26	9	72	1	13	33	3	9	77	142	
Base for stats																						
44304	36000	41014	50667	52174	50227	51284	40526	44378	47694	38428	41746	66981	33900	41929	40000	51000	44480	37012	41056	43937	46339	
Mean Score																						
138	1	2	6	5	4	5	1	1	2	4	2	5	2	5	-	3	1	-	3	-	29	
Base for stats																						
51068	42000	46250	75095	52400	54532	45400	10000	49000	46075	37188	55000	59400	46600	33200	-	54667	60000	-	38667	-	43345	
Mean Score																						
708	-	49	2	19	7	14	6	36	9	65	48	23	5	31	1	10	12	-	3	37	56	
Base for stats																						
48047	-	45380	43500	59921	58429	52804	40043	49770	53278	40178	43623	68478	37600	45608	40000	51200	49471	-	41167	46895	51053	
Mean Score																						
116	-	10	-	2	1	3	1	9	-	8	3	-	2	6	-	-	1	-	1	7	7	
Base for stats																						
39741	-	37086	-	46500	45000	57167	38000	41083	-	39506	45333	-	29000	40600	-	-	40000	-	35000	47929	40131	
Mean Score																						
256	2	10	-	10	2	1	1	22	4	20	7	-	2	16	-	-	8	2	-	11	25	
Base for stats																						
39953	34500	36950	-	41722	44700	43000	50000	43440	40500	33550	38936	-	29552	38832	-	-	39838	33018	-	39519	44079	
Mean Score																						
274	2	30	3	9	4	2	2	16	2	9	9	-	-	10	-	1	8	1	4	20	28	
Base for stats																						
42066	37500	38450	55000	42867	39750	50500	38500	39984	37500	36020	36111	-	-	38431	-	36000	45063	45000	43375	41843	45140	
Mean Score																						
107	-	5	1	5	2	2	-	8	2	5	4	3	-	9	-	1	3	-	1	2	20	
Base for stats																						
40555	-	32600	52000	52300	50613	36750	-	35186	47150	37800	34125	55500	-	39533	-	50000	40667	-	37500	39000	40267	
Mean Score																						

**Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Associates/Managers**

	MAIN PROFESSIONAL ACTIVITY													GENDER				AGE								
	Project Mgmt	Property Mgmt	Financially	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 27	28 to 30	31 to 35	36 to 45	46 to 55	56+			
Total	121	132	21	15	36	56	9	13	29	7	55	87	21	50	1360	253	4	20	137	345	602	376	129			
Total Base for stats Mean Score	1613	1613	48937	46808	58923	43926	44011	40430	41300	37812	45602	45000	36126	46352	40884	42602	45601	41022	17875	32319	39160	43796	46385	46193	45823	
Total UK Base for stats Mean Score	1475	1475	46747	46581	61103	41206	43983	40353	41300	37273	45229	45000	36126	46494	40884	40127	44925	41074	17875	31549	38788	43521	45677	45332	45581	
Total Elsewhere Base for stats Mean Score	138	138	60000	50857	54563	82000	45000	42500	-	2	3	48833	-	44950	-	60750	52394	40198	-	39250	42429	46680	52900	58833	49044	
London/SE Base for stats Mean Score	708	708	51124	51462	64552	48125	47500	43238	42250	33667	44575	51500	36166	47120	45005	41209	49015	44048	16250	29576	41777	47424	48827	50454	50135	
SW/Wales Base for stats Mean Score	116	116	39741	42109	37716	-	37250	41784	34667	-	3	4	38333	44350	37000	33753	35500	40750	-	20000	32020	38045	41037	40582	46633	
E/W Midlands/England Base for stats Mean Score	256	256	39953	41435	42536	44821	39085	45270	37602	-	2	4	53875	35000	34627	39512	39595	36125	40524	35649	-	32000	33039	38984	40590	39188
N West/N East Base for stats Mean Score	274	274	42066	42559	39175	36000	37720	39735	38115	-	9	20	38674	40718	42929	34771	19500	34833	36053	39552	45310	42937	38954	38954		
Scotland Base for stats Mean Score	107	107	40555	43876	40750	-	38728	-	42500	33700	47000	38000	-	42143	38171	-	34250	40623	40274	-	22500	37478	39800	42495	38469	

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Associates/Managers

	EXPERIENCE (YEARS)						REGION														
	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West	East Anglia	Midlands	North West	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australia	Europe/Non UK	Africa	
Total	1613	43	282	325	542	421	1475	138	456	252	116	63	193	274	107	14	32	40	19	41	6
Total	1613	43	282	325	542	421	1475	138	456	252	116	63	193	274	107	14	32	40	19	41	6
Base for stats	44883	50599	42269	43776	45546	46050	44304	51068	49902	44689	39741	39431	40123	42066	40555	44857	55453	56125	47658	48910	19514
Mean Score																					
Total UK	1475	35	248	302	496	394	1475	-	456	252	116	63	193	274	107	14	-	-	-	-	-
Base for stats	44304	49979	41304	43245	44800	45875	44304	-	49902	44689	39741	39431	40123	42066	40555	44857	-	-	-	-	-
Mean Score																					
Total	138	8	34	23	46	27	-	138	-	-	-	-	-	-	-	-	32	40	19	41	6
Elsewhere	51068	53313	49304	50743	53588	48607	-	51068	-	-	-	-	-	-	-	-	55453	56125	47658	48910	19514
Base for stats																					
Mean Score																					
London/SE	708	21	145	150	228	164	708	-	456	252	-	-	-	-	-	-	-	-	-	-	-
Base for stats	48047	42513	44788	46969	49107	51149	48047	-	49902	44689	-	-	-	-	-	-	-	-	-	-	-
Mean Score																					
SW/Wales	116	1	11	27	42	35	116	-	-	-	116	-	-	-	-	-	-	-	-	-	-
Base for stats	39741	38000	31295	38743	40877	41850	39741	-	-	39741	-	-	-	-	-	-	-	-	-	-	-
Mean Score																					
E/W Mids/E	256	3	40	44	78	91	256	-	-	-	-	63	193	-	-	-	-	-	-	-	-
Anglia	39953	37667	37145	38046	39981	42160	39953	-	-	-	-	39431	40123	-	-	-	-	-	-	-	-
Base for stats																					
Mean Score																					
N West/N	274	9	33	59	98	75	274	-	-	-	-	-	-	274	-	-	-	-	-	-	-
East	42066	74833	35468	41348	41532	42299	42066	-	-	-	-	-	-	42066	-	-	-	-	-	-	-
Base for stats																					
Mean Score																					
Scotland	107	1	18	20	42	26	107	-	-	-	-	-	-	107	-	-	-	-	-	-	-
Base for stats	40555	32000	39930	38200	41594	41449	40555	-	-	-	-	-	-	40555	-	-	-	-	-	-	-
Mean Score																					

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Associates/Managers

	SALARY						LEVEL OF RESPONSIBILITY						EMPLOYERS MAIN ACTIVITY												
	<£20k		£20k-£29999		£30k-£39999		£40k-£59999		£60k+		Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Dev't	Fin Serv	Govt	Educ- ation	Non- profit	
	17	82	482	841	191	1613	-	-	-	-															-
Total	1613	82	482	841	191	1613	-	-	-	-	-	-	-	-	-	-	-	466	506	152	92	315	26	54	
Total	1613	82	482	841	191	1613	-	-	-	-	-	-	-	-	-	-	-	466	506	152	92	315	26	54	
Base for stats	44883	12344	25918	35045	46715	72677	-	-	-	-	-	-	-	-	-	-	-	45560	42783	53380	52432	41984	39892	41404	
Mean Score																									
Total UK	1475	80	462	778	148	1475	-	-	-	-	-	-	-	-	-	-	-	414	467	126	80	309	24	53	
Base for stats	44304	16357	25891	35068	46610	72287	-	-	-	-	-	-	-	-	-	-	-	44632	42401	54257	50997	41867	39508	41261	
Mean Score																									
Total	138	10	2	20	63	43	-	-	-	-	-	-	-	-	-	-	-	52	39	26	12	6	2	1	
Base for stats	51068	9534	27000	34525	48011	74019	-	-	-	-	-	-	-	-	-	-	-	52944	47357	49127	61995	48025	44500	49000	
Mean Score																									
London/SE	708	3	25	132	434	114	-	-	-	-	-	-	-	-	-	-	-	196	217	76	50	136	8	24	
Base for stats	48047	16833	26640	34745	47424	71334	-	-	-	-	-	-	-	-	-	-	-	46898	45920	59523	55075	44986	43740	44543	
Mean Score																									
SW/Wales	116	-	11	50	48	7	-	-	-	-	-	-	-	-	-	-	-	26	41	5	5	29	2	8	
Base for stats	39741	-	24982	35261	44283	63786	-	-	-	-	-	-	-	-	-	-	-	41540	37347	43780	44700	40573	45000	36202	
Mean Score																									
E/W Mids/E	256	-	23	110	119	4	-	-	-	-	-	-	-	-	-	-	-	76	78	14	11	63	6	7	
Base for stats	39953	-	25244	35365	46216	64363	-	-	-	-	-	-	-	-	-	-	-	40443	38059	46750	40370	39968	39417	42512	
Mean Score																									
N West/N	274	4	16	111	128	15	-	-	-	-	-	-	-	-	-	-	-	84	91	17	8	60	7	7	
Base for stats	42066	16000	26178	35009	45728	86933	-	-	-	-	-	-	-	-	-	-	-	44997	41668	43927	47000	38798	33682	36301	
Mean Score																									
Scotland	107	-	4	53	44	6	-	-	-	-	-	-	-	-	-	-	-	31	33	13	5	17	1	7	
Base for stats	40555	-	26250	35469	44659	64917	-	-	-	-	-	-	-	-	-	-	-	41944	38812	45269	43500	38458	36000	37500	
Mean Score																									

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Partners/Executives

Total	MAIN PROFESSIONAL ACTIVITY																	Quantity Surveyor			
	Academic	Building & Surveying	Claims Dispute Res	Commercial Dev	Construction Mgr	Corporate Property Cons	Environmental	Estates Survey (House)	Facilities Mgmt (Cons)	Facilities Mgmt (Service Prov)	Facilities Mgmt (House)	Facilities Mgmt (Industrial)	Facilities Mgmt (Commercial)	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenants		Minerals	Office Agent	Planner
712	2	55	6	27	3	38	6	34	-	16	14	27	1	36	4	13	21	4	13	31	58
Total																					
712	2	55	6	27	3	38	6	34	-	16	14	27	1	36	4	13	21	4	13	31	58
Base for stats																					
Mean Score	40500	58867	79000	88122	55000	107625	74083	63802	-	74938	67812	105917	22500	73625	51125	100346	59833	43750	72154	69457	65669
Total UK																					
630	2	54	4	25	2	29	6	33	-	15	12	19	-	28	4	11	21	4	12	31	43
Base for stats																					
Mean Score	40500	59725	78750	89252	65000	117767	74083	64523	-	76600	64948	100447	-	65732	51125	99955	59833	43750	73583	69457	67262
Total Elsewhere																					
82	-	1	2	2	1	9	-	1	-	1	2	8	1	8	-	2	-	-	1	-	15
Base for stats																					
Mean Score	86205	12540	79500	74000	35000	74944	-	40000	-	50000	85000	118906	22500	101250	-	102500	-	-	55000	-	61100
London/SE																					
340	-	27	2	13	2	23	4	15	-	11	6	14	-	12	2	9	9	-	7	16	21
Base for stats																					
Mean Score	80240	60130	79500	105673	65000	129978	82375	73404	-	81545	72729	101679	-	74354	52250	110500	66000	-	70857	76449	67571
SW/Wales																					
48	-	6	-	-	-	-	2	4	-	-	1	-	-	2	-	-	3	1	-	3	3
Base for stats																					
Mean Score	54480	46008	-	-	-	-	57500	51625	-	48000	-	-	-	52500	-	-	51667	41000	-	47333	60167
E/W Mids/E Anglia																					
85	-	8	1	7	-	2	-	6	-	2	1	1	-	5	2	1	3	3	-	3	6
Base for stats																					
Mean Score	64912	60188	48000	76214	-	90500	-	58250	-	77500	60000	105000	-	69450	50000	47500	51000	44667	-	58667	62433
N West/N East																					
108	2	10	1	5	-	2	-	7	-	1	3	1	-	4	-	1	6	-	2	7	7
Base for stats																					
Mean Score	61789	40500	64410	108000	64810	60250	-	60571	-	52000	65000	75000	-	58750	-	57500	59083	-	73500	66714	72169
Scotland																					
44	-	3	-	-	-	2	-	1	-	1	-	2	-	4	-	-	-	-	3	2	5
Base for stats																					
Mean Score	67368	66667	-	-	-	62125	-	48200	-	45000	-	102500	-	57750	-	-	-	-	80000	72500	74400

**Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Partners/Executives**

	MAIN PROFESSIONAL ACTIVITY													GENDER				AGE						
	Total	Project Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 27	28 to 30	31 to 35	36 to 45	46 to 55	56+	
Total	712	45	81	12	15	10	5	1	7	28	5	41	39	-	14	662	50	1	1	7	80	310	259	54
Total Base for stats Mean Score	712	45	81	12	15	10	5	1	7	28	5	41	39	-	14	662	50	1	1	7	80	310	259	54
Total UK Base for stats Mean Score	71950	72601	75346	100980	59649	68050	69000	60714	77000	58000	52571	62818	-	-	73227	70899	85949	22000	60000	50143	63362	72968	75348	65878
Total Elsewhere Base for stats Mean Score	82	8	7	2	-	-	1	-	1	91000	-	6	79583	-	3	76	6	-	-	12	39	23	8	8
London/SE Base for stats Mean Score	340	25	47	8	6	3	3	1	3	16	2	9	14	-	10	313	27	-	1	6	38	142	126	27
SW/Wales Base for stats Mean Score	48	-	3	2	2	1	-	-	3	2	-	6	4	-	-	45	3	-	-	1	24	17	6	6
E/W Mids/E Anglia Base for stats Mean Score	85	5	13	-	2	2	-	-	1	60000	-	8	3	-	-	81	4	-	-	1	12	34	33	5
N West/N East Base for stats Mean Score	108	5	7	-	4	4	1	-	1	4	2	12	9	-	-	100	8	1	-	10	51	40	6	6
Scotland Base for stats Mean Score	44	2	4	-	1	-	-	-	4	4	1	5	3	-	1	42	2	-	-	4	19	19	2	2
Total	67368	80000	71875	-	69735	-	-	-	58000	50000	55900	75000	-	-	50000	68743	38500	-	-	45625	67986	69471	85000	85000

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Partners/Executives

Total	EXPERIENCE (YEARS)							REGION																	
	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West	East Angles	Midlands	North West	East	Scotland	Ireland	Americas	Asia	Middle East	Oceania/Australia	Europe/Non UK	Africa			
712	10	35	80	295	292	630	82	199	141	48	17	68	108	44	5	18	22	9	30	3					
Total																									
712	10	35	80	295	292	630	82	199	141	48	17	68	108	44	5	18	22	9	30	3					
Base for stats																									
73592	63700	64766	72250	72307	76654	71950	86205	82168	77519	54480	58332	66557	61789	67368	55400	97278	76070	58369	97359	66000					
Total UK																									
630	7	33	67	260	263	630	-	199	141	48	17	68	108	44	5	-	-	-	-	-	-	-	-	-	
Base for stats																									
71950	52000	64479	69011	70425	75675	71950	-	82168	77519	54480	58332	66557	61789	67368	55400	-	-	-	-	-	-	-	-	-	
Mean Score																									
Total																									
82	3	2	13	35	29	-	82	-	-	-	-	-	-	-	-	18	22	9	30	3					
Base for stats																									
86205	91000	69510	88942	86287	85534	-	86205	-	-	-	-	-	-	-	-	97278	76070	58369	97359	66000					
Mean Score																									
London/SE																									
340	3	18	40	138	141	340	-	199	141	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Base for stats																									
80240	55000	63544	72431	80399	84968	80240	-	82168	77519	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score																									
SW/Wales																									
48	1	10	6	19	21	48	-	-	-	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Base for stats																									
54480	52000	55000	56667	53135	55167	54480	-	-	-	54480	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score																									
E/W Midlands																									
85	1	10	6	34	34	85	-	-	-	-	17	68	-	-	-	-	-	-	-	-	-	-	-	-	
Base for stats																									
64912	75000	66550	67333	61014	67603	64912	-	-	-	-	58332	66557	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score																									
N West/N																									
108	1	1	10	50	46	108	-	-	-	-	-	-	108	-	-	-	-	-	-	-	-	-	-	-	
Base for stats																									
61789	22000	51500	69200	59263	64012	61789	-	-	-	-	-	-	61789	-	-	-	-	-	-	-	-	-	-	-	
Mean Score																									
Scotland																									
44	1	2	5	17	19	44	-	-	-	-	-	-	-	44	-	-	-	-	-	-	-	-	-	-	
Base for stats																									
67368	50000	56000	58100	64543	74445	67368	-	-	-	-	-	-	-	67368	-	-	-	-	-	-	-	-	-	-	
Mean Score																									

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Partners/Executives

	SALARY							LEVEL OF RESPONSIBILITY					EMPLOYERS MAIN ACTIVITY							
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit
Total	712	4	9	25	221	453	-	-	-	-	712	-	-	172	337	111	22	45	13	10
Total	712	4	9	25	221	453	-	-	-	-	712	-	-	172	337	111	22	45	13	10
Base for stats	73592	11885	24111	36100	49907	88744	-	-	-	-	73592	-	-	73913	64264	93286	107526	64526	63808	51888
Total UK	630	1	7	22	208	392	-	-	-	-	630	-	-	146	302	96	17	44	13	10
Base for stats	71950	14000	24929	36319	49978	86596	-	-	-	-	71950	-	-	70685	64256	89643	106488	63265	63808	51888
Total	82	3	2	3	13	61	-	-	-	-	82	-	-	26	35	15	5	1	-	-
Elsewhere	86205	11180	21250	34500	48769	102545	-	-	-	-	86205	-	-	92038	64330	0	111054	120000	-	-
Base for stats	340	-	1	7	85	247	-	-	-	-	340	-	-	68	168	61	12	19	8	3
Mean Score	80240	-	24000	36464	51087	91741	-	-	-	-	80240	-	-	74062	69781	99820	125025	66632	62688	55167
London/SE	48	-	1	2	33	12	-	-	-	-	48	-	-	12	23	4	2	3	1	2
Base for stats	54480	-	25000	34100	50178	72167	-	-	-	-	54480	-	-	61608	49720	67500	69000	45569	52000	40250
Mean Score	54480	-	25000	34100	50178	72167	-	-	-	-	54480	-	-	61608	49720	67500	69000	45569	52000	40250
EW Mids/E	85	-	2	3	33	47	-	-	-	-	85	-	-	26	38	10	2	7	1	1
Anglia	64912	-	24500	36667	48732	79795	-	-	-	-	64912	-	-	73861	53516	79950	60500	69286	102000	56000
Mean Score	64912	-	24500	36667	48732	79795	-	-	-	-	64912	-	-	73861	53516	79950	60500	69286	102000	56000
N West/N	108	1	1	9	37	60	-	-	-	-	108	-	-	30	49	14	1	10	2	2
East	61789	14000	22000	37284	50315	74000	-	-	-	-	61789	-	-	65433	59716	65732	51000	57198	64500	55938
Base for stats	61789	14000	22000	37284	50315	74000	-	-	-	-	61789	-	-	65433	59716	65732	51000	57198	64500	55938
Mean Score	61789	14000	22000	37284	50315	74000	-	-	-	-	61789	-	-	65433	59716	65732	51000	57198	64500	55938
N West/N	44	-	2	-	18	24	-	-	-	-	44	-	-	9	21	6	-	5	1	2
East	67368	-	27250	-	47025	85968	-	-	-	-	67368	-	-	69022	68667	71167	-	64797	45000	52500
Base for stats	67368	-	27250	-	47025	85968	-	-	-	-	67368	-	-	69022	68667	71167	-	64797	45000	52500
Mean Score	67368	-	27250	-	47025	85968	-	-	-	-	67368	-	-	69022	68667	71167	-	64797	45000	52500

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Principals

Total	MAIN PROFESSIONAL ACTIVITY																					
	Academic	Building & Surveying	Claims Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Survey (In House)	Facilities Mgmt (Cons)	Facilities Mgmt (House)	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenants	Minerals	Office Agent	Planner	Quantity Surveyor	
244	-	32	8	8	10	2	8	6	1	4	1	3	4	4	4	21	3	2	-	-	11	39
Base for stats	-	32	8	10	2	8	6	1	4	1	3	4	4	4	21	3	2	-	-	11	39	
Mean Score	-	65797	103750	95500	42500	79875	53199	57500	45000	30000	75000	89700	48500	62219	125667	67500	-	-	-	59409	67870	
Total UK	194	29	4	9	1	6	6	1	3	1	2	1	4	18	2	2	2	-	-	10	27	
Base for stats	-	67948	80000	89444	35000	61500	53199	57500	43333	30000	87500	64800	48500	62756	88500	67500	-	-	-	61350	56794	
Mean Score	-	67948	80000	89444	35000	61500	53199	57500	43333	30000	87500	64800	48500	62756	88500	67500	-	-	-	61350	56794	
Total Elsewhere	50	3	4	1	1	2	-	-	1	-	1	3	-	3	-	1	-	-	-	1	12	
Base for stats	-	45000	127500	150000	50000	135000	-	-	50000	-	50000	98000	-	59000	-	200000	-	-	-	40000	92792	
Mean Score	-	45000	127500	150000	50000	135000	-	-	50000	-	50000	98000	-	59000	-	200000	-	-	-	40000	92792	
London/SE	91	14	1	7	-	4	2	-	2	-	1	1	3	6	1	2	-	-	-	7	5	
Base for stats	-	82214	70000	97143	-	72750	71000	-	50000	-	105000	64800	53000	100433	77000	67500	-	-	-	62214	66000	
Mean Score	-	82214	70000	97143	-	72750	71000	-	50000	-	105000	64800	53000	100433	77000	67500	-	-	-	62214	66000	
SW/Wales	31	4	-	1	-	1	-	-	-	-	1	-	1	2	-	-	-	-	-	1	6	
Base for stats	-	27500	-	50000	-	30000	-	-	-	-	70000	-	35000	36000	-	-	-	-	-	48000	41333	
Mean Score	-	27500	-	50000	-	30000	-	-	-	-	70000	-	35000	36000	-	-	-	-	-	48000	41333	
E/W Mids/E Anglia	27	5	1	-	-	1	1	1	-	-	-	-	-	4	-	-	-	-	-	-	5	
Base for stats	-	55800	120000	-	-	48000	60000	57500	-	-	-	-	-	53750	-	-	-	-	-	-	65546	
Mean Score	-	55800	120000	-	-	48000	60000	57500	-	-	-	-	-	53750	-	-	-	-	-	-	65546	
N West/N East	34	4	2	1	1	-	3	-	1	1	-	-	-	3	-	-	-	-	-	2	9	
Base for stats	-	82000	65000	75000	35000	-	39065	-	30000	30000	-	-	-	30000	-	-	-	-	-	65000	54889	
Mean Score	-	82000	65000	75000	35000	-	39065	-	30000	30000	-	-	-	30000	-	-	-	-	-	65000	54889	
Scotland	9	2	-	-	-	-	-	-	-	-	-	-	-	3	-	1	-	-	-	-	-	
Base for stats	-	51250	-	-	-	-	-	-	-	-	-	-	-	50000	-	100000	-	-	-	-	-	
Mean Score	-	51250	-	-	-	-	-	-	-	-	-	-	-	50000	-	100000	-	-	-	-	-	

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Principals

	MAIN PROFESSIONAL ACTIVITY											GENDER					AGE					
	Project Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total	14	14	-	4	9	-	5	6	3	9	13	1	7	231	13	-	1	2	24	83	82	52
Total	244	14	-	4	9	-	5	6	3	9	13	1	7	231	13	-	1	2	24	83	82	52
Base for stats	82014	68857	-	82500	40778	-	51500	46083	95833	45644	70077	450000	56857	70359	49654	-	100000	55000	58196	72358	68394	70728
Total UK	194	11	-	4	8	-	5	5	2	9	8	1	4	182	12	-	1	2	15	69	67	40
Base for stats	85909	68091	-	82500	40250	-	51500	50500	93750	45644	67000	450000	44500	66491	47958	-	100000	55000	50180	67923	65666	65696
Total	50	3	-	-	1	-	-	1	1	-	5	-	3	49	1	-	-	-	9	14	15	12
Base for stats	84434	71667	-	-	45000	-	-	24000	100000	-	75000	-	73333	84729	70000	-	-	-	71556	94214	80580	87500
London/SE	91	5	-	4	3	-	2	3	2	1	4	-	3	87	4	-	-	-	5	34	33	19
Base for stats	75279	91250	-	82500	45000	-	47500	56333	93750	45000	79000	-	49333	76648	45500	-	-	-	49800	74471	78858	77216
SW/Wales	31	1	-	-	2	-	1	1	-	5	2	1	-	29	2	-	-	-	1	16	7	7
Base for stats	55532	45000	-	-	40000	-	40000	53500	-	50000	37500	450000	-	56259	45000	-	-	-	45000	72063	35714	39071
E/W Mids/E	27	-	-	-	1	-	2	-	-	2	1	-	1	24	3	-	-	1	5	3	12	6
Base for stats	56538	-	-	-	40000	-	61250	-	-	38397	35000	-	30000	59084	36167	-	-	30000	63700	40500	55191	65705
N West/N	34	1	-	-	2	-	-	1	-	-	1	-	-	32	2	-	-	1	3	10	13	7
Base for stats	55329	60000	-	-	33500	-	-	30000	-	-	110000	-	-	54256	72500	-	-	80000	41732	46700	61615	58286
Scotland	9	1	-	-	-	-	-	-	-	1	-	-	-	8	1	-	1	-	1	4	2	1
Base for stats	62611	110000	-	-	-	-	-	-	-	39000	-	-	-	64188	50000	-	100000	-	15000	69875	42000	85000

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Principals

	EXPERIENCE (YEARS)							REGION													
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West	East Anglia	Midlands	North West	Scotland	Ireland	Americas	Middle East	Oceania/Australia	Europe/Non UK	Africa
Total	244	7	15	21	77	124	194	50	38	53	31	10	17	34	9	2	15	5	8	19	3
Total	244	7	15	21	77	124	194	50	38	53	31	10	17	34	9	2	15	5	8	19	3
Base for stats	69256	72857	63146	60619	64299	74333	65344	84434	78139	73228	55532	58900	55149	55329	62611	66855	110233	55000	70250	82958	51667
Mean Score																					
Total UK	194	5	10	18	62	99	194	-	38	53	31	10	17	34	9	2	-	-	-	-	-
Base for stats	65344	79000	52820	55167	60565	70764	65344	-	78139	73228	55532	58900	55149	55329	62611	66855	-	-	-	-	-
Mean Score																					
Total	50	2	5	3	15	25	-	50	-	-	-	-	-	-	-	-	15	5	8	19	3
Elsewhere	84434	57500	83800	93333	79733	88468	-	84434	-	-	-	-	-	-	-	-	110233	55000	70250	82958	51667
Base for stats																					
Mean Score																					
London/SE	91	3	8	11	23	46	91	-	38	53	-	-	-	-	-	-	-	-	-	-	-
Base for stats	75279	88333	61000	56182	75252	81491	75279	-	78139	73228	-	-	-	-	-	-	-	-	-	-	-
Mean Score																					
SW/Wales	31	1	-	1	14	15	31	-	-	-	31	-	-	-	-	-	-	-	-	-	-
Base for stats	55532	30000	-	60000	46286	65567	55532	-	-	-	55532	-	-	-	-	-	-	-	-	-	-
Mean Score																					
E/W Mids/E																					
Anglia	27	-	1	3	11	12	27	-	-	-	-	10	17	-	-	-	-	-	-	-	-
Base for stats	56538	-	35000	38333	59000	60627	56538	-	-	-	-	58900	55149	-	-	-	-	-	-	-	-
Mean Score																					
N West/N																					
East	34	-	1	3	8	22	34	-	-	-	-	-	-	34	-	-	-	-	-	-	-
Base for stats	55329	-	5196	66667	44625	59955	55329	-	-	-	-	-	-	55329	-	-	-	-	-	-	-
Mean Score																					
Scotland	9	1	-	-	5	3	9	-	-	-	-	-	-	-	9	-	-	-	-	-	-
Base for stats	62611	100000	-	-	58900	56333	62611	-	-	-	-	-	-	-	62611	-	-	-	-	-	-
Mean Score																					

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.)
Base: All Principals

	SALARY							LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY									
	<£20k		£20k-£29999		£30k-£39999		£40k-£59999		£60k+		Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Dev	Fin Serv	Govt	Educ- ation	Non- profit
	7	9	9	31	73	124	-	-	-	-	-	-	-	-	-	-	244	-	41	154	30	5	9	1
Total	244	69256	10171	22667	33219	47744	97647	-	-	-	-	-	-	-	-	244	-	41	154	30	5	9	1	3
Total	244	69256	10171	22667	33219	47744	97647	-	-	-	-	-	-	-	-	244	-	41	154	30	5	9	1	3
Base for stats	7	9	9	31	73	124	-	-	-	-	-	-	-	-	-	244	-	41	154	30	5	9	1	3
Mean Score	10171	22667	33219	47744	97647	-	-	-	-	-	-	-	-	-	-	69256	-	81273	65224	80243	75200	54833	30000	61667
Total UK	194	65344	6	6	31	57	94	-	-	-	-	-	-	-	-	194	-	32	123	21	4	9	1	3
Base for stats	6	6	6	31	57	94	-	-	-	-	-	-	-	-	-	194	-	32	123	21	4	9	1	3
Mean Score	9366	22167	33219	47620	93016	-	-	-	-	-	-	-	-	-	-	65344	-	79188	60927	77824	69000	54833	30000	61667
Total	50	84434	1	3	-	16	30	-	-	-	-	-	-	-	-	50	-	9	31	9	1	-	-	-
Elsewhere	50	84434	1	3	-	16	30	-	-	-	-	-	-	-	-	50	-	9	31	9	1	-	-	-
Base for stats	1	3	1	3	-	16	30	-	-	-	-	-	-	-	-	50	-	9	31	9	1	-	-	-
Mean Score	15000	23667	-	48188	112157	-	-	-	-	-	-	-	-	-	-	84434	-	88689	82274	85889	100000	-	-	-
London/SE	91	75279	3	1	8	20	59	-	-	-	-	-	-	-	-	91	-	12	53	15	1	6	1	3
Base for stats	3	1	3	1	8	20	59	-	-	-	-	-	-	-	-	91	-	12	53	15	1	6	1	3
Mean Score	10000	20000	33313	50505	93624	-	-	-	-	-	-	-	-	-	-	75279	-	88042	72672	86387	70000	60250	30000	61667
SW/Wales	31	55532	-	3	9	13	6	-	-	-	-	-	-	-	-	31	-	7	20	2	-	2	-	-
Base for stats	3	3	3	9	13	6	-	-	-	-	-	-	-	-	-	31	-	7	20	2	-	2	-	-
Mean Score	21667	33000	44500	130167	-	-	-	-	-	-	-	-	-	-	-	55532	-	100286	41700	41750	-	51000	-	-
E/W Mids/E	27	56538	-	1	5	12	9	-	-	-	-	-	-	-	-	27	-	5	19	-	2	-	-	-
Anglia	27	56538	-	1	5	12	9	-	-	-	-	-	-	-	-	27	-	5	19	-	2	-	-	-
Base for stats	-	-	-	1	5	12	9	-	-	-	-	-	-	-	-	27	-	5	19	-	2	-	-	-
Mean Score	24000	34059	45186	87778	-	-	-	-	-	-	-	-	-	-	-	56538	-	74600	54080	-	48000	-	-	-
N West/N	34	55329	2	1	8	8	15	-	-	-	-	-	-	-	-	34	-	7	24	2	-	1	-	-
East	34	55329	2	1	8	8	15	-	-	-	-	-	-	-	-	34	-	7	24	2	-	1	-	-
Base for stats	2	1	2	1	8	8	15	-	-	-	-	-	-	-	-	34	-	7	24	2	-	1	-	-
Mean Score	5598	24000	32125	46625	81067	-	-	-	-	-	-	-	-	-	-	55329	-	49214	58404	52500	-	30000	-	-
Scotland	9	62611	1	-	1	3	4	-	-	-	-	-	-	-	-	9	-	-	6	2	1	-	-	-
Base for stats	1	-	1	-	1	3	4	-	-	-	-	-	-	-	-	9	-	-	6	2	1	-	-	-
Mean Score	15000	-	39000	50833	89250	-	-	-	-	-	-	-	-	-	-	62611	-	-	50583	75000	110000	-	-	-

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Macdonald & Company was established in 1994 and is now part of Prime People Plc dealing exclusively in the recruitment of property and construction professionals. We act for a wide variety of clients, such as banks, consultancies, property companies, funds, institutions, developers and indeed any organisation who occupy property. We are now the largest recruiters of professional property staff in the United Kingdom, currently employing in excess of sixty five people.

We have offices in London, Manchester and Dubai together with representative offices in Edinburgh, Bristol and Birmingham and Paris. Our Manchester office serves the North and Scotland.

Our teams consist predominantly of qualified property professionals with teams dealing with the following disciplines:

- General Practice, including investment, development, agency, finance and rural practice.
- Planning, including landscape and urban design.
- Technical, including Quantity Surveying, Building Surveying, Project Management, Estimators, Buyers, Site Managers, Facilities Management and Health & Safety.
- International, dealing with European and Global services, serving all professional disciplines.
- Freelance/Contract, serving all professional disciplines.
- Executive Selection, senior level appointments within all disciplines.
- Business Support, including Accountants, Secretaries, Data Entry and Receptionists.

Our high standards, professionalism and confidential service have led us to being the only recruitment firm to be approved by the Royal Institution of Chartered Surveyors. We cover the full range of appointments offering a dedicated, uncompromising standard of service to our Clients. Our in-depth knowledge of the property profession and potential availability of candidates, allows us to confidently recommend and adopt the most appropriate recruitment technique.

OUR SERVICES

File Search: Our recruitment database contains the details of many tens of thousands of candidates, many of whom are registered exclusively with us. This service is operated by experienced consultants, who are qualified to operate within their sectors, so you can be confident that any details you receive will truly reflect your needs. Of course, confidentiality is important to employers and candidates, so we have strict policies in this respect - and our discreet approach is precisely why so many high calibre candidates and companies put their faith in our services.

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MACDONALD & COMPANY

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Macdonald and Company was established in 1994 and is one of the leading recruitment consultancies specialising exclusively in the recruitment of property and construction professionals.

Our high standards and innovative approach have led us to become the only recruitment consultancy to be approved by the Royal Institution of Chartered Surveyors.

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